



ESOP 2026

Country Supplement

THAILAND

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

PAYMENT OF YOUR PERSONAL CONTRIBUTION

You may opt for payment of your personal contribution:

- by wire transfer.

My payment must be received by 23 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 Thailand for the purposes of the tax laws of Thailand 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.

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, you shall be taxable at the time of your subscription to ESOP Classic. The taxable amount corresponds to the difference between the market value of all shares delivered to you (shares subscribed with your personal contribution and with the matching contribution) and the subscription price paid by you.

For tax purposes, the market value of the shares is the opening listed price of Technip Energies N.V. shares on the date of their delivery to you (i.e., on July 30, 2026).

This benefit is taxable as salary at progressive income tax rates of up to 35

Your employer will withhold the amount of tax owed by you from your salary.

You are not subject to any social security charges with respect to your subscription in ESOP 2026.

You must file the annual personal income tax return for this taxable benefit on Form PND 91 within 31 March of the following year in which the benefits are received for paper filing or within 8 April of the following year in which the benefits are received for electronic filing.



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, you will not be required to pay tax nor social charges on dividends, if any are distributed to the sub-fund.



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

Yes, capital gains are taxable at progressive income tax rates of up to 35%, in any tax year in which capital gains are brought into Thailand, provided that you reside in Thailand for 180 days or more in the tax year and the capital gains are received in the same tax year in which you are a Thai tax resident.

The capital gain is equal to the difference between the redemption proceeds and the price that you paid initially.¹

No social security charges will apply.

Your employer has no withholding requirements with respect to this gain. You shall report the taxable amount on Form PND 90 with the Revenue Department within 31 March of the following year for paper filing or 8 April of the following year for electronic filing in which the benefits are received and pay the corresponding tax individually.

¹ The law does not allow the deduction of upfront tax from the capital gain tax. This means that in practice, in a situation where the share price increased continuously during the investment period, portion of the capital gain would have been taxed twice.

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.



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 on dividends.



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

Yes, capital gains are taxable at progressive income tax rates of up to 35% ,in any tax year in which capital gains are brought into Thailand, provided that the you reside in Thailand for 180 days or more in the tax year and the capital gains are received in the same tax year in which you are a Thai tax resident.

The capital gain is equal to the difference between the redemption proceeds and the price that you paid initially.

No social security charges will apply.

Your employer has no withholding requirements with respect to this gain. You shall report the taxable amount on Form PND 90 with the Revenue Department within 31 March of the following year in which the benefits are received for paper filing or within 8 April of the following year in which the benefits are received for electronic filing and pay the corresponding tax individually.