



ESOP 2026

Country Supplement UNITED ARAB EMIRATES

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", 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 is subject to fluctuation in line with the fluctuation of the value Technip Energies N.V. shares on the EuroNext stock exchange .

Neither your employer nor Technip Energies N.V. can give you investment advice nor any guarantee as to the future Technip Energies share price. 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 NOTICE

The information contained in this Country supplement, in the Terms and Conditions and in the Brochure (the "Memorandum") does not constitute an offer of securities registered under the laws of the United Arab Emirates ("UAE") relating to funds, investments or otherwise. Neither the ESOP 2026 offering made within the context of the International Group Savings Plan of Technip Energies (the "Offering") nor the Memorandum is approved by the UAE Central Bank, the Capital Markets Authority (the "CMA"), the Dubai Financial Services Authority, the Financial Services Regulatory Authority, the Dubai International Financial Centre, the Abu Dhabi Global Market or any other authority in the UAE. Furthermore, no authorization, permit or license has been granted by the CMA or any authority in the UAE to market, offer, place or sell the Offering in the UAE. The Memorandum is strictly private and confidential and is being distributed to a limited number of selected investors at the request of such investors. The Memorandum (a) does not constitute a public offer, or an advertisement or solicitation to the general public; (b) is intended only for the original recipients hereof to whom this document is personally provided and may not be reproduced or used for any other purpose. The Offering referred to in the Memorandum is not offered or intended to be sold directly or indirectly to the public in the UAE.

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 31 August 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 your employer.

AND/OR

- by deduction from your salary, in 6 instalments, subject to limitations in accordance with UAE Federal Decree Law No. 33 of 2021 on regulation of Labor Relations (**Labour Law**).

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

According to the Labour Law, the monthly deduction must not exceed 20% of your monthly salary. When you decide on the amount that you wish to pay through salary deductions, please ensure that the amount of each deduction does not exceed 20% 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.

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 (including end of service gratuity payment and/or any accrued unused annual leave) that may be due to you under your employment agreement (including in cases of termination of employment) and the Labour Law.

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 UAE for the purposes of the tax laws of UAE 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 March 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 UAE

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