



ESOP 2026

Country Supplement UNITED KINGDOM

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 in the 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 shares. 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

SECURITIES LAW NOTICE

This document is directed at employees eligible to participate in ESOP 2026 only.

ESOP 2026 constitutes a private investment and has not been registered with or approved by any competent authorities. ESOP 2026 is made in reliance on the exemption from publishing a prospectus provided for in Articles 1(4)(i) and 1(5)(h) of the EU Prospectus Regulation 2017/1129 as incorporated in the UK under the Financial Services & Markets Act 2000 (as amended).

This document, jointly with the information brochure and the terms and conditions provided to you shall serve as information document required pursuant to Articles 1(4)(i) and 1(5)(h) of the EU Prospectus Regulation 2017/1129.

PAYMENT OF YOUR PERSONAL CONTRIBUTION

You may opt for payment of your personal contribution:

- By deduction from your salary, in 3 instalments.

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.

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 in the ESOP 2026 and who are and will remain a UK resident for the purposes of the UK tax laws 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 will be taxable at the time of your subscription to ESOP Classic.

As part of ESOP Classic offer, you are required to enter into a restricted securities election in order for the tax treatment below to apply.

You will be liable to income tax and employee's social security (National Insurance Contributions/NICs) on the difference between (i) the price you paid for your FCPE units and (ii) their market value on the date of subscription (according to HMRC's previous position on this matter, the Reference Price can be taken as the market value of the units on the date of subscription), i.e. basically on the Discount.

For the additional shares subscribed for with the employer matching contribution, the full value will be taxable, as the price you paid for those FCPE units is nil.

Additionally, if you opted for payment in instalments, a taxable benefit calculated based on the official interest rate issued by HMRC (currently 3.75%) arises if the amount of the payment facility exceeds £10,000 (together with any other employer loans).

Income tax is payable at your marginal rate at the relevant time - for the 2025/26 tax year the rate is 0% for up to £12,570, 20% between £12,571 and £50,270 (basic rate), 40% between £50,271 and £125,140 (higher rate) and 45% over £125,140 (additional rate).

You will also be subject to NICs at the time of subscription on the amount on which you will be subject to income tax. For the 2025/26 tax year, employee's NICs are payable at a rate of 8% on income from all sources up to £50,270 and at 2% on all income above that amount.

These amounts will be deducted from your salary under the PAYE system.

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?

Yes, despite the reinvestment of the dividends in the sub-fund, you should be taxed if dividends are paid to the FCPE.

A dividend allowance of £500 is available in the 2025/26 tax year. To the extent dividends (from all sources) received do not exceed this amount, no tax will be due.

For any dividends received above the allowance, the rate at which tax is payable depends on your marginal income tax rate. For the 2025/26 tax year, dividends are taxed at 8.75% for basic rate tax-payers, 33.75% for higher rate tax-payers and 39.35% for additional rate tax-payers. NICs are not payable on dividends.

Any income tax in respect of dividends is payable through self-assessment. You should include details of any dividends received on a self-assessment tax return. If you do not normally complete such a return, you should request one online via the HMRC website.

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

Yes, the difference between, (i) the redemption proceeds you receive and (ii) the subscription price you paid, increased by any amount on which income tax and NICs has already been paid) is a taxable capital gain.

All taxable gains for a tax year are aggregated (this includes gains made under ESOP Classic and any other gains). Capital gains of up to £3,000 are not taxable (amount for the 2025/26 tax year). Above that amount, the capital gain is taxable at a rate of 18% or 24% depending on the amount of your taxable income. No NICs apply to capital gains.

Any income tax in respect of capital gains is payable through self-assessment. You should include details of any sale proceeds received on a self-assessment tax return. If you do not normally complete such a return, you should request one online via the HMRC website.

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 NIC 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, you will be liable to income tax and employee's social security (National Insurance Contributions/NICs) on the difference between (i) the redemption proceeds you received and (ii) the amount you paid for the units at subscription.

Income tax is payable at your marginal rate at the relevant time - for the 2025/26 tax year the rate is 0% for up to £12,570, 20% between £12,571 and £50,270 (basic rate), 40% between £50,271 and £125,140 (higher rate) and 45% over £125,140 (additional rate).

You will also be subject to NICs on the amount on which you will be subject to income tax. For the 2025/26 tax year, employee's NICs are payable at a rate of 8% on income from all sources up to £50,270 and at 2% on all income above that amount.

These amounts will be deducted from your salary under the PAYE system or from the redemption proceeds. If you are no longer an employee of a Technip Energies group entity in the UK, these amounts will be deducted from the redemption proceeds and the net amounts will be transferred to you.