

KEY ELEMENTS MANAGEMENT AGREEMENT MR. PIETON

Best practice provision 3.4.2 Dutch Corporate Governance Code

Management Agreement Mr. Pieton

Mr. Pieton began his employment with Technip in January 2004 and currently serves as President of TechnipFMC's Subsea business segment.

Mr. Pieton will be appointed as Chief Executive Officer of Technip Energies N.V.'s ("**Technip Energies**") and as an executive director on the Board effective upon the completion of the Spin-off. In connection therewith he will enter into a management agreement as a statutory executive director of Technip Energies under Dutch law. Under the management agreement he is entitled to (i) an annual base salary of EUR 900,000, and (ii) an annual cash incentive opportunity and annual long-term equity incentive grants in accordance with Technip Energies' executive director remuneration policy. Either party may terminate the management agreement at any time with 3 months' notice. Otherwise the management agreement will renew until the next annual general meeting, as long as Mr. Pieton is reappointed as an executive director. Under the management agreement, if Mr. Pieton's service with Technip Energies is terminated by Technip Energies other than for urgent cause or due to non-renewal (unless such non-renewal is due to urgent cause), Mr. Pieton will be entitled to a severance payment equal to his annual base salary. In addition, following Mr. Pieton's termination of service, he shall be subject to non-competition and non-solicitation of clients covenants for 12 months in exchange for payment equal to his base salary and annual bonus paid with respect to the 12 months prior to termination, paid in 12 monthly installments, unless otherwise determined by Technip Energies. Mr. Pieton is also subject to a 12 month post-termination non-solicit of employee covenant.

Mr. Pieton will participate in a supplementary retirement plan for executives, with fixed contributions of 8% of annual gross compensation above four times and capped at eight times the annual French social security (Sécurité sociale) limit (EUR 13,164 for 2021). As of the date of this Prospectus, Technip Energies has not set aside any pension, retirement or similar benefits for Mr. Pieton.