

SECTION 7

Value creation designed to last

BRUNO VIBERT
Chief Financial Officer

T.EN – a compelling growth story

EXCELLENT VISIBILITY & BEST-IN-CLASS MARGINS

Backlog: ~€16bn

EBITDA¹ %: ~9%

STRONG ORGANIC GROWTH OUTLOOK

Expanding markets

€75bn+ pipeline

R&D: ~1% revenues

ROBUST BALANCE SHEET AND CASH GENERATION

70% - 85%
EBITDA-to-free cash
flow conversion

Net cash & investment
grade balance sheet

DISCIPLINED CAPITAL ALLOCATION

Sustained growth
in dividend

Value-accretive M&A;
adjacent business
models

SUSTAINABILITY EMBEDDED IN STRATEGY

Markets aligned with
sustainability agenda

Ambitious targets

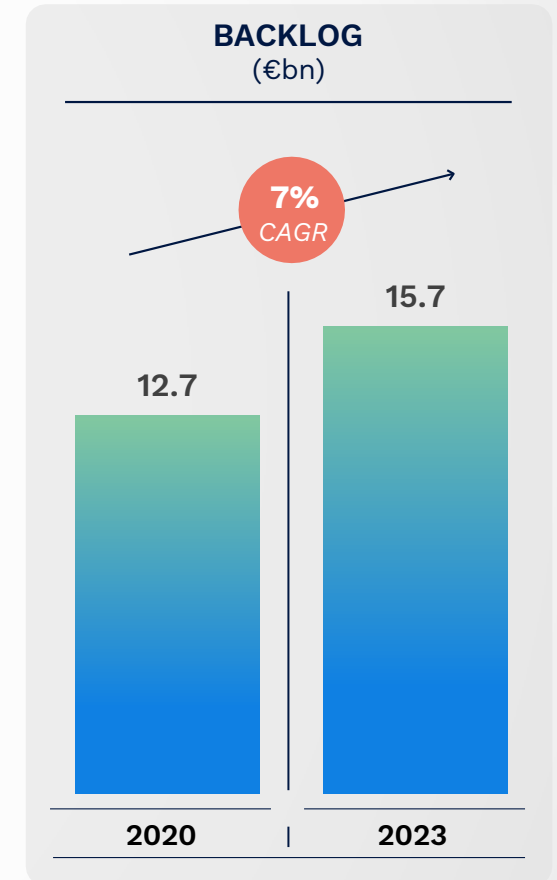
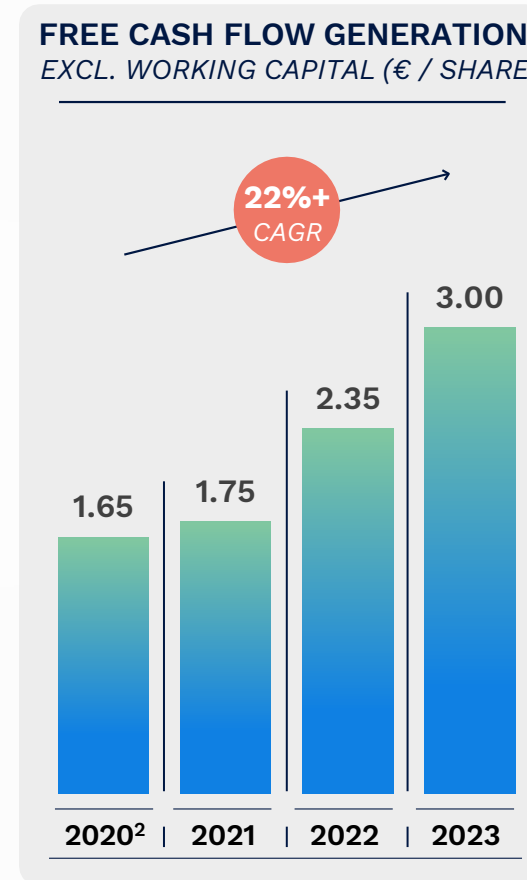
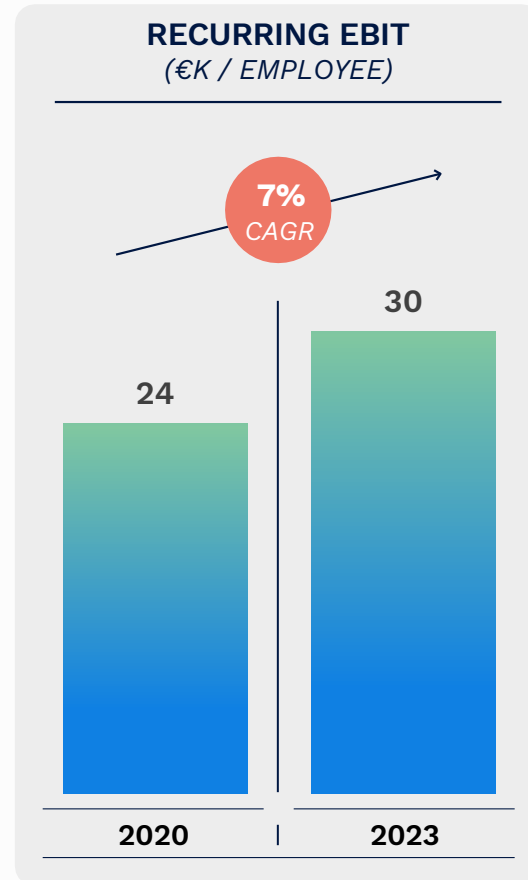
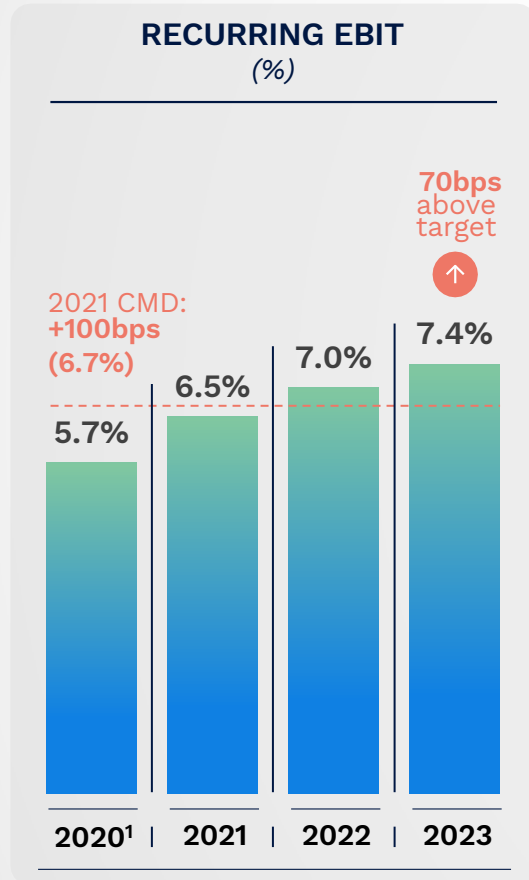
Top-tier ESG ratings



Value beyond – our strong platform for growth in shareholder returns

¹ Earnings Before Interest, Taxes, Depreciation, and Amortization

Delivering robust results since T.EN inception



¹ 2020 – the baseline reference year for Recurring EBIT margin improvement target set at 2021 CMD

² 2020 free cash flow calculated as net income plus depreciation, depletion & amortization less capital expenditures

Resulting in strong total shareholder returns



¹ In addition to dividend, on February 29, 2024, T.EN announced a **€100m share buyback program**. The program completion was announced on October 1, 2024

² ROIC calculated as FY 2023 NOPAT divided by average invested capital for 2023

³ Reference dates for TSR calculation: November 15, 2024 vs Company inception date: February 16, 2021

Building stakeholder value as an ESG industry leader

DRIVING LASTING CHANGE



PEOPLE

50%+

Women graduate intake for four consecutive years

2X

Learning hours per employee vs 2022



CLIMATE & ENVIRONMENT

28%

Reduction for scope 1 & 2 GHG emissions vs 2021

91%

Waste recycled¹



TRUST

100%

New suppliers qualified with sustainability criteria

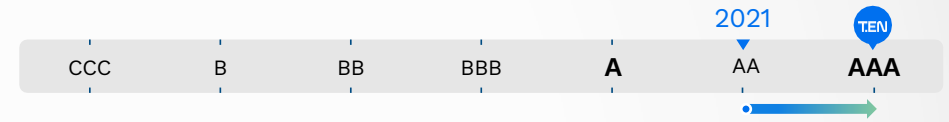
30%

of employees as shareholders in T.EN

¹In 2023, 91% of the waste generated in our operations was recycled

STRONG PROGRESSION IN RATINGS

MSCI



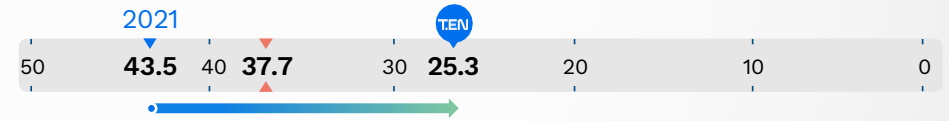
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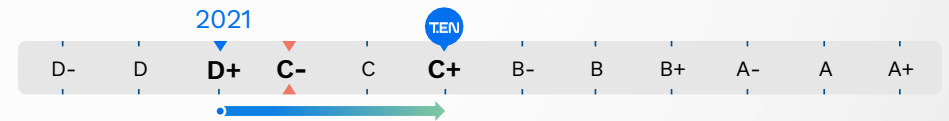
CDP



SUSTAINALYTICS



ISS ESG



Industry average

T.EN backlog – underpinning our growth trajectory

BACKLOG CALENDARIZATION

FULL COMPANY: €15.9bn

€1.7bn	€5.1bn	€4.3bn	€4.8bn
2024 (3M)	2025	2026	2027+



PROJECT DELIVERY: €14.2bn

€1.2bn	€4.1bn	€4.2bn	€4.7bn
2024 (3M)	2025	2026	2027+



TECHNOLOGY, PRODUCTS & SERVICES: €1.7bn

€0.5bn	€1.0bn	€0.2bn
2024 (3M)	2025	2026+

PERSPECTIVES

FULL COMPANY

~70% of FY 2025 guidance secured
~60% of backlog for execution in 2026+

PROJECT DELIVERY – LONG CYCLE

Backlog extends through late 2020s

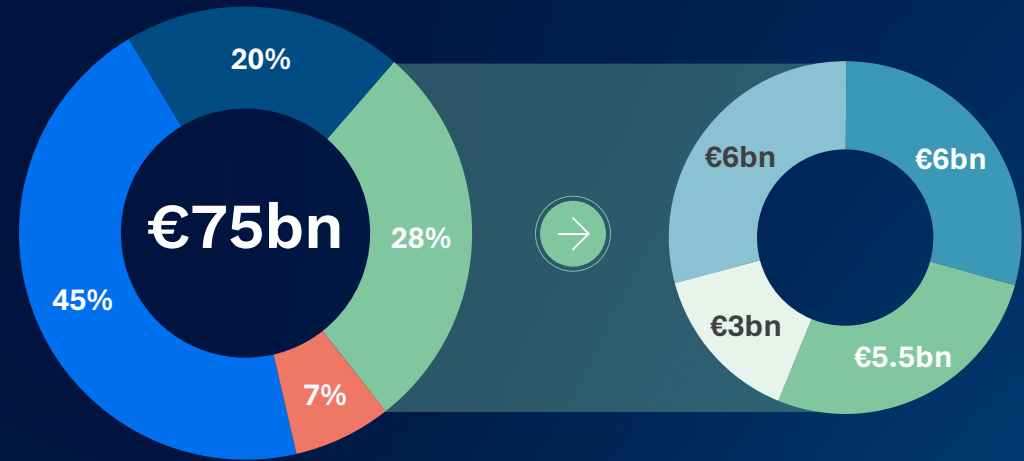
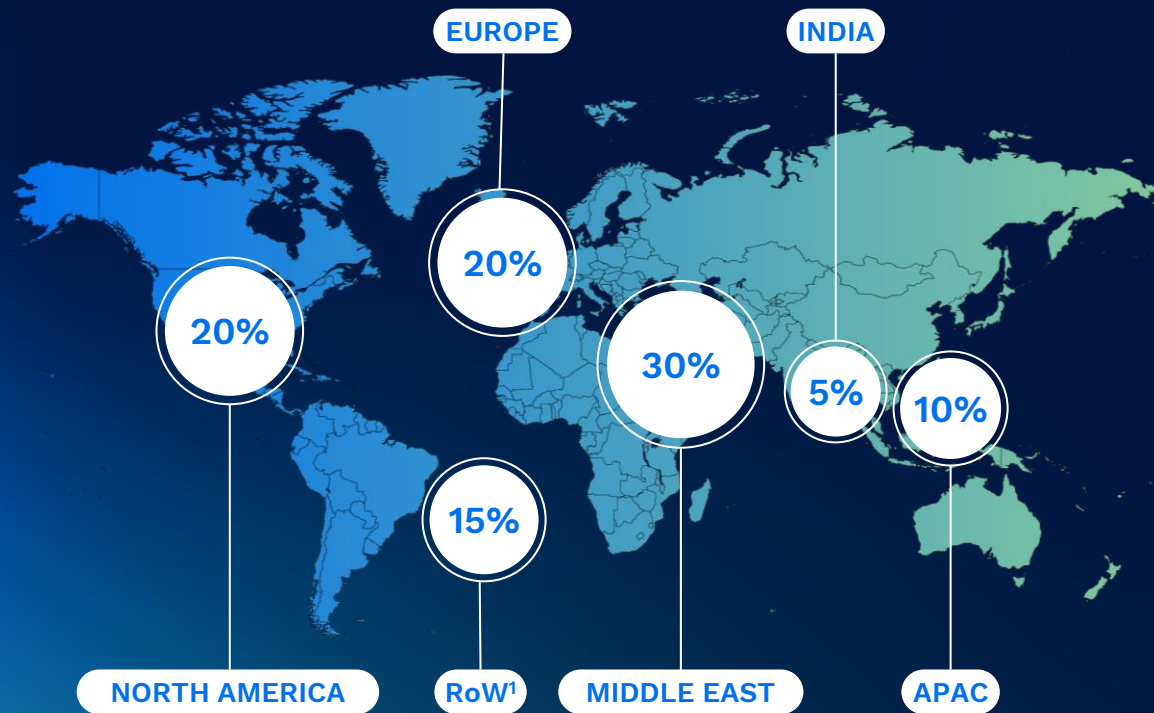
TPS – SHORT CYCLE

>90% to be executed by end-2025

A substantial and diversified commercial pipeline

COMMERCIAL PIPELINE BY GEOGRAPHY AND MARKET THROUGH END-2026

ZOOM ON DECARBONIZATION



- Energy derivatives
- Decarbonization
- Energy
- Circularity & other
- Carbon capture
- SAF²
- Blue hydrogen & ammonia
- Green hydrogen & ammonia

¹ Rest of the World
² Sustainable Aviation Fuel

Company guidance for 2025

Segment growth trajectory well underpinned by backlog strength and commercial opportunity set

PROJECT DELIVERY

REVENUE	EBITDA MARGIN ¹
€5.0 - 5.4bn	~8%

TECHNOLOGY, PRODUCTS & SERVICES

REVENUE	EBITDA MARGIN ¹
€2.0 - 2.2bn	~13.5%

EFFECTIVE TAX RATE²

26% - 30%

CORPORATE COSTS

€50 - 60m

R&D SPEND

~€70m

ADJACENT BUSINESS MODEL INVESTMENT³

<€50m

Financial information is presented under adjusted IFRS

¹ Depreciation and Amortization component of EBITDA estimated at ~100 basis points of Project Delivery margin, and ~350 basis points of TPS margin

² Subject to fiscal regime changes in key jurisdictions

³ Adjacent business model investment costs were allocated in full to the business segments prior Q3 2024

Financial framework for 2028

Strategic initiatives and market opportunities provide profitable growth potential

PROJECT DELIVERY

REVENUE

>€6.0bn

Selectivity-focus; LNG, larger decarbonization scopes

EBITDA MARGIN¹

~8.5%

Backlog quality, project execution & efficiency gains

TECHNOLOGY, PRODUCTS & SERVICES

REVENUE

>€2.6bn

Commercial-focus, new market penetration, diversification

EBITDA MARGIN¹

~14.5%

Accretive mix evolution, growth in Technology & Products

EFFECTIVE TAX RATE²

26% - 30%

CORPORATE COSTS

~€60m

R&D SPEND

~1%

of revenues

ADJACENT BUSINESS MODEL INVESTMENT²

Subject to final investment decisions

Financial information is presented under adjusted IFRS

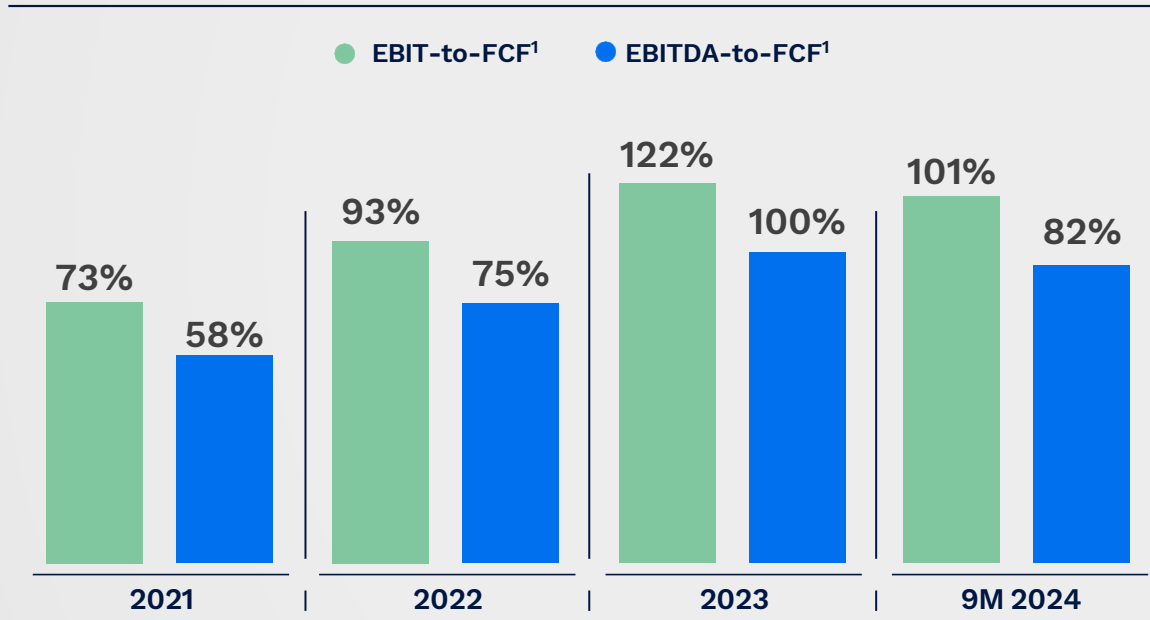
¹ Depreciation and Amortization component of EBITDA estimated at ~100 basis points of Project Delivery margin, and ~350 basis points of TPS margin

² Subject to fiscal regime changes in key jurisdictions

Sustained strength in free cash flow generation

Operational and financial discipline driving superior free cash flow conversion

FREE CASH FLOW CONVERSION



FREE CASH FLOW CONVERSION OUTLOOK²

(MEDIUM-TERM, ORGANIC)

70-85%

EBITDA-to-FCF¹




RANGE PRIMARILY REFLECTS INTEREST RATE EVOLUTION SCENARIOS FOR FINANCIAL INCOME




Financial information is presented under adjusted IFRS

¹ Free cash flow conversion is stated excluding working capital and post IFRS 16 lease repayment

² Organic i.e. free cash flow from Project Delivery and TPS business models

An investment grade balance sheet structure

ASSETS		
Goodwill	€2.1bn	
Non-current assets	€0.8bn	
Trade receivables ¹	€1.2bn	
Other current assets	€0.9bn	
Contract assets	€0.6bn	✓
Cash & cash equivalents	€3.5bn	✓
TOTAL	€9.1bn	

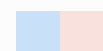
EQUITY & LIABILITIES		
Equity	€2.0bn	
Non-current liabilities	€0.4bn	
Accounts payable	€1.7bn	
Other current liabilities	€0.9bn	
Contract liability ¹	€3.3bn	✓
Debt	€0.8bn	✓
TOTAL	€9.1bn	

BBB
stable

S&P Global
Ratings



Proxy for normalized working capital / capex to support organic operations



Net contract liability: €2.7bn



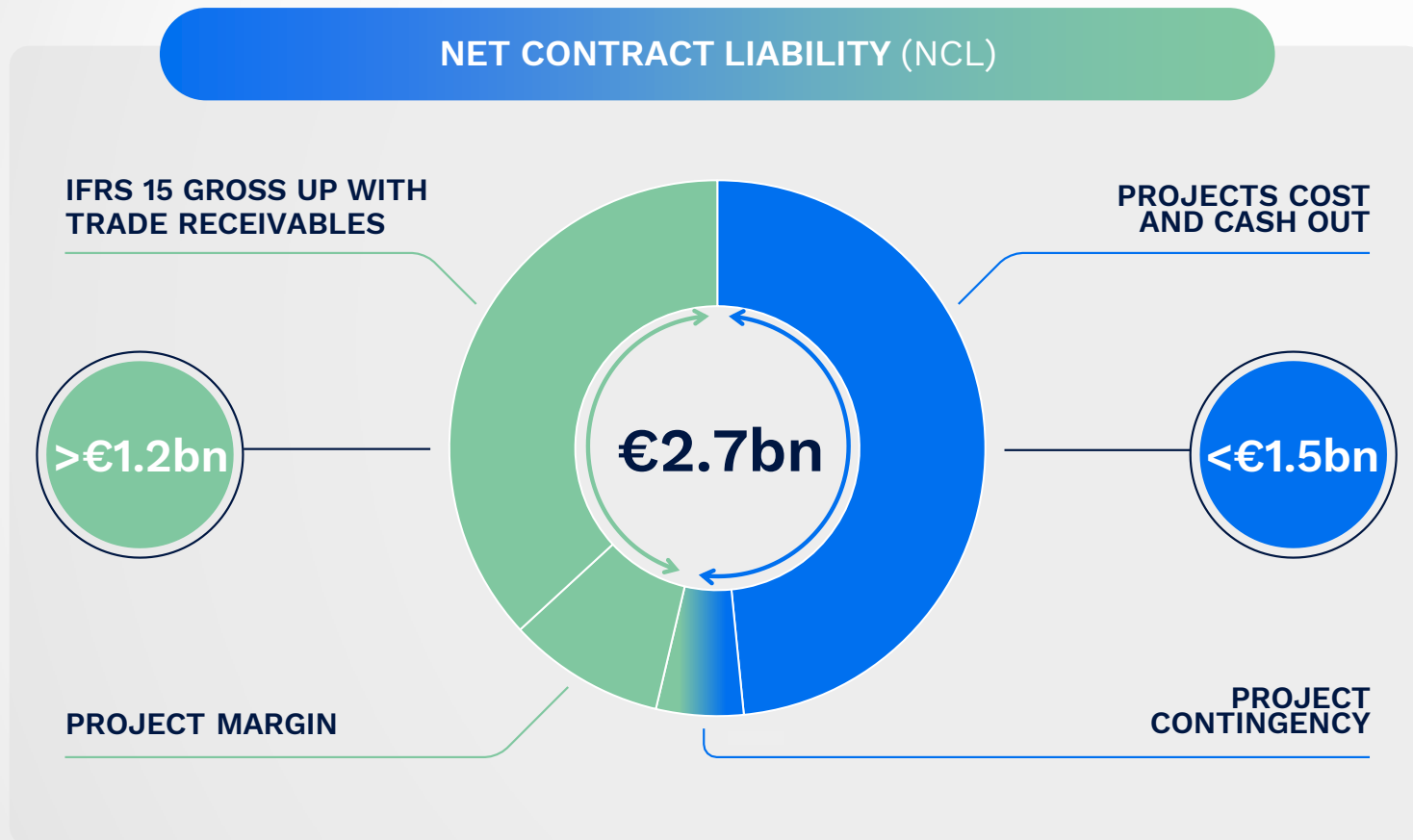
Focus items for net cash assessment

Financial information is presented under adjusted IFRS. Balance sheet position as of September 30, 2024

¹~€1bn gross up of Trade receivables and Contract liability, as per IFRS 15 requirements

A look inside the net contract liability

Only a limited portion represents future cash outflows



HOW TO THINK ABOUT THE COMPONENT PARTS:

FUTURE CASH OUT OR "PROJECT DEBT":

Estimated project costs and partial contingency (subject to execution)

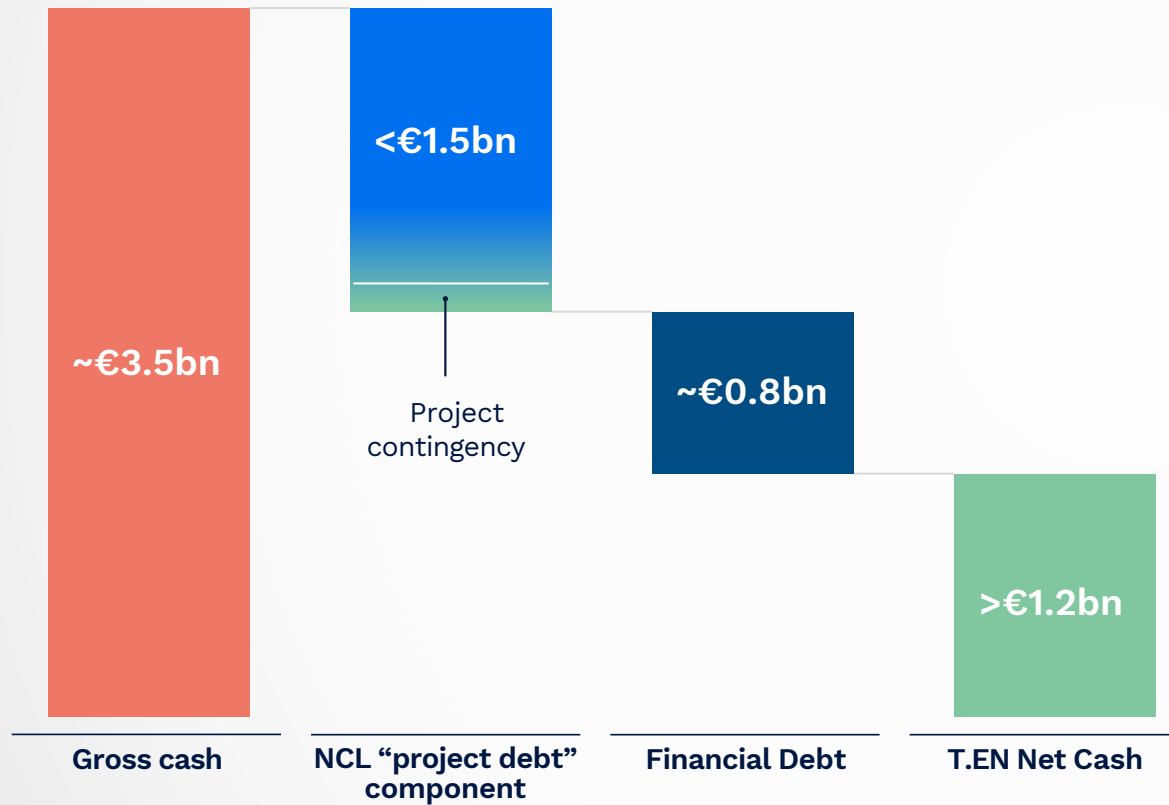
NOT FUTURE CASH OUT:

Estimated project margin and partial contingency

IFRS 15 gross up adjustment with trade receivables

T.EN's net cash assessment: over €1.2 billion

Bridging gross cash to net cash – an upside from Enterprise Value to Equity Value



T.EN'S CALCULATION OF NET CASH

- 1 Gross cash
- 2 NCL "project debt" i.e. estimated project costs + contingency in full
- 3 Financial debt

$$1 \text{ (-)} 2 \text{ (-)} 3 = \text{T.EN Net Cash}$$

Capital deployment priorities

Prioritizing shareholder returns and investments while maintaining investment grade balance sheet

ROBUST ORGANIC FCF GENERATION

€2.2 - 2.6bn

2024 – 2028E CUMULATIVE¹

providing capital
allocation flexibility



PRIORITIES

#1 Dividend

Minimum 25% - 35% of FCF¹

Growth aligned to earnings trajectory

#2 Value accretive investments

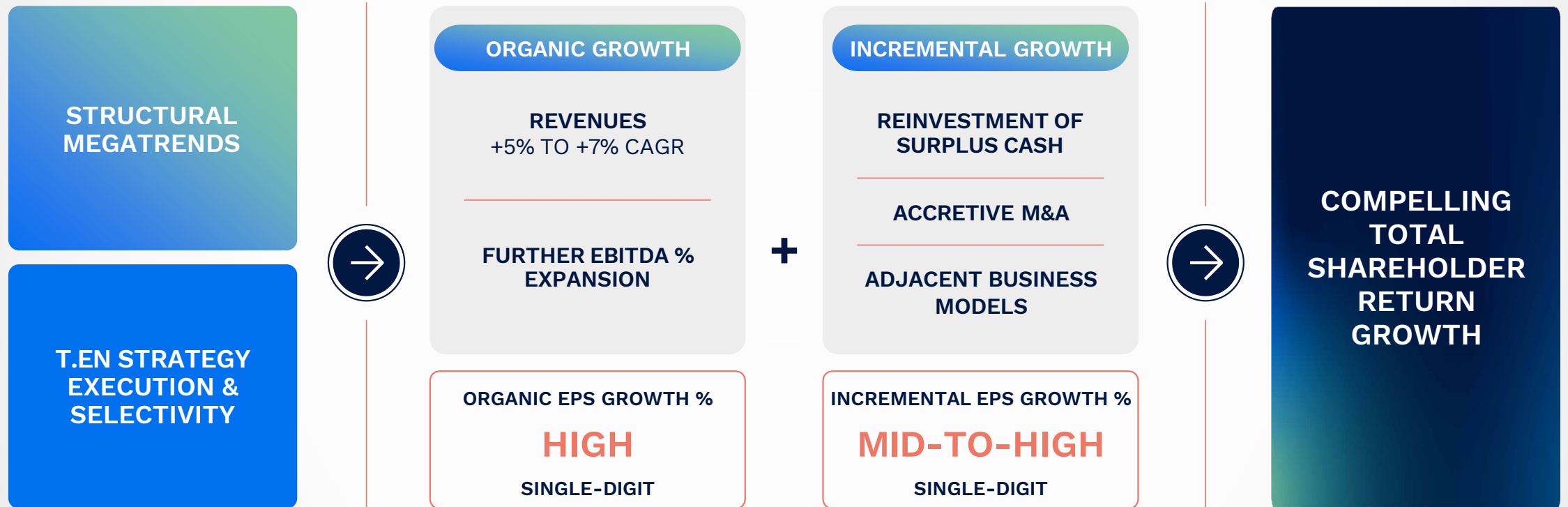
M&A

Adjacent business models

¹Based on medium-term financial framework and expected 70% – 85% FCF conversion from EBITDA, post IFRS 16 lease repayment

Value beyond: T.EN's through cycle ambition

A compelling growth story to deliver industry-leading total shareholder returns beyond 2028



Value creation designed to last

ATTRACTIVE GROWTH OUTLOOK

Strong organic growth outlook for 2023-28; revenue CAGR ~7%

Leverage leadership, differentiation and transformation to drive margin expansion

ACCELERATED CAPITAL DEPLOYMENT

€1.2bn+ Balance sheet firepower providing short term flexibility

2024-28e FCF¹ €2.2 – 2.6bn; deployed primarily for dividends & investments

COMPELLING SHAREHOLDER RETURN POTENTIAL

Strategy deployment to further enhance quality of earnings

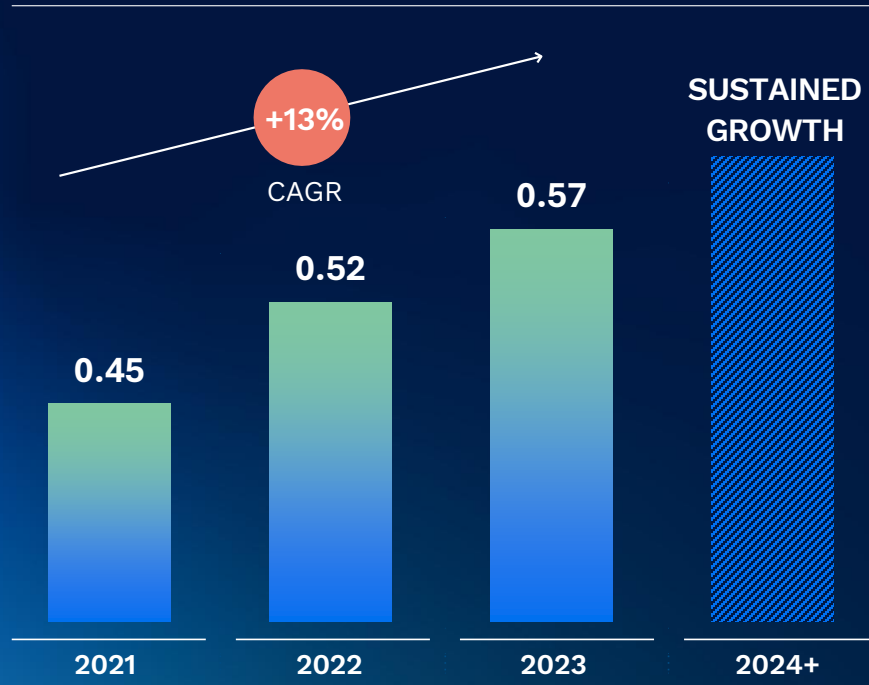
Substantial EPS growth potential with continuous returns to shareholders

¹Based on medium-term financial framework and expected 70% – 85% FCF conversion from EBITDA - post IFRS 16 lease repayment

Appendix

Strong focus on shareholder returns

T.EN DIVIDEND EVOLUTION



A SUSTAINABLE & GROWING DIVIDEND

>€270m

CASH DIVIDEND PAYMENTS
2021 – H1 2024

CAPITAL ALLOCATION PRIORITY

TARGETING SUSTAINED GROWTH
MINIMUM 25-35% of FCF

SHARE BUYBACKS

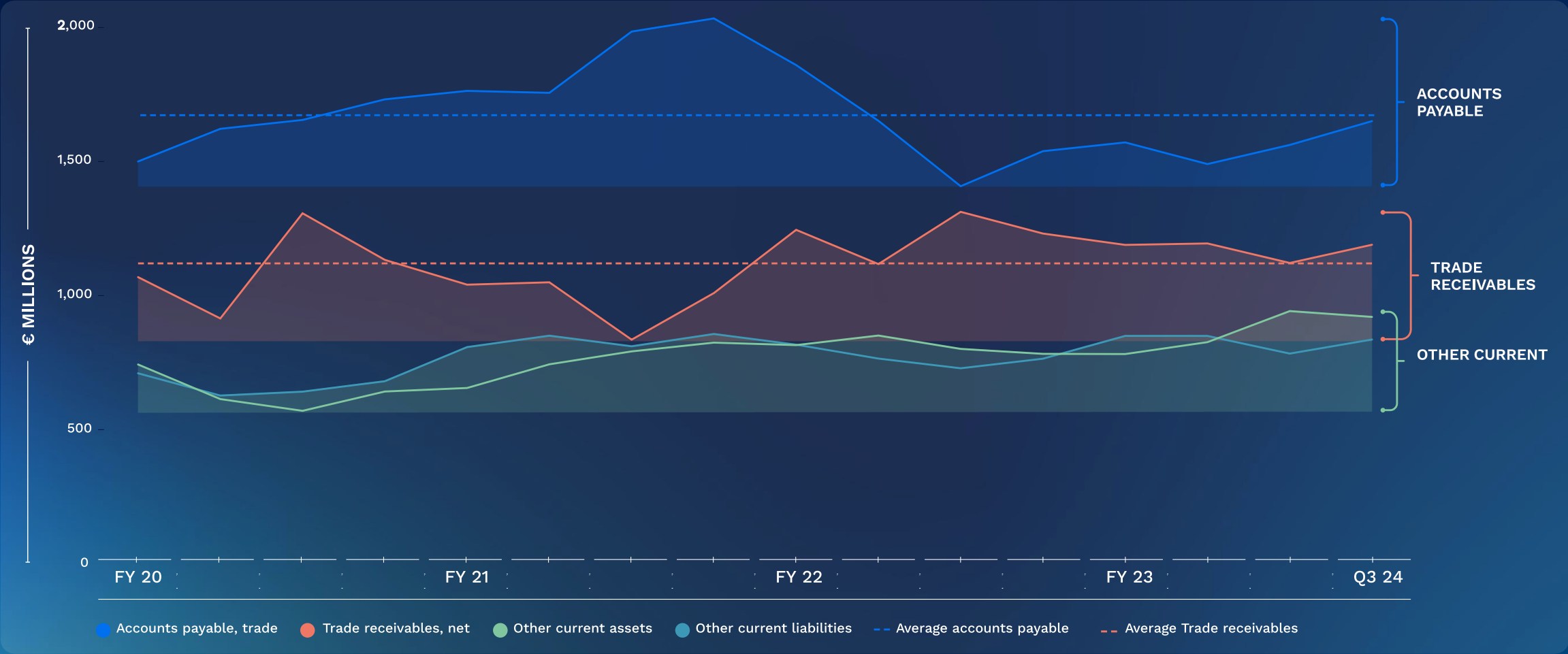
>€150m¹

IN SHARE BUYBACKS
2021 – H1 2024

SUBJECT TO INVESTMENT
OPPORTUNITIES

¹ Up to €70m of shares acquired for the 2024 €100m program are expected to be cancelled by December 31, 2024

Working capital over time



Credit rating and debt profile

CREDIT RATING – BBB, STABLE

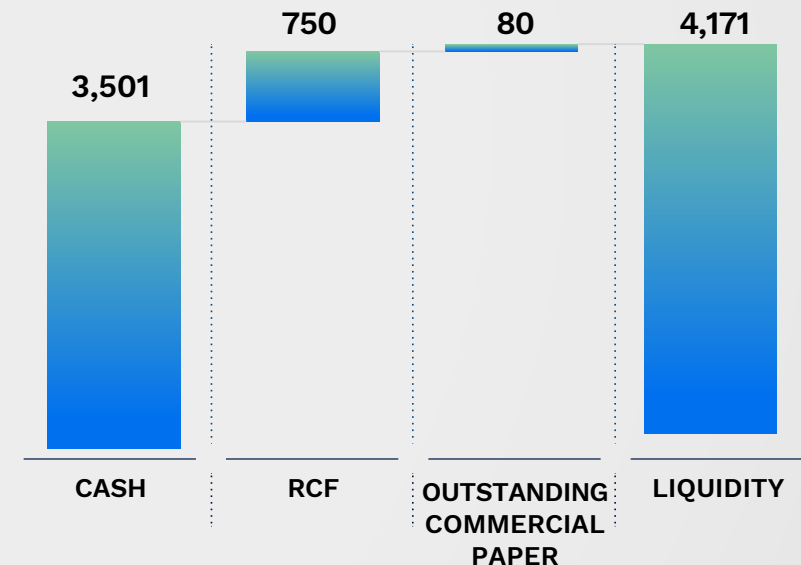
“We expect T.EN’s credit measures will remain solid over our forecast period, underpinned by its strong balance sheet and prudent financial policies, which we view as commensurate with the current rating.”

S&P Global

DEBT, LEVERAGE AND LIQUIDITY

- **Debt:** €600m 1.125% senior unsecured notes due 2028; refinancing process to begin 2026/27
- **Leverage:** gross debt-to-EBIT ratio reduced to ~1.4 in 2023 from ~1.9 in 2021; driven by growth in EBIT
- **Liquidity:** €4.2bn at September 30, 2024, comprised of €3.5 billion of gross cash plus €670 million of available capacity under the RCF (€750 million net of €80 million outstanding commercial paper)

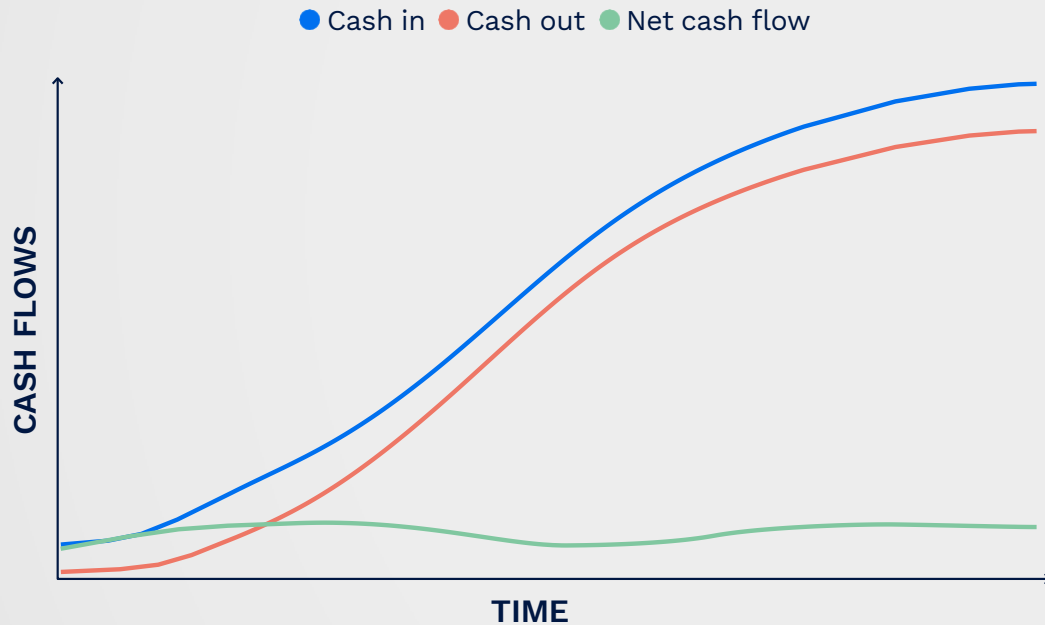
NET LIQUIDITY, SEPTEMBER 30, 2024 (€m)



Financial principles - project cash flow curve

Key business objective - a positive cash position through project lifecycle

TYPICAL PROJECT CASH FLOWS



KEY DRIVERS

Bidding principle - net cash flow positive throughout the project lifecycle

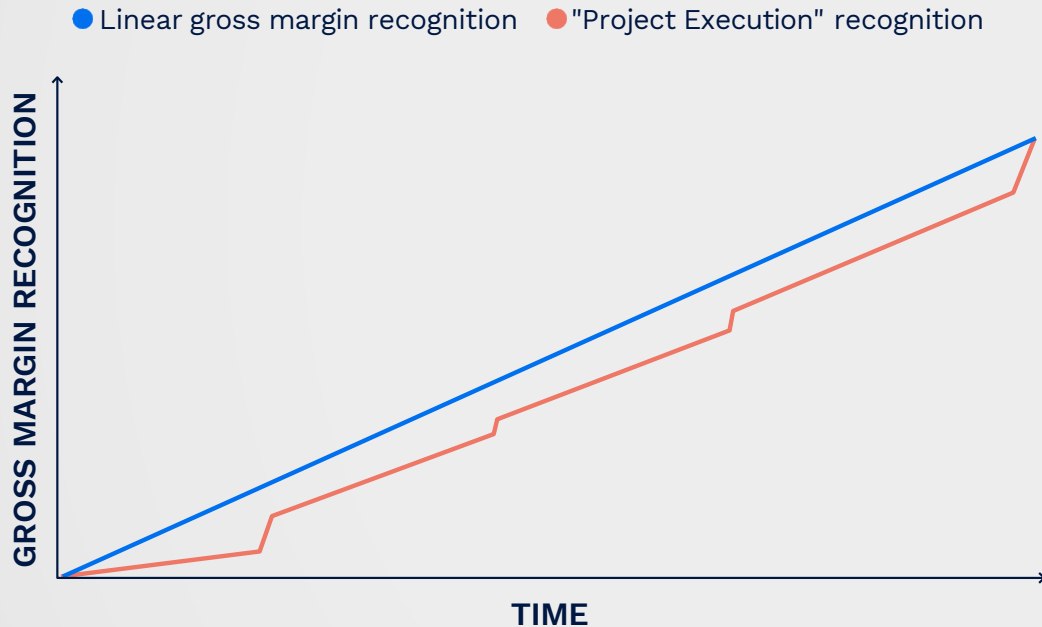
Project execution with a resolute cash management focus

Early cash conversion of earnings - negative working capital due to advance and milestone payments

Financial principles - project cash flow curve

Key business objective - a positive cash position throughout project lifecycle

TYPICAL PROJECT CASH FLOWS



KEY DRIVERS

Non-linear margin recognition;
conservative recognition in early stages
of a project

Gross margin recognition subject to:

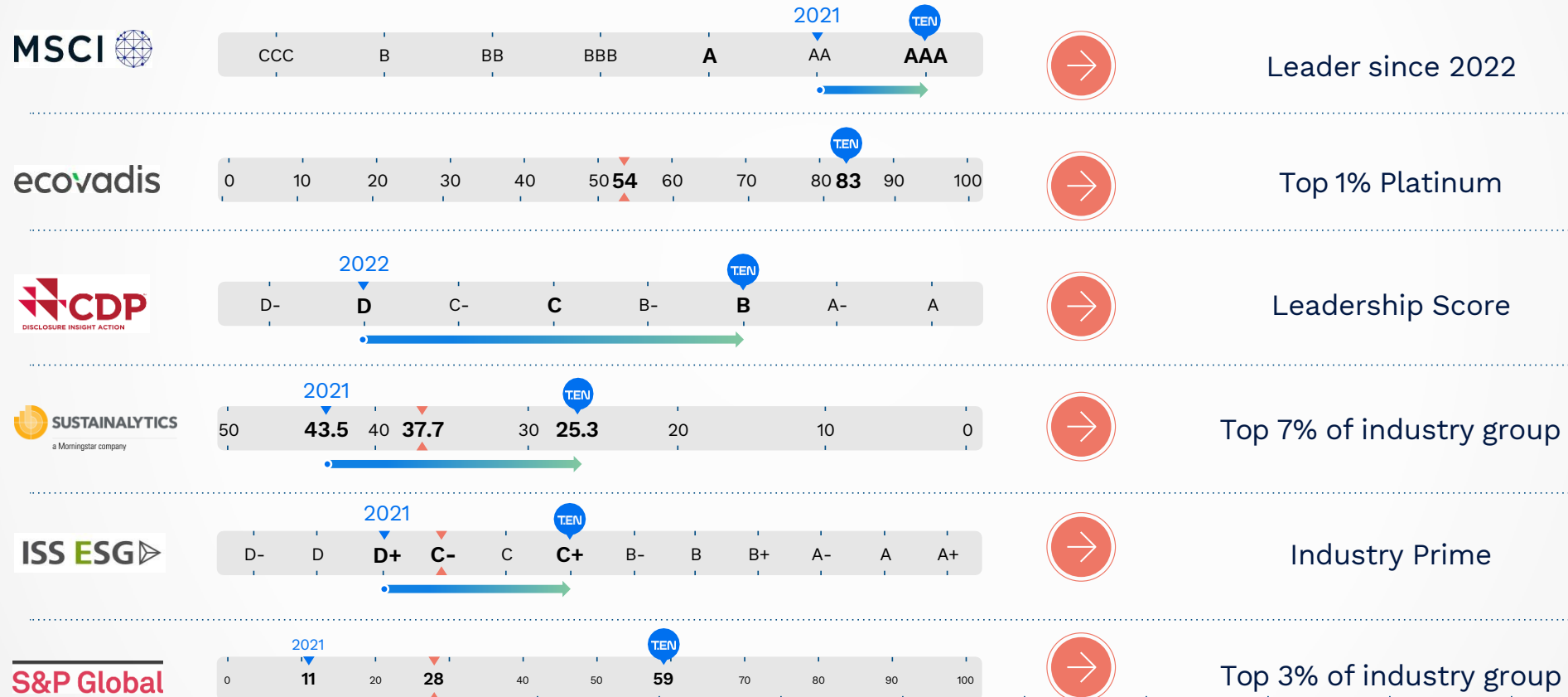
- Project specificities
- Milestones and project maturity
- Risks evaluation & mitigation

Risk assessment model built over 65
years of project execution experience

T.EN - A company recognized for sustainability

STRONG RATING PROGRESSION

RECOGNITION & AWARDS



Industry average