



Equal Pay Index

Technip France scores 78/100

TechnipFMC

February 28th, 2020

In accordance with Law No. 2018-771 of September 7, 2018, known as the "Loi avenir professionnelle", Technip France has calculated its equal pay index between women and men. **For 2019, Technip France's index is 78 points out of 100.**

A score that reflects our commitment and the initiatives undertaken for many years in favor of professional equality. In addition to issues directly related to remuneration, Technip France has also made strong commitments to move towards more diversity: the obligation to appoint at least one woman per succession plan, a fixed salary grid for the first salary according to level of education and professional experience, accompanying measures to parenthood (example: home office agreement adapted), the coming setting up of the Universal Employment Service Vouchers ("CESU"), etc.

As a reminder, the equal pay index between women and men is composed of five indicators* measured according to a scale of points defined by decree:

1. pay gaps between men and women. **Technip France scores 38 out of 40.**
2. the distribution of individual wage increases between men and women. **Technip France scores 10 out of 20.**

3. the distribution of promotions between men and women. **Technip France scores 15 out of 15.**
4. the number of women increased upon return from maternity leave. **Technip France scores 15 out of 15.**
5. and finally the number of women among the ten highest salaries. **Technip France scores 0 out of 10.**

Despite the score obtained in the fifth indicator, Technip France is pleased with its overall rating.

This note highlights the good direction of our efforts and encourages us to pursue them for the next few years.

Convinced that gender diversity and professional equality are essential factors for social progress, gender equality within the company remain a key topic. We continue to work daily to improve our overall score.

** for companies with more than 1,000 employees*

Industry References

Name

www.urladdress.com