

Consolidated Account of Labor Rights, Worker Welfare, and Modern Slavery Report 2024

April 25, 2025

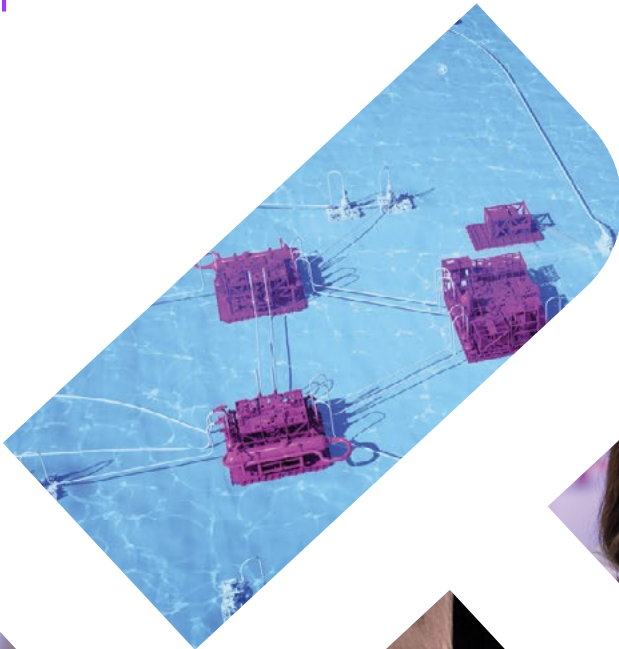


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Company Operations¹

TechnipFMC (“TechnipFMC,” the “Company,” “we,” “us,” or “our”) is a leading technology provider to the traditional and new energy industries; delivering fully integrated projects, products, and services.

With our proprietary technologies and comprehensive solutions, we are transforming our clients’ project economics, helping them unlock new possibilities to develop energy resources while reducing carbon intensity and supporting their energy transition ambitions.

The Company’s worldwide team powers our success – our people use their skills to design, engineer, manufacture, and install the systems used by the energy industry to access resources on land and at sea.

Subsea

Our Subsea segment provides integrated design, engineering, procurement, manufacturing, fabrication, installation, and life of field services for subsea systems, subsea field infrastructure, and subsea pipeline systems used in oil and natural gas production and transportation.



Surface Technologies

Our Surface Technologies segment designs, manufactures, and services fully integrated products and systems used by companies involved in conventional and unconventional land and shallow water exploration and production of oil and natural gas, as well as specialized equipment supporting integrated carbon transportation and storage, hydrogen storage, and geothermal production. Surface Technologies provides integrated solutions for onshore applications in drilling, stimulations, production, measurement, digital, and services globally.



Capitalizing on the Energy Transition

We are uniquely positioned to deliver greater efficiency across project life cycles, from concept to project delivery and beyond. Through innovative technologies and improved efficiencies, our offering unlocks new possibilities for our customers in developing their energy resources and in their positioning to meet the energy transition challenge.

Enhancing our performance and competitiveness is a key component of our strategy, which is achieved through technology and innovation differentiation, seamless execution, and reliance on simplification to drive costs down.

We are targeting profitable and sustainable growth by seizing market growth opportunities and expanding our range of services, including opportunities arising through the energy transition.

We are managing our assets efficiently to ensure we are well-prepared to drive and benefit from the opportunities in many of the markets we serve.

¹TechnipFMC Canada’s activities are those described for both the Company’s Subsea and Surface Technologies business segments.

Unique worldwide footprint

North America

Canada
Mexico
United States

South America

Argentina
Brazil
Colombia
Guyana

Europe

France
Italy
Netherlands
Norway
Poland
Portugal
Russia
United Kingdom

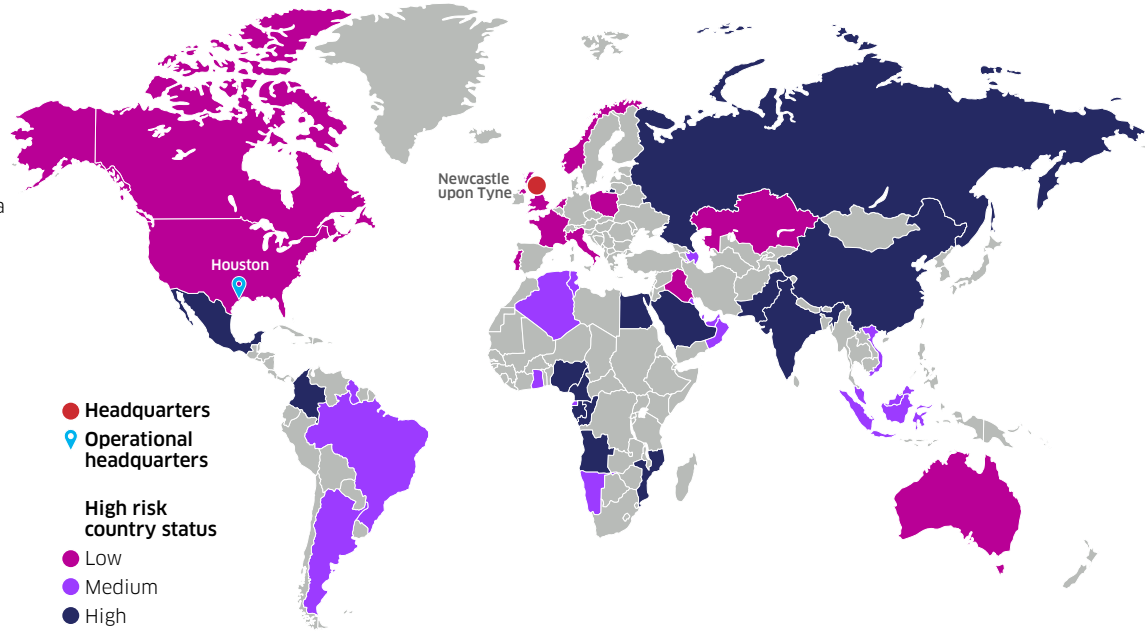
Africa

Algeria
Angola
Cameroon
Congo
Egypt

Equatorial Guinea
Gabon
Ghana
Mozambique
Namibia
Nigeria
Tunisia

Asia, Australasia and Middle East

Australia
Azerbaijan
China
India
Indonesia
Iraq
Kazakhstan
Kuwait
Malaysia
Oman
Pakistan
Qatar
Saudi Arabia
Singapore
Thailand
United Arab Emirates
Vietnam



Country risk levels for human rights are based on scores from the Country Risk Scoring Tool developed in-house, classifying countries as low, medium, or high risk. The scoring is derived from eight international benchmark indices:

1. Ratification of eight ILO Conventions on Workers' Rights;
2. Ratification of 18 UN Human Rights Treaties;
3. World Bank Governance Indicators;
4. UNDP Human Development Index;

5. Transparency International Corruption Perceptions Index;
6. U.S. Trafficking in Persons Report;
7. ITUC Global Rights Index; and
8. Global Slavery Index.

Supply chain ²

Employees in procurement

~1,070

Direct and indirect suppliers

~9,800

Number of countries procured from

65

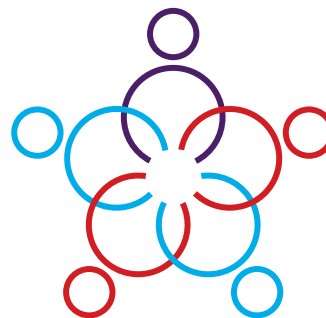


We aspire to develop business relationships with like-minded clients, subcontractors, suppliers, and business partners who are guided by a similar set of principles of business conduct. Our goal is to build and sustain long-lasting relationships with customers, partners, suppliers, and local communities where we have operations. Stakeholder considerations are embedded throughout our discussions and decisions, including those of our Board of Directors. The supply of goods and services is critical to our success as a business. We implement processes and procedures to enable us to manage our supply chain and supplier relationships effectively. As part of these processes and procedures, we work to identify and engage suppliers who can meet the demands of our business at a competitive cost and with integrity.

Our local procurement teams play a key role in facilitating regular communication with our suppliers and managing differences in culture, language, and time zones.

We regularly assess the performance of our suppliers to ensure they meet our standards and expectations in the delivery,

quality, and response to supply chain matters. We are committed to operating our business with a focus on our Core Values and Foundational Beliefs, and we aspire to work with suppliers who are guided by a similar set of principles. We actively assess and monitor our suppliers' compliance with rules, regulations, principles, and guidelines relating to modern slavery, sustainability, human rights, anti-bribery, tax evasion, and data protection, among others.



Our Core Values

Realizing possibilities
Achieving together
Building trust

Our Foundational Beliefs

In everything we do, we never compromise on
Safety | Integrity | Quality | Respect | Sustainability

²The Company employs a global supply chain, which services all the Company's subsidiaries, including TechnipFMC Canada.



Human Rights at TechnipFMC

Respect is one of our Foundational Beliefs. It fundamentally guides how we do business and what we never compromise on, no matter the circumstances. We believe that everyone is entitled to honest, fair, and courteous treatment. We express a strong commitment for respecting human rights, and we do not tolerate any form of modern slavery or the use of prohibited child, forced, indentured, or involuntary labor, regardless of where we conduct business.

Our operations and business actions are guided by the principles set out in the 1948 Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organization's Core Conventions and Declaration on Fundamental Principles and Rights at Work.

We implement processes according to these principles to ensure the health, safety, and welfare of those in the Company's ecosystem.

At a glance

The Human Rights Program is a key pillar of our Compliance Program strategy, ensuring that worker rights, community well-being, and environmental responsibility are respected across operations and the supply chain, while driving responsible and sustainable business practices.

Since 2020, we have continuously enhanced our Human Rights Program, led by the Global Human Rights Compliance Team in collaboration with key functions such as Global Sourcing and Procurement ("GSP"), People & Culture ("P&C"), Projects, Commercial, and Health, Safety, Environment, and Security ("HSES").

In 2023, our Human Rights Program received the Chair and CEO Prize in our internal Driving Change Awards. This accolade is awarded to an initiative that demonstrates overall exceptional achievement and has a significant impact on our business. The program achieved tangible impacts such as:

- ▶ Immediate return of migrant workers' passports and identity documents so that they have freedom to leave work as they choose;
- ▶ Repayment to workers of backpay;
- ▶ Providing guidance to suppliers in setting up their grievance mechanisms and improvement in human rights policies and procedures; and
- ▶ Training of suppliers and engagement on our expectations.

In 2024, we appointed a Human Rights Program Manager to lead the enhancement of the Company's strategic approach to human rights compliance and due diligence. The appointment provided a focal point to establish a comprehensive, 360-degree framework covering supply chain, internal operations, and projects. The focus includes strengthening risk assessment methodologies, expediting remediation processes, and embedding human rights considerations into core business operations to drive measurable and sustainable improvements.

In addition to carrying out human rights due diligence with 58 suppliers in 2024, the Company also carried out 14 human rights self-assessments. These assessments included key manufacturing facilities, port bases and owned vessels, spanning across 21 countries.



Human Rights Governance

We take pride in being an industry leader that promotes human rights and worker welfare in the energy and construction sector. We serve as a steering member of Building Responsibly, a group of companies working together to raise the bar in promoting the rights and welfare of workers. Building Responsibly member companies collaborate and benchmark on development of common objectives, practices, and processes for improving human rights in the engineering and construction industry.

Board oversight

All Board Members participate in oversight of corporate sustainability matters. Oversight is concentrated in the Environmental, Social, and Governance Committee (“ESG Committee”), which has principal responsibility for overseeing the Company’s strategic sustainability initiatives, including human rights.

The ESG Committee oversees the implementation of targets, standards, metrics, and methodologies to track the Company’s sustainability performance, including human rights. The ESG Committee also reviews the Company’s engagement with stakeholders and public disclosures with respect to sustainability matters.

Day-to-day management

Our Executive Leadership Team sets the overall direction and approach toward our environmental, social, and governance efforts, including human rights. The Chief Legal Officer, in conjunction with the Legal Director for Human Rights, is responsible for the implementation of the Human Rights Program. The Sustainability Steering Committee, which includes the Chief Legal Officer, is responsible for the specific Company initiatives toward corporate responsibility and sustainability, including opportunities and actions aimed to further those initiatives. We also utilize a Human Rights Working Group and a Human Rights Leadership Network.

Sustainability Steering Committee

- ▶ Responsible for the specific Company initiatives toward corporate responsibility, sustainability, climate-related risks, and opportunities and actions aimed to further such initiatives.
- ▶ Sets the direction and long-term strategy to achieve our sustainability-related plans, the development and implementation of targets, standards, and metrics or methodologies to achieve our goals, and publication of our external communication on sustainability topics.
- ▶ Regularly receives updates and provides guidance to subject-matter experts in each of the environmental, social, and governance pillars that coordinate activity across the Company that underpins our corporate sustainability strategy.

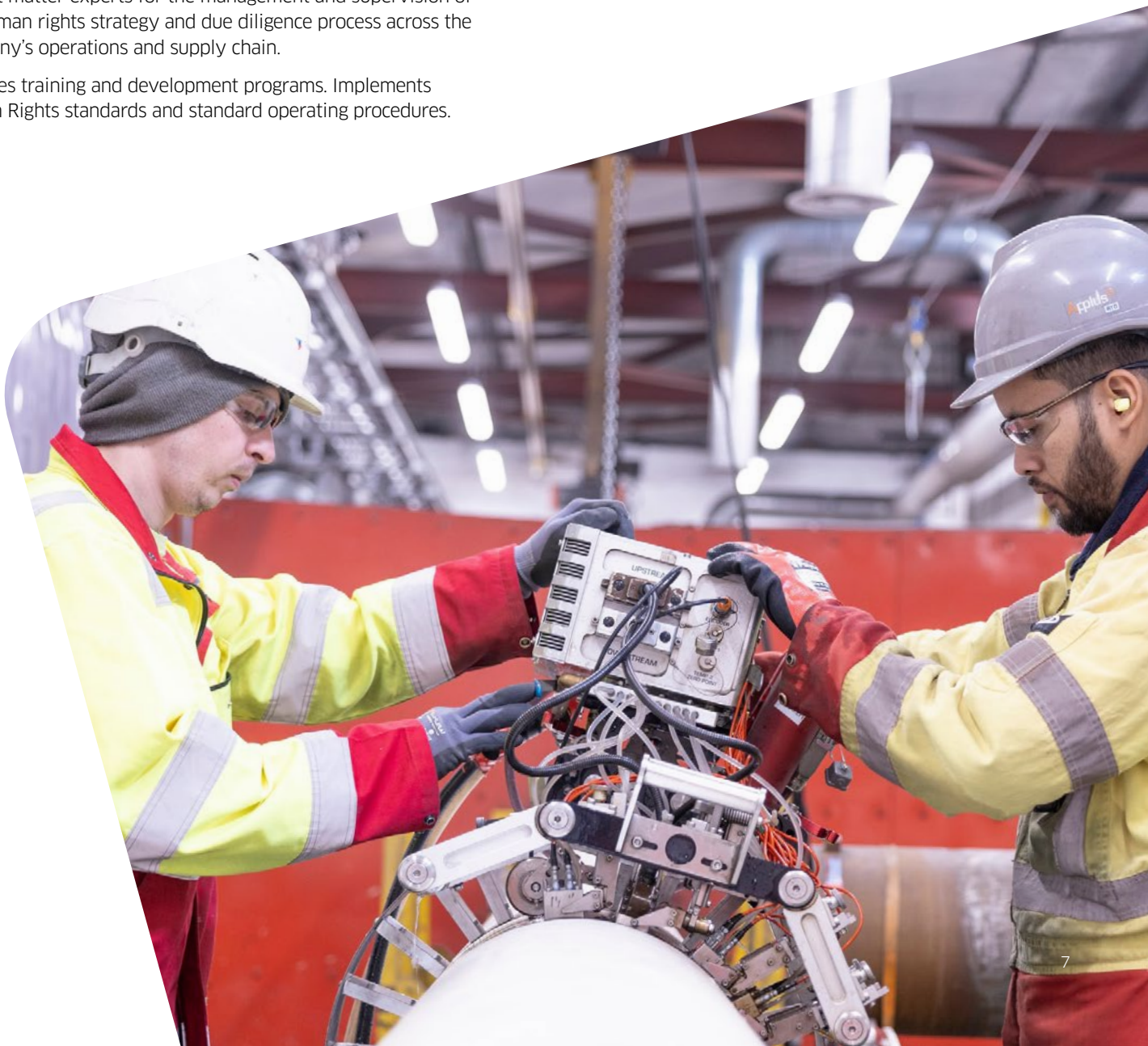
Human Rights Compliance Team

- ▶ Subject matter experts for the management and supervision of the human rights strategy and due diligence process across the Company's operations and supply chain.
- ▶ Provides training and development programs. Implements Human Rights standards and standard operating procedures.

Internal Human Rights Working Group and Human Rights Leadership Network

- ▶ Brings internal stakeholders together across different global functions to our support human rights initiatives and promote a better working environment for employees and our suppliers.

These efforts have resulted in developing several standards, policies, and processes. One notable example is our Suppliers and Subcontractors Integrity Expectations, which requires our suppliers' adherence to international human rights standards in the execution of their operations. We continue to assess how our Company-wide assessment, due diligence, and monitoring processes could be standardized and reinforced in this area.





Policies and procedures combating Modern Slavery

Human Rights standards and related documents

Our governance framework, alongside a strong human rights management system that includes human rights standards and supporting policies, reflects our commitment to responsible business conduct, ethical integrity, and legal compliance. These principles underpin our dedication to respecting human

rights, upholding dignity, and embedding high standards of accountability across our operations and supply chain. These policies apply to the Company, including all subsidiaries, affiliates, employees, officers, and directors. These policies and procedures include:

| | |
|---|--|
| <p>Code of Business Conduct³</p> | <p>Our Code of Business Conduct (the “Code”) is built on our Foundational Beliefs of Safety, Integrity, Quality, Respect, and Sustainability, and gives us a common language and playbook for decisions and actions that help us live our Core Values. Our Code helps us recognize and address the ethical dimensions to our everyday decisions.</p> <p>The Code acknowledges our commitment to recognizing human rights and our prohibition of forced, indentured, or involuntary labor, human trafficking, and the use of prohibited child labor.</p> <p>The Code also establishes the responsibility of any Company employee, customer, supplier, or business partner to report a violation of our Code or policies.</p> |
| <p>Human Rights Standard</p> | <p>Our Human Rights Standard (the “Standard”) sets forth our principles related to human rights across the entire TechnipFMC group to ensure that everyone we work with is entitled to honest, fair, and courteous treatment.</p> <p>The Standard is based on the principles found in the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work.</p> <p>The Standard prohibits any form of child labor⁴, forced labor⁵, or modern slavery; prohibits discrimination and ensures fair working conditions; ensures a healthy, safe, and secure environment; ensures respect for the freedom of association and collective bargaining; encourages workers to report concerns and ensures remediation, when appropriate; and ensures the respect of the rights of local communities.</p> |

| | |
|---|---|
| Allegation Management Standard | Our Allegation Management Standard establishes that our employees have a responsibility to report all compliance concerns, including violations of the Company’s Code, policies, laws, or Core Values and Foundational Beliefs. We take all allegations of misconduct seriously and are determined to ensure that all reports are treated confidentially, investigated fully, and that employees are treated consistently and fairly. |
| Fatigue Management | Our Fatigue Management policy outlines the minimum requirements for managing employee fatigue, emphasizing the importance of addressing fatigue to ensure the safety, quality of work, and personal security of employees. The policy applies to all business units and projects under the Company’s supervision and includes guidelines on risk assessments, control measures, training, and reporting related to fatigue management. |
| Global Sourcing and Procurement | Our Global Sourcing and Procurement policy establishes that we are committed to our customers’ success by providing a competitive advantage through leverage, value creation, and strategic supplier management, ensuring safety, quality, on-time delivery, and cost performance. We achieve this by, among other things, developing the supply chain to sustain the business in the long term, and delivering consistent global performance in all aspects of safety, quality, ethics, delivery, and cost and operating in compliance with our Core Values and Foundational Beliefs. |
| Supplier and Subcontractor Integrity Expectations | <p>Our Supplier and Subcontractor Integrity Expectations, which are a condition of any business relationship with the Company, require that any supplier or subcontractor of the Company agrees to follow the applicable laws of each country in which the supplier or subcontractor operates, and to observe the principles of the Code and the Supplier and Subcontractor Integrity Expectations.</p> <p>This includes conducting business in compliance with all internationally recognized human rights standards, including those set out in the Universal Declaration of Human Rights and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, and have an approach to human rights consistent with the United Nations’ Guiding Principles on Business and Human Rights.</p> |
| Supplier Human Rights Due Diligence Assessment and Auditing Global Standard Operating Procedure (the “Audit SOP”) | <p>This Audit SOP defines how supplier human rights due diligence assessments and audits shall be prepared, executed, and recorded. This Audit SOP covers both due diligence assessments and on-site audits, and assesses suppliers operating in high-risk countries and executing high-risk scopes of work.</p> <p>Both due diligence assessments and on-site audits cover areas relating to: (1) policies and procedures relating to employment of children and young workers and prohibition of modern slavery; (2) freedom of association; (3) contract requirements for employees, suppliers, and customers; (4) fair wages and working conditions; (5) non-discrimination policies; (6) safe, healthy, and secure workplaces and environments; (7) fair compensation; (8) freedom of assembly; (9) grievance mechanisms; (10) incident reporting and investigations; (11) training; (12) supplier outreach; and (13) due diligence of new and existing suppliers.</p> <p>This Audit SOP also requires, when an on-site audit results in findings associated with the International Labour Organization’s Indicators of Forced Labour, prompt notice and remediation, and implementation of a long-term resolution plan.</p> |

³In addition to the Company’s employees, directors, and officers, the Code should be shared and discussed with our clients, suppliers, and our business partners to better explain our rules of conduct and reinforce our culture of accountability. We aspire to develop business relationships with like-minded clients, subcontractors, suppliers, and business partners who are guided by a similar set of principles of business conduct.

⁴Work that deprives children of their childhood, potential, and dignity, and is harmful to physical and mental development.

⁵Work or service extracted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily.

General Terms and Conditions

In addition to the aforementioned policies, our General Terms & Conditions (the “GTC”) set forth our requirements and expectations regarding our contractors’, subcontractors’, vendors’, and other suppliers’ respect for human rights and decent working conditions.

The GTC are the Company’s standard terms and conditions for procurement of goods and services. The GTC requirements for human rights and decent working conditions are based on the Building Responsibly Worker Welfare Principles.



Modern Slavery Risk Assessment in the Supply Chain

Our human rights due diligence approach, in alignment with the OECD Guidelines for Multinational Enterprises and the United Nations Guiding Principles on Business and Human Rights, is designed to identify, prevent, mitigate, and remediate actual and potential adverse human rights impacts within our supply chain.

We acknowledge that human rights risks are context-specific, influenced by the nature of our activities, operational geographies, and sector-specific vulnerabilities.

Certain industries and jurisdictions present heightened risks, requiring a proactive, risk-based approach to ensure responsible business conduct.

As part of our supplier risk identification process, new suppliers operating in high-risk sectors or geographies undergo enhanced screening for human rights and modern slavery risks.

For existing suppliers, an annual risk assessment is based on six key parameters:

- ▶ Country Risk Rating;
- ▶ Scope of Work;
- ▶ Spend;
- ▶ Strategic Importance to Business;
- ▶ Single/Sole Supplier Status; and
- ▶ Manufacturing Process Risk.

Suppliers are categorized as High, Medium, or Low Risk, based on predefined risk-weighting criteria. Tailored mitigation measures are then applied to medium- and high-risk suppliers to prevent or minimize adverse human rights impacts, ensuring compliance with our human rights commitments and suppliers' integrity expectations.

Some of our risk factors include:

Value chain operations in high-risk geographies.

A global supply chain that:

- ▶ Is comprised of multiple tiers, up to and exceeding five tiers at times; and
- ▶ Includes supply of high-risk scopes of work, such as labor supply, cleaning services, and construction.

Worker demographics that include differing workforce skill levels, use of recruitment agencies, and migrant workers.

Global projects with subcontracting relationships, which may result in diminished visibility into subcontractors' practices to ensure worker welfare.

When assessing the Company's potential risks with respect to human rights, we take these risk factors into account and rely on international standards and industry practices to map the specific risks, and to develop or maintain responsive policies and procedures.



Supply Chain Due Diligence

We aim to develop business relationships with like-minded subcontractors, suppliers, and business partners, and aspire to do business only with counterparties who respect human rights and uphold labor laws.

We require that our Code be shared and discussed with our suppliers and business partners to explain our rules of conduct and reinforce our culture of accountability. Our suppliers must accept and abide by contractual provisions addressing a range of ethical issues, including human rights requirements. We also assess our supply chain's compliance with labor laws and international human rights standards through multiple avenues in the supply chain life cycle.



1. Supplier Selection and Pre-Qualification

During our supplier onboarding process, all potential suppliers are required to complete a standard ethical business practice questionnaire that includes questions across a number of compliance areas (including human rights, sanctions, anti-corruption, cybersecurity, etc.). Suppliers operating from a high-risk country, or who provide us with a high-risk scope of work, trigger an enhanced human rights risk screening, which includes further assessment of a supplier's policies and risk management practices prior to advancing with the contracting process.



2. Contracting and Onboarding

Depending on the risk levels, we ensure a proper flow down and mandatory compliance of the human rights clauses that are legally binding on relevant suppliers and their sub-suppliers, which includes our Human Rights standards, Supplier and Subcontractor Integrity Expectations, GTC, etc.



3. Ongoing Monitoring and Performance Tracking

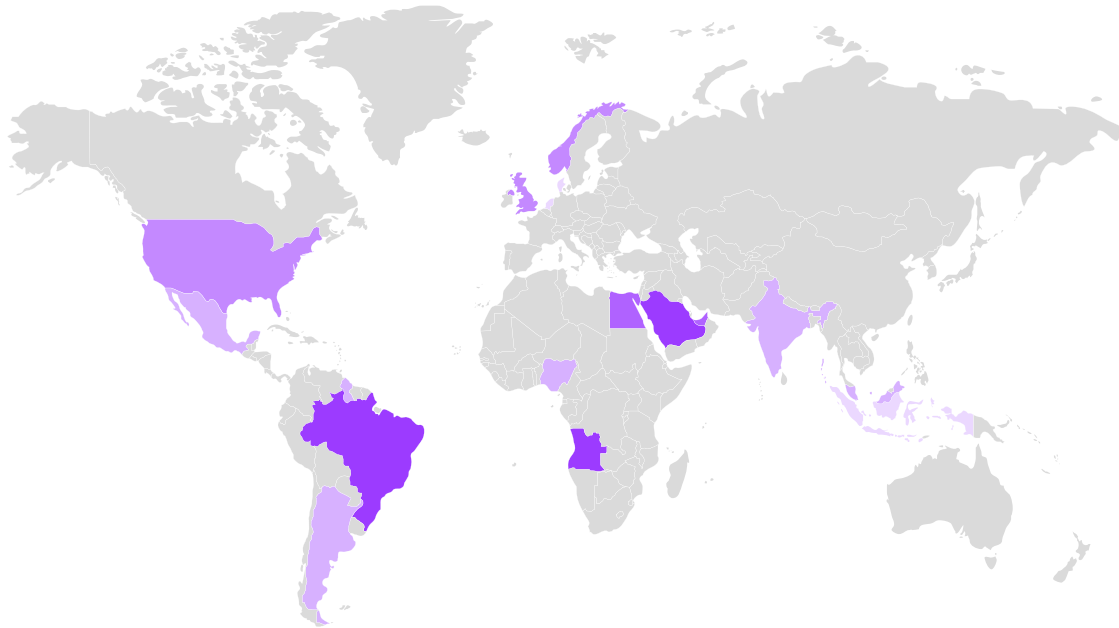
Each year, we analyze our supply chain to identify suppliers for human rights assessment, based on annual risk-based methodology. In addition to such factors, and to broaden our assessment pool, we also randomly select suppliers for assessment based on inputs from business lines and customers.



4. Grievance Mechanism and Worker Voice Integrity helpline

We make our grievance mechanisms available to our employees, suppliers, subcontractors, business partners, and other third parties for the reporting of ethical concerns or violation of the Code or other policies, including violation of the Company's human rights requirements. The mechanisms for reporting such concerns include an employee's direct manager or P&C representative, someone in the Company's management, our Chief Compliance Officer, a member of the Company's Corporate Compliance organization, the regional legal department, or the Company's designated independent third-party reporting helpline - the Integrity helpline - which facilitates anonymous reporting and is available 24 hours a day, seven days a week, to anyone inside or outside of the Company.

Coverage of Worker Voice



Amplifying our working voice

In our 2024 Human Rights Program, we engaged with more than 550 workers, directly through interviews and surveys, to gather anonymous feedback about their experiences and working and living conditions. This helped us understand areas of improvement for worker welfare and showed a more detailed picture of the conditions at each work site. This also helped identify any forced labor risks and evaluate the effectiveness of preventative measures taken at TechnipFMC-owned facilities and suppliers' sites.



5. Remediation and Corrective Actions

At TechnipFMC, remedy is a fundamental component of human rights due diligence, aligning with the UN's Guiding Principles on Business and Human Rights and the Global Business Coalition Against Human Trafficking framework. We recognize that due diligence is not only about identifying risks but also about ensuring effective remediation for adverse human rights impacts in our supply chain.

Our approach prioritizes collaborative corrective actions to drive long-term improvements, ensuring that human rights violations are not only identified but also meaningfully resolved. Whenever a supplier is found to have deviated from the Company's human rights standards, that supplier is required to complete a Corrective Action Plan ("CAP") to meet our human rights requirements. Each such CAP is tailored to the individual circumstances.

Some of the remediation measures that have been implemented include:

- i) Restoring worker rights - Supporting suppliers in returning workers' confiscated passports, ensuring freedom of movement.
- ii) Improving working conditions - Working with suppliers to reduce excessive working hours and align with international labor standards.
- iii) Fair recruitment practices - Eliminating recruitment fees and ensuring transparent hiring processes.
- iv) Strengthening grievance mechanisms - Establishing accessible, worker-centered complaint channels with clear resolution pathways.
- v) Working with the suppliers to improve and strengthen their human rights governance and management systems.

We believe that education plays a key role at all stages in preventing human rights abuses. Therefore, we engage with our suppliers to provide human rights education and training as part of the corrective action process. While the Company aims to work alongside its suppliers to improve the standard of human rights in the TechnipFMC ecosystem, we will re-evaluate our business relationship with a supplier that declines to follow the guidelines outlined in our GTC, fails to engage in the human rights assessment process, or chooses not to implement appropriate remedial action as outlined in a CAP.



Engagement and collaboration: Promoting labor rights and worker welfare

Safeguarding human rights is a core business principle for us. We are committed to promoting these rights for our employees in the workplace and throughout our supply chain, with the ultimate goal of elevating the standard of human rights across our entire ecosystem. To this end, we strive to collaborate with subcontractors, suppliers, and business partners who share our commitment to human rights. Our approach includes preventative measures such as internal training and community and stakeholder outreach, as well as corrective actions to address identified adverse impacts.

1. Internal training

The Company reinforces its commitment to respecting human rights through comprehensive employee training. This training is crucial for embedding our human rights principles within our business. Our Code is integral to the onboarding process for new employees and is reiterated and communicated to all employees annually. In 2024, we delivered the following training initiatives for human rights:

In-person training sessions

- ▶ Rio de Janeiro, Brazil
- ▶ Macaé, Brazil
- ▶ Hyderabad, India
- ▶ Singapore

Experts Explain⁶

- ▶ Webinar on Human Rights

iLearn⁷

- ▶ Second training module on Human Rights Training Awareness - Understanding Human Rights Standards
- ▶ Human Rights is also included annually in our mandatory Code of Business Conduct training. Its completion rate for 2024 was 98% for employees and 100% for managers

United Nations Human Rights Day

- ▶ Message to all employees from our Legal Director for Human Rights Day

2. Community and stakeholder outreach

We strive to collaborate with key external stakeholders for the purpose of improving the standard of human rights in the TechniFMC ecosystem. In 2024, we participated in the following outreach initiatives:

- ▶ Building Responsibly annual conference
- ▶ Brazil supplier engagement

Program data: Human Rights CAP Status

We monitor supplier progress and track performance metrics to ensure accountability and continuous improvement. We regularly review and strengthen our due diligence practices to stay aligned with evolving human rights standards and operational realities. Where adverse human rights impacts or priority non-conformances are identified, we take prompt action to remediate these in accordance with our responsibility to respect human rights. This includes working in partnership with our suppliers to ensure effective and sustainable solutions.

- ▶ For 2023 supplier audits, we achieved 93% closure rate of CAPs, reflecting steady progress in our remediation efforts. We are committed to working with suppliers to reach 100% closure in their corrective actions.
- ▶ In 2024, we initiated on-site human rights audit of at least 50% of new suppliers identified for assessments. Appendix 2 outlines the adverse human rights impacts identified through new supplier audits this year, along with the status of their remediation.

⁶ Employees in all regions can access knowledge management social learning tools such our *Experts Explain* webinar series to increase their knowledge about business and technical topics, and to share their own knowledge.

⁷ Our iLearn learning platform continues to be the main hub for delivering our formal learning initiatives to all employees, such as eLearning courses, videos, instructor-led training, and resource materials.



Future Plan and Action

We are committed to eliminating modern slavery and labor rights violations. We conduct on-site audits and annual assessments, with a focus on high-risk suppliers, to evaluate human rights compliance, integrate emerging best practices, and adjust our approach based on operational realities. These measures are essential to respect labor rights, strengthening worker welfare and upholding the Company's commitment to ethical and responsible operations and supply chain practices.

Looking forward, we intend to continue improving our processes and procedures based upon stakeholder consultation,

benchmarking with others in the industry, automating and standardizing processes, ongoing training and education for employees and suppliers, and establishing additional avenues for worker engagement in the pursuit of continuous improvement of the Company's Human Rights Program. Our emphasis will be on improving collaboration, using Standardization, Simplification, and Industrialization (SSI) principles, and on-going engagement within the supply chain to demonstrate our commitment to always do the 'right thing'.

| | | |
|---|-------------------------|---|
| 1 | Collaboration | Industry Association - Continue to take a leadership role in driving engagement and meaningful action through Building Responsibly initiatives. This involves supporting the development of worker welfare benchmark practices for this sector, aimed at improving labor and human rights standards through multi-stakeholder partnerships. |
| | | Customer Support - Continue working with customers to address labor and human rights issues throughout the supply chain. |
| 2 | Driving SSI | Strengthening our commitment to human rights by continuously improving our standards and processes to meet international norms. This includes standardizing and automating procedures for consistency and efficiency. |
| | | Continue raising awareness, through webinars and targeted trainings of selected employees and suppliers. |
| | | Continue self-assessments, as necessary, and capture all salient human-rights risks and take appropriate measures to mitigate risk. |
| 3 | Supply chain engagement | Enhancements in Human Rights Qualification Process in the Company's Vendor Management System which enable us to effectively screen new suppliers on potential adverse human rights impacts. |
| | | Continue to enhance human rights training programs to build employee and supplier awareness, understanding, and response to human rights risks and remediation. |
| | | Continue to audit high-risk suppliers, with the goal of improving CAP closure rate and reducing non-conformities (especially the zero-tolerance finding). |



TechnipFMC Consolidated Account Overview

The TechnipFMC Consolidated Account is published to illustrate:

- ▶ The steps the Company and our applicable subsidiaries⁸ have taken during 2024 to ensure that slavery and human trafficking is not taking place in our supply chain and in any part of our business pursuant to Section 54 of the Modern Slavery Act 2015, and as acknowledged by the Company's Chair and Chief Executive Officer, on behalf of our Board of Directors, in Appendix 1;
- ▶ The Company and our applicable subsidiaries⁹ (individually and collectively, ("TechnipFMC Norway")) respect for fundamental human rights and decent working conditions in connection with the production of goods and the provision of services and to ensure the general public access to information regarding how enterprises address adverse impacts on fundamental human rights and decent working conditions pursuant to Section 5 of Norway's Act relating to enterprises' transparency and work on fundamental human rights and decent working conditions as acknowledged by TechnipFMC Norway's Board(s) of Directors; and
- ▶ The measures taken by the Company and our applicable subsidiaries¹⁰ (individually and collectively, ("TechnipFMC Canada")), in accordance with the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, to prevent and reduce the risk that forced labor or child labor is used by TechnipFMC Canada and its supply chain, and as acknowledged by the Company's Chair and Chief Executive Officer, on behalf of our Board of Directors, in Appendix 1.


⁸ TechnipFMC plc, FMC Kongsberg Services Limited, FMC Technologies Limited, Technip UK Limited, TechnipFMC Umbilicals Ltd., Magma Global Limited, TechnipFMC Island Offshore Subsea UK Limited, Technip Ships One Limited, and West Africa Subsea Services Limited.

⁹ Technip Coflexip Norge AS, Technip Norge AS, Technip Deepocean PRS JV DA, TIOS AS, TIOS Crewing AS, and Techdof Brasil AS.

¹⁰ TechnipFMC Canada Ltd.

Appendix 1

On behalf of the Company's Board



Douglas J. Pferdehirt

Chair and Chief Executive Officer

April 25, 2025

In accordance with the requirements of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate, and complete in all material respects for the purposes of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, for the reporting year listed above herein. By signature, I acknowledge that I have the authority to bind TechnipFMC Canada.

Appendix 2

| S. No. | Country | Scope of Work | Findings | Status |
|--------|----------------------|------------------------------------|--|--------|
| 1 | Angola | Fabrication | No adverse findings related to human rights. | |
| 2 | Brazil | Catering | Inadequate human rights management systems in place. | |
| 3 | Brazil | R&D Facility | Inadequate human rights management systems in place. | |
| 4 | Brazil | Manufacturing - Piping Services | Policies available only in one language, minor gaps with OSH practices. | |
| 5 | Brazil | Transport Repair and Maintenance | No adverse findings related to human rights. | |
| 6 | Denmark | Vessel Personnel and Services | Lack of transparency in providing workers' contracts, payslips, etc., due to business privacy reasons. | |
| 7 | Ghana | Transportation and Storage | Lack of adequate controls on workers' attendance, annual leave, intake, etc. | |
| 8 | Ghana | Cleaning and Janitorial Services | Lack of adequate human rights policies; minor gaps with OSH practices. | |
| 9 | Ghana | Fuel Bunkering Services | Non-cooperation in Audit Participation. | |
| 10 | Ghana | Transportation and Storage | Lack of adequate controls on workers' attendance; minor gaps with OSH practices. | |
| 11 | Ghana | Engineering Services | Lack of adequate human rights policies; minor gaps with OSH practices. | |
| 12 | Ghana | Local Site Personnel Services | Lack of adequate controls on workers' attendance, records and mechanism; minor gaps with OSH practices. | |
| 13 | Ghana | Transportation and Storage | Minor gaps with OSH practices; insufficient system to monitor compliance with its subcontractor on compliance. | |
| 14 | Guyana | Building and Construction Services | Lack of adequate human rights policies; minor gaps with OSH practices. | |
| 15 | Norway | Marine Transportation | No adverse findings related to human rights. | |
| 16 | Norway | Marine Transportation | No adverse findings related to human rights. | |
| 17 | Norway | Vessel Personnel and Services | No adverse findings related to human rights. | |
| 18 | Saudi Arabia | Local Site Personnel Services | Controlled Passport Retention. | |
| | | | Overtime in disagreement with local laws and/or international standards; continuous work without appropriate resting periods; lack of adequate controls on workers' attendance, overtime, or payments. | |
| 19 | Singapore | Transportation and Storage | Lack of adequate controls on workers' attendance, records, and mechanism. | |
| 20 | United Kingdom | Engineering Services | Lack of adequate controls on workers' attendance, records and mechanism; minor gaps with OSH practices. | |
| 21 | United Kingdom | Local Site Personnel Services | Overtime in disagreement with local laws and/or international standards. | |
| 22 | United Arab Emirates | Local Site Personnel Services | Controlled Passport Retention. | |
| | | | Overtime in disagreement with local laws and/or international standards; continuous work without appropriate resting periods; lack of adequate controls on workers' attendance, overtime, or payments. | |
| 23 | United States | Engineering Services | No adverse findings related to human rights. | |
| 24 | United States | Energy and Utilities Services | Lack of adequate human rights policies and procedures; insufficient grievances mechanisms. | |
| 25 | United States | Construction Services | Lack of adequate controls on workers' attendance records; minor gaps with OSH practices. | |

Completion of Corrective Actions pending

Corrective Actions complete, pending verification

Finding(s) remediated

Audit closed with no findings observed

Supplier subject to re-audit

Supplier exited

TechnipFMC plc, a public limited company incorporated and organized under the laws of England and Wales, with registered number 09909709, and with registered office at Hadrian House, Wincomblee Road, Newcastle upon Tyne, NE6 3PL, United Kingdom ("TechnipFMC," the "Company," "we," "us," or "our") is a leading technology provider to the traditional and new energy industries, delivering fully integrated projects, products, and services. With our proprietary technologies and comprehensive solutions, we are transforming our clients' project economics, helping them unlock new possibilities to develop energy resources while reducing carbon intensity and supporting their energy transition ambitions. We have operational headquarters in Houston, Texas, United States, and we operate across two business segments: Subsea and Surface Technologies. The Company directly or indirectly owns and controls all entities reporting hereunder.