

TechnipFMC in the UK - Supporting Statement

What is Gender Pay Gap Reporting?

UK Gender Pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing the pay and bonus gap between male and female employees.

These calculations are based on the difference between the gross hourly earnings grouped for ALL men and the gross hourly earnings grouped for ALL women.

In this reporting, all employee earnings are grouped together. For example, salaries of positions at all levels will be grouped together to calculate mean and median pay gap figures.

Equal Pay for Equal Work

The gender pay gap is not the same as equal pay. Gender pay gap is concerned with the differences in the average pay between men and women over a period of time regardless of their role. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. We are confident that at TechnipFMC, we have equal pay.

TechnipFMC in the UK

TechnipFMC in the UK has three entities (Technip UK Limited, FMC Technologies Limited and TechnipFMC Umbilicals Ltd) which are required to publish Gender Pay Reporting data and these results are detailed on the following pages.

Understanding the gender pay gap at TechnipFMC in the UK

Whilst we are confident that we operate equal pay for equal work, TechnipFMC in the UK has a gender pay gap when reporting the difference in the hourly rates in accordance with the government requirements for Gender Pay Gap Reporting.

This pay gap is not a reflection of TechnipFMC's policies and approach to job grading and pay bandings.

The gender pay gap continues to reflect the demographics within the business and industry wide. The industry has a higher representation of males in specialist engineering and technical disciplines which traditionally women have not selected as a career and this trend continues. TechnipFMC in the UK is focussed on encouraging and attracting females into the business and in particular within these disciplines, recognising that further attraction and development of females will assist in improving the gender pay gap within the business and the industry in the long term.

These specialist engineering and technical disciplines generally, in this industry, attract higher salary levels than support services roles. This in turn explains why, when you compare the gross hourly earnings for all men and the gross hourly earnings for all women, we see a gender pay gap. We regularly review salaries as part of our commitment to ensuring equal pay. Compensation of roles is measured against industry benchmarking, economic climate and external market. We continue to integrate gender pay gap considerations into future remuneration reviews and there is no intention to promote or hire any specific gender.

Sustainability Commitments at TechnipFMC

As disclosed in the TechnipFMC PLC Sustainability Commitments for 2024-2026, Equal Opportunity is a key pillar of focus. A snapshot of our commitments in our 2024-2026 scorecard is set out on the next page.

Sustainability Scorecard: Year One results against 2024-2026 targets

🎯 On target
 ⬆️ Exceeded target
 ⬇️ Below target

Environmental Social Governance

<p>New Energy 🎯</p> <p>Introduce three new fully qualified products across the New Energy technology portfolio by 2026²</p> <p>Target: 3 Actual: 1</p>	<p>Equal Opportunity* ⬆️</p> <p>Attract an inclusive talent pool¹</p> <p>Target: 50% Actual: 51%</p>	<p>Leadership in HSE 🎯</p> <p>Safe Choice¹</p> <p>Target: 100% Actual: 100%</p>
<p>Renewable energy to power our facilities ⬆️</p> <p>Increase the usage of our renewable energy by 2026²</p> <p>2023 baseline: 35% Target: 60% Actual: 47%</p>	<p>Community ⬆️</p> <p>Volunteering hours by 2026²</p> <p>Target: 120,000 hours Actual: 58,619 hours</p>	<p>Human rights due diligence ⬆️</p> <p>Onsite supplier audits¹</p> <p>Target: 100% Actual: 104%</p>
<p>50 by 30 commitment ⬇️</p> <p>Reduce our carbon footprint by 50% by 2030 (kt CO₂ eq.)³</p> <p>2017 Re- Baseline: 312 2030 Target: 156 Actual: 285</p>	<p>STEM initiatives¹ 🎯</p> <p>Target: 80% Actual: 80%</p>	<p>Ethics and compliance 🎯</p> <p>Advanced training for all managerial levels¹</p> <p>Target: 100% Actual: 100%</p>



We show progress in three ways: ¹ Annual as a percentage of the calendar year target; ² Cumulative as a percentage of the 2026 commitment; and ³ Cumulative as a percentage of our 50 by 30 commitment to reduce our Scope 1 and Scope 2 emissions by 50 percent by 2030.

^{*}50% of the roles filled include one or more candidates in the talent pool from a traditionally underrepresented background. This target focused on countries representing 80% of our employees. Published: March 2025.

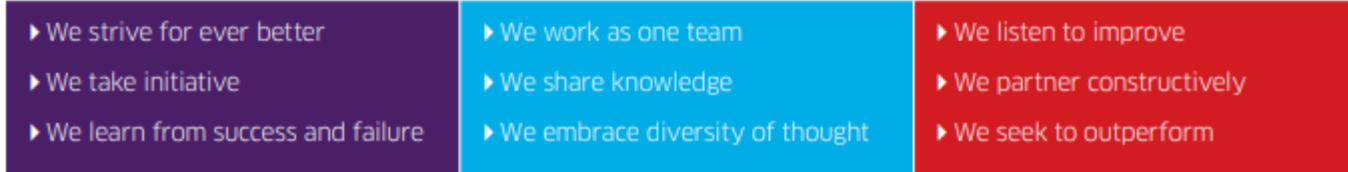
Core Values and Foundational Beliefs

Our decisions regarding corporate responsibility, governance, and sustainability are founded on the principles that guide our Company. Our core values provide the framework for all of our decision making and are based on our foundational beliefs ("**Foundational Beliefs**").

Our core values



The heart of everything we do



Our Foundational Beliefs are the cornerstone of our values that describe how we fundamentally do business and what we never compromise on, no matter the circumstances.

Safety

We will not compromise on health, safety, and security.

Respect

We treat everyone honestly, fairly, and courteously.

Integrity

We hold ourselves to the highest moral and ethical principles.

Sustainability

We act responsibly, always considering our impact on the planet, people, and communities in which we operate.

Quality

We deliver the highest quality in everything we do.

Written statement

Signed on behalf of Technip UK Limited, FMC Technologies Limited and TechnipFMC Umbilicals Ltd:



Alison Hunter, Human Resources Director, UK

TechnipFMC in the UK - Published Results

Pay and Bonus Gap

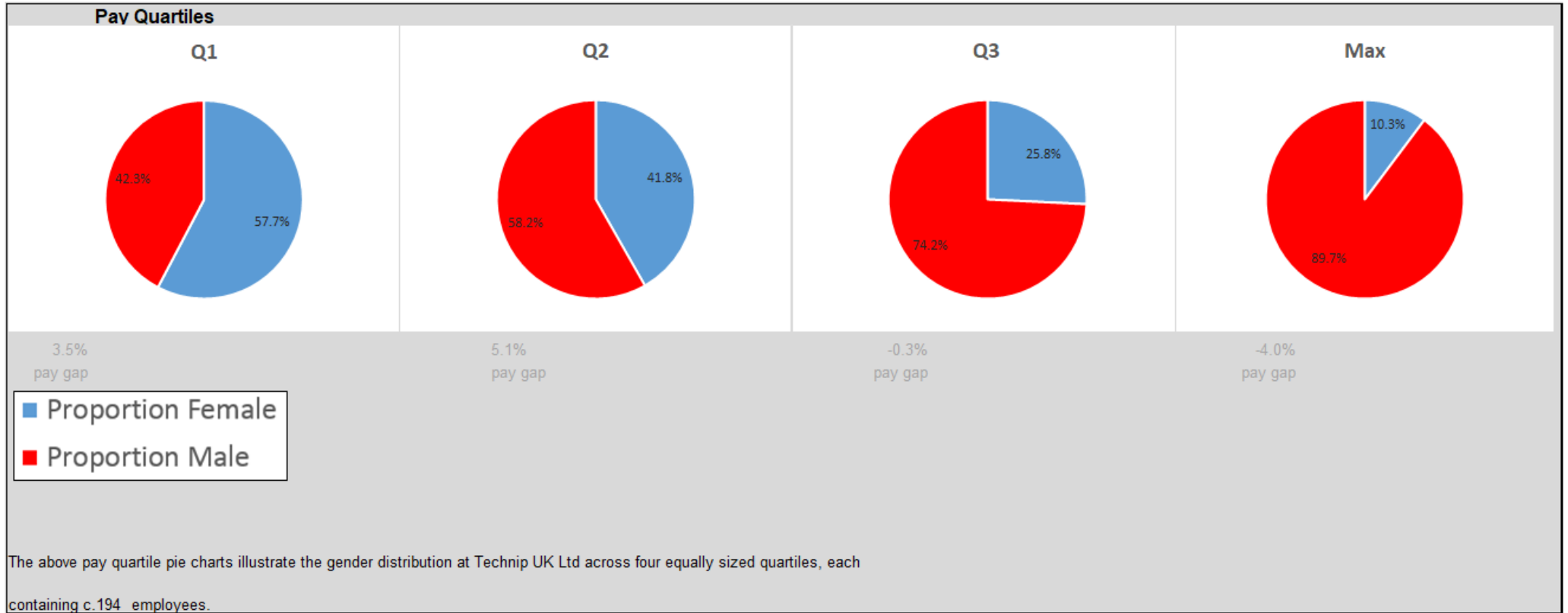
The tables below show:

- the overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (5th April 2024)
- the mean and median between all bonuses paid to men and women in the year up to 5th April 2024 (for 2023 performance)

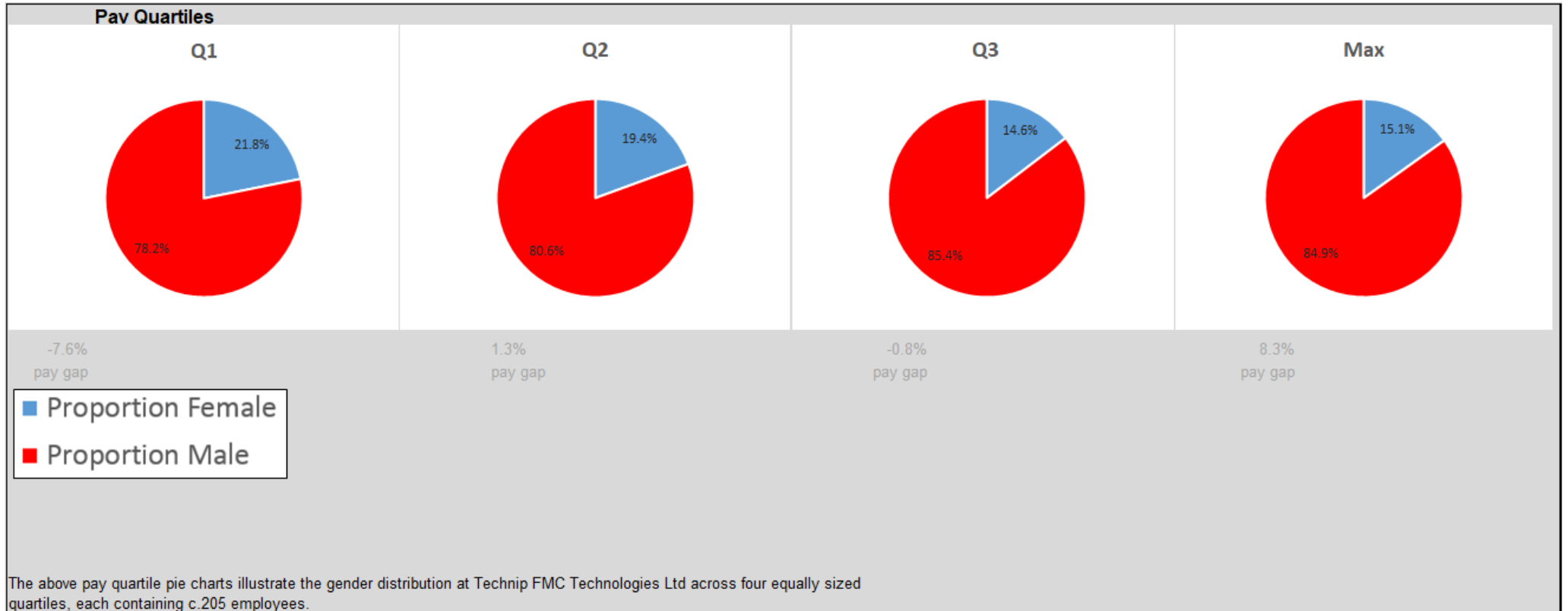
Technip UK Ltd		
	Difference between men and women	
	Mean	Median
Hourly fixed pay	29.7%	39.8%
Bonus paid	38.9%	34.4%
FMC Technologies Ltd		
	Difference between men and women	
	Mean	Median
Hourly fixed pay	6.0%	4.6%
Bonus paid	16.8%	6.2%
TechnipFMC Umbilicals Ltd		
	Difference between men and women	
	Mean	Median
Hourly fixed pay	-11.3%	-14.1%
Bonus paid	-75.1%	34.7%

Pay Quartiles

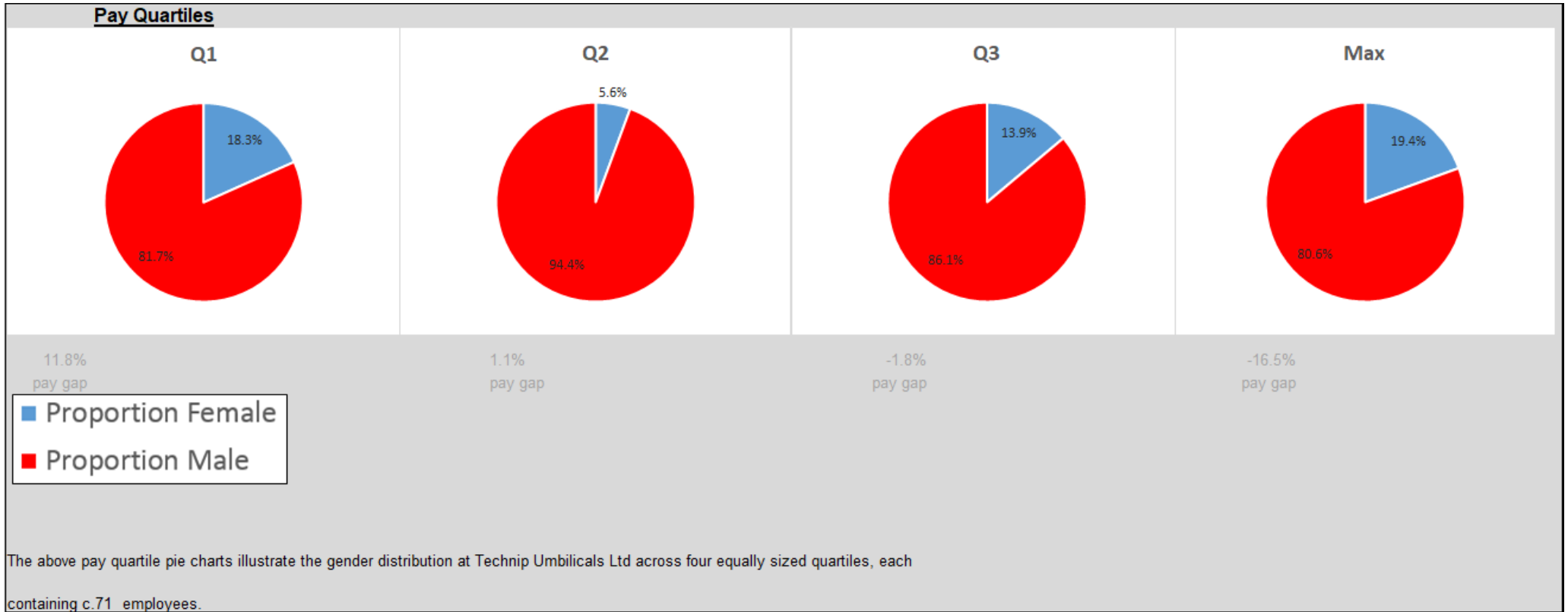
Technip UK Ltd



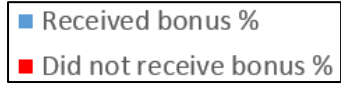
FMC Technologies Ltd



TechnipFMC Umbilicals Ltd



Proportion of colleagues awarded bonuses



Technip UK Ltd



FMC Technologies Ltd



TechnipFMC Umbilicals Ltd



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