

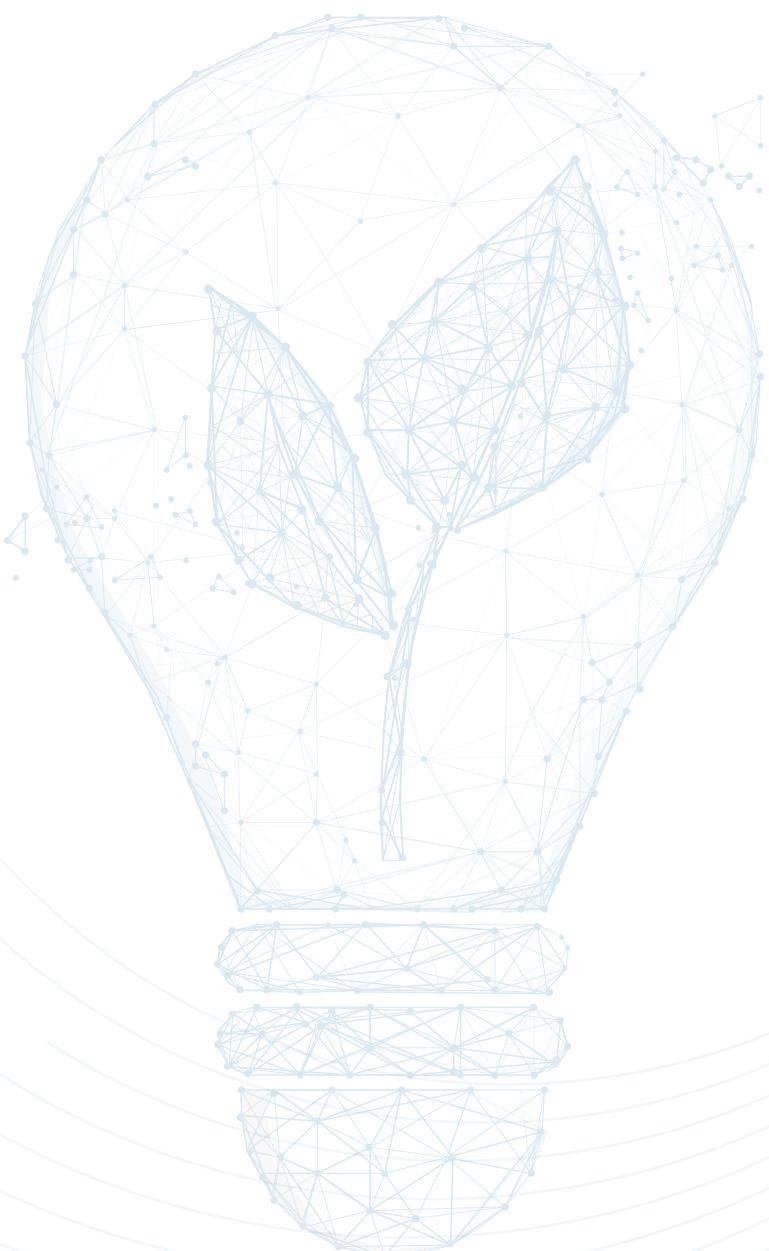
2023 Sustainability report



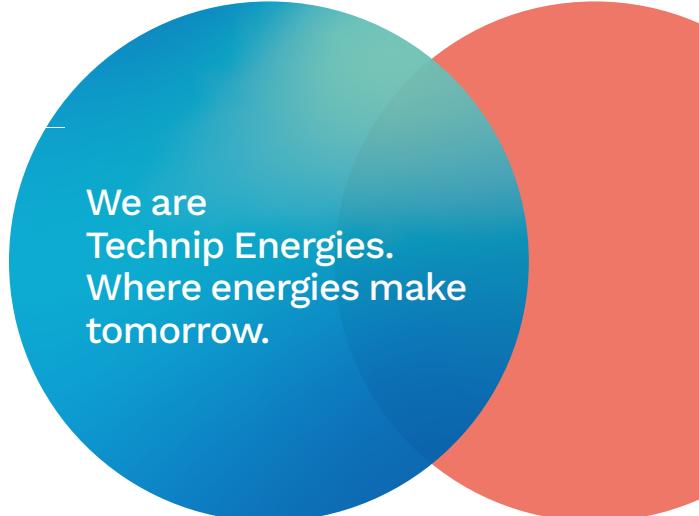
T.EN

TECHNIP
ENERGIES

Breaking boundaries *together* to engineer a sustainable future



This report is a stand-alone version of the 2023 Sustainability Report of Technip Energies' 2023 Annual Report.



We are
Technip Energies.
Where energies make
tomorrow.

| | |
|---|------------|
| Message from the Chair of the Sustainability Committee | 2 |
| Sustainability at a glance | 4 |
| Executive Summary | 6 |
| Our ESG Roadmap and Scorecard | 8 |
| About this report | 10 |
| | |
| 1. Our vision towards a sustainable future | 11 |
| 1.1. Integrating sustainability into our Business Strategy | 11 |
| 1.2. Technip Energies business model | 12 |
| 1.3. Decarbonization driving our net zero journey | 14 |
| 1.4. Joining forces and bridging expertise across industries | 17 |
| 1.5. Collective commitments | 19 |
| 1.6. ESG rating agencies | 21 |
| | |
| 2. General information | 22 |
| 2.1. ESG Governance | 22 |
| 2.2. Sustainability policies and certifications | 24 |
| 2.3. Stakeholder engagement | 26 |
| 2.4. Double materiality | 29 |
| | |
| 3. Sustainability performance | 48 |
| 3.1. Climate and Environment | 49 |
| 3.2. People | 62 |
| 3.3. Trust | 77 |
| | |
| 4. Impact Book | 84 |
| 4.1. ESG Indicators | 84 |
| 4.2. Definitions and methodologies | 97 |
| 4.3. EU Green Taxonomy | 104 |
| 4.4. GRI Content Index | 111 |
| | |
| Glossary | 120 |

MESSAGE FROM THE

Chair of the Sustainability Committee

Colette Cohen



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Dear stakeholders,

As Chair of the Sustainability Committee, I am proud to introduce the Technip Energies Sustainability Report for 2023.

The Sustainability Committee, created by the Board in 2023, is tasked with providing stronger oversight of sustainability matters and ensuring clarity of focus on key issues with the appropriate supporting Board expertise.

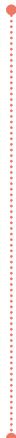
The Sustainability Committee plays a pivotal role in assisting the Board to shape the sustainability strategy and objectives of the Company. It is instrumental in defining the Company's ESG Roadmap and Scorecard and overseeing its execution. Sustainability leadership starts with our Board of Directors and extends throughout the Company.

MAKING AN IMPACT

Sustainability is embedded in the purpose and core values of Technip Energies, driving value creation through all activities of the organization. In 2023, I am pleased to report that substantial progress has been made across all three pillars of the roadmap thanks to the dedication and motivation of more than 15,000 talented professionals that make up Technip Energies.

The Company's own scope 1 & 2 emissions decreased by 28% compared to 2021. Research and development (R&D) efforts of the Technology & Innovation organization have been intensified and are now 100% directed towards creating technologies that support the journey to net zero, completing this target two years ahead of plan.

Yet, emissions are only one aspect of the Company's impact on the environment. To preserve our planet, we must also address biodiversity loss. In this respect, we have made a new commitment which has been added to our 2024 ESG Scorecard.



“The Sustainability Committee plays a pivotal role in assisting the Board to shape the sustainability strategy and objectives of the Company.”

We continue to make substantial progress by setting impactful targets and being intentional in our decisions. This is clearly evidenced by the increasing number of women in the workforce and in leadership positions. In 2023 with the appointment of Stephanie Cox, I am delighted to report that the milestone of 40% female representation on the Board of Directors has now been reached. In my experience, improving diversity by giving women bigger roles and the opportunity to succeed leads to a more successful and sustainable company. As we undergo the transformation to a net zero future, attracting, engaging, and retaining the best talents, while developing people's skills and competencies, is a top priority for the Company.

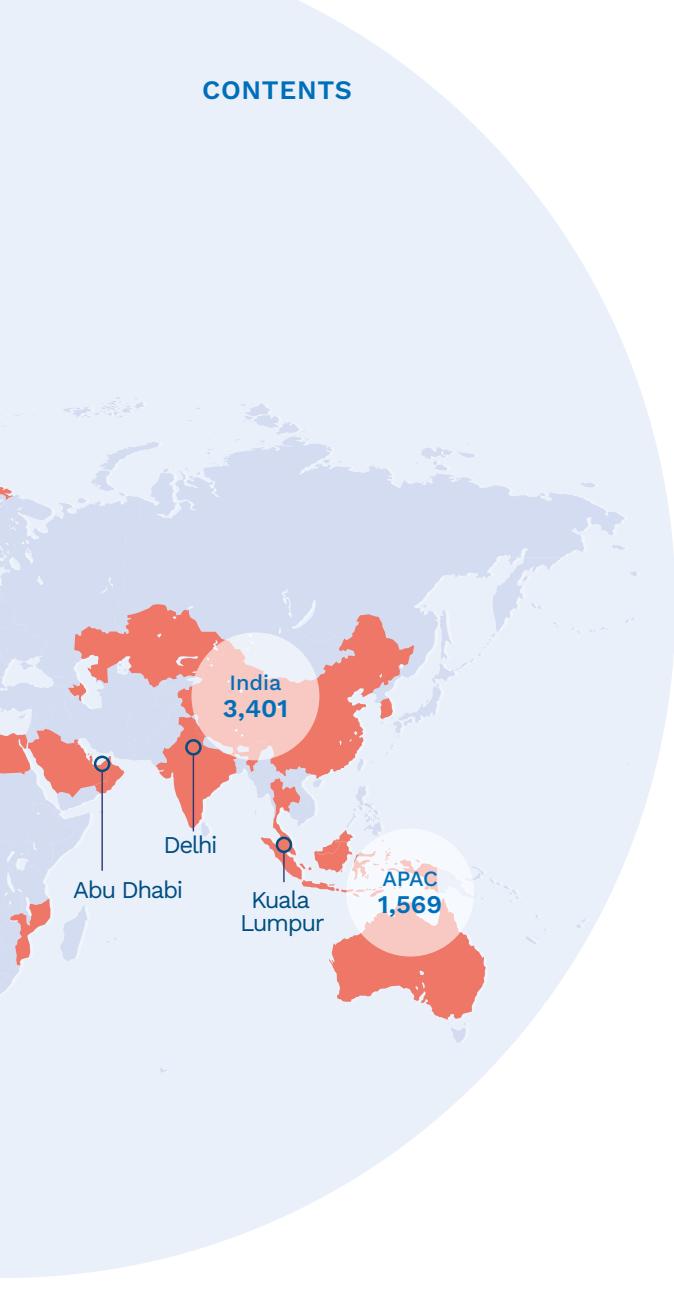
We do all of this with a strong commitment to integrity. In 2023, we introduced and rolled out across the organization “Integrity @ the core”, a campaign to promote the importance of compliance at Technip Energies. As we work across the globe building a net zero future with our customers, it is essential that we also do it with the highest standards of compliance and business ethics.

LOOKING AHEAD TO 2024

In 2024, we will strive to make even greater progress on our sustainability journey, embracing innovation, collaborating to develop new and sustainable business models, and taking a coordinated and structured approach to ensure integrity and compliance throughout the value chain.

As the world embarks on the transition from one energy mix to another, Technip Energies is uniquely positioned with the skills and technologies required to bridge the traditional energy industry with low-carbon opportunities. From strategy to tendering decisions, engineering design to full project delivery, we believe it is possible to deliver more energy, with less carbon, while ensuring that sustainability is at the heart of how we do business.

**Colette Cohen,
Chair of the Sustainability Committee**



→ TRUST

1st Global Employee Share Ownership Plan

2X oversubscribed (€30 M capital increase)



1st ESG Suppliers' Council

Onboarding our major suppliers in the ESG journey



1st HSE Forum

Discussions focus on zero incidents and new technologies



40%

of women on the Board of Directors

DISTINCTIONS

- Best CSR Project of the Year¹ by the Indo-French Chamber of Commerce & Industry
- Our Origine headquarters in Paris were named one of 100 iconic sustainable buildings in the world
- T.EN India wins Future Skills Awards by Economic Times (ET) HR World for the “Best Learning Management System”

→ ESG Rating Agencies



AAA MSCI ESG Score

Confirming leadership with AAA rating maintained



Rating improved to top 10% in our industry group



Rating improved to top 30% within industry group



Rating improved to top 7% within industry group



Rating improved to B above the industry average

ACTIVELY PREPARING THE FUTURE



Sharing your ideas for a Sustainable Future



External Challenge

Clean Maritime Challenge with Elemental Excelerator

39 applications

→ NEW COMPANIES



new company delivering integrated green hydrogen solutions



new company focused on PET recycling (rPET) of textiles

→ KEY OFFERS

Decarbonization solutions for our clients



Powered by Shell CANSOLV®



→ EMPLOYEE VALUE PROPOSITION

to attract and retain talent

EXECUTIVE SUMMARY

MAKING A POSITIVE IMPACT FOR PEOPLE AND THE PLANET

For Technip Energies, sustainability is about driving our activity with a new way of thinking and a wider definition of value for people and the planet. Because there is an urgent need to accelerate action to limit global warming to 1.5°C and achieve net zero in line with the Paris Agreement in a just, orderly, and equitable manner. We are committed to achieving our sustainability goals through strong governance, stakeholder engagement, and collaboration. As a technology enabler, we are leveraging our experience and know-how to scale up and accelerate clean energy and decarbonization solutions. By integrating sustainability at the heart of our business strategy, we are actively preparing for the future.



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Our focus on sustainability is not only driven by our commitment to social and environmental responsibility, but also supporting our customers in their decarbonization journey. Overall, we believe that our sustainability efforts will not only benefit the environment and society, but also contribute to the long-term success of our Company. We are committed to continuing to innovate and lead in sustainability, in close collaboration with our stakeholders community to create a more sustainable future for all.”

Sandra Melki,
Vice President
Marketing
& Sustainability

MEASURING SUSTAINABILITY PERFORMANCE AND RECOGNIZING SUCCESS

We are proud of our great sustainability achievements of 2023. As part of our commitments, we worked towards accelerating the low-carbon transition. Through innovative solutions, impactful partnerships, and a steadfast commitment to environmental responsibility, Technip Energies achieved remarkable milestones. These achievements not only reflect the Company's dedication but also contribute to a more sustainable and resilient future for all. Moreover, Technip Energies actively fostered a culture of inclusion and responsibility by collaborating with stakeholders across industries.

Our ambition to be leader of our sector is being confirmed by ESG rating agencies. Thanks to the progress we have made on our sustainability journey, we are now rated above industry average by the main ESG rating agencies; MSCI has confirmed our **AAA industry leader rating** for the second year in a row, **Sustainalytics now ranks us within the top 10%**, our **S&P Global rating improved to top 7%**, our **ISS ESG rating improved to top 30%**, and our **CDP rating improved to B**, above the industry average.

In recognition of its success, 'Seed of Hope', the flagship CSR program of our India Operating Center, was awarded the **'Best CSR Project of the Year'** by the Indo-French Chamber of Commerce & Industry. Since its launch in 2015, the program, which promotes inclusive growth and environmental sustainability in the communities where the Group operates, has impacted over 90,000 lives.



COLLECTIVE COMMITMENTS

- We support the United Nations ("UN") Global Compact and we contribute towards achieving the UN Sustainable Development Goals.
- As a member of the Steering Committee for Building Responsibly, a global initiative that promotes the rights and welfare of workers in the engineering and construction industry, we advocate dialogue and provide guidelines to improve working conditions.
- As a member of Act4Nature International, we are committed to strengthening our actions to conserve nature and biodiversity. By joining Entreprises Pour l'Environnement, a French association of leading international companies, we share our best environmental practices and collaborate to achieve the French Government's 2030 energy transition targets. Together, with 60 presidents of large French companies, we signed a tribune to accelerate ecological transformation.

ACTIVELY PREPARING FOR THE FUTURE

Our Purpose "**Breaking boundaries together to engineer a sustainable future**" demonstrates our passion and defines what we bring to the world. It broadens our horizons to realize the potential of our 15,000 talented professionals across the globe. We are choosing to concentrate our collective experience, our expertise and our passion for the industry on delivering a low-carbon future.

- Being "Future Ready" also means **building new business models**, working with partners to create totally new businesses to deliver innovative solutions. In 2023, we launched two new companies: Rely, in partnership with John Cockerill, to accelerate industrialization of green H₂ and power-to-X, and Reju, which is focused on recycling polyester textiles, leveraging the innovative technology co-developed with IBM and Under Armour. "Be part of the solution." This is our call to action. This is how we make a positive impact for people and the planet.
- Being "Future Ready" requires **research and development**. In 2023, 100% of our Technology and Innovation R&D efforts were dedicated to accelerating sustainability and enabling the energy transformation. It means building new platforms such as Capture.Now™ to drive the Carbon, Capture, Utilization and Storage ("CCUS") market and transform carbon into opportunities.
- Our 15,000 employees are driving transformation in every aspect of their work. In 2023, we deployed our **employee value proposition** to attract, engage and retain the best talents, and enhance the learning mindset of the organization to be "Future Ready".

OUR ESG ROADMAP AND SCORECARD

The route to sustainability is a journey, one that is continuously assessed, improved, and driven forward. We are not alone in this journey, all stakeholders share an interest, which is why it is at the heart of our Purpose and aligned with our Values. **"Together by T.EN"** encapsulates our shared sense of responsibility.

The role of our ESG Scorecard is to translate the priorities of today into tangible actions for a better tomorrow which aligns the interests of our clients, people, communities, and planet. It has been developed to measure performance and track progress; it is designed to evolve. Each impact-driven target contributes to the United Nations Sustainable Development Goals (UN SDGs), and in this report we explain the progress we have made towards each ambition and set out the next steps of our journey.

Our ESG Pillars



| SDG | Pillar | Ambition | 2022 | 2023 | Target |
|---|-------------------------|---|---|--|--|
| 6 CLEAN WATER AND SANITATION 7 AFFORDABLE AND CLEAN ENERGY 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION 15 LIFE ON LAND | ▼ CLIMATE & ENVIRONMENT | <ul style="list-style-type: none"> 1. Reduce scope 1 & 2 emissions compared to 2021 2. Report full scope 3 emissions 3. Avoid GHG emissions for our clients 4. Technology and Innovation R&D efforts dedicated to sustainability 5. Reuse water 6. Recycle waste 7. Biodiversity: Zero project in IUCN management categories I and II | <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> <p>-22%</p> </div> <div style="text-align: center;"> <p>87%</p> </div> <div style="text-align: center;"> <p>-7.2%</p> </div> <div style="text-align: center;"> <p>83%</p> </div> <div style="text-align: center;"> <p>19%</p> </div> <div style="text-align: center;"> <p>87%</p> </div> <div style="text-align: center;"> <p>NEW!</p> </div> </div> | <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> <p>-28%</p> </div> <div style="text-align: center;"> <p>87%</p> </div> <div style="text-align: center;"> <p>-10.5%</p> </div> <div style="text-align: center;"> <p>100%</p> </div> <div style="text-align: center;"> <p>12.6%</p> </div> <div style="text-align: center;"> <p>91%</p> </div> <div style="text-align: center;"> <p>Zero project</p> </div> </div> | <p>-30% by 2025 Net zero by 2030</p> <p>Completed by 2023 Net zero by 2050</p> <p>-15 MtCO₂ eq by 2025</p> <p>100% by 2025</p> <p>50% by 2025</p> <p>85% by 2025</p> <p>Zero yearly</p> |
| 3 GOOD HEALTH AND WELL-BEING 4 QUALITY EDUCATION 5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCE INEQUALITIES | ▼ PEOPLE | <ul style="list-style-type: none"> 8. Women on the permanent workforce 9. Women in leadership positions 10. Zero fatalities 11. Total Recordable Incidents Rate (TRIR) per 200,000 hours worked 12. Average number of learning hours per employee per year 13. Volunteering hours 14. Total number of lives benefited by social initiatives since 2021 | <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> <p>29.7%</p> </div> <div style="text-align: center;"> <p>18%</p> </div> <div style="text-align: center;"> <p>2 fatalities</p> </div> <div style="text-align: center;"> <p>0.09</p> </div> <div style="text-align: center;"> <p>10</p> </div> <div style="text-align: center;"> <p>21,661</p> </div> <div style="text-align: center;"> <p>536,887</p> </div> </div> | <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> <p>30.5%</p> </div> <div style="text-align: center;"> <p>22%</p> </div> <div style="text-align: center;"> <p>Zero fatality</p> </div> <div style="text-align: center;"> <p>0.11</p> </div> <div style="text-align: center;"> <p>23</p> </div> <div style="text-align: center;"> <p>24,343</p> </div> <div style="text-align: center;"> <p>683,392</p> </div> </div> | <p>35% by 2030 50% by 2050</p> <p>25% by 2025</p> <p>Zero yearly</p> <p><0.10 yearly</p> <p>40 hours by 2025</p> <p>30,000 by 2025</p> <p>750,000 by 2025</p> |
| 8 Decent Work and Economic Growth 16 INCLUSIVE INSTITUTIONS 17 PARTNERSHIPS FOR GOALS | ▼ TRUST | <ul style="list-style-type: none"> 15. Women on the Board of Directors 16. Eliminate non-mandatory commercial intermediaries 17. Key suppliers and subcontractors monitored on ESG performance 18. Human Rights Due Diligence program and mitigation plans on eligible projects | <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> <p>30%</p> </div> <div style="text-align: center;"> <p>-13%</p> </div> <div style="text-align: center;"> <p>Under development</p> </div> <div style="text-align: center;"> <p>40%</p> </div> </div> | <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> <p>40%</p> </div> <div style="text-align: center;"> <p>-40%</p> </div> <div style="text-align: center;"> <p>0%</p> </div> <div style="text-align: center;"> <p>40%</p> </div> </div> | <p>40% by 2024</p> <p>-100% by 2025</p> <p>100% by 2025</p> <p>100% by 2025</p> |



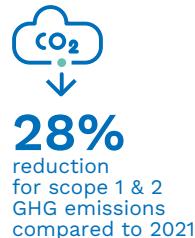
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For Technip Energies, sustainability is about boosting innovation, creating new opportunities, and developing new businesses. As a leading engineering and technology company, we are transformation enablers. Because there is an urgent need to align with the net zero trajectory, to limit global warming, and contribute to a regenerative future. This is a critical decade. The projects, technologies, products, and services of Technip Energies have never been more relevant.”

Sandra Melki,
Vice President Marketing & Sustainability

In 2023, we have made significant progress towards achieving our targets.

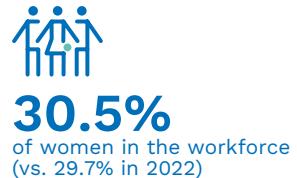
On Climate & Environment, we reduced our scope 1 & 2 emissions by 28% compared to 2021 thanks to our 5-point action plan to reduce the carbon footprint of our offices and industrial sites. We have implemented actions to protect the environment. In 2023, 91% of the waste generated in our operations was recycled and 12.6% of water was reused. We have also introduced a new commitment to protect biodiversity by committing to zero projects in IUCN management categories I and II.



On People, we are pleased to report that our safety results continue to improve, our TRIR is among the lowest in the industry, reflecting the importance of our Pulse HSE safety program, which saw over 9,000 participants in 2023.

We consider Diversity and Inclusion as business priorities. We continue to improve the diversity of our workforce and are cultivating behavioral change to boost innovation and collaboration and to deliver tangible results of gender representation at all levels. We now have 30.5% of women employees and 22% of women in leadership positions, in line with our ambitious targets.

Through our employee value proposition, we invest in the development of our people's skills and competencies to attract, engage and retain the best talents. With the launch of T.EN University, we are enhancing the learning mindset and preparing the organization to be future ready. “Be part of the solution” is our call to action. Indeed, the second edition of “My Voice”, our global employee engagement survey, recorded an increased participation rate of 82%.



On Trust, 2023 has seen the formalization and implementation of many important processes. In conversation with stakeholders and the Building Responsibly association, we have developed a series of worker welfare guidance notes, which form the basis of our Human Rights policy. In November, we held our inaugural ESG supplier council during which we set out our QHSE supplier and subcontractor sustainability assessment program and discussed the importance of collaboration and engagement through human rights due diligence to deliver a just transition.



All these achievements are thanks to the drive and commitment of all our employees, and they reflect the progress that can be made when we all work together towards shared goals. This encourages us once again to refine our ESG approach to further our ambitions and accelerate results.

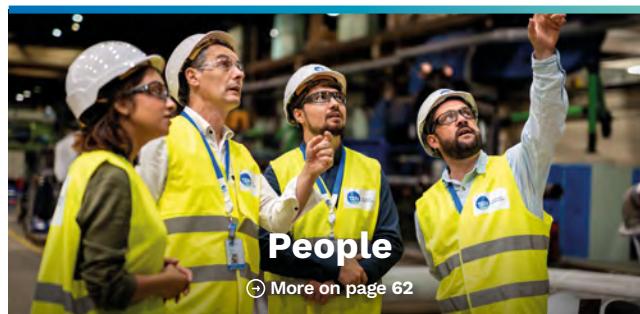
Throughout this report, we provide the progress status at the end of 2023 for each target defined in the ESG Scorecard¹. In section 3. Sustainability performance, we present concrete examples of the progress being made.



⁽¹⁾ The definition of each ambition of the ESG Scorecard is detailed in the section 4.2. Definitions and methodologies of the 2023 Annual report.

ABOUT THIS REPORT

This report reflects our progress in alignment with the GRI Sustainability Reporting Standards. It also anticipates some requirements of the European Corporate Sustainability Reporting Directive ("CSRD"), which will take effect from 2024. Our teams have worked hard to conduct the double materiality assessment, which evaluates both the environmental and social impacts of our Company and the financial implications of sustainability factors. Additionally, our teams have strived to improve Technip Energies' sustainability performance by implementing various initiatives and best practices across our operations.



Technip Energies strives to transform the energy market, providing sustainable solutions for clients' decarbonization goals. Our strategy emphasizes value creation and acceleration while seamlessly integrating sustainability into their business model.

At Technip Energies, we prioritize safety and value-driven excellence. We foster well-being, diversity, and inclusivity, empowering our teams to learn and grow. For us, "being part of the solution" is more than a tagline, it's our mission.



Technip Energies' sustainability governance, policies, and commitments form the foundation of our success. In 2023, we undertook a double materiality assessment to anticipate regulations, meet stakeholder expectations, and be prepared for the future.

Integrity is at the center of what we do. Our reputation is built on our ability to deliver and our limitless drive to enhance our clients' performance. How we work is a critical success factor: the way each of us behaves, whether towards our colleagues, clients, partners, suppliers, shareholders or others within or outside the Company, makes the difference.



As a world leading engineering and technology Company, we are part of the global move to urgently reduce GHG emissions to net zero. We are putting effort on the decarbonization of our value chain and supporting the protection of biodiversity. By accelerating the deployment of technology and transforming the way we design and build assets we are delivering a more sustainable future.

A key principle of our work is transparency. In this section, we provide a comprehensive report of the Company's ESG indicators, definitions, methodologies, and performance. It also includes information on the EU Green Taxonomy, the GRI Content Index, and the Limited Assurance Report of the Independent Auditor.

1. OUR VISION TOWARDS A SUSTAINABLE FUTURE

1.1. INTEGRATING SUSTAINABILITY INTO OUR BUSINESS STRATEGY

From value preservation to value acceleration

At Technip Energies, we believe we have a critical role to play to accelerate the energy market transformation in a sustainable way and make a positive impact by providing solutions to help our clients achieve their decarbonization goals.

To make this impact, our strategy is articulated around the value we bring to our stakeholders; in the way we preserve value by acting with integrity to reduce risk, we create value by boosting innovation and making our Company attractive to stakeholders, and we accelerate value by launching new businesses and scaling up solutions as the leading, profitable and sustainable business for the energy transition.

Our strategy is to grow sustainable stakeholder value

Value preservation forms the foundations of any strategy, future proofing the Company for the evolving energy landscape. By adopting a risk-based approach, the three pillars of our ESG Scorecard; Climate & Environment, People, and Trust, set out the Company priorities and engagements around impact-driven targets. Strong governance ensures that we have the policies, processes, and code of conduct in place to align our strategy with stakeholder expectations and challenges us to surpass our targets. Integrity frames the way we act every day, and we are committed to regular and transparent reporting on our sustainability performance.

Technip Energies' differentiated hybrid model, which marries long-cycle project delivery with short-cycle technology, products, and services ("TPS"), provides an ideal blend to drive profitable growth across energy cycles and create tangible added value. Technology-driven, with excellent execution capabilities, we have a strong track record in delivering sustainable products and solutions across all our business lines. With outstanding energy molecule transformation capabilities, we have the strategic flexibility to meet customer needs from energy source to end-use.

Creating value for stakeholders starts by engaging and collaborating with our employees, clients, suppliers, partners, investors, and communities to foster a culture of sustainability, inclusion, and responsibility. Technip Energies is, above all, human energies. By leveraging our collective expertise, we provide integrated and customized solutions that minimize the environmental and social impacts of our projects, while ensuring operational excellence, quality, and safety. Digitalization and innovation are the boosters that power value creation. Leveraging data through powerful AI tools gives us more predictive insight to optimize processes, improves efficiency, and reduces time to market. Innovation and diversification of our portfolio bring new solutions to meet the changing needs and expectations of our clients and stakeholders. In conjunction, all three levers drive value acceleration.

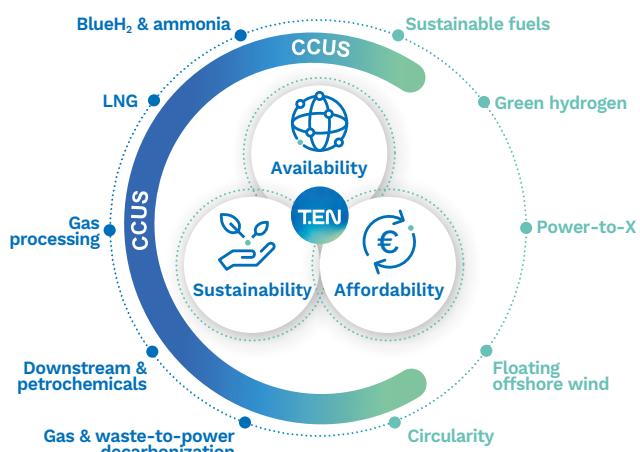
Solutions to decarbonize at scale

Accelerating action in this critical decade is the key message from the COP28 agreement to limit global warming to 1.5°C. At Technip Energies we have the technologies and solutions available now, especially in the areas of low-carbon and renewable energy, circular economy, and digital transformation, which positions us for rapid growth. Already, our portfolio of studies through to EPC and projects include around 30 Mtpa of CCUS, more than 3 Mtpa of sustainable fuels, over 3 GW of clean H₂/power-to-X, along with 4 MW of Floating Offshore Wind. In 2023, we launched Capture.Now™, a full range of CCUS solutions across the value chain, which includes Canopy by T.EN™, our modular post-combustion solution for industrial applications, as well as BlueH₂ by T.EN™ to produce low-carbon hydrogen. All these flagship offers are totally aligned with our net zero ambition and highlight our market positioning in the decarbonization era.

In 2023, we also launched two new companies: Rely to accelerate industrialization of green H₂ and power-to-X, and Reju, which is focused on textile PET recycling. The recent acquisitions of Processium, an R&D company specialized in process technology, and Seed Energy, a digital services startup, as well as investments in pioneering cleantech funds, all serve to boost innovation and accelerate value.

As the energy industry undergoes major transformation, we are investing in the development of our people's skills and competencies and enhancing the learning mindset across the organization to be part of the solution. This is our call to action to accelerate the net zero trajectory, leveraging our employee experience with an inspiring learning and development journey for all. Through our commitment to foster a diverse and inclusive workplace that acts to protect human rights and contributes to the development of local communities, we are "breaking boundaries together to engineer a sustainable future".

Technip Energies solutions for tackling the energy trilemma



1.2. TECHNIP ENERGIES BUSINESS MODEL

Our business model is designed to support our journey towards a sustainable business.

Alongside our clients, partners and suppliers, we imagine and build ambitious projects, technologies, products and develop services which help them reduce their climate and environmental impact, reach their net zero targets, and deliver affordable, reliable and sustainable energy.

We are confident we have the right capabilities, technologies and partnerships to capture these opportunities and deliver sustainable value for our clients, shareholders and society.

→ OUR PURPOSE

Breaking boundaries together to engineer a sustainable future

OUR MARKETS

Gas & Low-carbon Energies

- Liquified Natural Gas (LNG)
- Offshore LNG (including Floating Liquefied Natural Gas, "FLNG")
- Low-carbon hydrogen and associated derivatives
- Gas monetization

Sustainable Fuels, Chemicals and Circularity

- Fuels and biofuels
- Ethylene
- Petrochemicals and biochemicals
- Circularity and fertilizers

Decarbonization Solutions

- Carbon Capture, Utilization and Storage (CCUS)
- Floating offshore wind

Rely and Power-to-X

- Green hydrogen

OUR BUSINESS

Project Delivery

- One T.EN Delivery
- Early engagement
- Engineering studies
- Procurement and supply chain
- Construction management
- Commissioning and startup
- Maintenance engineering and training
- Revamping and repurposing

Technology, Products & Services (TPS)

- Technology: licensing, process technologies, proprietary equipment
- Products: proprietary solutions and products
- Services: engineering design, Genesis, project management consultancy (PMC), operations & maintenance consulting (OMC), digital services

Reju

→ GLOBAL TRENDS

ENERGY DEMAND

While global energy demand continued to shift towards renewable sources, non-renewable energy sources are still prevalent to satisfy the rising energy demand. This dynamic has highlighted the critical importance of innovative solutions to achieve energy efficiency, energy security and carbon emissions reduction without compromising on economic growth and accessibility.

ECONOMY

The global economy showed resilience with a gradual recovery from pandemic-era disruptions. However, the economic landscape was marked by inflationary pressures and supply chain challenges. Geopolitical uncertainties (the war context in Ukraine and the Hamas-Israel conflict) have further contributed to the aforementioned challenges.

DIGITAL AND TECHNOLOGY

Significant advancements in digital technologies, especially the integration of Artificial Intelligence (AI) into businesses, Internet of Things (IoT), and 5G enhanced efficiency and connectivity within and across sectors. This technological shift was pivotal in driving innovation and digitalization of traditional industries. Energy transition has also benefited from the use of enhanced technology to leverage data and to increase connectivity and accessibility.

RACE FOR TALENT

Companies seeking skilled professionals in green and low-carbon technologies and digital transformation are facing an intensified race for talent. This had led to a more competitive job market and an increased focus on talent attraction, employee upskilling, reskilling, and retention programs.

SUSTAINABLE DEVELOPMENT

Corporate strategies increasingly integrated sustainable development prospects, focusing on reducing carbon footprints, enhancing energy efficiency, embracing ESG roadmap and promoting environmental stewardship. COP28 signalled the "beginning of the end" of the fossil fuel era through the first international agreement reached on tackling fossil fuels and once again highlighted the need for a just and equitable transition towards net zero emissions.

TOGETHER BY T.EN

Our ESG Scorecard sets out the framework for a sustainable energy transition centered around 3 strategic pillars: Climate & Environment, People, and Trust. With a focus on impact-driven targets, it is designed to track progress, further our ambitions, accelerate results, and deliver a more sustainable tomorrow.

**DRIVERS OF VALUE CREATION****Enhance selectivity and excellence in project execution without compromising on safety**

- Early engagement as a route to define and optimize project execution
- Selectivity also based on carbon metrics, compliance and governance standards
- Build key relationships with partners, develop customer intimacy and strong market/geography knowledge
- Align with ESG Scorecard

Build a sustainable business

- Drive change within the energy mix towards cleaner and more affordable energies
- Differentiate by developing, scaling up and delivering new and affordable solutions and technologies
- Technology driven, with excellent execution capabilities, delivering sustainable products and solutions across all our business lines

Grow consultancy services and products

- Across the growing energy transition opportunity set
- Digital transformation as core enabler for sustainable and profitable business performance
- Reduce time to market
- Develop off-the-shelf solutions
- Assist clients achieving excellence at every stage of the operating cycle

Foster Technology & Innovation

- Build groundbreaking technologies and protect intellectual properties
- Redirect technologies and innovation towards decarbonizing the energy value chain
- Open innovation with industry partners and technology startups

Leverage our financial framework

- Large backlog and extensive commercial pipeline
- Positive cash flow throughout project lifecycle
- Asset light business with limited CAPEX
- Robust balance sheet with strong liquidity and limited leverage

→ **BRING VALUE TO OUR STAKEHOLDERS**

Shareholders & Investors

- Reduce our business risk exposure
- Create sustainable financial value

Clients

- Partner with clients towards a net zero trajectory
- Anticipate needs and expectations
- Anticipate energy market trends
- Develop mutual trust

Supply chain & Partners

- Promote knowledge sharing
- Elaborate industry standards
- Partner with suppliers and sub contractors to reach net zero ambitions

Innovation drivers

- Exchange know-how for a low-carbon future
- Support R&D and innovation to develop new low-carbon and sustainable solutions

People

- Prioritize safety to protect employees and workers in the value chain
- Ensure open dialogue
- Develop a learning, diverse and inclusive workplace

Local communities

- Support volunteers
- Contribute to education initiatives
- Donate to social charities
- Respect local environment

1.3. DECARBONIZATION DRIVING OUR NET ZERO JOURNEY

In 2023, we developed and launched a range of key offerings designed to support our clients in deep decarbonization of their assets. These offerings include Capture.Now™, a platform of technologies designed to transform carbon into opportunities. Within this platform, Canopy by T.EN™ is our proven suite of post-combustion carbon capture solutions developed in conjunction with Shell CANSOLV CO₂ capture system, and BlueH₂ by T.EN™ is our approach to producing low-carbon hydrogen from fossil sources. SnapLNG by T.EN™ is our electrified low-carbon LNG solution designed to drastically reduce the carbon footprint of LNG facilities. This innovative range, containing both bespoke and standardized solutions, works to reduce cost, simplify the supply chain, reduce risk and accelerate time to market.

Capture.Now™: Transforming carbon into opportunities

According to the International Energy Agency, by 2050 carbon capture will contribute approximately 8% of cumulative global CO₂ emissions savings. Therefore, we view CCUS as a critical part of the decarbonization toolkit and are invested in delivering state of the art technologies and services in this area.

We are committed to a sustainable future.

Ready to Capture.Now. At Scale. Anywhere in the world.

At Technip Energies, we are committed to playing our part in the journey towards a low-carbon society, transforming carbon into opportunities for our clients.

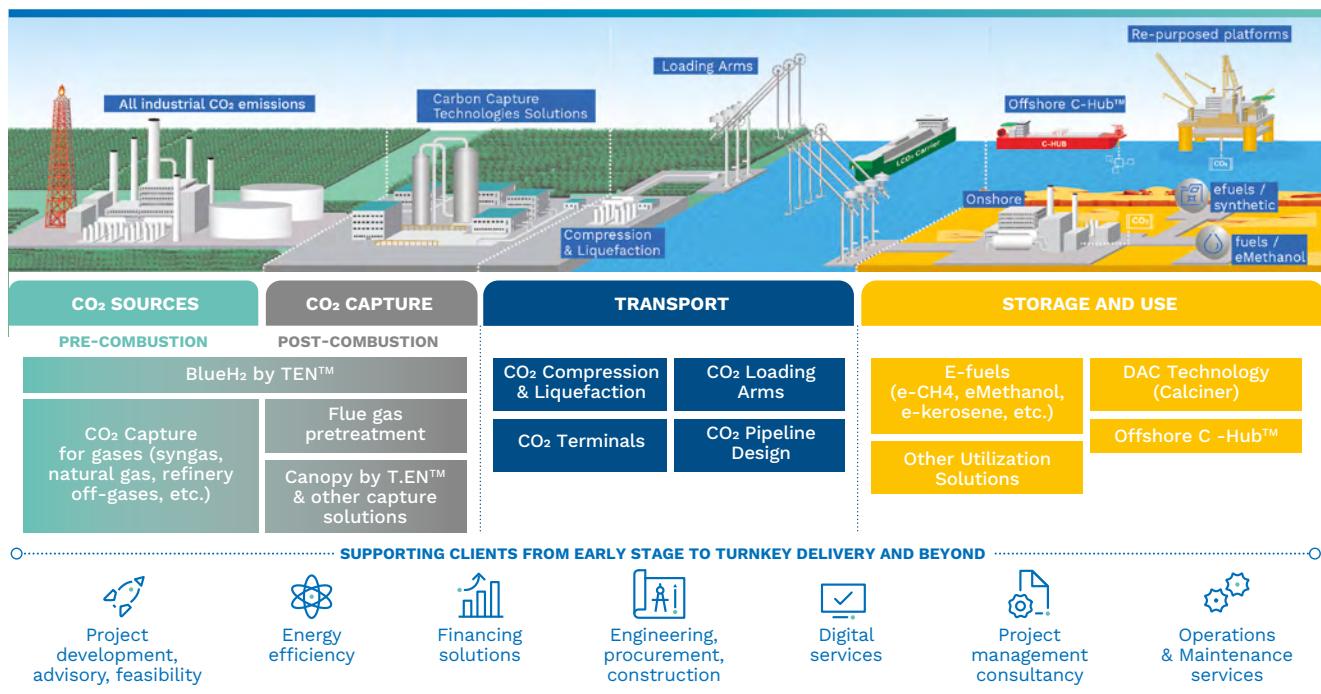
CCUS is not one technology, but an integrated techno-economic ecosystem extending from the emission source through to final sequestration or utilization. Technip Energies is by our clients' sides, at every step of the value chain, bringing solutions, removing complexity, and shaping new frontiers of carbon use and offsetting. We bring together people, technology, and engineering know-how, to join each critical element for CCUS success.

At Technip Energies we have tailored solutions to fit every emitter, regardless of industry or scale. Encompassing both pre and post-combustion capture, we service not only our traditional markets for LNG, ethylene, petrochemicals, and refining, but also across energy-intensive and hard-to-abate sectors, including power and utilities, steel, metal and mining, and cement production.

Capture.Now™ is our synergistic platform of services, products and technologies designed to transform carbon into opportunities. We have developed an extensive range of solutions to meet the needs of every industry and emitter. From small-scale modularized products through to world-class facilities and first-of-a-kind CCS cluster, our solutions are created to reduce complexity, drive down cost and accelerate delivery. We work from the earliest stages of concept design through to operational support, to provide complete expertise and assurance across the project life cycle.

- **Capture:** it all starts with capture. Leveraging our comprehensive suite of low-carbon technologies providing tailored, flexible solutions for any emitter.
- **Utilization:** we invest and collaborate to shape the frontiers of new carbon use. We explore new technologies and applications, identifying and exploiting commercially viable markets to create value-added opportunities from CO₂.
- **Transportation:** we condition and transfer CO₂ from the point of capture to the point of utilization or storage – safely, quickly, and cost-effectively by pipeline, ship, or road.
- **Storage:** we help our clients manage the permanent sequestration and safe storage of CO₂ either by conventional means or cutting-edge approaches.
- **Offsetting:** we work with leading developers of direct air capture (DAC) technology to enable organizations to directly remove CO₂ from the atmosphere and offset their emissions.

Capture.Now™ across the CCUS value chain



Canopy by T.EN™ capture with confidence

Canopy by T.EN™ is a flexible, integrated suite of post-combustion carbon capture solutions powered by Shell CANSOLV® CO₂ capture system, a commercially proven post-combustion CO₂ capture technology, which delivers CO₂ recovery rates above 95% and features excellent energy efficiency, low-solvent volatility, and minimal emissions.

Canopy by T.EN™ range

From testing and piloting up to the world's largest installations, our solutions can be adapted to any scale and any facility.

| | | | | | | | | | | | |
|---|-------------------------|---|--|---|------------------------|---|------------------------|---|--------------------------------------|---|--|
|  | PILOT 1.5 kta |  | C10 10 kta |  | C100 100 kta |  | C200 200 kta |  | C+ Bespoke sizing & design |  | MARINE Offshore optimized design |
| Test anywhere, anytime | | | Standardized sizes for smaller emitters | | | Any scale for any facility | | | Offshore solutions | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |

Technology performance can be a key concern for clients, and piloting is a highly successful approach for technology verification, particularly for novel applications and variable flue gases. In December 2023, pilot units were successfully delivered to Heidelberg Materials to capture up to 1.5 kta of CO₂ from their cement plant in Edmonton, Canada, and Teck Resources Limited, for their zinc and lead smelting and refining complexes in Trail, Canada.

Canopy by T.EN™ C200 is a 200 kta standardized, modular solution, designed to provide fast-track implementation and maximum impact for smaller emitters.

Canopy by T.EN™ reference projects include:

Vestforbraendings Waste-to-Energy Plant

- Contract: FEED + transition to EPC
- Client: Vestforbraendings, VF Carbon Capture A/S
- Location: Glostrup, Denmark
- Located next to the city, the plant will capture at least 450 kta of CO₂ that will be permanently sequestered. Once completed, the FEED will transition to an EPC contract

Net Zero Teesside (NZT) Power Project

- Contract: FEED (consortium lead)
- Client: bp
- Location: Teesside, United Kingdom
- First-of-a-kind, new-build fully integrated gas-fired power plant with carbon capture
- 2 Mtpa of CO₂ to be captured and stored
- 860 MW of low-carbon electricity to power up to 1.3 million homes
- Technip Energies, together with its partners GE Gas Power, Balfour Beatty and Shell, have formed the Carbon Capture Alliance, committed to delivering carbon capture at scale

Shell Deer Park Petrochemicals Project

- Contract: FEED services
- Client: Shell
- Location: Texas, USA
- FEED design for post-combustion Carbon Capture facility to capture 840 kta of CO₂ from furnace stacks of multiple units

See more information in section 1.5.3. Decarbonization solutions of the 2023 Annual Report.

BlueH₂ by T.EN™: Low-carbon hydrogen solutions with up to 99% emissions capture

Clean hydrogen is crucial to decarbonizing the most energy-intensive sectors including industry (steel, cement and refining), transportation (marine and heavy vehicles), power generation and heating for large commercial and residential buildings. Hydrogen is key for an affordable, secure, and clean energy future.

Technip Energies is a world leader in hydrogen. Our proprietary steam reforming technology represents an estimated 30% of the globally installed base for on-purpose hydrogen. Of these facilities, close to 20% could feature carbon capture solutions.

Within the Capture.Now™ platform of CCUS solutions, BlueH₂ by T.EN™ is a unique suite of fully integrated, low-carbon hydrogen technology and EPC solutions to deliver the best possible leveled cost of production with the lowest carbon footprint across any type or scale of plant.

Proprietary ATR technology for large-capacity, ultra-blue hydrogen

As a global leader in hydrogen, we have added Oxidative Auto Thermal Reforming (ATR) technology in partnership with Casale to our extensive range of proprietary Steam Methane Reforming (SMR) technology solutions to deliver large-capacity, ultra-blue solutions with up to 99% carbon capture rates.

The oxidative reforming process - Auto Thermal Reforming (ATR) and Partial Oxidative (POx) - produces syngas that contains hydrogen, CO, and CO₂. ATR combined with Technip Parallel Reformer (TPR®) and carbon capture is a cost-effective way to produce low-carbon hydrogen on a large scale with optimized steam production. ATR is a game-changing technology as it breaks the upper capacity limit of traditional hydrogen plants, which were economically constrained by the size of the SMR technology.

Industry-leading Steam Methane Reforming (SMR) technology

SMR is well suited to a wide range of capacities, and we have unrivaled experience in this area with more than 275 hydrogen plants using our SMR technology. We can deliver top-fired reformers for hydrogen plants up to 300 kNm³/h (1 GW) in a single unit with optimized CAPEX and the lowest plot requirements without compromising OPEX.

BlueH₂ by T.EN™ reference projects include:

ExxonMobil Baytown – the world's largest blue hydrogen project

- Contract: FEED services.
- Client: ExxonMobil.
- Location: Baytown, Texas, USA.
- Will produce up to 1 billion cubic feet per day of low-carbon hydrogen and capture 7 Mtpa of associated CO₂ emissions

SnapLNG by T.EN™: Low-carbon LNG with unprecedented certainty and accelerated time to market

At Technip Energies, we are opening new frontiers in LNG and its decarbonized production to facilitate the energy transition and support our clients towards a zero-carbon emission objective.

As a global leader in LNG plant design and construction, with over 65 years of experience, SnapLNG by T.EN™ is a new solution designed to decarbonize LNG production. It features standard FEED for 2.5 Mtpa LNG train modules, ready to be installed and commissioned. The strong data model and data foundation developed during the standard FEED of SnapLNG by T.EN™ provides a solid backbone for FEED completion and EPC phases and beyond for operation and maintenance.

SnapLNG by T.EN™ has been designed with electric motors to drive the refrigerant compressors, offering decarbonized production and avoiding around 350 kte/year per train of CO₂ emissions versus a gas turbine-driven solution. Manufacturing at our fabrication yards minimizes on-site labor for improved safety and greater efficiency.

- Low-carbon hydrogen will be used to replace natural gas to support decarbonization of the Baytown complex, reducing scope 1 and 2 emissions by up to 30%

LG Chem BlueH₂ by T.EN™ plant

- Contract: License, proprietary SMR
- Client: LG Chem
- Location: Seosan, South Korea
- The BlueH₂ by T.EN™ Hydrogen plant will capture 250 kta of CO₂ to reduce carbon emissions from the Daesan petrochemical complex. The new unit will be integrated with LG Chem's naphtha cracking complex to reduce carbon intensity

In addition, bulk quantities are reduced directly impacting scheduling and costs.

This unique approach provides clients with a commitment to on-time delivery at a cost fixed at the time of FID. Our low-carbon solution benefits clients with faster time to market and faster revenues, saving up to two years in overall project development duration under a de-risked execution scheme.

See more information in the section 2.2.1.2. Products of the 2023 Annual Report.



**LNG
Decarbonized
Production**



**Accelerate
time to
market**



**LNG
Certainty**

1.4. JOINING FORCES AND BRIDGING EXPERTISE ACROSS INDUSTRIES

Innovation is at the core of Technip Energies' business development strategy as we seek to leverage our competencies to scale up new energy solutions, accelerate project execution, and reduce time to market. With our pioneering spirit and collective intelligence, we explore new ways to accelerate the net zero trajectory through innovative new technologies and solutions.

Working in an ecosystem to accelerate the energy transition journey, we are convinced that engaging with players within and across different industries is one of the most important ways to drive change. Here are some highlights of our partnerships and cooperations in 2023.

| | Company | Date | Topic | Description |
|--|--------------------------------------|----------------|---|---|
| 1 Early-stage investment | SEED Energy | June 2023 | Energy Transition Digital Services | SEED Energy is a startup that specializes in digital services for innovative, multi-technology renewable energy systems. Its Odyssey software allows digital simulations of renewable architectures and provides detailed project analyses to support project definition and decision making. |
| | Compact Membrane System (CMS) | August 2023 | Carbon Capture | Technip Energies, Pangaea Ventures, GC Ventures, Solvay Ventures, and Chevron Technology Ventures have invested in Compact Membrane Systems (CMS), a pioneer in advanced membrane technology for carbon capture in heavy industries. CMS has potential to reduce up to one gigaton of carbon emissions from heavy industries by 2040. |
| | Evok Innovation's Fund II | July 2023 | CleanTech Fund | Technip Energies invests in Evok Innovation's Fund II, a clean tech fund supporting hard-tech startups and accelerating their development and deployment in sectors such as hydrogen, carbon capture, and electrification. This aligns with our vision for a sustainable energy future and connects us with emerging technologies. |
| 2 Partnerships for technology | Casale | April 2023 | Blue Hydrogen | Technip Energies and Casale offer low-carbon hydrogen production technology based on oxidative reforming, that could achieve up to 99% carbon capture rate. Available for licensing, design, equipment and plant construction. |
| | Enerkem | August 2023 | Circularity | Technip Energies and Enerkem Inc. collaborate to convert non-recyclable waste into biofuels and circular chemicals using Enerkem's gasification technology. Technip Energies provides engineering, technology integration and project delivery expertise. |
| | Versalis | September 2023 | Plastic waste recycling | Versalis and Technip Energies will combine their technologies for the advanced chemical recycling of plastic waste, creating a circular economy with lower carbon footprint. The project will use Versalis' Hoop® process to recover mixed plastic waste through pyrolysis, and Technip Energies' Pure.rOilTM and Pure.rGastM technologies to purify the pyrolysis products and integrate them with existing or new crackers. |
| 3 Bring to market | Rely | May 2023 | Green Hydrogen | Rely, a joint venture between Technip Energies and John Cockerill, offers end-to-end services for green hydrogen production and use, including feasibility studies, project execution and operation. Rely also secures the supply chain of electrolyzers through a partnership with John Cockerill Hydrogen. |
| | LanzaJet Alliance | September 2023 | Sustainable aviation fuel | LanzaJet and Technip Energies will collaborate to promote LanzaJet® Alcohol-to-Jet (ATJ) Process technology, which produces sustainable aviation fuel (SAF) from ethanol. The collaboration combines Technip Energies' Hummingbird® Technology with LanzaJet's Ethanol to Jet technology to support SAF projects worldwide. |
| | Reju | November 2023 | Polyester Textile Regeneration | Reju, a company focused on textile PET recycling leveraging the innovative technology co-developed with IBM and Under Armour. |
| 4 Scale up | Processium | July 2023 | Sustainable Chemicals | Technip Energies has acquired Processium, a sustainable chemical process company, to expand its R&D portfolio and service offerings for clients. |
| 5 Cross Industry Alliance | Carbon Capture Alliance (CCA) | March 2023 | Carbon Capture | The Carbon Capture Alliance (CCA) unites four global leaders, Technip Energies, GE Gas Power, Balfour Beatty, and Shell, with over 110 years of project delivery expertise and proven carbon capture technology, ready to create a lasting, sustainable legacy in Teesside and the UK. |
| | Open-C Foundation | March 2023 | Marine Renewable Energies | Technip Energies joined OPEN-C Foundation, a French initiative to create the largest European sea trial center for floating wind power and other offshore energy sources. Starting in 2023, OPEN-C will coordinate and support test sites and sea trials with over 300 million euros of investment. |
| | The Energy Consortium | August 2023 | Energy Transition | Technip Energies has partnered with IIT Madras to conduct research on sustainable energy solutions aligned with their net zero vision. The Energy Consortium at IIT Madras will facilitate joint research between industry, academia, and government. |

Innovation and incubation

A low-carbon economy requires innovation to generate brand-new inventions as well as new ways of applying existing technology to generate new solutions. At Technip Energies we believe we have a critical role to play on this journey.

Innovation challenge: Sharing ideals for a sustainable future

In June 2022, Technip Energies launched its first internal innovation challenge with the theme being “Let's say goodbye to Carbon”. More than 350 ideas were submitted, and 5 ideas were selected.

To build on this momentum, in 2023 Technip Energies launched an exciting external **Innovation Challenge – the Clean Maritime Challenge** – to help accelerate the decarbonization of the marine transport industry. With the support of Elemental Excelerator, a non-profit investor focused on scaling climate technologies with deep community impact, the challenge invited innovative startups to share their decarbonization solutions. In November, eight finalists from a total of 39 applications were selected to pitch their technologies to a panel of judges. The winners of this inaugural challenge are ReCarbon, Inc., a company which transforms carbon dioxide and methane into valuable and decarbonized products through plasma reformation, and Aerleum, which is developing a cost-competitive approach to capture and transform CO₂ into synthetic fuels.

Incubation: investing in Cleantech funds

Technip Energies' approach is to consider business in five years' time by taking deep dives into innovative topics to see where and how they fit with the business in terms of sustainability and the energy transition. By investing in cleantech funds, we are providing early-stage investment to help scale up technologies of the future.

The Evok Innovation Fund II is a tier-one cleantech fund that invests in next-generation sectors such as low-carbon hydrogen, carbon capture and removal, electrification and critical minerals, to accelerate the path towards net zero. Evok's investor ecosystem brings together a group of proven technologists, company builders, and climate investors to support startups with the necessary funds, resources, networks, and expertise to scale up their operations and achieve maturity. Technip Energies is the first strategic partner of the fund with EPC capabilities.

Technip Energies joined other leading investors including Pangaea Ventures, CG Ventures, Solvay Ventures, and Chevron Technology Ventures, in the Series A funding round for Compact Membrane Systems (CMS), an advanced materials technology company in the U.S. which is pioneering a breakthrough carbon capture solution. CMS membranes are a breakthrough solution designed for carbon capture in hard-to-abate sectors like steel, cement and other industries operating in high temperature conditions. Its modular, fully electrified and cost-effective solutions are designed to be contaminant resistant, low energy and easy to use, eliminating the need for regeneration, steam or chemical solvents. The aim of this funding round is to accelerate the development and commercialization of this proven CCS technology.

Processium R&D to accelerate technology development

To accelerate the development of new processes and technologies, in July 2023, Technip Energies acquired Processium, an expert company in process development equipped with laboratory and piloting facilities located in Lyon, France. Processium is an industrial development partner designing and developing next-generation processes to support the energy transition and enhance manufacturing competitiveness in the field of sustainable chemicals. With specific competencies in reactor design and scale up, as well as downstream purification and processing know-how, the R&D company provides services to accelerate and de-risk the introduction of new technology.

Digital portfolio reinforced through acquisition of SEED Energy

Founded in 2017, SEED Energy is a startup that specializes in digital services for innovative, multi-technology renewable energy systems. Its Odyssey software allows digital simulations of various renewable energy architectures to help clients seeking to develop or invest in renewable energy projects. This acquisition is part of the company's strategy to broaden its digital services offering to cover the entire project life cycle and position itself as a leading player in designing and delivering integrated digital solutions for the decarbonized energy sector.

1.5. COLLECTIVE COMMITMENTS

Technip Energies is committed to carrying out its business activities in an ethical and transparent manner. In furtherance of this, we engage with international organizations on economic, social, and environmental issues.

■ United Nations Global Compact

Since 2021, Technip Energies is a signatory to the United Nations Global Compact. By joining the Global Compact, we embrace the Global Compact's Ten Principles in the areas of Human Rights, Labor, Environment, and Anti-Corruption.

We work continuously to integrate the Ten Principles into our business strategy, operations and culture, and to achieving the UN Sustainable Development Goals ("SDGs").

■ Building Responsibly

Building Responsibly is a group of leading engineering and construction companies that are working together to promote the rights and welfare of workers across the industry. A member since 2019, Technip Energies joined the Steering Committee in 2021 and has since been instrumental in the development of tools and standards associated with the [Building Responsibly Worker Welfare Principles](#) and the [Guidance Notes](#).

The Engineering and Construction industry faces many challenges in ensuring the welfare of its workers. To address this issue, the Building Responsibly International Forum on Workers' Welfare convened in Singapore this year, with the participation of more than 50 representatives from various sectors, including government, civil society, and finance. The forum aimed to foster collaboration and innovation among the stakeholders, and to identify best practices and solutions for enhancing worker welfare in the industry.

During the forum, Technip Energies invited its client Neste to share the experience of the Human Rights Due Diligence program that we implemented for the execution of the Singapore Refinery Expansion project.



We received excellent feedback from participants of the Forum, related to the cooperation between Technip Energies and Neste, demonstrating that to promote workers' welfare, all value chain partners should be committed and aligned. Working together with clients to ensure better workers' welfare management is a win-win approach to mitigate Human Rights risks. For the members of Building Responsibly, the positive client feedback for the program serves as an example of best-practice for the industry."

Daniela Bisi,
Sustainable Development Officer Senior

See more in Section 3.3.3. Human rights due diligence program.

■ Syntec-Ingénierie

Syntec-Ingénierie is a professional federation of consulting engineering companies in France. In 2021, Technip Energies signed *La Charte de l'Ingénierie pour le Climat* (The Climate Engineering Charter). Through this charter, the signatories undertake to be proactive in the missions and projects they carry out to reduce their carbon footprint and to sustainably adopt low-carbon internal practices and reduce their own greenhouse gas emissions.

The three commitments of engineering companies for the climate are:

- acting concretely in favor of the climate through the projects entrusted to us;
- sustainably reducing the carbon footprint of our own activities; and
- supporting our employees' commitment in favor of the climate.

■ EpE - Entreprises pour l'environnement

Entreprises pour l'Environnement (EpE) is an association consisting of approximately 60 French and international large companies from all sectors of the economy which work together to better integrate the environment into both their strategies and their day-to-day management.

In December 2022, Technip Energies became a member and shared its vision of the environment as a source of opportunities and progress, with a broad understanding of 'environment' covering: raw materials, energy and climate change, water, biodiversity, pollution, waste, and health issues.

EpE believes that caring for the environment is a source of long-term value for businesses. It provides its members with a forum for best-practice-sharing and debates within the business world itself, as well as with various stakeholders such as NGOs, policymakers or academics. EpE is committed to improving its members' practices and stimulating innovation and commitment to the environment, enhancing the business world's credibility on environment by publicizing its pioneering achievements, and to planning ahead and analyzing sustainability issues as an internationally recognized think-tank and platform of expertise.

In 2023, through our membership in EpE, we have participated in four initiatives and projects that promote sustainable development:

- **Act4nature International:** initiative to develop the mobilization of companies in favor of biodiversity through pragmatic commitments.
- **Éco d'eau:** initiative to help educate and mobilize all stakeholders around the challenges of sufficiency, efficiency and solidarity when we are using water by using open source communication tools.
- **Renovation of office buildings:** commitment to continuing and amplifying energy sobriety efforts, to monitor every year and to participate in sharing experience.
- **Multi-stakeholder dialogue on ecological transformation:** initiative to bring together internal and external stakeholders. The goal is to discuss objectives or trajectories for reducing the various environmental footprints of the company's operations or products, while respecting planetary limits.

■ Act4nature International

Technip Energies joined Act4nature International in September 2022 to reinforce its action towards conservation of nature and biodiversity.

Act4nature International is a pragmatic alliance initiated by businesses and stakeholders, including business organizations, NGOs and scientific institutions, to accelerate concrete actions in favor of nature. To join Act4nature International, businesses agree to 10 'common' commitments and define individual SMART commitments to be assessed by a steering group of Act4nature stakeholders. Members also commit to publicly report on the progress of their initiatives within two years of joining.

As a member of Act4nature International, Technip Energies has made the following commitments in its action plan:

- integrating biodiversity into its global strategy and activities;
- not participating in any new projects which would be located in areas identified by the International Union for Conservation of Nature ("IUCN") as being most sensitive; and
- reporting the exposure of Technip Energies' projects and asset sites to biodiversity risk.

Contribution to the United Nations Sustainable Development Goals

The United Nations SDGs are a set of 17 global goals to help create a sustainable future for all. They represent an interconnected action plan for the planet and society to achieve by 2030.

Technip Energies is taking actions which contribute to the global goals. We continuously map our alignment with the SDGs to determine where our business most aligned with and contributed to supporting the goals. Our process of identification and prioritization of the ESG material topics for

Technip Energies is based on our sustainability double materiality analysis as described in the section 2.4. Double materiality. As part of this analysis, we engage with our internal and external stakeholders to assess the impact, risk, and opportunities of our business through our entire value chain. As a result, we established our ESG Scorecard and Roadmap, which represent our commitments and targets, and we identified 13 priority SDGs as the goals we most significantly contribute to.

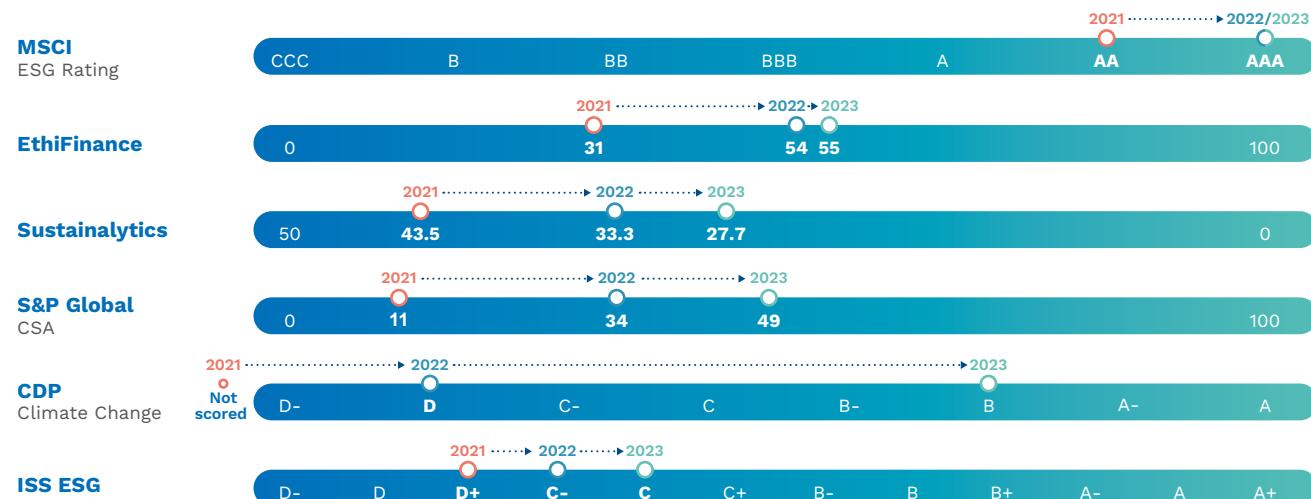


1.6. ESG RATING AGENCIES

ESG analysts monitor Technip Energies' sustainability performance constantly. Through the application of different methodologies, our performance is assessed in relation to environmental, social, and governance topics for inclusion in sustainability ratings. These ratings are used by the financial community as strategic tools to support investors in identifying risks and opportunities linked to sustainability in their investment portfolio, and supporting the development of sustainable investment strategies.

We are working to continually improve our positioning in ESG ratings, aiming to reach a sector leadership position, by improving disclosure on ESG matters following international reporting frameworks such as the GRI Standards.

Our ESG ratings disclosed in 2023 are presented in the following graph and table:



| Sustainability external ratings | MSCI ESG Rating | EcoVadis | EthiFinance | Sustainalytics | S&P Global CSA | CDP Climate Change | ISS-ESG |
|---------------------------------|---|--|------------------------------------|-------------------------------|---|------------------------------------|-------------------------------|
| 2023 Technip Energies score | AAA | 78/100 | 55/100 | 27.7 | 49/100 | B | C |
| Industry average score | A | 46/100 | -- | 37.4 | 23/100 | C | -- |
| Percentile | -- | 99 th | -- | 10 th | 93 rd | -- | 30 th |
| Progress vs. 2022 | -- | -- | +1 point | -5.6 | +15 points | D to B | C- to C |
| Highlights | 2 nd year as Industry leader Among top 1% of companies assessed by EcoVadis | Platinum Medal for Technip Energies France | Performance above industry average | Top 10% in our industry group | Among top 7% of companies in our industry group | Performance above industry average | Top 30% in our industry group |
| Score publication date | 22/08/2023 | 22/12/2022 | 06/12/2023 | 25/10/2023 | 22/09/2023 | 06/02/2024 | 12/09/2023 |

2. GENERAL INFORMATION

2.1. ESG GOVERNANCE

A strengthened sustainability governance model

We are increasing transparency and accountability across Technip Energies.

Technip Energies ESG Governance



Board of Directors

Sustainability leadership starts with our Board of Directors and extends throughout Technip Energies. In order to further strengthen its oversight of sustainability matters, including over the Company's sustainability strategy, practices and policies, and considering the increased workload and the range of topics discussed and expertise required, the Board decided, during its meeting held on July 25, 2023, to split the ESG Committee and to create a dedicated **Sustainability Committee**.

The Sustainability Committee is in charge of assisting the Board in formulating the Company's sustainability strategy and objectives. The Committee reviews and monitors the development and implementation of targets, standards, metrics, scorecards and methodologies that the Company establishes to assess and track the Company's performance in relation to sustainability topics. The Committee also monitors the development and implementation of the Company's compliance program to ensure that the Company complies with the principles of ethical conduct and good governance. The Committee advises the Board on the Company's solutions and services to accelerate the path towards net zero, and the impact of sustainability topics on the Company's culture and business model. See also the 2023 Annual Report sections 5.1.9.3. ESG Committee (until July 25, 2023) and 5.1.9.4. Sustainability Committee (from October 30, 2023).

Board Diversity Policy

The Board has adopted a policy on diversity and inclusion (the "**Diversity and Inclusion Policy**") replacing the existing Diversity Policy, which sets out the principles regarding diversity in the Company's workforce composition as well as diversity in the composition of the Technip Energies Board, and promotes an inclusive culture. See more information in the section 5.4.2. Diversity and Inclusion Policy of the 2023 Annual Report.

As of December 31, 2023, the Board is comprised of 40% female Directors and 60% male Directors, thereby reaching the Company's target. Our Directors are appointed for a one-year term which expires at the close of the Annual General Meeting following the meeting at which they were elected. See more about the Board composition in the section 5.1.3. Current Board of the 2023 Annual Report.

Executive Committee

Our Executive Committee members are tasked with the implementation of our ESG strategy across our businesses.

Arnaud Pieton, our Chief Executive Officer, sets the direction for the Company's sustainability strategy in line with our Purpose and Values. He is accountable for our sustainability performance and for creating value for our stakeholders.

The Chief Strategy & Sustainability Officer oversees strategy and sustainability, as well as investments, partnerships, strategic marketing and digital. Under his organization, the Vice-President Marketing & Sustainability is responsible for delivering on our ESG commitments, increasing our ambition on sustainability and positioning it at the core of our actions and performance.

The Chief Financial Officer also oversees the sustainability agenda and ensures its alignment with the financial performance of the Company. He works closely with the Chief Strategy & Sustainability Officer to ensure our Sustainability Reporting fully aligns with the evolving European regulation and provides transparent and reliable information to our stakeholders within a robust internal control framework. Together, they oversee the processes to identify and assess material sustainability-related impacts, risks and opportunities and their interactions with the Company strategy.

To accelerate the integration of sustainability into our actions, in 2023, we continue to reinforce our governance model structured in two bodies, the ESG Council and the ESG Operational Committee.

- The **ESG Council** validates the ESG roadmap and scorecard, and communication strategy including the ambitions on climate, environment, people and trust, and regularly assesses its implementation to ensure the proper application of processes. The ESG Council is a sub-committee of the Executive Committee, chaired by the CEO, and includes ten other members: the Chief Strategy & Sustainability Officer, the Chief Financial Officer, the Chief Legal Officer, the Chief Operating Officer, the Chief Technology Officer, the Chief People Officer, the Chief Business Officer, the Chief Digital and Information Officer, the Chief Operating Officer Reju, and the SVP of Communications and Public Affairs.

- The **ESG Operational Committee** has 22 members, from the extended Executive Committee, including SVPs of Business Lines and SVP One T.EN Delivery, and leaders of corporate functions with various ESG implementation responsibilities, including Quality, Health, Safety, Environment and Security (“**QHSES**”), People Development, Compensation & Benefits, Real Estate & Facilities, Strategy, Accounting, Risk Management, Investor Relations, Commercial, Project Delivery, Technology & Innovation, Legal & Compliance, Procurement, Digital Transformation, and Communications. Chaired by the VP Marketing & Sustainability, its role and mission are to:
- build and update the ESG Roadmap, including the definition of ambitions and commitments, and convert the roadmap into tangible action plans with milestones and means;
 - develop awareness and learnings about global and external ESG business trends; and
 - follow the progress of the ESG Roadmap.

The organization for each pillar of our ESG Roadmap is described in the respective sections of 3. Sustainability performance.

To reinforce accountability and transparency across the Company, ESG metrics are integral to our Remuneration Policy. See more details in 2023 Annual Report chapter 6. Remuneration report.

Corporate Sustainability

The corporate sustainability department is led by the Vice-President Marketing & Sustainability and is responsible for:

- overseeing and implementing the Company's sustainability strategy and initiatives;
- setting sustainability targets and metrics that align with the Company's business objectives and stakeholder expectations;
- developing and executing sustainability programs and projects addressing topics such as volunteering, human rights, climate change, biodiversity, and environment to create value for the Company and our stakeholders;
- monitoring and reporting on the Company's ESG Scorecard and performance within the ESG Operational committee;
- ensuring accountability and compliance with relevant sustainability standards, regulations, and best practices;
- promoting a culture of sustainability within the Company and raising awareness and education among employees and other stakeholders.

ESG Champions

The role of ESG Champions is to advocate for sustainability, raise awareness, and coordinate actions to address sustainability issues at the Operating Center level.

In 2023, eight ESG Champions were appointed in our main operating centers around the world. They are working on several sustainability topics, including carbon footprint evaluation, local community development, as well as other issues relating to their local context. Their goal is to cascade the Company's sustainability ambitions and implement actions at local level and within operations.

2.2. SUSTAINABILITY POLICIES AND CERTIFICATIONS

Technip Energies' aim of building a better tomorrow is intrinsically linked to the respect of its Values. Our Code of Business Conduct serves as a fundamental guide to be followed by our Directors, officers, employees and stakeholders. In addition, the Company has implemented internal policies that complement our Code of Business Conduct and support our management systems.

Standards defined in these internal policies assign quantifiable measures and define acceptable levels of quality. They aim to make a policy more meaningful and effective. Procedures establish the proper steps to take to operationalize a policy and/or standard. Finally, guidelines provide additional recommendations to clarify expectations in relation to a given procedure.

We are also committed to global standards, such as the United Nations Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights and the International Labor Organization Fundamental Conventions, and we implement ISO management systems in our operations all over the world.

Code of Business Conduct

The [Code of Business Conduct](#) is built on our Values and reflects the way we do business. It describes the decision-making and behaviors expected from our Directors, officers, employees and stakeholders. It is intended to give additional guidance to ensure that we do business and conduct ourselves ethically.

In addition to our Code, we have policies and procedures which are published on our website at www.ten.com.

Quality, Health, Safety, Environment and Security

Within the challenging and highly competitive global energy industry, Technip Energies excels by making QHSES a top priority.

Our [Global HSE and Security Policy](#) sets our commitment to operate in a manner that protects the environment by providing sustainable solutions to minimize our carbon and environmental footprint while improving our energy and resource efficiency. Our policy also ensures that health, safety, environment and security is managed as an integral part of our business and is based on a genuine care and concern for people and the environment. We do not compromise on quality, safety, health, security, or environmental sustainability to achieve our financial objectives.

We are committed to continuously improving our QHSES performance, supporting our clients in their own journey, and ensuring that we dedicate appropriate resources and expertise to eliminate hazards, reduce risks, and prevent environmental pollution related to our activities through design, process improvement and technologies – so that we improve the world for future generations.

A key element of our QHSES management system is our set of global QHSES management standards, which are applicable to all our sites and projects.

Our ISO management systems, all certified by independent third parties, are covering a significant part of our operations worldwide:

- ISO 9001 quality management system for 95% of our operations;
- ISO 14001 environmental management system for 84% of our operations; and
- ISO 45001 occupational health and safety management system for 77% of our operations.

See more in sections 3.1.1. Climate & Environment Governance and 3.2.2. Health, Safety and Well-being.

Human Rights Policy

As a member of the Steering Committee of Building Responsibly, an organization of leading companies that promote human rights and welfare of workers in construction and engineering, we are closely involved in the definition of standards and the development of tools to support the industry supply chain.

In December 2023, our CEO signed the Global Human Rights Policy, which reflects our commitment to respect and protect the human rights of our employees, suppliers, partners, and communities in accordance with international standards and best practices. The policy is available at www.ten.com/en/about/integrity-compliance.

Diversity & Inclusion Policy

We are committed to creating a sustainable future by focusing on diversity and inclusion, as well as environmental and social responsibility.

Technip Energies' [Diversity and Inclusion Policy](#) sets out the principles regarding diversity in the workforce composition and the composition of the Board of Directors. The policy also promotes an inclusive culture that ensures equal opportunities for all employees, regardless of their personal characteristics.

Technip Energies has set specific diversity targets for the percentage of female Directors and the number of women in senior management positions. We have implemented internal governance initiatives, including Executive Committee sponsorship and a network of local ambassadors, to drive change in a sustainable manner. We have also established annual Diversity and Inclusion plans at both global and local levels, which aim to mitigate unconscious bias and systematically remove barriers to diversity representation in critical decision-making processes such as hiring, promotion, pay, and retention. Technip Energies does not tolerate any form of harassment and takes measures aimed at ensuring that inappropriate behaviors are identified and addressed appropriately. See more about diversity and inclusion in the section 3.2.4. Diversity & Inclusion.

“SmartWorking”

Thanks to digital technology, almost everyone can work from almost anywhere. But this accessibility to work creates other challenges. Our response is called “SmartWorking”, which means working differently to facilitate team collaboration, even when we are all in different locations. This includes a Group policy for working from home which offers a flexible approach and is designed to contribute towards creating a better work/life balance.

We are committed to keeping offices open and promoting social interaction to have a positive impact for employees' well-being and enhance performance.

Stakeholder Engagement Policy

The recently adopted Technip Energies [Stakeholder Engagement Policy](#) aims to establish a corporate stakeholder engagement framework that ensures consistent application across the Company's activities worldwide. The policy recognizes the importance of stakeholder engagement in creating sustainable long-term value and considers the impact of the Company's actions on people and the environment.

The purpose of stakeholder engagement is to ensure that the interests of the relevant stakeholders are considered when defining the material aspects of the Company's sustainability strategy. Engagement with stakeholders may also occur for other purposes, including to promote the overall performance of the Company, to increase the Company's awareness and knowledge of one or more stakeholders and to build social and relationship capital. The policy outlines the identification of relevant stakeholders, engagement methods, engagement risks, disclosure of information, documentation of engagement, and public reporting.

See more about how we engage with our stakeholders in the section 2.3. Stakeholder engagement.

Information Security, Data Privacy and Protection

Technip Energies' commitment to information security is not only specified in policies and standards, but also considered in the day-to-day activities of all Technip Energies' employees and contractors. Information security is recognized and accepted as everyone's responsibility.

Technip Energies is actively maintaining a global ISO 27001 certification program that involves all applicable operating centers over the world. ISO 27001 focuses on a company's information security management system ("ISMS") and assesses the way in which information security is integrated into their business processes. It helps prove to customers that information security is a top priority for the Company.

The ISO 27001 certification applies at corporate level and is managed as a global initiative. To reach this goal, we went through several steps:

- implementing an ISMS;
- establishing our ISMS governance;
- performing an internal audit to evaluate the ISMS; and
- involving a unique third-party auditor at global scale.

In 2023, 33 entities out of a total of 55 have been certified since the beginning of this certification program.

Moreover, Technip Energies adopted the US National Institute of Standards and Technology ("NIST") Cybersecurity Framework as a reference for cybersecurity operations and for continuous improvement in performance.

Supplier & Subcontractor Integrity Expectations

We aspire to develop business relationships with like-minded partners who are guided by a similar set of principles of business conduct, based on trust and integrity.

Our suppliers and subcontractors are required to follow the applicable laws of each country in which they operate and observe the principles of the Technip Energies Code of Business Conduct, as well as the [Technip Energies Supplier & Subcontractor Integrity Expectations](#).

Technip Energies Supplier & Subcontractor Integrity Expectations outline the expectations that Technip Energies has for its suppliers and subcontractors. The policy emphasizes the importance of ethical business conduct, compliance with laws and regulations, trade compliance, antitrust and competition compliance, conflict of interest avoidance, respect for the environment, security and safety, human rights, privacy compliance, and protecting confidential information. Suppliers and subcontractors are required to adhere to the principles outlined in this policy as a condition of any business relationship with Technip Energies.

See more about our initiatives with our suppliers and subcontractors in section 3.3.2. Sustainable supply chain.

Tax Policy

At Technip Energies, we manage tax affairs with integrity in compliance with the laws and regulations of all the countries where we operate.

Through its subsidiaries, branches and joint-ventures, Technip Energies runs activities in more than 34 countries. The Company operates in a constantly shifting environment and is subject to complex sets of tax laws that may conflict when taken together or may be interpreted differently. This environment creates potential tax risks which require close monitoring.

We are committed to implementing sustainable tax and legal structures aligned with our business activities and not aimed at driving mainly tax benefits. We recognize that all the taxes we pay or collect for governments are part of our corporate social responsibility and foster a sustainable ecosystem for the industry.

In this respect, Technip Energies included in its Code of Business Conduct a section describing the principles guiding the [Tax Policy](#), which have been approved by a committee of the Board and must be respected by all stakeholders.

To support the effective implementation of the Tax Policy, Technip Energies also maintains stringent internal procedures, which ensure a good understanding of the tax consequences of business decisions and help to manage sources of tax risks more efficiently.

Finally, we are convinced that maintaining transparent and collaborative communication with the tax authorities in the countries where we operate is key to building positive long-term relationships and securing our business.

To know more, refer to the Governance section of Technip Energies' website, the Code of Business Conduct, and the 2023 Annual Report section 4.3.5. Taxation risks and Note 13. Income tax of the Annual Report.

2.3. STAKEHOLDER ENGAGEMENT

Our stakeholders' views and expectations are very important and help drive Technip Energies' strategy and success.

In 2021, during the first sustainability materiality assessment conducted for Technip Energies, we actively engaged with our stakeholders (through surveys and interviews) to identify our material sustainability topics.

We have taken into consideration stakeholder feedback to build our ESG Roadmap and Scorecard and we continue to evolve our strategy and operations according to this feedback and to engage with our stakeholders through active and open dialogue.

In 2023, we performed the double materiality assessment to identify the ESG topics that are material to Technip Energies. As part of this exercise, we have taken into consideration the feedbacks received from our different stakeholders including from our employees, trade unions, clients, suppliers, investors, NGOs. See more about this assessment and results in the section 2.4. Double materiality.

In the meantime, we have published the Technip Energies Stakeholder Engagement Policy. See more about this policy in section 2.2. Sustainability policies and certifications.

In 2024, the stakeholder engagement operational plan will be detailed and fully incorporated as part of our due diligence process and sustainability materiality assessment.

Stakeholder mapping

Our main stakeholders are:

- clients;
- shareholders, investors, credit institutions and equity analysts;
- employees, including work councils, unions or employee representatives;
- supply chain and partners (suppliers, contractors, subcontractors, joint-venture, consortium, technology integrators);
- innovation drivers (academia, universities and research organizations, incubators, industry experts, startups, professional networks);
- civil society (local communities, non-governmental organizations, media, public interest groups); and
- Governments and institutions.

The objectives, the type of engagement with each of them and the main results achieved in 2023 are detailed in the following table.

Stakeholder Engagement

| Key stakeholder groups | How we create value | Key achievements of 2023 |
|---|--|---|
| Shareholders, investors, credit institutions and equity analysts | <ul style="list-style-type: none"> ■ We provide financial and extra-financial results in a timely, true, and transparent manner to report the value we create as a company. ■ This enables informed decision making to reduce business risk exposure and realign investment priorities to deliver long-term value. | <ul style="list-style-type: none"> ■ Regular financial communications and events including: conference calls, shareholder engagement campaigns, roadshows, individual or group meetings. ■ S&P credit rating improved to BBB investment grade. ■ Technip Energies ESG rating assessment improved by all ESG agencies. |
| Clients | <ul style="list-style-type: none"> ■ We understand our clients' needs and expectations within the context of local and global market trends to develop new products and solutions. ■ We are committed to deliver excellence and not to compromise on safety and integrity. ■ We partner with clients towards a net zero trajectory. | <ul style="list-style-type: none"> ■ 64 trade shows in 44 countries. ■ Customer satisfaction survey result 8.6/10, based on 214 surveys. ■ ≈ 30 Mtpa CO₂ capture opportunities in portfolio (cumulative FEED, EPC and services). |
| Supply chain and partners (suppliers, contractors, subcontractors, joint-venture, consortium, technology integrators) | <ul style="list-style-type: none"> ■ We engage with our partners across the value chain to co-construct, apply best practices and find solutions to reduce our impact. ■ We foster sustainability, safety, and welfare within our projects, adhering to competition laws and human rights principles. ■ We believe collaboration is essential to address human rights risks in the supply chain. This is why we endeavor to discuss and align with all stakeholders from the earliest phase of tendering. | <ul style="list-style-type: none"> ■ Creation of Rely, a new company between Technip Energies and John Cockerill, delivering integrated green hydrogen solutions. ■ Creation of Reju, an innovative polyester textile regeneration company, built on Technip Energies' technology partnership with IBM and Under Armour. ■ 1st ESG Supplier Council, onboarding 20 of our major suppliers on our ESG journey; supplier qualification now integrates ESG criteria. ■ 1st International HSE Forum, gathering senior HSE representatives from 12 global companies under the theme "Be HSE Future-Ready", exploring ways to achieve zero incidents and leverage new technologies including artificial intelligence. ■ Building Responsibly; publication of Worker Welfare Principles for the construction industry. ■ Technip Energies Italy has been re-certified with the SA8000 Standard to June 2025. The Standard certification manifests the commitment of Technip Energies in protecting human rights in the workplace and along the supply chain. |
| Innovation drivers (academia, universities and research organizations, incubators, industry experts, startups, professional networks) | <ul style="list-style-type: none"> ■ We have established a co-creation model to facilitate industry-oriented R&D and innovation through exchange of know-how for a low-carbon future. ■ We have launched open innovation challenges within the company and externally to identify new opportunities. ■ We seek to leverage our technology industrialization know-how to support innovative CleanTech companies at an early stage of development accelerate time to market. | <ul style="list-style-type: none"> ■ The internal innovation challenge launched in 2022 with theme "Let's Say Goodbye to Carbon" generated over 350 employee ideas. In 2023, our external innovation Clean Maritime Challenge received 39 applications and ideas to decarbonize maritime transportation and reach net zero by 2050. ■ Partnerships to explore opportunities under various domains of energy research such as with the Indian Institute of Technology (IIT) Madras to explore pioneering solutions to support a sustainable, low-carbon future. ■ Main investment in innovation such as the Evok Innovation Fund II and Compact Membrane Systems (CMS) pioneering a breakthrough carbon capture solution. |

| Key stakeholder groups | How we create value | Key achievements of 2023 |
|---|---|--|
| Employees (including work councils, unions and employee representatives) | <ul style="list-style-type: none"> ■ We leverage our employee experience and guide our strategy to attract, engage and retain the best talents. ■ Our goal is to empower individuals and managers to grow within our organization. ■ We support a diverse, inclusive and safe workforce. ■ We facilitate and encourage dialogue and engagement with employees and their representatives from labor organizations. ■ We do not compromise on safety at any of our sites including offices, industrial sites and construction sites. ■ We are focused on employee well-being. | <ul style="list-style-type: none"> ■ Launch of employee value proposition “Be part of the Solution” to attract and retain talent. ■ Launch of T.EN University; learning budget +50% to reach 40 hours training for each employee by 2025. ■ First employee shareholding operation; 33% of employees are now Technip Energies shareholders. ■ Introduction of My Development, mid-year development review to promote dialogue and encourage employee feedback. ■ 82% participation rate in the second edition of “My Voice”, our global employee engagement survey. ■ More than 9,000 participants in Pulse, our global Health, Safety and Environment (HSE) culture leadership and engagement program ■ A network of 110 ambassadors for mental health and well-being at work trained on Psychosocial Risks Prevention and Awareness in Ergonomics. |
| Civil society (local communities, NGOs, universities, engineering or business schools, media, public interest groups) | <ul style="list-style-type: none"> ■ We collaborate with local communities to build positive socio-economic relations in our operating environment to ensure sustainability of our business activities. ■ We support education programs to encourage girls and women in STEM. | <ul style="list-style-type: none"> ■ Over 24,000 volunteering hours, building stronger communities and benefiting more than 140,000 lives in 2023. ■ Local social and environmental initiatives in 21 countries including Colombia, France, India, Italy, Malaysia, Mozambique, Netherlands, Thailand, UAE, UK, USA. Initiatives include volunteering, charity donations, awareness sessions, consultation and dialogue with different groups of people in local communities. ■ Our “Seed of Hope” program in India awarded the “Best CSR project of the year” by the Indo-French Chamber of Commerce and Industry. ■ Charity donations through T.EN Relief and Development Fund in Egypt, France, South Korea, Libya, Morocco, Mozambique, Syria, Thailand, Turkey. |
| Governments and institutions | <ul style="list-style-type: none"> ■ We are coordinating public affairs to speed up approval process for renewable and clean energy projects. ■ Trade associations memberships are crucial tools through which we can gain in notoriety, interact with industry peers, and convey our suggestions in terms of public policies and priorities. These trade associations and/or professional federations can potentially play a role in developing and adopting climate policy. | <ul style="list-style-type: none"> ■ New Public Affairs department created at Technip Energies in 2023. Our aim was to introduce the company to the French public authorities and trade associations. ■ Technip Energies is part of several trade associations and professional associations, such as Global Wind Energy Council (GWEC), Alliance for Industry Decarbonization, Evolen, Hydrogen Council, Hydrogen Europe, Global CCS Institute, WindEurope, Syntec Ingénierie, SER (Syndicat des Energies Renouvelables), EPE (Entreprises pour l'Environnement), Act4Nature, le MEDEF International, l'AFEP (Association française des entreprises privées), France Hydrogène, and others. |

2.4. DOUBLE MATERIALITY

The Corporate Sustainability Reporting Directive (“**CSRD**”) was adopted by the European Parliament on November 10, 2022, as part of the European Green Deal. One of the main goals of the CSRD is to improve and standardize sustainability reporting by providing external stakeholders (which include investors, consumers and policy makers) with clear and comparable information about a company’s environmental, social and governance performance and impact, thereby reducing the risk of greenwashing.

In furtherance of the CSRD, the EU commission adopted 12 European Sustainability Reporting Standards (“**ESRS**”) which are sector-agnostic standards that address environmental, social and governance (ESG) topics such as climate change, pollution, biodiversity, human rights and business ethics.

All reporting companies are required to first identify their material ESG subjects under the ESRS in order to report information relating to sustainability that is relevant to it. To achieve this, a company must consider how it impacts the environment and people (impact materiality) and how it is financially impacted by ESG subjects (financial materiality). This exercise is known as the double materiality assessment.

Sustainability statements reported according to CSRD standards will be included in a dedicated section of the Company’s 2024 Annual Financial Report as such reporting will become mandatory for Technip Energies for the 2024 financial year.

In anticipation of such requirement and in line with the GRI standards guidance, and in particular the GRI 3 Material Topics 2021, we have conducted the double materiality assessment to identify the ESG topics that are material to Technip Energies.

Impact materiality

An ESG matter is material from an impact perspective if it has a significant impact on people or the environment, whether such impact is positive or negative, and whether it is felt over the short, medium or long-term. To make this assessment we have considered our own operations as well as our entire value chain, which includes our suppliers, our clients and our other business partners. We assess an impact by considering its severity and the likelihood of its occurrence. To evaluate severity, we have taken into account the scale, scope, and the irremediable character of the relevant impact.

This exercise also allows us to identify our most significant impacts with a methodology in accordance with the GRI standards guidance, and in particular the GRI 3 Material Topics 2021. The correspondence between our list of ESG material topics and the GRI standards is available in section 4.4. GRI Content Index.

Financial materiality

An ESG matter is material from a financial perspective when Technip Energies’ financial position can be affected by risks and opportunities triggered by the environment, societies and business dynamics relevant to our operations. The materiality of these risks and opportunities are assessed taking into account the magnitude and the likelihood of the financial effect these risks and opportunities could entail over the short, medium or long-term.

2.4.1. Materiality assessment process

The Company’s double materiality assessment exercise has been conducted under the sponsorship of both the Chief Strategy & Sustainability Officer and the Chief Financial Officer. It has been led by a core team of five employees from the following functions: Sustainability, Risk Management, Stakeholder Engagement, Finance and Legal.

Throughout the process, we have incorporated the views of our internal experts and our external stakeholders. Nature at large is deemed to be a stakeholder for purposes of this exercise.

We have embedded our Enterprise Risk Management (“**ERM**”) methodologies and evaluation grids into the double materiality assessment process, in order to ensure a coherence between this exercise and our Enterprise Risk Management processes. For more information on our ERM process, see section 4.2. Enterprise Risk Management framework of the 2023 Annual Report.

Identifying our relevant sustainability matters

We began the framing exercise by analyzing our business models, end-to-end value chains, and stakeholders’ feedback to identify the most relevant ESG matters. This process involved 19 Vice Presidents and members of the Executive Committee who covered all the businesses and support functions of the Group. As a result, we identified 28 matters that were deemed relevant to determine whether they were material either from an “inside out” (i.e., impact the Company has on the environment and people) or financial “outside in” point of view.

The identified topics were reviewed by the ESG Council, as well as shared with the internal controls team dedicated to sustainability reporting.

Determining Impacts, Risks and Opportunities

For each of the 28 sustainability matters, a manager having knowledge of the relevant matter led the exercise to gather appropriate internal and external contributions in order to identify both positive and negative impacts and associated risks and opportunities, taking into account the entire value chain and the short, medium and long-term horizons.

The outcome of this exercise was reviewed at Vice President and Executive levels, as well as by the sponsors.

Assessing our relevant Sustainability Matters

We conducted assessment workshops that involved managers responsible for Impacts, Risks, and Opportunities descriptions, as well as Vice Presidents who are members of the ESG Operational Committee and Executive Committee members of the ESG Council.

The final assessment was shared with the internal control team, the ESG Operational Committee and the ESG Council. This final assessment was approved by the Sustainability Committee at Board level and is included in this 2023 Annual Report.

2.4.2. Material Sustainability Matters

In 2023, the double materiality assessment has led to the identification of 20 material matters under ten ESG topics, as detailed further. However, as per the GRI standards, the assessment has identified 17 ESG material matters in terms of the impact materiality.

The assessment has guided the evolution of our ESG roadmap, as our strategy is continuously adjusting to prioritize issues that are highly significant to our stakeholders and where we can make a significant business impact.

■ Climate change

1. **GHG emissions of clients' projects:** GHG emissions due to the execution and operation of our clients' projects (plant full life cycle from construction to decommissioning).
2. **Innovative low-carbon and decarbonization solutions:** Contribution to net zero CO₂ emissions, including for hard-to-abate sectors, by proposing low-carbon solutions for clients' projects.
3. **Climate change adaptation:** Adaptation to the consequences of climate change on our own operations, the execution of our clients' projects and clients plants' operations.

■ Pollution

4. **Control of industrial discharge and nuisances of clients' projects:** The consequences of all types of pollution emitted (i.e., air emissions, noise, and spills) during the execution of our clients' projects (plant full life cycle from construction to decommissioning).

■ Water and marine resources

5. **Water management of clients' projects:** The impact on water resources of our clients' projects (plant full life cycle from construction to decommissioning), notably due to water withdrawals and consumption.

■ Biodiversity and ecosystems

6. **Biodiversity impact of clients' projects:** The impact of our clients' projects on biodiversity (i.e., land use, biodiversity loss, and habitat destruction) during the plant full life cycle from construction to decommissioning.

■ Resource use and circular economy

7. **Sustainable use of resources and waste management for clients' projects:** The use of resources, products and materials and end-of-life for clients' projects (including proper waste management).

8. **Contribution to circular economy solutions:** Circular economy development by proposing circular solutions for clients.

■ Own workforce

9. **Own workforce safety and security:** Security and occupational safety of all Technip Energies staff.
10. **Own workforce working conditions:** Ongoing and proactive development of satisfying working conditions, health and well-being for all Technip Energies staff.
11. **Diversity, inclusion and equal opportunities for own workforce:** Equal opportunities, diversity and social inclusion for all Technip Energies staff.

12. **Skills development and talent management for own workforce:** Development of an attractive worker experience that enables personal fulfillment and the attraction and retention of talent.

13. **Social dialogue for own workforce:** Ongoing, open and constructive social dialogue by respecting fundamental rights and promoting cooperation, understanding and resolution of conflicts between different stakeholders.

■ Workers in the value chain

14. **Value chain workers' health and safety:** Occupational health and safety of all workers in the sites where we are accountable for the HSE management.

15. **Skills development and talent management in the value chain:** Need for our partners, clients, and suppliers to develop energy transition and digital competencies to retain and attract experienced and talented workers.

16. **Human Rights in the value chain:** Respect of human rights fundamentals across our supply chain.

■ Affected communities

17. **Impact on local communities:** Support of local communities development in the areas where we operate.

■ Consumers and end-users

18. **Safety of clients' project and product users:** The projects we deliver are secure and reliable, and our products meet the safety standards for our clients.

■ Business conduct

19. **Corporate culture and governance:** Transparent governance and fair governance practices aligned with business conduct policy and responsible corporate culture.

20. **Business ethics:** Integrity, transparency and accountability in all aspects of business operations.

Impact and Financial Materiality



2.4.3. Main impacts, risks and opportunities

Sustainability impacts are how we have an effect on our stakeholders, including nature, on matters relating to the environment, the society and business practices.

Sustainability risks and opportunities are social, environmental, and governance variables that could affect a company's financial position or operating performance. For Technip Energies, ESG risks include those related to climate change, environmental protection, working and safety conditions, respect for human rights, anti-bribery and corruption practices, and compliance with relevant laws and regulations.

Our process to identify, assess and manage our risks, threats and opportunities is described in the 2023 Annual Report sections 4.1. Risk Management overview and 4.2. Enterprise Risk Management framework where we have listed the main risks applicable to Technip Energies and its business: strategic risks, operational risks, financial risks, legal, regulatory and reporting risks, taxation risk, and ownership of Technip Energies shares. See more in the 2023 Annual Report section 4.3. Risks to which we are exposed.

The ESG-related risks are integrated in the three main risk categories below:

- Strategic risks;
- Operational risks; and
- Legal, regulatory and reporting risks.

The tables below provide a summary of Technip Energies main significant impacts, risks and opportunities related to material sustainability matters classified per pillar: Environment, Social and Governance. For more details on the Company's risks and how they are managed, see section 4.3. Risks to which we are exposed of the 2023 Annual Report.

Table 1 - Impacts, Risks and Opportunities – Environment

| Impacts, Risks & Opportunities | Value Chain Perimeter | Description of the Impacts, Risks and Opportunities |
|--|--|---|
| CLIMATE CHANGE | | |
| GHG emissions of clients' projects | | |
| Actual Negative Impact | Upstream Downstream | Contribution to climate-changing emissions due to clients' projects construction and use phases. |
| Innovative low-carbon and decarbonization solutions | | |
| Actual Positive Impact | Downstream | Solutions to abate climate-changing emissions both on fossil projects and in other industrial sectors, including hard-to-abate sectors, thanks to innovation and R&D programs. |
| Potential Negative Impact | Upstream Own operations Downstream | Side effects from new technologies on low-carbon energy solutions (i.e., water consumption, and rare-earth metal resources). |
| Financial Opportunity | Own operations Downstream | Increased demand for sustainable and low-carbon solutions both from "historical" and new clients, leading to a business increase with a more diversified client portfolio. |
| Financial Opportunity | Own operations Downstream | Thanks to investments in R&D and to partnerships, Technip Energies is developing new Technologies, Products and Services at the cutting edge of energy transition innovation, which will lead to capture market share in growing markets. |
| Climate change adaptation | | |
| Actual Negative Impact | Upstream Own operations Downstream | Endangerment of workers or local communities due to an increase in both intensity and frequency of extreme weather events. |
| Potential Positive Impact | Upstream Own operations Downstream | Strengthen the ability of our internal and external stakeholders to adapt to climate change and anticipate negative impact (and such being able to mitigate them). |
| Financial Risk | Upstream Own operations Downstream | Supply chain and business interruption due to the occurrence of a serious climate event and consequential remediation costs. |

| Time Horizon | Affected stakeholders | Our actions |
|--|--|---|
| Short-term Medium-term Long-term | Planet | <p>Technip Energies is committed to disclosing our scope 3 GHG emissions and we have set a target to be net zero by 2050.</p> <p>We are actively engaging with our stakeholders along our value chain to develop innovative solutions that reduce our scope 3 emissions and support our clients' own emissions reduction goals. Notably, in 2023 we held our ESG Supplier Council gathering 20 major suppliers across the globe to exchange best practices and identified opportunities for acceleration and continuous improvement of sustainability path together, like green manufacturing, green transport & logistics.</p> <p>We also adopted a GHG Emissions Charter aiming at reducing Greenhouse Gas (GHG) emissions. This global initiative, spearheaded by our operating centers, marks a significant step in our commitment to a sustainable future. The charter focuses in particular on responsible design to lower emissions both from our supply chain and from the usage of the infrastructures, technologies and products that we deliver.</p> |
| Medium-term Long-term | N/A | See more information in sections 1.3. Decarbonization driving our net zero journey, 3.1. Climate and Environment, and in the 2023 Annual Report section 4.3.1. Strategic risks. |
| Short-term Medium-term Long-term | Planet Clients Innovation drivers | <p>Since Technip Energies' activities are focused on energy transition, innovation is a must-have to accelerate the world transition to a less carbon-reliant economy. We are making sustainable changes to the way we operate, broaden opportunities, and support new business models by contributing to increasing the share of renewables in the global energy mix.</p> <p>We are diversifying our type of offers with the growth of the Company's TPS businesses to propose new solutions as well as the development of innovative companies (e.g., Rely and Reju) to expand Technip Energies's portfolio by inclusion of a larger number of contracts and clients which are expected to be more diverse.</p> |
| Short-term Medium-term Long-term | Planet Clients | We are focusing our R&D on the low-carbon solutions and establishing technology pathways for our clients to achieve their net zero ambitions. In 2023, 100% of our Technology & Innovation R&D investments were dedicated to sustainability, two years ahead of our 2025 target. |
| Short-term Medium-term Long-term | N/A | Technip Energies also launched an exciting external Innovation Challenge – the Clean Maritime Challenge – to help accelerate the decarbonization of the marine transport industry. |
| Medium-term Long-term | N/A | See more information in sections 1.3. Decarbonization driving our net zero journey and 3.1. Climate and Environment. |
| Short-term Medium-term Long-term | Employees Workers in the value chain Local communities | Technip Energies is currently working on the detailed climate physical risk assessment and will define mitigation plans accordingly to limit and reduce adverse impacts. |
| Short-term Medium-term Long-term | Employees Supply chain and partners Clients | Regarding physical climate risks, in 2022, Technip Energies carried out a study, based on the 6 th Intergovernmental Panel on Climate Change ("IPCC"). In 2023, we have continued the journey with a scientific insight by an IPCC expert, who examined our portfolio's risk signature based on the newest climate models, the satellite data available, and the climate change scenarios (1.8°C, 2.7°C and 4.7°C) defined by the IPCC expert group. |
| Medium-term Long-term | N/A | See more information in section 3.1. Climate and Environment. |

| Impacts, Risks & Opportunities | Value Chain Perimeter | Description of the Impacts, Risks and Opportunities |
|---|----------------------------|--|
| POLLUTION | | |
| Control of industrial discharge and nuisances of clients' projects | | |
| Actual Negative Impact | Upstream Downstream | Degradation of the living conditions for local communities due to air, soil, water potential pollution and other disturbances (i.e., noise, traffic, etc.) generated by clients' projects construction and use phases. |
| WATER AND MARINE RESOURCES | | |
| Water management of clients' projects | | |
| Potential Negative Impact | Upstream Own operations | Degradation of ecosystems due to uncontrolled, unplanned discharge of waste or toxic substances. |
| Potential Negative Impact | Upstream Downstream | Overconsumption of fresh water resources in the context of limited access for local communities, including in the supply chain, contributing to local water resources depletion. |

| Time Horizon | Affected stakeholders | Our actions |
|--|-----------------------------|--|
| Short-term Medium-term Long-term | Local communities | <p>Our Global HSE and Security Policy sets our commitment to operating in a manner that protects the environment by providing sustainable solutions to minimize our carbon and environmental footprint while improving our energy and resource efficiency.</p> <p>In 2023, 84% of our operating centers, with more than 50 employees, were certified ISO 14001 ensuring a high-level environmental management system and impact minimization. Our objective is to reach 100% by 2025.</p> <p>In addition, our teams have a long experience of Environmental Aspects Identification (“ENVID”) at a design stage of a project development, allowing to make recommendation for a safer, more environmental friendly design to reduce impact of the project and on its surrounding. We also provide our clients with Best Available Techniques (“BAT”) to prevent and control industrial emissions of pollutants.</p> |
| Short-term Medium-term Long-term | Planet Local communities | <p>See more information in sections 3.1.3. Reducing our ecological footprint to protect biodiversity and 3.1.4. Promoting a Circular Economy.</p> |
| Short-term Medium-term Long-term | Planet Local communities | <p>Technip Energies intends to improve the sustainable use of water. Therefore, as part of our ESG Scorecard, we have a target to source 50% of our water consumption from reused sources by 2025. In 2023, we achieved 12.6% of water from reused sources in our projects and operations.</p> <p>In 2023, we joined the French initiative Éco d'Eau, to collectively with other companies, associations and civil society, commit to preserving water resources. See more about this initiative at ecodeau.org.</p> <p>See more information in sections 3.1.3. Reducing our ecological footprint to protect biodiversity and 3.1.4. Promoting a Circular Economy.</p> |

| Impacts, Risks & Opportunities | Value Chain Perimeter | Description of the Impacts, Risks and Opportunities |
|--|--|---|
| BIODIVERSITY & ECOSYSTEMS | | |
| Biodiversity impact of clients' projects | | |
| Potential Negative Impact | Upstream Own operations Downstream | Degradation of ecosystems due to delivered client projects and related procurement during construction and use phases. |
| RESOURCE USE AND CIRCULAR ECONOMY | | |
| Sustainable use of resources and waste management for clients' projects | | |
| Actual Negative Impact | Upstream Downstream | Impact on the planet limits through non-recycling of waste, increase of virgin material use or non-renewable resources. |
| Financial Opportunity | Own operations | Circular requirement imposed by local authorities or clients specifications leading to increased competitiveness of ecodesign practices. |
| Financial Risk | Upstream Downstream | Higher costs of production following an increasing price of material and equipment (to integrate end-of-life management cost or remediation plans). |
| Contribution to circular economy solutions | | |
| Potential Positive Impact | Upstream Own operations Downstream | Reduce the impact of waste on the environment and Greenhouse Gas emissions thanks to advanced recycling processes. |
| Potential Positive Impact | Upstream Own operations Downstream | Reduce the impact of waste on the environment and Greenhouse Gas emissions through creation of "biodegradable" plastics. |
| Financial Opportunity | Own operations Downstream | Development of new circular solutions through innovative recycling technologies or biodegradable products provide new business opportunities. |
| Financial Opportunity | Own operations Downstream | Business opportunities by providing process and engineering support to deliver circularity projects based on third party technology. |

| Time Horizon | Affected stakeholders | Our actions |
|--|--|---|
| Short-term Medium-term Long-term | Planet | <p>At Technip Energies, we apply the highest environmental standards and best practices to our projects, minimizing their impact on natural resources and biodiversity.</p> <p>In 2022, we have joined Act4Nature International and set several actions to integrate biodiversity into its global strategy and activities. Our commitments are publicly available at www.act4nature.com.</p> <p>In 2023, we have set a target to have zero projects in IUCN management categories I and II.</p> <p>We also have solutions in our portfolio to support biodiversity protection, such as BirdVIGI™, an innovative digital solution to protect migrating birds.</p> <p>See more information in section 3.1.3. Reducing our ecological footprint to protect biodiversity.</p> |
| Short-term Medium-term Long-term | Planet Local communities | <p>Technip Energies continues to focus on waste valorization, which means reusing, recycling, composting, and recovering waste from our operations. In 2023, we gave economic value to 91.1% of waste generated in our sites through recycling and reuse above our target to recycle 85% of waste by 2025.</p> <p>Technip Energies applies eco design principles to its projects, using Environmental Aspects Identification ("ENVID") and Best Available Techniques ("BAT") to improve design and project execution and reduce emissions. The Company also adopted Life Cycle Assessment ("LCA") in 2023, a tool that measures the environmental impacts of a product, process, or service over its life cycle.</p> |
| Medium-term Long-term | N/A | See more information in section 3.1.4. Promoting a Circular Economy. |
| Short-term Medium-term Long-term | Planet Clients Civil societies Innovation drivers | Using an open innovation approach, the Group is developing proprietary technologies and cooperating with market-leading companies for the commercialization of circularity solutions. |
| Short-term Medium-term Long-term | Planet Local communities Clients Innovation drivers | As an example, in 2023, the Company launched Reju, an innovative company focused on creating new solutions at scale to address plastic (polyethylene terephthalate or "PET") fiber in textiles that is unrecycled and ends up as waste. |
| Medium-term Long-term | N/A | See more information in the 2023 Annual Report sections 1.5.2. Sustainable Fuels, Chemicals and Circularity, 1.5.5. Reju, 1.4. Joining forces and bridging expertise across industries, and in the section 3.1.4. Promoting a Circular Economy of this report. |
| Medium-term Long-term | N/A | |

Table 2 - Impacts, Risks and Opportunities - Social

| Impacts, Risks & Opportunities | Value Chain Perimeter | Description of the IRO |
|---|------------------------------|--|
| OWN WORKFORCE | | |
| Safety & Security | | |
| Actual Negative Impact | Own operations | Endangerment of physical integrity (illness, injury, death) of Technip Energies' workers due to the working environment or improper security and safety management. |
| Actual Positive Impact | Own operations | Increased level of competence of our own workforce in adopting appropriate safety and security measures. Dissemination of the knowledge of these best practices beyond the confines of our organization. |
| Working conditions | | |
| Actual Positive Impact | Own operations | Contribute to workers' physical and psychological well-being by promoting a safe, ethical and collaborative work-environment. |
| Financial Opportunity | Own operations | Positive work environment fosters motivation and engagement, as well as talent attraction and retention, ensuring knowledge retention and operational effectiveness in projects delivery. |
| Diversity, inclusion and equal opportunities | | |
| Actual Positive Impact | Own operations | Promote diversity & inclusion in the workplace by systematically eliminating discriminatory practices, creating a positive work-environment. |
| Actual Negative Impact | Own operations | Psychological impact and economic loss for workers facing remuneration, promotion or development discrimination. |
| Financial Risk | Own operations | Potential lack of diversity and inclusion would degrade working environment, which could induce disengagement, higher attrition, impacting operational and financial performance. |

| Time Horizon | Affected stakeholders | Our actions |
|--|-----------------------|---|
| Short-term Medium-term Long-term | Own workforce | <p>Our employees are our most important asset, they constitute our key to success as a company. Therefore, our approach is preventive and holistic for our employees well-being. We continue to put in place measures and tools to improve our employees' well-being, health and safety.</p> |
| Short-term Medium-term Long-term | Own workforce | <p>We set a goal of zero fatalities within our company's operations, and a yearly threshold of total recordable incident rate ("TRIR") at 0.10, both including employees and subcontractors. In 2023, our safety results continue to improve, the severity of our incident have decreased by 72% compared to 2022, our TRIR of 0.11 is among the lowest in the industry and we have no fatalities, reflecting the importance of our Pulse HSE safety program which saw over 9,000 participants and impulse our safety culture across the whole Company.</p> <p>See more information in section 3.2.2. Health, Safety and Well-being.</p> |
| Short-term Medium-term Long-term | Own workforce | <p>We are a People company. Every employee and every person who works for us can have a meaningful contribution. We aim to develop a workplace where contributions from all are recognized, where people can continuously develop their skills and are fairly rewarded and associated to the company's performance. Structured around six pillars, our Employee Value Proposition provides a comprehensive framework for understanding the experiences of our employees, each supported by tangible proof points.</p> <p>One of our Values is "We actively listen". Every year, we release "My Voice", our global employee engagement survey to which 82% of our employees have participated in 2023.</p> <p>See more information in sections 3.2.2. Health, Safety and Well-being and 3.2.3. People Development.</p> |
| Short-term Medium-term Long-term | N/A | |
| Short-term Medium-term Long-term | Own workforce | <p>In order to promote diversity amongst all our operations around the world, we are implementing local diversity action plans in our main countries. We have ambitious targets within our ESG Scorecard to ensure diversity is within our Board, Executive Committee, leadership positions and in Technip Energies globally. See our ESG Scorecard in the section Our ESG Roadmap and Scorecard.</p> |
| Short-term Medium-term Long-term | Own workforce | <p>In 2023, we hired 52% of women in graduate intake, and we achieved 30.5% of women in our permanent workforce and 22% of women in leadership positions. Technip Energies is making sure that gender pay equity is effective within the Company.</p> |
| Medium-term Long-term | | <p>See more information in section 3.2.4. Diversity & Inclusion.</p> |

| Impacts, Risks & Opportunities | Value Chain Perimeter | Description of the IRO |
|---|-----------------------|---|
| Skills development and talent management | | |
| Actual Positive Impact | Own operations | Foster workers' engagement and well-being by providing learning opportunities, regular feedbacks and career development possibilities. |
| Actual Negative Impact | Own operations | Lack of capacity for our employees to support the new strategic orientations due to poor change management practices to implement the People Development roadmap. |
| Financial Risk | Own operations | Scarcity of STEM resource on job markets could slow down development of energy transitions and circularity technologies or business digitalization. |
| Social dialogue for own workforce | | |
| Actual Positive Impact | Own operations | Contribution to social and economic justice through constructive social dialogue. |

| Time Horizon | Affected stakeholders | Our actions |
|--|-----------------------|---|
| Short-term Medium-term Long-term | Own workforce | <p>The development of our employees is critical to Technip Energies' success. We invest in our employees' development, across all functions and career paths. This is essential for Technip Energies to continue to win and grow leading positions and expertise to meet the energy transition challenges.</p> <p>As part of our development strategy, we focused on attracting and developing talent, enhancing our employer brand, and advancing our energy transition solutions in 2023. Our Employee Value Proposition ("EVP") invites employees and candidates to "Become an energy game-changer and engineer a sustainable future." T.EN University, a global learning center that was launched in 2023, aims to help employees build, learn, evolve, and grow the critical skills needed for the energy industry transformation. For the 2023-2025 period, the global Learning and Development budget will be increased and we have set in our ESG Scorecard a target of 40 hours of learning per year, on average, by employee by 2025. To raise knowledge about energy transition for young talents, we also launched an International Graduate Program dedicated to energy transition in 2023 and strengthened the Technical Expertise Program ("TEP") with 139 new experts and 17 promotions, especially in energy transition disciplines.</p> |
| Short-term Medium-term Long-term | Own workforce | <p>See more information in section 3.2.3. People Development and in the 2023 Annual Report section 4.3.2.5. We may be unable to employ a sufficient number of skilled and qualified workers.</p> |
| Short-term Medium-term Long-term | N/A | <p>Technip Energies is committed to maintaining an ongoing, open and constructive dialogue with employees or their representatives to better support its transformation and share its strategy.</p> <p>In 2023, our workforce in Europe (France, Germany, Italy, Spain, etc.) are represented by unions or works councils, covering more than 40% of our global worldwide headcount.</p> <p>See more in section 3.2.4. Diversity & Inclusion.</p> |

| Impacts, Risks & Opportunities | Value Chain Perimeter | Description of the IRO |
|--|--|---|
| WORKERS IN THE VALUE CHAIN | | |
| Value chain workers' health & safety | | |
| Actual Negative Impact | Upstream Own operations Downstream | Endangerment of physical integrity (illness, injury, death) of workers in the sites where we are accountable for the HSE management due to the working environment or improper Safety & Health management. |
| Actual Positive Impact | Upstream Own operations Downstream | Improvement in the value chain workers' safety behaviors due to strong HSE culture and implementation of a continuous improvement approach. |
| Skills development and talent management in the value chain | | |
| Financial Risk | Upstream Downstream | Business continuity disruption due to lack of adequate skilled workforce in the value chain. |
| Human rights in the value chain | | |
| Potential Negative Impact | Upstream Downstream | Endangerment of physical or psychological integrity of workers in the supply chain due to the presence of the ILO forced labour indicators and/or modern slavery practices. |
| Actual Positive Impact | Upstream Own operations Downstream | Higher well-being of workers through improved respect of human rights. |
| Financial Opportunity | Upstream Own Operations | When workers are treated fairly, paid adequately, and work in safe conditions, they are more likely to perform efficiently, reducing errors and rework. This leads to cost savings and higher revenues. |
| Financial Risk | Upstream Downstream | Human rights non-compliance in the supply chain due to lack of control over our business partners practices can increase business disruptions and negatively impact Technip Energies' reputation. |
| AFFECTED COMMUNITIES | | |
| Impact on local communities | | |
| Actual Negative Impact | Upstream Own operations Downstream | Endangerment of local communities' health, safety and security (pollutions, dust, noise, vibrations, odors, traffic, drug abuse...) and local communities' human rights due to sudden increase of construction and industrial activities. |
| Actual Positive Impact | Upstream Own operations Downstream | Contribution to the local economy and improving the quality of life in remote areas by providing income-generating opportunities to the local communities. |

| Time Horizon | Affected stakeholders | Our actions |
|--|----------------------------|---|
| Short-term Medium-term Long-term | Workers in the value chain | <p>Technip Energies HSE programs encompass not only all our employees but also all workers under our HSE accountability in the projects to our clients. It means that Technip Energies manages and has sufficient control over the workplace HSE performance (considering contractual terms, data availability, procedures and tools deployment, etc.).</p> <p>We set a goal of zero fatality within our company's operations, and a yearly threshold of total recordable incident rate ("TRIR") at 0.10, both including employees and subcontractors. In 2023, our safety results continue to improve, the severity of our incident have decreased by 72% compared to 2022, our TRIR of 0.11 is among the lowest in the industry and we have no fatalities, reflecting the importance of our Pulse HSE safety program which saw over 9,000 participants and impulse our safety culture across the whole Company.</p> <p>See more information in section 3.2.2. Health, Safety and Well-being.</p> |
| Short-term Medium-term Long-term | Workers in the value chain | <p>We engage with our partners across the value chain to co-construct, apply best practices and find solutions to reduce our impact.</p> <p>Pulse is our HSE leadership program which is designed to train people about their HSE responsibilities and create a HSE culture which integrates the importance of influence and expectations. We have five tailored training modules to be able to deploy and engage employees at all levels of the Technip Energies organization including clients and subcontractors.</p> <p>In 2023, we hosted a series of global events that brought together over 430 participants from our supply chain, industry, and partner organizations. The aim was to exchange best practices on sustainability issues such as human rights, environmental protection, safety standards, and climate action. These events helped us to foster collaboration and innovation for a more sustainable future.</p> <p>See more information in sections 3.2.2. Health, Safety and Well-being and 3.3.2. Sustainable supply chain.</p> |
| Short-term Medium-term Long-term | Workers in the value chain | <p>We recognize that protecting human rights is essential for creating a sustainable supply chain and is a core value for our Company. We are committed to implementing standards and processes that identify, prevent, and address Human Rights risks. Given the complexities of global supply chains, we understand the importance of collaborating with all stakeholders involved in the sector.</p> |
| Short-term Medium-term Long-term | N/A | <p>As part of our ESG Scorecard, we have achieved 40% of our KPI related to Human Rights Due Diligence and mitigation plan on eligible projects and we aim to reach 100% by 2025.</p> |
| Short-term Medium-term Long-term | N/A | <p>See more information in section 3.3.3. Human rights due diligence program</p> |
| Short-term Medium-term Long-term | Civil society | <p>We aim to reduce inequalities in communities where we operate through our volunteering program. We always foster and encourage participation of employees. With 24,343 hours of volunteering in 2023, 8,556 volunteers from Technip Energies supported 146,505 people in the local communities where we operate. Our goal is to increase our volunteering hours to 30,000 and our impact to 750,000 people by 2025.</p> |
| Short-term Medium-term Long-term | Civil society | <p>See more information in section 3.2.5. Contribute to local development.</p> |

| Impacts, Risks & Opportunities | Value Chain Perimeter | Description of the IRO |
|--|-----------------------|--|
| CONSUMERS AND END-USERS | | |
| Safety of clients' projects and products' users | | |
| Potential Negative Impact | Downstream | Endangerment of physical integrity of end-users (client workers on site) due to design, installation or products' defects or due to improper use of plant equipment. |

| Time Horizon | Affected stakeholders | Our actions |
|--------------|----------------------------|--|
| Short-term | Workers in the value chain | At Technip Energies the HSE risks and opportunities management process is embedded throughout the project life cycle, from engineering to operational phases. |
| Medium-term | Local communities | To ensure that the projects we deliver to our clients are secure and reliable for their operations, and that our products meet the safety standards for their users, we systematically conduct Hazard Identification and Risk Assessment (“HAZID”) and Hazard and Operability Studies (“HAZOP”). |
| Long-term | | In 2023, we established the objective of ensuring that all of our FEED projects issued an HAZID close-out report before completion, and all of our detailed design projects issued an HAZOP close-out report before plant operations commenced by 2025. See more information in section 3.2.2. Health, Safety and Well-being. |

Table 3 - Impacts, Risks and Opportunities - Governance

| Impacts, Risks & Opportunities | Value Chain Perimeter | Description of the IRO |
|---|------------------------------|---|
| BUSINESS CONDUCT | | |
| Corporate culture and governance | | |
| Financial Risk | Own operations | Non compliance with regulations could lead to fines, withdrawal of permits or a degraded image. |
| Financial Risk | Own operations | Inappropriate public declarations, poor communication, leaks or public misconduct would impact Technip Energies' reputation. |
| Business ethics | | |
| Financial Risk | Upstream Downstream | Business continuity disruption due to unethical business practices of third parties. |
| Financial Risk | Own operations | Penalties, fines, civil or criminal sanction in case of significant breach of laws by Technip Energies' employees or representatives. |

| Time Horizon | Affected stakeholders | Our actions |
|--|-----------------------|---|
| Short-term Medium-term Long-term | N/A | <p>We are committed to legal and ethical compliance in all our activities. We have established internal controls, data protection programs, and a Code of Business Conduct to ensure adherence to the relevant laws and regulations. We also provide whistleblowing and online platforms to support our compliance efforts and foster a culture of integrity.</p> <p>See more information in section 3.3.1. Business Conduct, and in the 2023 Annual Report sections 4.3.2.7. Our operations require us to comply with numerous regulations and 4.3.4.1. Existing or future laws and regulations relating to greenhouse gas emissions and climate change and the environment may adversely affect our business.</p> |
| Short-term Medium-term Long-term | N/A | <p>As per our Code of Business Conduct, we have a zero tolerance for corruption, we believe in fair competition, we reject any form of human slavery, we protect personal data and human rights, we encourage our employees to speak up.</p> <p>To reinforce our anti-bribery and anti-competitive practices, we are reducing our non-mandatory commercial intermediaries, with the aim to eliminate all of them by 2025.</p> |
| Medium-term Long-term | N/A | See more information in section 3.3.1. Business Conduct. |



3. SUSTAINABILITY PERFORMANCE

Technip Energies is a leading engineering and technology company for the energy transition. Our success comes from our leading technologies, our unique design and engineering capabilities, construction expertise and proprietary equipment.

CLIMATE & ENVIRONMENT, PEOPLE, AND TRUST
FORM THE THREE PILLARS OF OUR ESG ROADMAP
AND SCORECARD

- **Climate & Environment:** We are committed to accelerating the net zero journey by driving solutions for the climate and protecting the environment.
- **People:** We enable people to thrive. Our performance depends on the actions of our people and our actions are guided by our Values.
- **Trust:** We lead responsibly. Our reputation is built on our ability to deliver and our limitless drive to enhance our clients' performance.

This section illustrates these three pillars and the actions we have put in place in 2023 to reach our targets.

Our ESG Roadmap





3.1. CLIMATE AND ENVIRONMENT

EPF (Engineering, Procurement, and Fabrication) contract by Carbon Centric for a carbon capture unit project in Rakkestad, Norway

Focus on the ESG Scorecard: Climate and Environment Pillar

| SDG | Pillar | Ambition | 2022 | 2023 | Target |
|--|-----------------------|--|------|--------------|---------------------------------------|
| 6 CLIMATE ACTION | CLIMATE & ENVIRONMENT | 1. Reduce scope 1 & 2 emissions compared to 2021 | -22% | -28% | -30% by 2025 Net zero by 2030 |
| 7 INDUSTRY, INNOVATION AND INFRASTRUCTURE | | 2. Report full scope 3 emissions | 87% | 87% | Completed by 2023 Net zero by 2050 |
| 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | | 3. Avoid GHG emissions for our clients | -7.2 | -10.5 | -15 MtCO ₂ eq by 2025 |
| 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | | 4. Technology and Innovation R&D efforts dedicated to sustainability | 83% | 100% | 100% by 2025 |
| 13 CLIMATE ACTION | | 5. Reuse water | 19% | 12.6% | 50% by 2025 |
| 15 LIFE ON LAND | | 6. Recycle waste | 87% | 91% | 85% by 2025 |
| | | 7. Biodiversity: Zero project in IUCN management categories I and II | NEW! | Zero project | Zero yearly |

As a world-leading engineering and technology company, Technip Energies is part of the global move to urgently reduce greenhouse gas emissions to net zero. We are increasingly putting effort into the decarbonization of our value chain. We are also making assets more resilient to climate change, supporting the protection of biodiversity, accelerating the deployment of technology and transforming the way we design and build assets to ensure we are delivering a more sustainable future.

Reaching our targets requires taking collaborative actions. With this in mind, we are working with our value chain (customers, suppliers and subcontractors) and creating partnerships to find solutions to accelerate positive impacts.

Main achievements

- 100% R&D efforts towards sustainability now completing target
- 57 solutions in our Catalog of Decarbonization
- We signed an Internal Charter for Reducing Scope 3 GHG Emissions highlighting our strong commitment to support the decarbonization journey of our clients
- 84% of our operating centers are ISO 14001 certified¹
- 69% of EPC projects carried out ENVID²

¹ ISO 14001 is an international standard created by the International Organization for Standardization (ISO) that sets out the requirements for an environmental management system.

² ENVID: Environmental Aspects and Impacts Identification.

3.1.1. Climate & Environment Governance

The Sustainability Committee

Technip Energies is committed to maintaining the highest standards of corporate governance for climate-related issues and their implications on business strategy and related plans as well as the sustainable long-term value creation for all stakeholders.

The Sustainability Committee oversees the measurement and reporting status of Technip Energies' carbon footprint scopes 1, 2 and 3, and advises the Board on the Company's solutions and services to accelerate the path towards net zero and to highlight solutions available to our clients for avoiding emissions.

See more information about the Sustainability committee in section 5.1. The Technip Energies Board of the 2023 Annual Report.

Climate governance – two teams, one goal

Scopes 1 & 2

Our primary sources of greenhouse gas ("GHG") emissions, direct (scope 1) and indirect (scope 2), are from the operations of our offices and industrial sites (manufacturing sites and R&D/lab centers) and from some external data centers. The Vice-President of Real Estate and Facilities is responsible for collecting data, calculating scope 1 & 2 GHG emissions, monitoring and managing energy consumption to enhance energy efficiency, and implementing strategies to optimize our buildings infrastructure to reduce GHG emissions, and meet our scope 1 & 2 reduction targets: -30% by 2025 and net zero by 2030. The team is composed of experts in buildings management and energy efficiency.

Scope 3

A dedicated Climate Change and Actions team was established in 2021 to develop quantification methodologies for our carbon footprint. The team's goal was to publish our scope 3 emissions, to support project emissions assessment and reduction plan. This team is now permanent and headed by our newly appointed Head of Climate Change and Actions, who directly reports to the Vice-President of Marketing & Sustainability.

The team works with all stakeholders across the Company, notably with One T.EN Delivery, Global Sourcing and Procurement, Global Subcontracting, the Health, Safety, Environment and Security department, and the Business Lines.

Environmental management

Our environmental management system and standards are the responsibility of the Chief Operating Officer ("COO"), supported by the Vice-President of Quality, Health, Safety, Environment and Security ("QHSES"). All main entities and projects within the Company are managed by dedicated HSE managers, with a team of HSE engineers and supervisors responsible for the implementation of environmental standards in their respective scope of responsibility. All employees are strongly encouraged to follow the various environmental training courses available, in accordance with our Code of Business Conduct.

The Global Environment Manager and team are tasked with monitoring the potential impacts, risks, and opportunities associated with Technip Energies' business, to continuously enhance our environmental management system and our ambitions. This team is also responsible for consolidating and analyzing the environmental data reported by the operations

and to coordinate the environmental efforts of the businesses and departments.

An experienced environmental team

There are more than 130 people at Technip Energies, working around the world on environment-related matters. They assist our clients' projects and our own operations to continuously improve environmental performance.

Thanks to their vast experience, this team of managers and engineers recommends realistic measures to mitigate potential negative impacts on the environment. Our solutions cover the entire life cycle of a project and a wide range of environmental concerns such as water preservation, air pollution, noise disturbance control and biodiversity protection.

ISO 14001 Certification

The ISO 14001 international standards, which set out the requirements for an environmental management system, are the most widely used and recognized standards to help organizations improve their environmental performance. Using a risk-based approach to respond rapidly to evolving environmental concerns, this environmental management system is integrated into the main Group's activities: project management, engineering, procurement, and construction, testifying to Technip Energies' responsible commitment.

In 2023, our operating cluster in Houston, covering the Claremont and Boston operating center and the Weymouth Lab was certified ISO 14001, bringing to 84% our operating centers with more than 50 employees now certified, and we are on track to achieve ISO 14001 certification of all our main operating centers by 2025.

ISO 14001 includes a specific environmental risk assessment for projects adapted to the site or local context, known as ENVID (Environmental Aspects and Impacts Identification). When a project activity falls under our HSE responsibility, our teams systematically carry out this assessment, which is regularly updated and enables us to constantly adapt our operational priorities and control measures.

Three pillars for action

As part of our Global HSES Policy, Technip Energies is committed to promoting environmental best practices in all our solutions, from design to project delivery; solutions that will respect the environment and foster a responsible economic model.

Our three pillars for actions are:

- **Climate:** Mitigate our greenhouse gas emissions and adapt our activities to the evolving climate physical risks.
- **Biodiversity:** Preserve the ecosystems by implementing the sequence 'Avoid - Reduce - Restore', starting at the earliest project phases.
- **Circular economy:** Embed circularity of resources in our solutions by promoting three of its main drivers: eco-design, sustainable procurement, and responsible consumption.

Sustainability reporting standards, an opportunity for the environment

Technip Energies uses the GRI Sustainability Reporting Standards as a guideline not only to improve transparency but also to identify and measure how the Company impacts the environment and people.

The adoption of the Corporate Sustainability Reporting Directive ("CSRD") by the European Commission, marks a major change in environmental reporting in Europe. The

enhanced reporting requirements are part of the European “Green Deal” action plan and require a double materiality assessment.

The double materiality assessment performed in 2023 was an excellent opportunity for Technip Energies’ teams to review and acknowledge collectively:

- Our Company’s current and potential impacts, risks and opportunities regarding planetary limits;
- How we could “monetize the impact of ecological upheavals on the economic sustainability of our Company.”

The result of our double materiality assessment and the description of our environmental impact, risk and opportunities are described in section 2.4. Double materiality.

In parallel, Technip Energies’ teams carried out a gap analysis between our current environment indicators (reported in line with the GRI Standards), and the mandatory data points to be reported according to the CSRD. As a result, we reviewed the definition of some of our KPIs and increased the number of indicators reported as presented in the section 4. Impact Book.

In 2024, Technip Energies will continue to work on its action plans to address its material environment impacts, risks and opportunities.

Evaluating potential risks and opportunities to identify and propose optimal solutions

The risks related to climate change have a significant impact on Technip Energies’ activities and that of our clients throughout the entire value chain.

Therefore, the identification and management of risks related to climate change and actions to seize opportunities are key for Technip Energies. Some climate-related risks are already captured by our company’s Enterprise Risk Management (“ERM”), which implements risk identification and assessment both at global level (i.e., Group and operating centers) and at operational level (i.e., projects for our clients). Current processes enable the identification of climatic events that could impact the achievement of business objectives, strategies, and measures to address them.

Climate-related transition risk and opportunities

To ensure our long-term resilience in the face of climate change, our dedicated Climate Change and Action Team is conducting a rigorous quantitative climate scenario analysis. This analysis is aimed at devising strategies that align with a low-carbon economy and limit global warming to 1.5°C, in accordance with the Paris Agreement and the recommendations of the Task Force on Climate-Related Financial Disclosures (“TCFD”).

Overall multi-hazard local risk scores for historical period 2011-2020 - 59 assets in total

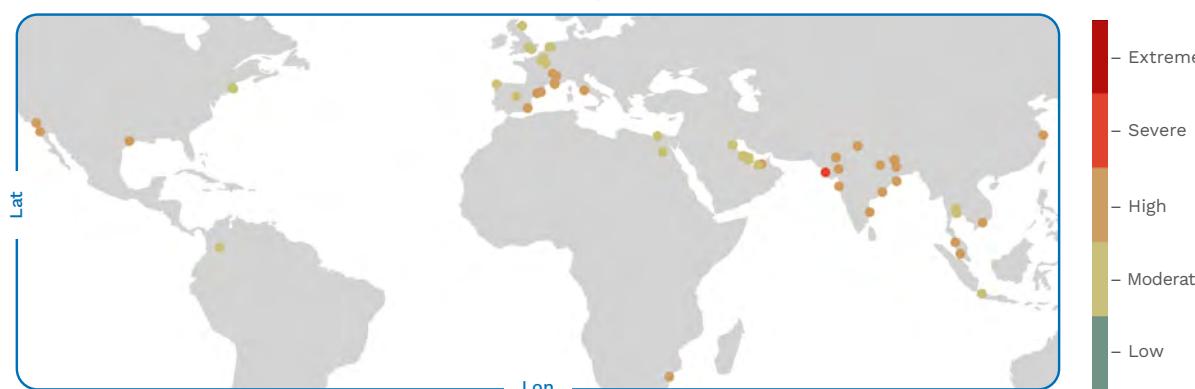


Figure: Location-specific physical climate risk for all locations (onshore). Colors reflect the overall multi-hazard risk scores.

Our analysis offers valuable insights into potential climate-related impacts on our business over various time horizons: mid-term (2030 and 2040), and long-term (2050). These insights were instrumental in our double materiality assessment, as detailed in section 2.4. Double materiality.

We are focusing on transition scenarios that make plausible assumptions about the evolution of climate policies and the advancement of climate-friendly technologies, with the goal of limiting GHG emissions. Our transition risk assessment estimates the potential financial impact on our business from modelled portfolio responses to three energy scenarios as proposed by the International Energy Agency (“IEA”): the Announced Pledges Scenario (“APS”), the Stated Policies Scenario (“STEPS”), and the Net Zero by 2050 scenario.

To manage our risks and capitalize on opportunities, we have initiated action plans across various departments, including Research and Development, Process Engineering, Purchasing, and Real Estate. Each department contributes within its area of responsibility, leveraging its unique skills and experience. For more details on our actions, please refer to section 3.1.2. Driving our decarbonization journey towards a low-carbon future.

Climate-related physical risk

Physical climate risks such as drought, flooding and severe storms already inflict material and physical damage on properties and people.

Following our initial study in 2022, we pursued our research in 2023 with a scientific insight by an IPCC expert, who examined our portfolio’s risk signature based on the newest climate models, the satellite data available and the 3 global warming scenarios (1.8°C, 2.7°C and 4.7°C) as defined by the IPCC expert group.

The climate hazards selected in 2023 are aligned with emerging national climate regulatory policies. They include hazards with acute risks (wildfire, heat wave, cold stress, landslide, river flood, coastal flood, extreme precipitation, severe storms and drought) and chronic risks (temperature change, precipitation change). Our major focus has been given to the most recent historical period 2011-2020, and the near future by 2030.

This figure shows the geographic locations and their overall hazard risk score as of today on a 1-to-5 risk scale. The overall multi-hazard risk score is relatively high (3 out of 5) for the historical period (2011-2020) and the forward-looking period (2021-2030) regardless of the global warming scenarios. For the Technip Energies portfolio, 46% has an overall hazard rating of moderate, 53% a rating of high and 2% has a rating of severe.

Portfolio average risk score for 2021-2030

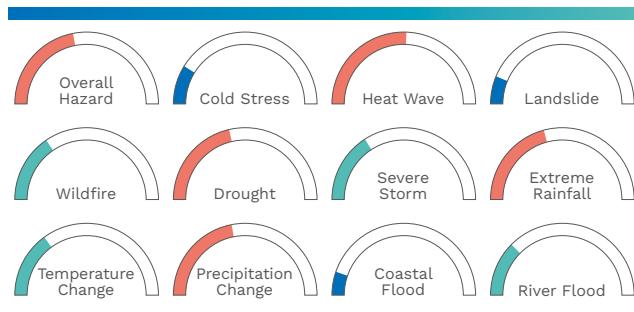


Figure: Portfolio-average risk assessment for forward-looking period (2011-2030).

As analyzed, the hazard-specific risk scores for the portfolio average are the highest for heat wave (high) and extreme rainfall (high) for the forward-looking period (2021-2030). And when considering a longer time horizon, up to 2050, the greatest changes are expected for heat wave and temperature change hazards.

This study was also considered during the double materiality assessment described in the section 2.4. Double materiality.

In 2024, we will have to ensure that our usual site management plans, including emergency plans, include mitigation measures for at least these two risks: heat wave and extreme rainfall. In parallel, we will study how this critical data can be used to benefit projects at the design phase to make the most climate-risk adapted solutions for our clients.

Improving data collection

Calculating our carbon footprint

Calculating the carbon footprint requires a large volume of data which is gathered in our databases and IT applications for the needs of various existing activities developed on projects and for support functions.

In 2023, we have developed web applications using Microsoft Power Apps to ensure complete traceability and transparency in the process of collecting and calculating GHG emissions data. There are two web applications: one for scopes 1 and 2, managed by Real Estate & Facilities, and the other for scope 3 related to projects under execution, managed by Climate Change and Action. This is the first step towards improvement. Our next goal is to expand these web applications to the scope 3 out-of-projects and automate the consolidation dashboard.

For projects, the Technip Energies' Project Directors are responsible for the carbon footprint quantification and the reduction objectives of each project. Projects may involve a dedicated Project Carbon Manager, but the Project Director remains responsible for the quality and the accuracy of the quantification, in line with Technip Energies methodologies and guidelines, even if the quantification is carried out by a JV partner, a specialized consultant, the Client, or their own consultants.

Internal control processes ensure the consistency, completeness, accuracy, and valuation of the GHG emissions, as part of Technip Energies' review process. These processes are intended to ensure that the inventory is compliant with our methodologies and accurate and to maintain continuous improvement and performance of any ongoing sustainability reporting programs, KPIs and/or targets.

Measuring environmental performance

In addition to GHG emissions, Technip Energies collects, monitors and reports eight types of environmental indicators on a monthly basis:

- energy supplied
- water supplied
- material supplied locally
- air pollutants emitted
- effluent generated
- waste generated
- biodiversity risks managed
- environmental incidents and near-misses

In 2023, around 7,000 data points have been reported by about 60 sites located in 23 different countries. These sites include EPC project sites onshore and offshore, offices and industrial sites.

This data is monthly recorded in our global QHSES reporting tool, Intelex, with the needed qualifications:

- substance type
- source type
- management type
- working environment

This data makes it possible to provide an in-depth analysis of sites' environmental performance trends, and to steer projects and assets in the right direction to achieve Technip Energies' objectives.

Detailed indicators are given in section 4.1.1. Environmental indicators.

3.1.2. Driving our decarbonization journey towards a low-carbon future

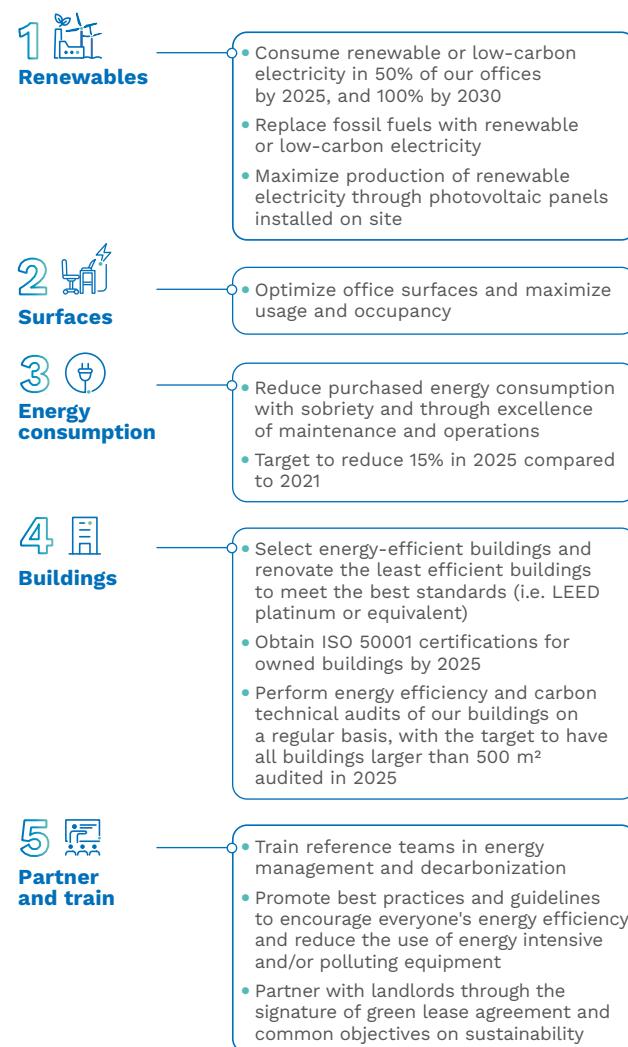
In our commitment to achieving net zero emissions, we have established specific targets aimed at reducing our Scope 1 and 2 greenhouse gas (GHG) emissions by 2030. As for our Scope 3 GHG emissions, we are in the process of defining mid-term targets, aligning with our pledge to reach net zero emissions by 2050.

Climate transition plan: scopes 1 & 2

GHG emissions and energy purchased

To reach our target to reduce scope 1 & 2 emissions by 30% in 2025 and achieve net zero by 2030, in 2022 we established a global Five-Point Action Plan to optimize building infrastructure (offices and industrial sites) and improve energy efficiency. This is now being rolled out across our main operating centers.

The Five-Point Action Plan includes:



2023 Achievements

In 2023, we implemented dual reporting methods for Scope 1 & 2 emissions: location-based (LB) and market-based (MB). The MB method allows us to calculate emissions using provider-specific factors from our electric utilities (for scope 2). The LB method does not factor in instruments or contracts and assigns the local grid average emission factor to all offsite usage, regardless of where it comes from. Due to these factors, we revised our ambition to reduce scope 1 &

2 emissions, considering the market-based scope 2 GHG emissions. In addition, we changed the baseline year from 2019 to 2021, the year when Technip Energies was officially formed.

Sustainability has become a strategic driver of our building lease and renovation efforts. Assuming the same business portfolio perimeter as in 2021, we are on track to reach the GHG emission Scope 1 & 2 reduction target of 30% by 2025, and 90% by 2030. The following actions have been taken in 2023 towards the Five-Point Action Plan established in 2022.

Renewables: In 2023, we purchased 48% of our total electricity consumption from renewable sources. Most sites in France, Italy, Spain, the Netherlands, the UK, Mumbai and Chennai in India, as well as our Claremont offices in the USA have purchased renewable electricity. Some sites in Paris, Rome and Kuala Lumpur are also producing renewable electricity via photovoltaic panels.

Surfaces: We have achieved significant space optimization in Technip Energies offices in 2022 and 2023, examples include Paris, Rome, the UK, Claremont, Boston and Kuala Lumpur. The reduction is partially offset by space increase due to business growth in India and the Middle East. We also increased the surface of our industrial sites through the acquisition of Processium in Lyon. At this stage it is premature to anticipate the impact on surface and GHG emission from the creation of the new companies Rely and Reju.

Energy consumption: The energy efficiency of certain buildings has been recognized in 2023. Our Paris Origine building was named as one of 100 iconic sustainable buildings in the world during the Indian presidency of G20 in September 2023; the Paris and Lyon offices received the CUBE Flex and the Ecowatt awards in 2023. Many sites have implemented ambitious energy savings plans and installed LED lighting systems for the exterior of the building, or LED indoor lighting.

Partner and Train: To increase awareness and collaboration and improve efficiency, we have formed Scope 1 & 2 committees in India, and Asia Pacific. The aim of these committees are to define the actions and intermediate targets to reach the net zero scope 1 & 2 objective. We also provided training to the real-estate team, through our partnership with Gensler, on ESG and Climate Change on the Houston new building project. Following our first Climate Engaged Lease Agreement with ICADE in Paris, we are looking to develop similar partnerships in other countries. We continue to prepare an offsetting program for the remaining 10% of GHG emissions.

Buildings: We partnered with Schneider Electric and other equivalent suppliers to conduct energy efficiency audits at the UAE (Abu Dhabi offices), France (Paris Origine office and Sens industrial site), UK (London office), India (Noida office and Dahej industrial site), USA (Weymouth lab), and Italy (Rome offices). We implemented new tools for energy data collection and reporting. Our offices in India, the US, Malaysia, and the Middle East have the highest scope 1 & 2 emissions due to the use of air conditioning in hot and humid weather conditions and in certain cases, poor quality of the infrastructure.

Some countries have significantly exceeded their emissions reduction targets in offices for 2025. Italy has achieved an impressive reduction of 80% in emissions, followed by France with a remarkable 73% reduction, and Malaysia with a 40% reduction.

In India, scope 1 & 2 emissions have been reduced by 30% in 2023 compared to 2021, with a 46% reduction of emissions from their offices, partially offset by higher emissions at the Dahej fabrication facilities where emissions almost doubled.

Additionally, at the Group level, there has been a 32% reduction in emissions since 2021 within offices. These achievements demonstrate our efforts in combating climate change and moving towards a more sustainable future.

In 2023, we launched the following major projects to reduce GHG emission and improve energy efficiency for the coming years:

■ In India:

- We opened new satellite offices to adapt to new business needs in Mumbai and Gurgaon. Construction and Design LEED Platinum buildings were selected to minimize GHG emission in these new satellite offices.
- We audited the main sites in Noida and Dahej that we own. The plan is to renovate these sites in the next 2-3 years and maximize the production of renewable electricity at the site in Dahej.

■ In the US:

- In Houston, we signed a new lease in April 2023 to move our US headquarters from the legacy office space to a new construction LEED Platinum building in 2024. We are reducing the surface rented and we aim to obtain Energy Star and Operation and Maintenance LEED Platinum certifications once we move in at the end of year 2024. Scope 1 & 2 emissions reduction is then expected.
- For the Houston Energy Tower 4 building, we plan to vacate the building to reduce our space portfolio at the end of the lease term.
- At our Weymouth industrial site, we conducted an energy efficiency audit, and plan to renovate the lab in the coming years to incorporate the audit recommendations in the design and construction to improve energy efficiency. A similar project is planned for the Sens Manufacturing site in France, starting with the implementation of photovoltaic panels.

■ In Europe:

- In Frankfurt, Technip Energies Zimmer will consolidate two lab buildings and move to a renovated R&D center.
- The team in Lyon currently occupies 3 office buildings. In 2025, they will vacate the current buildings and move to a new LEED Gold building which is currently under construction.
- The team of Aberdeen will be moving to a renovated building to improve energy efficiency early 2024.
- The Barcelona office modernized their workspace to maximize surface occupancy and improve collaboration through the implementation of desk sharing.

In Qatar, Kuala Lumpur and Spain

- We plan to work with landlords to reduce our energy consumption and carbon emissions by renovating the infrastructure. In Doha and in Barcelona, the landlord is currently installing photovoltaic panels on the roof to produce renewable electricity for our workspace.

Data Centers

Technip Energies' Information & Digital Services ("IDS") are making significant strides in reducing their environmental footprint, primarily through the effective management of our data centers. These centers, whether owned, leased, or subcontracted, are transitioning towards sustainable practices.

Our strategy involves consolidating our data centers into large regional colocations and cloud services, which adhere to advanced energy management standards.

We have set a target for our IDS data centers: 95% of IT services should be hosted in locations that meet high energy and environmental standards. To achieve this, we consider the main certification levels that are prevalent in the regions we operate, such as ISO 50001, and LEED Building Design & Construction and Operations & Maintenance rating Gold or Platinum.

In 2023, we intensified our efforts to select best-in-class partners and migrate our IT assets to certified locations. As a result, our global ratio reached 59%, a significant increase from 42% in 2022. We have initiated a major data center asset migration project to continue this transition and reach our target.



We are very proud of what we have already achieved in 2023, we have already reduced our scope 1 & 2 emissions by 28% in only 2 years. The results are very encouraging. The teams of all main operating centers started to deploy an ambitious energy saving plan from October 2022. Since 2022, we have purchased renewable electricity in the cities and sites where sources are available. We have also optimized office spaces and occupancy where feasible within our lease contract terms. In 2023, Paris Origine office received recognition and awards from G20, CUBE Flex and Ecowatt. We continue to implement our Five-Point Action Plans in the group and start to deploy Phase 2 actions which include more significant investment in construction works and major moves or renovations to improve energy efficiency. The challenge is to continue to reduce our emissions and energy consumption while integrating business growth."

**Frédérique Le Moigne,
Vice-President Real Estate and Facilities**

The carbon footprint calculation methodology is detailed in section 4.2. Definitions and methodologies.

| Indicator | Unit | 2023 | 2022 | 2021 |
|--|--------------------------------|---------------|---------------|---------------|
| GREENHOUSE GAS EMISSIONS | | | | |
| Scope 1 (direct) | tonnes CO₂eq | 3,327 | 2,613 | 2,990 |
| ■ Offices | tonnes CO ₂ eq | 2,399 | 1,667 | 2,021 |
| ■ Industrial sites | tonnes CO ₂ eq | 730 | 748 | 771 |
| ■ Data centers - not attached to offices | tonnes CO ₂ eq | 0 | 0 | 0 |
| ■ Services vehicles | tonnes CO ₂ eq | 198 | 198 | 198 |
| Scope 2 - Location-based (indirect) | tonnes CO₂eq | 15,518 | 15,310 | 16,570 |
| ■ Offices | tonnes CO ₂ eq | 13,569 | 13,090 | 14,628 |
| ■ Industrial sites | tonnes CO ₂ eq | 1,653 | 1,476 | 1,166 |
| ■ Data centers | tonnes CO ₂ eq | 296 | 744 | 776 |
| Scope 2 - Market-based (indirect) | tonnes CO₂eq | 11,416 | 13,229 | 17,446 |
| ■ Offices | tonnes CO ₂ eq | 9,339 | 10,979 | 15,356 |
| ■ Industrial sites | tonnes CO ₂ eq | 1,810 | 1,649 | 1,273 |
| ■ Data centers | tonnes CO ₂ eq | 267 | 601 | 817 |
| Total scopes 1 & 2 (location-based) | tonnes CO₂eq | 18,845 | 17,923 | 19,560 |
| Total scopes 1 & 2 (market-based) | tonnes CO₂eq | 14,743 | 15,842 | 20,436 |
| Absolute scope 1 & 2 (market-based) reduction versus 2021 base year | % | -28 | -22 | Baseline |

Carbon Footprint - Scope 3 indirect emissions

In 2023, we collaborated with our teams to collect data and strengthen our methodology. We plan to complete our inventory and publish a detailed transition plan in the coming years.

In the table below we present our GHG emissions scope 3 inventory as per the GHG protocol categories. More details regarding the calculation methodology can be found in the section 4.2. Definitions and methodologies.

| Indicator | Unit | 2023 | 2022 | 2021 |
|---|--------------------------------|------------------|------------------|------------------|
| GREENHOUSE GAS EMISSIONS | | | | |
| Scope 3 (indirect) – Upstream | tonnes CO₂eq | 1,594,840 | 1,886,456 | 1,723,339 |
| 1. Purchased goods and services | tonnes CO ₂ eq | 1,327,590 | 1,536,185 | 1,357,983 |
| 2. Capital goods | tonnes CO ₂ eq | 3,151 | 1,097 | 867 |
| 3. Fuel-and energy-related activities (not included in scope 1 and scope 2) | tonnes CO ₂ eq | 971 | 976 | 1,064 |
| 4. Upstream transportation and distribution | tonnes CO ₂ eq | 183,829 | 251,605 | 290,466 |
| 5. Waste generated in operations | tonnes CO ₂ eq | 51,583 | 62,206 | 58,891 |
| 6. Business travel | tonnes CO ₂ eq | 19,274 | 26,315 | 5,399 |
| 7. Employee commuting | tonnes CO ₂ eq | 8,441 | 8,072 | 8,668 |
| 8. Upstream leased assets (not included in scope 1 or 2) | tonnes CO ₂ eq | Negligible | Negligible | Negligible |
| Scope 3 (indirect) – Downstream | tonnes CO₂eq | 2,762 | 1,686 | — |
| 9. Downstream transportation and distribution | tonnes CO ₂ eq | 1,403 | 1,081 | Not assessed |
| 10. Processing of sold products | tonnes CO ₂ eq | 13 | Negligible | Negligible |
| 11. Use of sold products (our clients' plants operation) | tonnes CO ₂ eq | In progress | In progress | In progress |
| 12. End-of-life treatment of sold products (our clients' plants) | tonnes CO ₂ eq | In progress | In progress | In progress |
| 13. Downstream leased assets (leased or sub-leased assets not included in scope 1 or 2) | tonnes CO ₂ eq | 1,346 | 605 | — |
| 14. Franchises | tonnes CO ₂ eq | Not applicable | Not applicable | Not applicable |
| 15. Investments (legal entities with equity share under 15%) | tonnes CO ₂ eq | Negligible | Negligible | Negligible |
| Total scope 3 | tonnes CO₂eq | 1,597,602 | 1,888,142 | 1,723,339 |

Approach to quantify scope 3 emissions

Understanding, quantifying, and reducing our indirect CO₂ emissions across the value chain is integral to our progress on the path to net zero. To ensure the highest standard of reporting, we have adopted a clear and robust methodology based on the globally recognized Greenhouse Gas (GHG) Protocol enabling us to accurately quantify and report our scope 3 emissions. Our methodology has been reviewed and confirmed with the support of well-recognized third parties.

Scope 3 GHG emissions are a mix of several activities and are separated into three groups:

- Upstream, dedicated to the project development phase (purchased goods and services for projects, upstream transportation and distribution, waste generated in operations)
- Downstream, dedicated to the project operation phase (downstream transportation and distribution, processing of sold products, use of sold products, end-of-life treatment of sold products)
- Other activities, outside the project phase, which are both in upstream and downstream

These methodologies also allow us to quantify the carbon footprint all along the project life cycle, from feasibility, conceptual, going through FEED and EPC proposal, to project under execution: we use them to estimate the carbon footprint at all stages of the pre-investment phase.

Unlike manufacturing companies, Technip Energies, with some exceptions, does not operate nor own any production assets, but provides design, technologies and management services for its clients. This unique company profile means that scope 1 and 2 emissions are very much limited compared to scope 3 emissions.

While the activities not related to projects represent Technip Energies' carbon footprint as an engineering and services company, the scope 3 related to projects under execution (upstream and downstream) represents Technip Energies' carbon footprint as an EPC contractor.

For projects that are under execution, the reported carbon footprint reflects the progress achieved during the year in the same way that annual revenue is reported in our financial results following a progressive carbon footprint reporting mechanism which counts the emissions based on the progress revenue of the projects.

Scope 3 emissions are highly dependent on our clients' decisions and the location of their projects. Due to the long duration of the decision process of our clients, from feasibility, conceptual, pre-FEED and FEED to the final investment decision of projects, the reduction of our scope 3 will not be evident immediately but progressively in the medium and long-term. We continue to evaluate full scope 3 downstream emissions to develop a robust methodology and action plans that we can share with stakeholders to support our decarbonization journey.

The carbon footprint calculation methodology is detailed in section 4.2. Definitions and methodologies.

Scope 3 upstream

For the activities not related to projects, thus the activities related to our own assets and people, we also continue to monitor and improve our GHG emissions.

Related to business travel emissions, Technip Energies uses a travel agency service provider to book transportation tickets (train, flight, car) and hotel accommodation for business travel (scope 3.6). This agency provides a complete report of all business trips, excluding hotel accommodation, with the calculation of the GHG emissions.

To assess the GHG emissions of our employee commuting (which falls under the scope 3.7 category of indirect emissions), we launched our first "My Emissions Employee Survey". From this survey, we obtained responses from around 3,500 employees (23%) across different operating centers. We then extrapolated these results to represent all employees, using the average emission factor per employee. The GHG emissions amounted 8,441 tCO₂eq, in line with last year's figure which was fully estimated.

For upstream transportation and distribution (scope 3.4), we corrected the emission factor for air transportation to be in line with the definition of the GHG protocol, our methodology and the emission factor from the international database. This correction implied a re-evaluation of the previous years.

The main contributor to the GHG emissions of scope 3 upstream is scope 3.1 Purchased Goods and Services. Technip Energies is committed to building the path to net zero. While we are on track to address our direct carbon footprint under scopes 1 and 2, we are at the beginning of our journey to onboard the decarbonization of our supply chain. Actions have been implemented in 2023 for sustainable procurement by our Global Sourcing & Procurement team, which include new questions and criteria related to their carbon footprint in the supplier qualification process, and the definition of a monitoring process. Organization of the first ESG Supplier Council in November 2023 gathering 20 of our major suppliers is expected to deliver results. The same approach and actions are also being implemented for our subcontractors' chain.

More information is provided in section 3.3.2. Sustainable supply chain.



I am proud to be part of this Sustainability Team and participate in this incredible journey. We face many challenges, one being the long-term significance of our scope 3 emissions. It's clear that addressing these emissions is not just an environmental imperative but also a strategic business decision. This awareness propels us beyond traditional approaches, leading us to innovate and integrate sustainability deeply into our core activities. In doing so, we're not just reacting to our current impact, but proactively shaping a future where environmental responsibility and business success are closely linked."

**Guillaume Couëllier,
Head of Climate Change and Actions**

Climate transition plan scope 3: step by step to net zero

Our journey towards net zero involves two key strategies: decarbonizing our core operations and introducing new decarbonization solutions. This positions Technip Energies as a pivotal player in achieving net zero emissions. We acknowledge the challenges posed by climate change, but we also recognize the immense opportunities that come with aligning ourselves with the transition to a low-carbon economy. This alignment not only enhances our business resilience but also opens up new commercial prospects for us and our clients while effectively managing the physical risks to the Company.

Our strategy is centered on fostering the development of innovative technologies and nurturing positive relationships with our clients and partners. This collaborative approach will help us drive forward new energy solutions such as Carbon Capture, Utilization, and Storage (CCUS), hydrogen

energy, circular economy practices, and other integrated solutions. Our primary challenge is to stay at the forefront of the energy transition landscape, which is continually evolving due to extensive policy, legal, technological, and market changes.

Our teams are deeply committed to a sustainable future and understand the importance of reducing greenhouse gas emissions for the health of our planet and the well-being of future generations. In 2023, our actions were focused on six main areas:

- **Carbon in bidding process:** We have started estimating GHG emissions at the early stage of prospect decision-making, helping to guide our teams (Sales, Tendering, Estimation, Engineering, Process, and Construction) in selecting and proposing environmentally friendly solutions to our clients.
- **Seeking the best technologies:** We launched several offerings to minimize our clients' carbon footprint. These include Capture.Now™, a platform for carbon transformation, Canopy by T.EN™ for carbon capture, BlueH₂ by T.EN™ for low-carbon hydrogen production, and SnapLNG by T.EN™ for reducing LNG facilities' carbon footprint. These standardized solutions simplify supply chains, reduce risk, and speed up market entry, aligning with our net-zero goal and decarbonization market position. More information is provided in section 1.3. Decarbonization driving our net zero journey.
- **Reducing GHG emissions by design:** We are aware that the products we offer as outcomes of our projects have long life cycles which puts sustainable design at utmost importance. With this in mind, we have put together a Catalog of Decarbonization Solutions available to our clients with the aim of sharing ready-to-implement solutions for projects.
- **Reducing GHG emissions in project execution:** Our teams adopt best practices in all aspects of our business operations to reduce our carbon footprint. We actively seek opportunities to reduce energy consumption, waste, and carbon emissions in construction sites. For clients' project sites, the share of renewable electricity remains limited (less than 1%), nevertheless we constantly keep on proposing electrified solutions (e-LNG and e-furnaces). Intelex is our internal reporting tool for all HSE accountable projects, which automatically calculates the equivalence in carbon dioxide emissions (CO₂eq) of the energy used, the material purchased locally (steel, concrete, etc.) and the waste generated at project sites. This calculation enables our project teams to monitor their impact on the climate on a monthly basis and adapt their operations where possible.
- **Collective intelligence:** In 2023, we continued to deploy the Climate Fresk, our teams trained another 1,300 people and 50 facilitators. This year, Climate Fresk workshops were held in Italy, UK, Thailand, Qatar, UAE and France.

■ Partnering with our customers, suppliers, and subcontractors: Many partnerships and alliances have been formed this year to accelerate the journey to net zero: with John Cockerill, for the creation of Rely, with Casale, for decarbonized blue hydrogen production units, with Lanzajet Alcohol-to-Jet production units, and with IBM and Under Armour to create Reju, a new company for the development of an innovative technology for plastic fiber regeneration. More information is provided in section 1.4. Joining forces and bridging expertise across industries.

We are actively engaging with our stakeholders along our value chain to develop innovative solutions that reduce our scope 3 emissions and support our clients' own emissions reduction goals. Notably, in 2023 we held our ESG Supplier Council gathering 20 major suppliers across the globe to exchange best practices and identified opportunities for acceleration and continuous improvement of sustainability path together, like green manufacturing, green transport & logistics.

We embedded the carbon footprint requirements into the selection process of our suppliers and subcontractors, from prequalification to the awarding of the purchase orders and subcontracts.

A Catalog of Decarbonization Solutions

To support the commercial teams around the world, the One T.EN Delivery team has developed a catalog which references all the environmental solutions available. In one centralized database, the commercial teams can select the technologies which correspond with client requests for quotation (RFQ), to identify and compare environmental gains against cost and planning, or implementation difficulty. The catalog provides multiple decarbonization options with potential CO₂ emissions reduction. It also provides detailed information and project references. The information has been compiled by experts for each technology, making it easy to contact the relevant person whenever more detail is needed.

As an example, the flue-gas recovery units (FGRU) eliminate the need for continuous flaring of gas on gas producing facilities and petrochemical plants. The system saves gas, reduces GHG emissions and optimizes auxiliaries (utilities, OPEX). With high environmental gains and low costs, the system is easy to implement.

The catalog is a go-to reference when preparing a proposal. It provides reliable and up-to-date information on the best practices and technologies in the field. It enables us to present the most decarbonized solutions, answer questions about efficiency and costs, and influence clients to select the most sustainable solutions.

Achieving net zero is testimony to our dedication to integrate sustainability at the core of our business. As a leading engineering and technology company, we are in a unique position to accelerate collective transformation for a just and equitable transition towards a low-carbon future. Being an influential company within this field requires us to be at the forefront of ambitions to reach net zero by 2050. We must not only prioritize meeting stakeholder expectations for this purpose, but set an example for the whole industry.

Avoided Emissions

The identification, calculation, and application of avoided emissions of our solutions is a complex process.

When we initiated our methodology in 2022, we focused on the reporting of avoided emissions for carbon capture projects only. This scope represents the reduction of our clients' emissions achieved thanks to our solutions compared to a reference scenario or baseline without the solutions. Based on this approach and applying the progressive carbon footprint reporting mechanism of the projects used for scope 3, the avoided emissions were 1.8 million tCO₂eq in 2021, 7.2 million tCO₂eq in 2022, and 10.5 million tCO₂eq in 2023.

As we are increasingly working on new technologies and proposing a wider range of low-carbon and decarbonization solutions to our clients, we will revise our approach. We have started to draft a methodology to quantify Technip Energies GHG avoided emissions related to projects, based on the Climate Avoided Emissions guidance published in March 2023 by the WBCSD/Net Zero Initiative. This involves a step-by-step approach to ensure eligibility and quantification of the avoided emissions. This new methodology will be used for reporting from 2024 onwards, extending the calculation of avoided emissions to other technologies upon award of contracts.

3.1.3. Reducing our ecological footprint to protect biodiversity

At Technip Energies, we are committed to reinforcing action towards the conservation of nature and biodiversity. By joining Act4Nature International in 2022, which brings together academics, peers, and NGO representatives, we formally agreed to meet shared commitments and define our own commitments.

This plan consists of three pillars:

1. To avoid adverse impacts of our operations on the most sensitive areas of biodiversity;
2. To assess and manage risks to reduce our potential impacts;
3. To mobilize all stakeholders (clients, suppliers, employees).

In 2023, Technip Energies took important strides in our commitment to biodiversity preservation. We integrated this ambition into our ESG scorecard, ensuring zero projects in areas classified under IUCN management categories I and II.

To further our efforts, we introduced comprehensive internal guidelines for biodiversity management. These guidelines are designed to assist our customers and teams in formulating effective action plans for their projects, even during the design phase.

Key Achievements of 2023

Pollution

As stated in Technip Energies' HSES policy, our fundamental conviction is that all incidents are preventable. All operating centers, sites and projects have an environment management system to capture any adverse events with environmental impact, including weak signals, near-misses, and negligible incidents.

We encourage our sites to report all events, contributing to the avoidance of potentially more severe incidents for the environment. In 2023, we modified our internal procedure to facilitate the severity evaluation of events using objective criteria:

1. The hazard profile of the substance involved (based on the safety data sheet).
2. Thresholds for the estimated volumes spilled.
3. Sensitivity of the surrounding ecosystems.

Hydraulic oil is the most common substance spilled, but substances can also include bitumen, paint, or wastewater.

As a result, we saw a decrease in the number of environmental incidents with significant impact from 4 in 2022 to 1 in 2023 and improved the quality of the severity evaluation.

Nitrogen and sulfur emissions as well as other air pollutants emitted during operations are also recorded on a monthly basis. In 2023, the volume of these emissions increased as one of our projects in Bahrain entered the commissioning phase, and an FPSO entered the towing phase. Both phases entail high fuel consumption.

Details are provided in section 4.1.1. Environmental indicators in the air emissions table.

Some actions to help clients reduce pollution include:

- A smart Leak Detection and Repair ("LDAR") Program to monitor and reduce methane emissions for immediate implementation upon startup has been developed in 2023 for an important client by our process and engineering teams, for setup and future delivery.
- Noise reduction for industrial installations: our team of acoustic experts specify, model and check equipment vendors' data and intervene on site to carry out acoustic performance guarantee tests. That was the case at the end of 2023 on a large floating LNG unit offshore East Africa.

Water

Water is essential to the progress of humanity. Food production, electricity generation, manufacturing among many other activities, all depend on it.

Technip Energies targets 50% of water withdrawals by our sites to come from reused water sources by 2025, including collected rainwater, and internally and externally treated wastewater.

In 2023, 12.6% of water withdrawals came from reused water sources, below our performance in 2022 (19%) due to overall increase of mega projects water consumption and reduced opportunities for reuse in 2023.

On the other side, the percentage of recycled water discharged (effluent) increased to 74%, compared to 22% in 2022, as treated wastewater from a project in Qatar has been reused for local irrigation.

In parallel, Technip Energies continues to make strides in advancing sustainable water practices in engineering. In 2023, our experts have been actively involved in several projects and studies, to develop knowledge in water and effluent management for green hydrogen production and its derivatives, carbon capture units from various sources, lithium production and plastic recycling. Through these projects, Technip Energies has proposed technical solutions to meet specific clients' challenges, such as high purity water production, heavy metals and dioxin removal and effluent recycling up to zero liquid discharge minimizing the volumes of water required to operate and the risk of water pollution.

Furthermore, the Global Environment and Digital teams have developed a geographical mapping of our local risk exposure to water stress level. Based on the World Resource Initiative (WRI) Aqueduc platform, which reflects both current conditions and future projections of water supply, demand, stress, and more, we can assess that for Technip Energies HSE-accountable sites: 17% (12 sites) are located in low and low to medium risk areas, 34% (23 sites) in medium to high risk areas, 28% (19) in high risk areas, and 6% (4 sites) in extreme high risk areas.

In 2024, we will remain mobilized to achieve our sustainability ambition to reduce our pressure on water resource by implementing the following action plan:

1. Prioritize our efforts for our main contributors, mostly large projects, by helping them to act through detailed site mapping of the water use in the early phases, and providing monitoring data and support to subcontractors.
2. Enhance our global water internal standard by taking into account our teams' success, our lessons-learned, and the newly calculated water risk level at site, in order to clarify the appropriate mitigation measures.
3. Share even more widely with our clients the best solutions developed by our experts, based on our track record of performance, notably related to effluent recycling up to zero-liquid-discharge allowing the water loop to be closed.
4. Raise awareness among our employees about the impact of water wastage. To this end, in 2023 we joined a French initiative called "Éco d'Eau" (Save Water), involving public and private stakeholders. It will consist in 2024 of deploying a communication campaign to help change behaviors when possible.

Water reuse: Neste Rotterdam Site Development

The expansion of Neste's renewable products refinery in Rotterdam involved hydrotesting four massive holding tanks totaling 54,000 m³, equivalent to 21 Olympic swimming pools! The sequencing of these tests was organized to minimize consumption of municipal water, maximize water reuse, and minimize water discharge after testing.

After testing the first tank, the water was then filtered and quality tested before being transferred to the second tank, then the third, and on to the fourth, before being treated and discharged. Overall, this process successfully saved 37,000 m³ of water.

This example highlights the importance of taking water constraints into account at the earliest stages of project planning and construction to facilitate the transfer and reuse of water from one area of a project to another.

Protecting flora and fauna

At Technip Energies, we are committed to preserving biodiversity. We believe that every team member plays a crucial role in this mission. Today, more than 1,500 employees have followed the dedicated e-learning titled 'Biodiversity preservation at Technip Energies'. This module aims to increase awareness about the importance of biodiversity protection and the specific actions that Technip Energies is undertaking to contribute to this global cause.

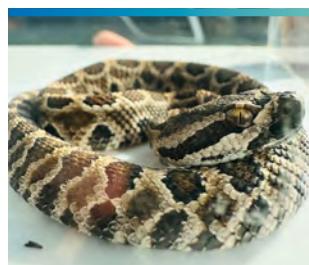
Our teams worldwide have implemented a variety of measures to protect and restore biodiversity. These can be broadly classified into two categories:

- **Protection measures**, such as the use of zero-phyto substances during vegetation removal in Mexico, strict waste management to avoid risk of abandoned items in Egypt and Qatar, wildlife relocation in Mexico, or workers' awareness and site inspection in Vietnam and France.
- **Restoration measures**, such as tree plantation in India, Italy, France, and the USA to restore local ecosystems.

Our Houston team has taken relevant strides in biodiversity management on a client's project in Mexico. We have trained a specialist team of 11 members who work tirelessly to ensure the safety of local wildlife. In 2023, during the construction phase, we successfully relocated 151 individual fauna, including 78% reptiles, 19% mammals, and 3% poultry. These animals were moved to approved relocation points within the client's property, located 3 km away from the project site.

Each environmental leader from our subcontractors is well-versed in fauna and flora, ensuring that every action taken is in the best interests of the local ecosystem. We have also partnered with Big Consultores, a specialized firm, to preserve the local flora in a nursery. Once the pre-commissioning works on site are completed, all the preserved flora will be transferred to the relocation points for reforestation.

Through these measures, we are not just working on a project, we are actively contributing to the preservation and restoration of local biodiversity.



Example of reptile rescued and flora nurseries in Mexico.

3.1.4. Promoting a Circular Economy

Ahead of the World Circular Economy Forum 2023, the European Investment Bank Vice-President said:

66

It is very clear today that there can be no transition to a carbon-neutral economy without a transition to a circular economy, one where we keep resources in use for as long as possible and significantly reduce waste."

Ambroise Fayolle,
European Investment Bank
Vice-President

At Technip Energies, being circular is in our DNA. It means focusing our action and planning on the following elements when conducting a project or managing a site:

- **Eco-design:** by conducting studies to anticipate the environmental impact at the early stages of processes and minimize externalities of our projects, products or services.
- **Sustainable procurement:** by incorporating sustainability criteria into the supplier and subcontractor qualification process, and by studying how to support our partners in the improvement of their environmental performances.
- **Responsible consumption:** by minimizing the use of energy, water, and materials whenever possible, recovering a maximum of water consumed, waste and wastewater generated at our sites.

Eco-design

At the heart of our businesses, eco-design is the most effective driver to reduce environmental impact. This means considering the environmental impact of any technology, product, or service throughout its life cycle. Data is at the heart of our eco-design approach, allowing us to know which process, material or component causes the biggest impact, and thereby focus our efforts and value our success.

At Technip Energies, our teams have a wealth of experience of Design Environmental Impact Identification ("ENVID"), allowing recommendations to be made for a safer and more environmental friendly design and project execution.

In 2023, all the projects managed by the Paris and Rome Operating Centers underwent a design ENVID review. The Paris team strives to improve its efficiency via enhanced digitalization of the data leading to more accurate and proactive management of issues.

Among the numerous consulting services we offer, our affiliate Genesis provides our clients with a regular review of Best Available Techniques ("BAT") to prevent and control industrial emissions of pollutants, especially for projects located in Europe.

In 2023, Technip Energies enhanced its capabilities in eco design by applying Life Cycle Assessment ("LCA"). LCA is a methodology for assessing the environmental impacts of a product, process, or service throughout its life cycle, from raw materials to disposal.

Our process and engineering teams in Paris have also developed a catalog of environmental solutions for our customers, with the aim of sharing ready-to-implement solutions for projects. The scope of this catalog will be progressively extended to valorize all the existing solutions developed by Technip Energies' operating centers across the globe.

Processium



Technip Energies acquired Processium, an expert company in process development, in July 2023. With its process lab located in Lyon, not far from Technip Energies France, the two companies complement each other in two important fields: technology scouting and process design.

Processium's mission is to design, improve, and optimize processes, integrating sustainability assessment at the earliest stage of project development. With activity in specialty chemicals, industrial biotechnology and bio-based industries, and clients from startups to multinational companies, Processium helps its clients by evaluating new technologies in the lab, testing performance, and managing risks, before the launch of a pilot or demonstration plant. This is where Technip Energies can come in, taking the technology to the next level of readiness, with basic and detailed engineering, licensing, and plant construction.

There are several areas where Technip Energies and Processium have already started collaborating, most notably in connection with Reju to recycle polyester textiles. Many more opportunities have been identified in the field of carbon capture and conversion of CO₂ into chemicals, as well as in biotech for bio-based industries. Processium's skills in life cycle assessment (LCA) are also important for the development of eco-design. LCA is a tool used to identify gaps in process development and enable the right selection of technologies for a circular economy. Addressing the process life cycle from the earliest design phase produces the most positive long-term impact.

Sustainable procurement

Ensuring the alignment of our supply chain with our environmental ambitions is essential for Technip Energies to achieve its targets and objectives.

Working with our Construction and Procurement departments, we introduced a new pre-qualification questionnaire in 2023. This document forms part of our standard tender documents sent to our main subcontractors and suppliers so that we have essential information before starting a qualification process. New environmental questions have been integrated into this questionnaire in relation to climate, energy, water, material, and waste. The answers from our suppliers allow us to evaluate their maturity in terms of qualitative and quantitative performance. Suppliers are evaluated based on defined thresholds (low, medium, high levels of performances) according to our business standards.

In 2024, we will continue our journey by monitoring the implementation of this questionnaire and supporting our supply chain in the continuous improvement of its performance when needed. One key instrument of this support is the ESG supplier council that we initiated in 2023. This organization provides an excellent forum to share best practices and to align ambitions and targets.

See more in section 3.3.2. Sustainable supply chain.

Responsible consumption and waste management

In 2023, all our teams have continued to conduct initiatives, in projects, offices and industrial sites, to reverse resource consumption and footprint trends. The aim is to encourage everyone to question their own behavior and comply with our strict philosophy of waste minimization, and recycling as a last instance.

Many local initiatives have been introduced in our offices, such as:

- Employees can now be informed of the carbon footprint of their meal at the Paris office restaurant.
- Elimination of single-use plastic remains a priority for many of our offices, including those in Kuala Lumpur, Rome, Chennai, New Delhi and Houston.
- Numerous campaigns have been conducted to raise awareness concerning waste segregation for recycling (electronic, batteries, etc.), in Houston and Abu Dhabi.

On projects sites also, our teams show strong commitment avoiding waste accumulation and pollution. This is reflected in our good performance.

As per our ESG Scorecard, we aim to recycle 85% of the waste generated by our offices, industrial sites, and projects by 2025. In 2023, 91% of the waste was recycled, notably thanks to one of our best practices at our construction sites that involves reusing soil and dredging material in situ (soil processed) in our mega projects.

Technip Energies aims to help our clients respond to their customers' demands for more sustainably developed and sourced products. We are committed to providing a recycling solution for each of our plastic technologies to contribute to the circular economy.

In 2023, Technip Energies announced the creation of **Reju**, a new company focused on textile PET recycling leveraging the innovative technology co-developed in joint-venture with IBM and Under Armour. Reju is focused on creating new solutions at scale for the vast amount of plastic fiber in textiles that goes unrecycled and ends up as waste. See more in section 1.5.5. Reju of the 2023 Annual Report.



3.2. PEOPLE

| SDG | Pillar | Ambition | 2022 | 2023 | Target |
|-----------------------------------|--------|--|--------------|---------------|----------------------------|
| 3 GOOD HEALTH AND WELL-BEING | PEOPLE | 8. Women on the permanent workforce | 29.7% | 30.5% | 35% by 2030 50% by 2050 |
| 4 QUALITY EDUCATION | | 9. Women in leadership positions | 18% | 22% | 25% by 2025 |
| 5 GENDER EQUALITY | | 10. Zero fatalities | 2 fatalities | Zero fatality | Zero yearly |
| 8 Decent work and economic growth | | 11. Total Recordable Incidents Rate (TRIR) per 200,000 hours worked | 0.09 | 0.11 | <0.10 yearly |
| 10 REDUCE INEQUALITIES | | 12. Average number of learning hours per employee per year | 10 | 23 | 40 hours by 2025 |
| | | 13. Volunteering hours | 21,661 | 24,343 | 30,000 by 2025 |
| | | 14. Total number of lives benefited by social initiatives since 2021 | 536,887 | 683,392 | 750,000 by 2025 |

Our ethos at Technip Energies is centered around people. Rooted in our unwavering commitment to safety and guided by our Values, we encourage our workforce to be driven by a passion for excellence, quality, and client satisfaction. Embracing well-being, diversity, and inclusivity as catalysts for collaboration and performance, we empower our teams to continually learn and develop new skills. At Technip Energies, being part of the solution is not a tagline, it's our call to action.

Main achievements

- 1st HSE Forum: Focus on zero incidents and role of new technologies
- 9,000+ participants in the Pulse Program
- 1st Global Employee Share Ownership Plan
- 82% participation for our 2nd global employee engagement survey
- Kick-off of T.EN University: 23 hours of learning
- Launch of Technip Energies new International Graduate Program dedicated to the energy transition
- Technical Expertise Program (TEP) strengthened with 139 new expert
- 6,000+ employees with development plans following launch of My Development
- Graduate recruitment multiplied by 3 with 52% of women in the talent pool.

3.2.1. Workforce overview

The table below provides an overview of the total employee headcount of the Company as at year end December 31, 2022 and 2023, subdivided by geographical areas.

| Geographical areas | December 31, 2023 | | December 31, 2022 | |
|--------------------|-------------------|---------------|-------------------|---------------|
| | Permanent | Temporary | Permanent | Temporary |
| Americas | 1,625 | 114 | 1,423 | 86 |
| Asia-Pacific | 1,411 | 158 | 1,435 | 277 |
| Europe | 6,373 | 372 | 5,923 | 364 |
| India | 2,892 | 509 | 2,571 | 489 |
| Middle-East/Africa | 1,229 | 815 | 1,287 | 660 |
| TOTAL | 13,530 | 1,968 | 12,639 | 1,876 |
| TOTAL | | 15,498 | | 14,515 |

In 2023, our headcount increased by 6.7% compared to 2022, most notably in Europe, to support the increase in LNG projects managed or executed by the Paris Operating Center. A collaborative workload-sharing arrangement with India resulted in the establishment of new added value centers. Additionally, we grew our workforce in the Americas thanks to the initiation of various new energy projects.

In 2023, 345 employees were employed by Technip Energies in the Netherlands. Over the same period, 15,153 employees were employed outside of the Netherlands.

The breakdown below shows the number of employees in corporate functions, in main operating centers (where we carry out engineering studies as well as R&D) and in other centers supporting operations (e.g., temporary offices in support of a project, commercial offices).

| 2023 Total number of employees | In the Netherlands | Outside the Netherlands |
|-------------------------------------|--------------------|-------------------------|
| Corporate | 9 | 1305 |
| Operating Centers | 335 | 12,901 |
| Other centers supporting operations | 1 | 947 |
| TOTAL | 345 | 15,153 |

Turnover rate

In the intricate context of our organizational landscape, the metrics of employee turnover serve as a compass, guiding us through the nuanced dynamics of our workforce. Upon reflection of the year 2023, we observe a comprehensive turnover rate encompassing transitions across permanent, fixed-term, and apprentice roles, measuring at 16.1, %, as compared to the 19.1% rate recorded in 2022.

This metric is derived from the total number and rate of our employee turnover during the reporting period, with the numerator of those who left voluntarily or due to dismissal, retirement, or the solemnity of death in service. This figure is then harmonized with the average headcount of our employees between the beginning and end of the reporting period. For 2024 we are already revamping the CSRD reporting implementation and hence we are using the new definition and calculation method.

Zooming in on the specifics of permanent attrition driven by voluntary decisions, the ratio for the year 2023 stands at 9.9%, a notable decrease from the 11.1% recorded in 2022. This metric focuses on the total number and rate of permanent employee turnover resulting from voluntary termination during the reporting period. The numerator includes those permanent employees who chose to bid farewell voluntarily, while the denominator provides an average headcount of our permanent workforce between the initiation and culmination of the reporting period.

With this understanding, we embark on a journey of analysis and reflection, seeking to refine our Talent Acquisition and

Management strategies, enhance our work environment, and foster a culture that not only attracts but retains the invaluable talent that propels our organization forward.

We will continue to analyze this metric to improve our understanding to cultivate and retain a thriving and resilient workforce.

The decrease in turnover in our organization compared to the previous year can be attributed to several key factors that have contributed to a more stable and engaged workforce. One of the main drivers is our strategic recruitment efforts that focus on attracting individuals who are not only well-qualified but also share and embody our organizational values. We have also implemented enhanced retention initiatives, such as our T.EN University launch which provides personal development opportunities for employees, as well as individual development plans that are supported by mid-year development discussions.

An additional contributing factor to our reduced turnover rate is the results from our recent employee engagement survey, MyVoice. The survey results have provided valuable insights into areas where our employees feel supported and engaged, as well as areas where there may be room for improvement. This feedback has allowed us to make targeted adjustments and implement new initiatives that address the specific needs and preferences of our workforce.

Moreover, an organizational focus on fostering a supportive and inclusive work environment through the implementation of tailor-made inclusion and engagement country action plans.

3.2.2. Health, Safety and Well-being

Technip Energies has placed safety at the core of its values and is committed to ensuring the health, safety, and well-being of all its employees and the people we work with. This is defined in our global HSE standards, which are the foundations of our HSE culture and leadership. This aligns with our focus on caring for people. PULSE, our Global HSE Culture and engagement program, is designed to extend HSE principles to all those we work and live with.

Establishing global HSE standards

Our Global HSE and Security Policy sets our absolute commitment to the Health, Safety, Environment and Security (“**HSES**”) of all those who can either directly or indirectly be affected by our business activities. Our policy also ensures that health, safety, environment and security are managed as an integral part of our business and are based on a genuine care and concern for people and the environment. We do not compromise on quality, safety, health, security, or environmental sustainability to achieve our financial objectives.

A key element of our HSE management system is our set of global HSE management standards, which are applicable to all our sites and projects. After harmonizing all our HSE standards in 2022, 2023 was the year of structural implementation of these standards and of paying close attention to our main HSE Management systems like BBS, PULSE & QHSES Leadership Visits. Health checks were implemented, Train the Trainer sessions defined and digitalization of these programs was further developed.

In addition, 77% of our operations are certified ISO 45001, the international standard occupational health and safety management systems, testament to Group's responsible commitment.

PULSE program



PULSE is our flagship engagement program that puts HSE at the heart of our operations. It focuses on physical and mental well-being to promote a work environment where we look after one another.

Pulse

PULSE is for everyone, no matter what role we have. It is a leadership program designed to train people about their HSE responsibilities and create a HSE culture that integrates the importance of influence and expectations. Five tailored training modules have been deployed to engage employees at all levels of the Technip Energies organization including clients and sub-contractors. These include:

- Pulse HSE Leadership
- Pulse for Engineering
- Pulse for Frontline Supervision to engage subcontractor personnel
- Pulse for Site Managers and Supervisors
- Pulse for the Office, the newly revamped module with high focus on Environment.

The program encourages everyone to identify actions within their scope of responsibility that can influence HSE performance at all levels of the Company. It has been designed to be engaging and interactive, by taking a discovery learning approach with role plays and gamified activities. In 2023, 575 training sessions took place at our Operating Centers with over 9,000 participants. In addition, PULSE is now part of the newcomer onboarding process thanks to a new e-learning program. The program will allow us to move to the same beat, and work better and more safely together.

Behavior-based safety (BBS) program

We don't compromise on Safety. It is entrenched in our Values. We carry out regular health and safety training, we have dedicated safety moments, and specialized staff. The behavior-based safety (“**BBS**”) program involves training observers to observe workers on site, to identify blockers that prevent safe execution, and to discuss ways of making work safer. Observers are not inspectors, instead they encourage a very positive approach to HSE on site by acknowledging and reinforcing safe behavior. Their findings are then raised at site steering committees to discuss what improvements can be made. All eligible projects, managed and controlled by Technip Energies, now have the BBS program in place.

To make sure that safe behavior becomes automatic, we have designed a knowledge retention program to identify what gets forgotten. We have a dedicated team on project sites, whose role is to question workers and identify safety knowledge gaps, so that we can provide targeted training programs and reactivate knowledge to required levels. We are continuously measuring, training and re-measuring, it's an ongoing process from the moment a project starts, right through to completion.

In 2023, we identified 15 eligible construction sites for the BBS program and all of them were trained and delivered the BBS program by the end of the year.

QHSES Leadership Visits Program



The Technip Energies' Leadership Visit program is a key driver for our business and fosters a Quality, Health, Safety, Environment & Security (“**QHSES**”) Leadership Culture, driven by a practical and visible engagement, and reinforcing our QHSES values. It is a workplace visit in which the Leadership Team positively engages workforce/employees in a proactive and positive QHSES conversation. It relies on management acumen and skills to initiate dialogue, engage discussion with the workforce and listen actively, identify areas of improvement, but also recognize behavior demonstrating outstanding QHSES work practices.

Our first HSE Forum brings together global firms



Our first ever Health, Safety, and Environment (HSE) Forum held in Paris from 21-22 November, brought together senior HSE representatives from 12 global companies, under the theme, "Be HSE Future-Ready". These companies often work with us on joint projects and have a mutual interest in improving HSE conditions.

The Forum provided the opportunity to foster collaboration, with participants sharing information and discussing ideas on topics such as how to achieve zero incidents and leverage new technologies during workshops on "Expected Behavior and Knowledge Driving Goal Zero" and "New Technologies Within HSE".

Safety results

All our health and safety training is designed to prevent accidents and ensure the safety of all staff in the workplace.

Safety – 5-year records

Total recordable incident rate (TRIR)⁽¹⁾



(1) TRIR: Total recordable incident rate per 200,000 hours worked.

(2) LTIR: Lost time injury rate per 200,000 hours worked.

* IOGP: International Association of Oil & Gas Producers.

It is a continuous process and must always be our priority.

Technip Energies is an engineering company, but when we carry out projects, we are onboarding many operators. Even though they are not employed by the Company, these operators become our responsibility once they enter our sites. All safety incidents are recorded, and we target the total recordable injury rate ("TRIR") to remain below 0.1 per 200,000 hours worked as we strive to ensure zero fatalities. These are lagging indicators, and at the same time we are working on leading indicators which include BBS implementation, safety leadership visits, risk reduction projects and environmental incident reporting to improve safety, for everyone under our responsibility.

Thanks to these measures, in 2023 we recorded zero fatalities and the severity of our incidents has decreased by 72% compared to 2022. We saw an improvement in the Lost Time Injury Rate ("LTIR"), which decreased from 0.02 in 2022 to 0.01, while the Total Recordable Incident Rate ("TRIR") has increased to 0.11 as project activity and number of hours worked increased.

Our track record on major projects is illustrative of this performance:

- **BAPCO Project:** 78 million worked hours without Lost Time Injury ("LTI");
- **Long Son Project:** 36 million worked hours without LTI;
- **PP Nayara:** 15 million worked hours without LTI;
- **Assiut Project:** 12 million worked hours without LTI;
- **Sempra Project:** 10 million worked hours without LTI;
- **PTA Project:** 10 million worked hours without LTI;
- **MMY Dahej Yard:** 7 million worked hours without LTI.

Lost time injury rate (LTIR)⁽²⁾



Ensuring the safety of our solutions

At Technip Energies, the HSE risk and opportunities management process is embedded throughout the life cycle of all projects, from engineering to operational phases.

To ensure that the projects we deliver to our clients are secure and reliable for their operations, and that our products meet the safety standards for their users, we systematically conduct Hazard Identification and Risk Assessment (“HAZID”) and Hazard and Operability Studies (“HAZOP”).

HAZID is a systematic approach to identify and evaluate the risks posed by unplanned events or hazards on the workers’ health and safety and the environment. For each hazard, we assess the probability and severity of the potential consequences and define the appropriate mitigation measures. We conduct HAZID reviews at different stages of the project scope, covering both the operational and technological risks of the plant. We follow the Technip Energies HAZID Guideline, unless the Clients or other compliance obligations specify otherwise.

HAZOP is a structured review technique to examine the design of process facilities and identify any deviations from the design intent that could pose a threat to the safety or operability of the plant. We perform HAZOP studies with a multi-disciplinary team, using simple guide words to prompt the team to consider possible deviations and their causes, effects, and safeguards.

In 2023, we established the objective of ensuring that, by 2025, all of our FEED projects issue a HAZID close-out report before completion, by reporting the actions closed and the ones addressed to detailed design phase, and all of our detailed design projects issued a HAZOP close-out report before the finalization of engineering.

Measuring client satisfaction

Our quality and commercial teams measure client satisfaction at different times of our projects: during the win-it phase, by collecting feedback on tenders we have won or lost and during the do-it phase. Surveys cover quality but also HSE, project management and execution, client relations with clients, schedule and compliance, adequacy of resources, commercial management, and post-delivery performance. We collect more than 200 surveys per year and get a high approval rating of 8.6/10 in 2023 as per our Quality Global Standard Method. It is a great achievement, which we aim to improve in the future.

Medical - Working on project sites

Expatriation and/or long-term missions

Working abroad on major projects and/or remote locations requires preparation and the ability to respond to medical emergencies. Technip Energies has developed three main processes:

- a medical management plan (“MMP”), prepared in cooperation with clients, peers and contractors, to assess the required medical facilities in the surroundings of a project and adapt the medical support needed for each project worksite;
- a health risk assessment (“HRA”) for all sites where Technip Energies employees are involved; this is to mitigate health risks present at each work location and implement appropriate prevention; and
- a medical emergency response plan (“MERP”) providing information for what to do in the case of medical events that need specific treatments not available at worksite medical facilities.

These tools are the 3 main pillars of Technip Energies’ Health Policy. These are essential and are monitored regularly to ensure adaptation to all specific needs.

Ensuring the health of each employee

Working far from home, on isolated sites, in complex countries, away from family, and facing different cultures requires good physical and mental health. Technip Energies supports each employee in a medical assessment/screening before any expatriation to ensure that they will face no higher health risk than in their home country, and to assess and mitigate any additional risks.

This medical assessment is carried out in the employee’s home country. It can be repeated upon arrival in the country of expatriation and is adapted to the specificities of each job. Medical surveillance is carried out on a regular basis to ensure employees are in good health throughout their mobilization abroad.

Employee well-being and mental health

“My Voice” - Actively listening to our employees

My Voice

The focus on employee well-being remains high at Technip Energies. In addition to the psychosocial risk monitoring required by law in some countries, in 2022, Technip Energies launched a global employee engagement survey named “My Voice”, in collaboration with an independent firm to guarantee the anonymity of respondents. The survey has been designed to provide feedback about employee work experience, and detect employee engagement through feedback in 18 different categories related to the main aspects of people's experience at Technip Energies worldwide.

In 2023, over 12,800 employees were invited to answer the second edition of this survey. The percentage of respondents increased to 82% compared to 71% in 2022, with 84% of respondents declaring that they are proud to work for Technip Energies, 80% having a sense of personal accomplishment, 79% intending to stay with the Company in the next 12 months, and 78% recommending Technip Energies as a great place to work. Overall, there were improvements in all 18 categories.

Client focus, HSE, Manager relations, Ethics, and Integrity have been confirmed as our solid strengths, thanks to specific actions undertaken such as learning paths for managers, the launch of “**My Development**” and our “**Integrity @ the core**” program. Nurturing a great place to work in all dimensions of the employee experience is a long journey, and for this reason, we are committed to continuing to add value and enhance work experience at Technip Energies.

Local initiatives to translate well-being ambition into concrete actions for employees

Many local initiatives, which have the advantage of being accepted and adapted to the culture of employees, are taking the lead on well-being matters in countries across the Technip Energies organization. Some 2023 highlights include:

- A dedicated well-being policy providing information to employees about available supports related to environmental, financial, ethical, digital, mental, and physical well-being – issued in the Netherlands and UAE.
- The role of Mental Health First Aider has been created, providing support to employees for primary prevention (actions to prevent individuals from developing mental health problems) and secondary prevention (actions taken when an individual shows signs of mental health problems

or is at risk) – in business clusters such as the UAE, Genesis, Milton Keynes, Asia Pacific, and Paris.

- For tertiary prevention (i.e., actions taken after the onset of mental health problems in order to help the individual rehabilitate in the workplace), specific locations/countries such as Abu Dhabi, India, Australia, Paris, Vietnam, Malaysia, China, Thailand, and UK have implemented hotlines (preserving anonymity and usually available in several languages) that people can call when they feel they need medical assistance or advice related to physical and mental health matters.

Ambassadors of well-being

To provide additional support, over 100 Ambassadors for Mental Health and Well-Being have been trained throughout the Company, to be attentive to their colleagues, identify early warning signs, and provide early support. At present, Mental Health First Aiders and Well-Being Ambassadors, although numerous, are not yet present in all Technip Energies' operating centers. However, we intend to increase the Ambassador network in collaboration with the operating centers.

Furthermore, the “Pulse for Office” global program includes a the dedicated mental health training module to enhance

3.2.3. People Development

As we strive for continuous growth and a future marked by sustainability, our employees are the driving force behind our transformative initiatives. To thrive in this ever-changing paradigm, embracing innovation becomes imperative. This entails not only attracting talents and skills but also engaging our teams while fostering a culture of continuous learning throughout the organization. Managing and nurturing expertise and unique skills are paramount to our success. Our commitment to the People Development journey remains unwavering, dedicated to fostering and inspiring learning for every individual and collectively enabling each employee to bloom.

As we grow in a fast-changing environment and transition to a more sustainable tomorrow, employees are the human engine to achieve this transformation. The energy transition means reinventing the way we live and the way we do things. We don't have a choice. To succeed, we need to do things differently. This means attracting new talents with new skills, enhancing the learning mindset across the Company, and managing our expertise and critical skills. Our People Development journey aims to support an inspiring learning journey for all.

Inspiring and engaging with a new Employee Value Proposition

Elaborating on our strategy, we embarked on a transformative journey by launching our Employee Value Proposition (“EVP”) strategy, a collective vision crafted with the invaluable input of our global workforce. Through a meticulous process involving employee feedback, leadership insights, external stakeholder engagement, creative workshops, and benchmark analyses, we have designed an EVP that resonates with our commitment to accelerate the energy transition.

Our EVP revolves around a compelling promise to both our employees and candidates: “Become an energy game-changer and engineer a sustainable future”. This commitment is underlined by a powerful call to action, urging everyone to “Be part of the solution”. These phrases encapsulate the essence of our organization and how our workforce is actively shaping the energy industry while addressing the pressing challenges of climate change.

employee awareness, with additional reference to the protection of the physical, mental, and emotional well-being of individuals, increasing knowledge among employees regarding psychosocial risks and their impact.

At Group level in 2023, an updated standard for crisis and accident management was revised, which included post-accident actions related to human aspects. In particular, the standard defines response actions and strategies related to Post Traumatic Stress Disorder (PTSD) with the aim of providing appropriate care and support for all those who have been affected by an incident.

For Technip Energies, employee well-being is integral to our values and commitments. In 2024, a thorough analysis of all local initiatives will be conducted to harmonize them in accordance with local D&I specificities. This will contribute to Technip Energies' ambition to design a global core benefit program that will provide to our employees a harmonized and common ground of benefits wherever they operate, embedding basic coverage needs as well as reflecting as much as possible well-being expectations from today's society.

Structured around six pillars, our EVP provides a comprehensive framework for understanding the experiences of our employees, each supported by tangible proof points.

■ Sustainable Future

We stand as pioneers in solving energy challenges, translating today's priorities into tangible, sustainable solutions for a better future. This pillar exemplifies our dedication to creating lasting impacts and advancing the cause of global sustainability.

■ Skills for Tomorrow

Focused on the career development journey of our employees, this pillar highlights our commitment to cultivating a learning environment. We invest in our workforce, ensuring they possess the skills necessary to drive the energy transition forward.

■ Innovative Mindset

Demonstrating our dedication to making the net zero journey a reality, this pillar showcases our advancements through substantial investments in Research and Development. Our innovative mindset is key to pioneering sustainable solutions.

■ Many Voices, One Team

Central to our EVP is the collaborative culture fostered in this pillar. It emphasizes our employees' ability to connect and collaborate seamlessly, ensuring the successful delivery of energy projects worldwide.

■ Inclusive Culture

Celebrating diversity, our EVP promotes an inclusive environment where talents from around the world come together. We believe in harnessing the power of diverse perspectives to drive innovation and positive change.

■ Safe Environment

Our commitment to a world-class safety culture is encapsulated in this pillar. We prioritize creating a secure and caring environment for our employees, recognizing the importance of their well-being.

In essence, our EVP is more than a mere statement; it is a profound commitment, echoing our Purpose and Values. It symbolizes our dedication to being at the forefront of the energy transition, illustrating how each employee contributes

to this monumental task. Together, we are not just employees; we are architects of a sustainable future. More than ever, employees are the engine to achieve our transformation. It means attracting new talents, developing new skills, and engaging everyone on our People Development journey.

Enhancing candidate experience and talent acquisition capabilities



In 2023, our focus on enhancing candidate experience and talent acquisition capabilities brought significant results. We prioritized reskilling and upskilling our Talent Acquisition teams, diversified our campus recruitment practices globally, and saw a remarkable 52% female representation in our graduate intake, surpassing our targeted gender ratio for the third consecutive year. The launch of our Energy Transition Graduate Program marked the beginning of a transformative journey for 21 future leaders across six countries, reinforcing our commitment to empowering tomorrow's leaders and shaping a more inclusive and sustainable future for Technip Energies."

**Véronique Lafleur-Kamp,
Vice President People Development**

2023 is characterized by our efforts to enhance the attractiveness of Technip Energies for candidates, advance our early career offerings, and grow our Talent Acquisition ("TA") capabilities aiming to solidify our organization against the rapidly changing (labor) market conditions. Concretely, we continued reskilling and upskilling our TA professionals to ensure quality but also diverse hires. Our focus remained on enticing young talents and seasoned professionals, this year supported with claims and visuals through our EVP. Simultaneously, we have expanded our technologies and tools available enabling data-driven decisions in our TA process. Ultimately to eliminate bias and ensure an equal chance of selection for all applicants. All to keep enhancing our visibility and promise as a world-class employer of choice in the Energy Transition landscape.

Doubling campus management partnerships worldwide

In our efforts to connect with our future workforce, we have diversified our channels and engaged with campuses globally. In 2023, we participated in 279 activities worldwide, establishing connections with 125 new partners. Our strategic focus on Asia, Europe and the USA has led to the expansion of our campus management practices, notably in regions with growing business opportunities, such as France (from 62 to 85), Italy (from 12 to 27), India (from 16 to 63) and the USA (from 16 to 21). The Campus Program strategically targets regions where we anticipate intense competition for talent, exemplified by our initiative in the UK (from 0 to 14).

To enhance our outreach, we have diversified our campus recruitment practices. This includes investing in multiple female-focused STEM activities in our operating centers, such as those in the UK, participating in graduate speed dating programs in France and the Netherlands, and implementing a Master Technology Transfer program in Azerbaijan in line with our sustainability goals.

Our commitment goes beyond acquiring young talent; we aim to contribute to their (early) development. This involves

delivering guest lectures on Carbon Capture and Hydrogen Technologies and engineering solutions, conducting company presentations to showcase the potential career paths at Technip Energies, and recognizing capabilities at an early stage through "Partnerships for Thesis" awards in Italy (33 theses in total from 15 universities).

This approach has driven strong growth in the 2023 graduate intake, as we welcomed 455 graduates, 52% female and 48% male, surpassing our targeted 50/50 ratio for the third year in a row. Also, our flagship **Energy Transition Graduate Program** officially kicked off in October, marking the start of the 2-year development journey for 21 future Energy Transition leaders in 6 countries. Participants will receive an accelerated development journey in which they are inducted into Technip Energies Energy Transition solutions (like our technologies) and wider organizational themes (Diversity, ESG and mentoring).



We have diversified training and activities to enable us to deep dive into business and broaden our horizons out of our field with comprehensive e-learning and webinars which enrich our knowledge across functions, regular meetings, and learning logs to facilitate our communication and sharing. The energy transition is a matter of choice, everyone in the Energy Transition Graduate Program is a part of the solution!"

**Ziqiao Chen,
Graduate People & Culture Officer
Learning & Development**

Global talent acquisition resources management

To align our global hiring practices, speed up the approval and reviewing process, and monitor and strategize our hiring practices, in 2023 we launched a Global Hiring Plan to capture the required and completed efforts for the year. All our entities have access to their overview and provide input on a regular basis allowing live tracking and monitoring of the system. Ultimately this enables a flexible and proactive approach to early resources management, locally and globally. Strategizing our approach through visibility and early preparation/engagement is key to ensuring a bias-free and ethical recruitment process, allowing the selection of true talent.

Upskilling of our talent acquisition capabilities

To enhance the capabilities of our Talent Acquisition ("TA") professionals, we have placed a strong emphasis on creating a knowledge-nurturing environment. In 2023, we conducted three online business learning sessions accessible to TA professionals from all seniorities. During these sessions, business representatives presented the (niche) career opportunities Technip Energies offers. All TA professionals were encouraged to obtain their official LinkedIn Certificate to testify to their LinkedIn proficiency, validating their proficiency and amplifying our ability to leverage our global Enterprise contract effectively.

Aligning our TA approach across Technip Energies, we updated our TA global standard in April, emphasizing the role of TA as an enabler for a diverse workforce. A specific TA onboarding process, blending local and global onboarding capabilities, ensures that all new joiners are seamlessly integrated into our global TA journey.

Looking ahead to 2024, we are committed to further advancing our TA capabilities. We plan to dive deeper into equipping our TA professionals and hiring managers with the

right tools and knowledge through dedicated learning programs and learning tracks. This proactive approach signifies our ongoing commitment to the continuous development and growth of our team.

Building skills for the future

Technip Energies University - Be Future Ready



As we drive the transformation of the energy industry together, cultivating a future-ready workforce becomes imperative. Recognizing our people as our primary asset, we launched T.EN University - an international learning center aimed at fostering a growth mindset. Built around six key domains - Technology, Project Management, Digital, Commercial, Management & Leadership, and Culture - with sustainability at its core, T.EN University aims to help individuals build, learn, evolve, and contribute to our shared purpose of breaking boundaries together to engineer a sustainable future.

To support this, we have increased our global learning and development budget by 50%, and in our ESG roadmap, we have set a target of an average of 40 hours of learning per permanent employee annually by 2025. Progressively working towards this goal, we achieved 23 learning hours per employee in 2023, increasing 129% compared to 2022. Through My Development, our new mid-year development assessment, employees collaboratively build individual development plans with their managers.

Learning and development opportunities can be explored by everyone in the T.EN University Prospectus, offering diverse options: in-person, online, virtual, team-based, or independent learning.

In 2023, our efforts focused on creating new learning and development offerings in Commercial Leadership and Management. Initiatives such as Commercial Skills for the Future, a 5-day boot camp delivered in Houston, Paris, Rome, and Kuala Lumpur, aim to instill new skills and mindsets. Additional programs cover our new Key Offers, Leadership Storytelling, and Advanced Development in Commercial Skills and Strategies, Negotiation Skills and Strategies, Contracts, and Claims Management. The establishment of a Commercial Community of Practice further strengthens collaboration within our global commercial team.

In Leadership and Management, we have now introduced five development programs, from early management practice to C-suite preparation. Each brings the opportunity for face-to-face interaction with peers across teams and locations, creating a global management community of practice enshrining our Values and Leadership Model. Management programs include:

- **Team Working for Leads and Supervisors**, a two-day program and toolbox to set teams up for success.
- **People Developer I**, a 4-day program for new managers, to focus on building skills in people management and achieving results.
- **People Developer II**, a 4-day program for experienced managers to deliver our strategy with effective change management.
- **Catalyst**, a highly selective program for 40 leaders of the future to bloom in their career, to learn how to innovate and connect.
- **Impact**, a highly selective program for 20 senior leaders to lead transformation.

Both Catalyst and Impact are delivered in partnership with INSEAD, one of the world's leading business schools, to bring a blend of experiential and academic learning with best-in-class faculty and coaches.

The Data Upskilling Program that we introduced in 2022 has been completed and we were pleased to launch a second cohort in 2023.

We continue to take care of our company commitments, bringing refreshed learning in Cybersecurity and Code of Business.

We have also been preparing the way for 2024 and the launch of our flagship Future Ready Program, a core learning pathway for all employees to support our business transformation. Topics will include Technip Energies Today & Tomorrow; Low-Carbon Technologies; Integrity @ the core; Inclusive Collaboration; The Road to Net Zero; Our Value Skills; Innovation Culture; Data Awareness Challenge; Well-being; Introduction to Pulse, our safety leadership program; Introduction to Quartz, our quality leadership program; Environment and Human Rights.

We have also secured learning partnerships with technology education providers to develop a new offer in Technology learning from foundation to advanced levels. We will also introduce a Technology Leader program.

Further building our knowledge capital and connected expert networks will be at the heart of our developing strategy in 2024.

"Being with people from different offices and countries helped to make it special and create a Technip Energies' team spirit."
First-time manager on our People Developer 1 Program.

"It felt very personal and individualized, not just learning and testing material in a group. An interactive and insightful experience." **Participant of our advanced manager program, People Developer 2.**

Climate fresh and engagement

Technip Energies continues to deploy the Climate Fresk workshops initiated in 2022, to raise awareness about the climate change challenge.

In 2023, we trained 50 new facilitators and rolled out the workshops in Thailand, Italy, Qatar, UK, UAE and at Loading Systems in Sens, France, to 1,300 employees.



Climate Fresk 2023 workshops in Rome.

In 2024, building on the Climate Fresk momentum, we will start to deploy other similar workshops to address the biodiversity erosion challenge and the circular economy topics.

Elevating Potential: Reflecting on the 2023 Talking Talents Campaign

Our “Talking Talents” are a unique forum of discussion for people development. Our mission with this Talking Talents campaign is to identify people with potential to grow in key positions and to provide everyone with the same opportunity for growth. The success of this campaign also relies on our capability to match business needs and people's aspirations, being able to accelerate and think of different career paths when applicable.

The 2023 Talking Talents campaign was the second edition of our new format. Last year, we initiated our new approach with clear definitions and criteria which have enabled us to all speak the same language on talent identification.

With the intent to build upon these foundations, this year we went beyond people seniority and bet on people's potential, even at early stages in their career. The major change for this year's process was the digitalization through PeopleConnect, our global cloud Enterprise Resource Planning (ERP) platform. We are leveraging our efficiency by having digital processes and follow-up in a unique tool.

This Talking Talents review is a year-long continuous exercise. We are convinced that following up your people's aspirations and providing support in their development plan will make the difference.

Growing expertise and technology capabilities

At Technip Energies, Knowledge Management (KM) deploys solutions to help drive a culture of learning and execution through social learning, innovative collaboration, and knowledge transfer strategies, to unleash the potential of each employee and improve our core business capabilities. In 2023, we embedded our KM strategy within the larger Learning and Development strategy constructed to leverage synergies.

Boosting technology knowledge with Experts Explain

At Technip Energies, we believe that learning can be an exciting and interactive experience. Produced by our dedicated Knowledge Management Team twice per month, for all employees **Experts Explain** is an internal interactive global webinar that offers a variety of learning opportunities to all employees. The webinar is designed to provide employees with access to our experts and occasional external guest speakers who share their knowledge and expertise on various topics. Through Experts Explain webinars, employees can discover the latest information about company technology, market position, our portfolios, projects, and programs with employees who have real-world experience in their fields. This means that employees gain practical insights and tips that they can then apply to their work helping them upskill to better take on new challenges. The webinars are also an effective way to upskill and reskill employees on energy transition topics. In 2023, a total of 21 global webinars were organized and attended by almost 5,000 live attendees, not counting the numerous employees who watch the recordings and learn this way. In 2024, the roadmap of webinars will focus on Technology and Innovation topics as well as some of the Company's key offers.

Valuing our People and Promoting Technical Expertise

Technip Energies is proud of its Technical Expertise Program, established to recognize outstanding expertise and reward technical experts while leveraging their expertise in Learning and Development upskilling initiatives such as Experts Explain.

In 2023, our Technical Expertise Program (“**TEP**”) was strengthened with the recent addition of 139 new experts and the promotion of 17 existing members to a new level, out of 240 applications received. Our ambition is to shift from an EPC company with technologies to a technology company with engineering capabilities, as we emphasize technology more than ever and continue to expand into new areas. We onboarded new experts in energy transition disciplines such as biofuels, green hydrogen, ammonia, biochemical and bioplastics. The program demonstrates our commitment to support our technical talents and the value they bring, empowering them to provide technical leadership and share knowledge. We now benefit from the specialist know-how of 509 members of the Technical Expertise Program.

From Expertise Day to Technology Day

Each year, we celebrate expertise through a worldwide event for all employees to engage and share knowledge. In 2023, this event was renamed Technology Day to reflect our focused and collaborative endeavor to become a technology company with engineering capabilities. This day was celebrated company-wide in 20 locations gathering 5,800 attendees around a common theme: People and Technology Driving Energy Transition. As part of the event more than 140 technical presentations were given on key topics such as Biofuels & Biorefinery, Floating Offshore Wind, and Decarbonization. Thousands of learning hours were recorded during these events and Technology Day continues to be a great influence as we strive to grow as a learning organization.

Nurturing a people developer environment and a change-ready mindset

At Technip Energies, we understand that employees are our most valuable assets. We recognize and appreciate that each individual possesses unique talents and abilities. As such, our performance management journey is designed to foster a high-performing culture where every employee is supported

in their career aspirations and professional growth. Our performance management journey consists of an annual three-step Performance & Development process and has been enhanced, in times of tremendous change, to support each talent to be successful in their jobs in an inspiring framework.

Change-ready mindset and values as part of our development and performance journey

The **first step** of our process is the goal-setting campaign, which takes place at the beginning of the year. This step is critical in ensuring that our employees have clear objectives and a roadmap for achieving their goals for the upcoming year.

The **second step** is the mid-year development conversation with managers, which was implemented for all employees for the first time in 2023. It is an opportunity to explore career aspirations, review skills (technical and value skills), identify learning opportunities and design an individual development plan. More than half (51%) of Technip Energies' employees now have an individual development plan aligned with their manager, demonstrating a strong commitment to continuous performance and development conversations. This second performance and development check-in supports our growth mindset and enables managers at Technip Energies to be the key driver of the professional growth and development process.

We support all employees in the way they translate our culture into action. In My Development, we introduced our Technip Energies' value skills review to demonstrate values while developing the right skills and behaviors beyond the current role. Our Values allow us to express who we are and how we do business at Technip Energies. They remind us what we believe in; they reflect the DNA that unites us, and drive the way we can deliver on our Purpose. The introduction of our value skills review marks a significant step, aiming to empower every individual within our team to embody these values. This initiative not only fosters the acquisition of essential skills and behaviors beyond their current roles but also helps in recognizing and cultivating the right behaviors to build individualized development plans.

The **third step** of our performance management journey is the performance review campaign. In 2022, 95.3% of Technip Energies employees successfully completed their assessment process as well as 98.4% of our Senior Managers. In 2023, we reviewed the performance framework to provide a more qualitative rating, moving from a 4-point to a 5-point rating scale. The performance model has also been enhanced to ensure that our managers are equipped to assess not only results but also the ways in which we achieve those results. This is achieved through a system based on three pillars that drives performance while staying true to our commitments and values and fostering a change-ready culture. Technip Energies has placed a greater emphasis on embracing 'change' in the performance management and people initiatives to ensure we are supporting all employees to succeed and thrive in an ever-changing environment. We are encouraging everyone to develop a change-ready mindset to help adapt to the complexity and opportunity that change brings by introducing a dedicated pillar in the assessment process to this dimension.

The Performance Management and Development process is sequenced in individual self-assessment, recommended feedback collection, and managerial evaluation ensuring a fair and equal process for all.

Our expertise has been a key marker of our company's performance over the past years. As part of our Technical Expertise Program and our Performance management process, the Experts Council at Technip Energies has defined

objectives in five key areas (technical mastery, technical impact, people development, business impact, and industry leadership) for our more than 500 experts in the Company. This ensures that our experts are focused on the areas that are most critical to the organization and are able to make the required level of impact.

This performance and development journey is an illustration of our ambition to build employees' professional growth and development at Technip Energies. We are committed to providing our employees with the necessary tools and resources to achieve their goals and reach their full potential. By investing in our employees, we are investing in the future success of our company.

Compensation and Benefits

Compensation policy: sustaining a competitive approach

The ambition of our compensation and benefits strategy is to be competitive in each market in which we operate, to motivate our employees to achieve and exceed short-term and long-term business and ESG objectives, to uphold Technip Energies' Values and Purpose, and to align the interests of our employees with our shareholders. The Company's pay-for-performance philosophy is supported by a robust performance management process, which strives to set our employees' total remuneration package at a competitive level by benchmarking the market and providing incentives geared to agreed performance outcome, where appropriate. We aim to reward to our managers, and as many employees as possible, with short-term incentives driven by individual, team, and Group performance. We provide long-term incentives to high-potential and highly valued employees, driven by the Company's long-term performance and value creation. We believe our long-term success is directly linked to the caliber of the employees we employ and the working environment that we create. See also section 5.3.3. Employee share schemes of the 2023 Annual Report.

Success of our first worldwide employee shareholding operation (ESOP)

In 2023, Technip Energies announced the launch of ESOP 2023, an employee share operation offered to around 12,000 eligible employees in 19 countries, with the objective of sharing the long-term value creation of the Company with its employees.

The operation was based on two offers:

- "ESOP Classic", where the subscriber benefits from a discounted price and a matching contribution.
- "ESOP Leverage", where the subscriber benefits from the protection of the personal contribution, and the greater of either (i) a guaranteed minimum return over the investment period, or (ii) a multiple of the protected average increase in the Technip Energies share price.

These two offers were proposed as part of Technip Energies' Group Savings Plan (PEG) and International Group Savings Plan (PEGI).

This first operation was a resounding success, with the volume of applications significantly exceeding the allocated envelope. More than 4,500 employees chose to subscribe to the ESOP 2023 offer, bringing the overall subscription rate to 33%. A total of 1,756,434 new shares were issued on September 19, 2023, as part of the capital increase, representing 0.98% of issued share capital, with total proceeds from the capital increase of €29,999,892.72. The new shares were subscribed at a price of €17.08 per share, representing a 20% discount to the €21.34 reference price.



This success is testament to the confidence and support of the teams for Technip Energies' strategy, as well as a strong sign of their commitment to the creation of long-term value that Technip Energies and its people are collectively building for the future."

Sébastien Thirion,
VP Compensation & Benefits
and International Mobility

Setting core benefits standard worldwide

The creation of Technip Energies in 2021 was the occasion to define a new corporate culture with the goal of embedding ESG in everything we do and in the choices we make to reinforce our long-term impact. Accordingly and in relation to Technip Energies' aspiration to offer an adequate work environment to its people, we set the objective to provide a new core benefits standard worldwide by 2025. The ambition of setting global core benefit standards is to provide Technip Energies' employees with a harmonized level of benefits wherever they operate, embedding basic coverage needs as well as reflecting as much as possible on well-being expectations from today's society.

To achieve this high-level ambition, the first step of the journey involved clearly identifying our risk portfolio and mutualizing it as much as possible through multinational pooling. In 2022, we carried out an exhaustive inventory of all employee benefits throughout the Company with the objective of optimization, alignment, and harmonization. As part of this inventory, we benchmarked Technip Energies' practices with other companies in the industry to reinforce our alignment with our peers where needed.

These actions were finalized in 2023, with a particular focus on inventory and benchmarking. Since then, we focused our efforts on defining a draft design for the global core benefits program. This work was carried out iteratively in collaboration with Technip Energies' People and Culture senior management and teams as well as with key external partners (global brokers, consultants). In 2024, we will validate the final design of the program and evaluate the various associated costs, before taking all the necessary steps with our global brokers and insurance companies.

Our objective is to provide coverage for at least 90% of our employees under the new core benefits standard worldwide by 2025.

When comparing social security systems around the world, in India, France, the UK, or the USA for example, the way people are protected by their nation differs totally from one country to another. Therefore, we do not aim to provide everyone with the same terms, but we aim to agree on the key markers, on the principles and rights that we are defending. This may include flexible working, parental leave for men and women, minimum levels of coverage for death or access to healthcare as well as other non-insured benefits. In addition, flexibility will be given to Technip Energies' entities to enrich the core offer to reflect their local market specificities. Once the design phase is completed, we will define the guidelines for our entities to converge towards this core benefits standard as their existing insurance contracts expire.

3.2.4. Diversity & Inclusion

In 2023, Technip Energies strengthened its commitment to advancing Diversity and Inclusion ("D&I"). Steering the organization towards impactful actions and strategies, the introduction of the D&I Champions Network marked a pivotal moment in cultivating this commitment. Our focus extended beyond gender, embracing meaningful diversity representation such as Disability, LGBTQ, Ethnicities, and Generations. The unwavering dedication of our employees propels us towards a future where diversity and inclusion are not just ideals but integral components of our corporate identity. We eagerly anticipate and value their continued contributions to our shared success.

Governance and Leadership Commitment

We established a robust governance structure, leading with intent, and formed a D&I Champions Network comprising leaders dedicated to fostering an inclusive environment. Under the executive sponsorship of Wei Cai, Chief Technology Officer, our 70+ D&I Champions meet on a quarterly basis with the aim of playing an active role in advocating, promoting, taking a stand and identifying barriers and solutions for a more inclusive culture to drive positive impact.



Together, we will continue to champion diversity in all its forms, ensuring that our workforce and leadership reflect the rich tapestry of our stakeholders and markets. By prioritizing diversity and inclusion, we not only enhance our business performance but also strengthen our decision-making processes and ensure the effectiveness of our Board. Let us stand united in our pursuit of a more inclusive work environment, where diversity is celebrated as a source of strength and innovation. Together, we will create a workplace where every voice is heard and valued, fostering a culture of belonging for all."

Wei Cai,
Chief Technology Officer

A new Diversity and Inclusion Policy

The Board has adopted a new Diversity and Inclusion Policy effective October 31, 2023, replacing the existing Diversity Policy. The policy aims to promote diversity in the composition of the Company's workforce and the Board, fostering an inclusive culture. It encompasses various aspects of diversity including sex and gender identity, age, ethnicity, nationality, occupational disabilities, sexual orientation, marital status, education, background, experiences, faith, and religion. The policy seeks to ensure diversity of views and expertise within the Board and senior management to better understand current affairs and long-term risks and opportunities. Candidates for Board and senior management positions will be selected based on merit, with consideration given to diversity factors such as nationality, age, gender, and educational and professional backgrounds. The Company prioritizes increasing workforce diversity to align with stakeholders and markets, believing it will enhance business performance, decision-making processes, and Board functioning.

Progress in Workforce Gender Diversity and Leadership Representation

We closed 2022 with 29.7% representation of women in our permanent workforce. In 2023, through the implementation of our Inclusion in Action initiatives, particularly focused on our largest Operating Centers, we achieved significant progress, closing the year at 30.5%. Notably, this growth was particularly pronounced in France, India, the USA, and Italy.

In parallel, our efforts to elevate women into leadership positions saw tangible results. In 2022, women accounted for 18.1% of leadership roles within band 15.1 and above in our grading system. By December 2023, this figure rose to 22%, positioning us well on our path towards our 2025 goal of 25% representation. This upward trajectory underscores our commitment to fostering diversity and gender equality throughout our organization.

Many Voices, One Team

Demonstrating our commitment to fostering continuous, transparent communication with our employees, we engaged in the 'My Voice' engagement survey. Particularly noteworthy is the heightened satisfaction among employees regarding Diversity, Equity and Inclusion. 82% of our employees state that they can be their authentic self at work. Our focus is to maintain this positive trajectory and elevate it further. We aim to achieve this by implementing initiatives that actively address concerns, fostering an environment where employees feel empowered to be who they want to be without fear of judgment.

Global Initiatives for Inclusion

Recognizing the value that an inclusive and diverse workplace brings, we invited countries to thoughtfully craft local engagement and D&I action plans aimed at addressing employee feedback from the "My Voice" survey. We implemented Inclusion in Action and Engagement plans across key countries, including France, India, Italy, the USA, United Arab Emirates, Malaysia, Spain, United Kingdom, the Netherlands, and Colombia. With over 70 initiatives, these plans cover crucial areas like career advancement, well-being, and talent acquisition.

In our Spain operating center, a truly commendable initiative illuminated Disability Week in December, shining a spotlight on inclusivity through inspiring training sessions and workshops. Across the Atlantic in the U.S., we broadened our horizons by extending university recruiting efforts to historically underrepresented campuses, with the aim of embracing the rich diversity of talented youth. Meanwhile, in our Paris Center, we have dedicated ourselves to unlocking opportunities for women with the support of the EVOLEN Women in Engineering Committee and the Network of Major

Companies acting in La Défense. Through an inclusive mentoring program open to both men and women, we are fostering an environment where shared industry knowledge empowers women to develop their talents and explore new career paths. These endeavors embody our commitment to creating pathways of growth and inclusivity.

Focused Learning Initiatives

To reinforce our commitment, we are actively facilitating continuous learning for our leadership, commencing with the Executive Committee to heighten awareness of inclusion barriers in the workplace and foster visible accountability. Our dedication to continuous improvement extends to all employees, with a specific focus on managers. Embracing a hybrid approach, we will deliver in our T.EN University Future Ready Program targeted learning experiences through both in-person and online sessions, ensuring a dynamic and inclusive learning environment for ongoing development.

As part of this initiative, every employee will have the opportunity to enroll in a tailored series of Diversity and Inclusion (D&I) learning content. This curated content, developed in collaboration with our learning partner RW3 Culture Wizard, is specifically designed to suit our organizational context.

Reflecting on this collaborative commitment, **RW3 Culture Wizard** expresses enthusiasm, "*We are excited to collaborate with Technip Energies in advancing diversity and inclusion learning. This partnership will empower employees to cultivate a workplace where every voice is valued, contributing to a culture of innovation, and belonging*".

Social dialogue

Technip Energies is committed to maintaining an ongoing, open and constructive dialogue with employees or their representatives to better support its transformation and share its strategy. In 2023, the negotiations launched to set up a European Works Council came to a successful conclusion. The creation of a transnational employees' representation body, in early 2024, will provide a greater channel for worker involvement and representation across European Member States on economic, financial and social transnational issues of strategic importance for the Company. This new step in the development of a constructive social dialogue also contributes to the construction of a common culture and the reinforcement of a feeling of belonging within Technip Energies.

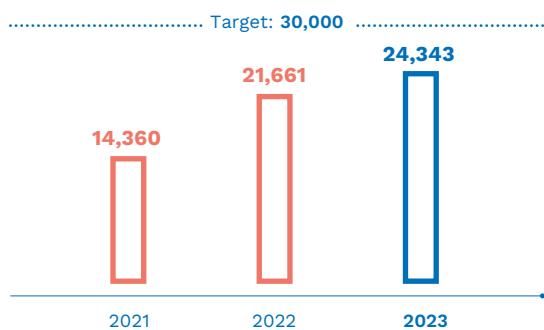
In 2023, our workforce in Europe (France, Germany, Italy, Spain, etc.) is represented by unions or works councils, covering more than 40% of our global worldwide headcount.

3.2.5. Contribute to local development

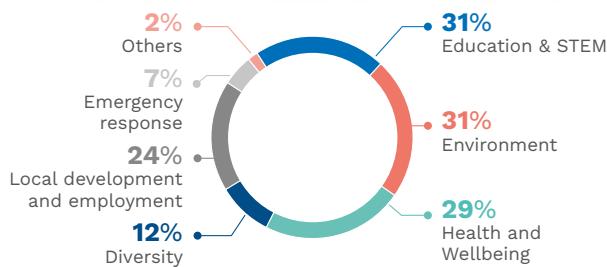
For Technip Energies, we have a responsibility that goes beyond our day-to-day work to make a positive and lasting impact on our local communities. This is why contributing to local communities' development is integral to our ESG Roadmap and Scorecard. Our initiatives fall into three main categories:

- Volunteering;
- Local development engagement; and
- The T.EN Relief and Development Fund ("TRDF").

Volunteering hours: progress against target



Technip Energies' initiatives: main themes in 2023



The total is higher than 100% because an initiative can be related to several themes.

Volunteering to build stronger communities

We support employees who, on a voluntary basis, are willing to lend their time to support community development programs and initiatives. In 2023, 8,556 people were engaged in 231 local initiatives, dedicating 24,343 volunteering hours. These initiatives, which are organized by the local operating centers, benefited over 146,500 people in our local communities.

As an engineering company, the focus of volunteer support includes Science, Technology, Engineering and Mathematics ("STEM") education, to motivate underprivileged students and girls to have equal opportunities and become future leaders in these fields. Below are some examples of our volunteering activities around the world.

Volunteerism and giving back



Company volunteer day at Houston Food Bank.

At **Technip Energies in the USA**, employee resource groups ("ERG") bring together employees around shared goals to have a positive impact in the workplace and in the communities in which they operate. These groups are at the forefront of many volunteering initiatives:

■ **ONE Group**, the Organization of Networking Employees, aims to promote a diverse and inclusive culture supporting individual uniqueness to enhance the employee experience. Volunteering events include a 5 km run fundraising event in support of the American Heart Association, collaboration with "Shoes that Fit" to provide athletic shoes and school supplies to sponsored children in local school districts, and the assembly of Welcome Home Baskets for Pine Street Inn to help people moving out of homelessness and into housing. Volunteers also joined a tree planting event at the Houston Memorial Park Conservancy, contributing to the park biodiversity by planting 200 trees of nine different species.

■ **Family Network** provides support and social engagement to families within Technip Energies and in our communities. It aims to help employees balance home and career, to support families during difficult times, and connect families, to share, learn, and support those in need in our communities. It organized events with the Houston Food Bank, collecting over one thousand pounds (lbs) of food donation for vulnerable communities, and participated in Project Rescue Ocean to clean up the bayou.

■ **BOLD**, the Black & Brown Organization for Leadership and Development is a platform to promote recruitment, development, and retention of black and brown professionals through learning and talent enrichment programs, community outreach and communication channels. The BOLD network is particularly active in organizing STEM events such as "Your Energy... Your Future", where over 40 employees spent a day with nine- and ten-year olds at the Hearne Elementary School to spark excitement in STEM. The tutoring enrichment program has helped underprivileged students improve their math assessments by 1-2 grade levels.

In France, we support associations that help teenagers identify career opportunities. The foundation **CGénial** connects schools, universities and businesses to inspire students by providing concrete examples of careers in science, technology, and IT. We also support local communities in need through the donation of clothing and hygiene products and raise environmental awareness by deploying climate fresks, in particular among young women, to get inspired by engineering educational pathways.

One of the leading initiatives **in Italy** was the sponsorship and participation to “Race for the Cure” event in Rome with a team of 300 colleagues, to collect funds for cancer research and prevention. Thanks to this donation, 3,000 free screenings were offered to women. T.EN Italy also supports **Retake**, an association actively engaged in the urban regeneration of Rome campaign to make the Ostia area cleaner. 40 volunteers joined a beach clearing event collecting over 250 kg of waste.

In the UK, volunteers joined with local businesses in Milton Keynes for the MK Can challenge to form the longest line of food cans in the world and break the world record! The challenge raised food, funds and awareness for the Milton Keynes food bank, which supports many families in need.

Preparing students in sustainability, Kuala Lumpur, Malaysia



School Adoption Program STEM - Float your boat and Bucket tower with San Peng.

In Kuala Lumpur, the sustainability team and graduates work with 5 schools located in Kuala Lumpur and Bintulu, Sarawak to promote STEM activities. In recent years, more than 800 students have participated in the program, and we receive excellent feedback from the students and teachers.

A joint program by Technip Energies and AFES (Alam Flora Environment Solutions) was launched this year to integrate recycling education and practices into schools. By providing schools with support, resources, and recognition, the program aims to create a culture of sustainability and environmental responsibility among students, fostering a generation that understands and values the importance of recycling and waste management. Monthly waste collection from each school encourages students to participate in recycling activities and teaches them the monetary value of waste.

Fluorescent lighting from our offices that was nearing its end of life was donated to nearby schools to provide lighting. Once these fluorescent tubes reach their end of life, they will be safely collected and recycled to avoid any hazardous waste ending up in landfill.

Technip Energies Kuala Lumpur also organized volunteer days for employees to participate in tree planting events; 500 mangrove saplings were planted during the Jungle Day at Kuala Selangor Nature Park, and employees from **Technip Energies in Shanghai** planted 60 native holly trees at the Changxing Island Country Park.

In 2024, we will launch a global program to raise awareness, share success stories, and inspire others to join us. Together, we continue to create a positive impact.

Local development engagement, India

Our flagship program, ‘Seed of Hope’

We were honored to receive the “**Best CSR Project of the Year**” award from the Indo-French Chamber of Commerce and Industry for our flagship program “Seed of Hope”. Since its launch in 2015, the program, which strives to ensure equilibrium between the social, environmental, and economic capital of our ecosystem, has positively benefited more than 95,000 lives, through needs-based projects focusing on:

- Ensuring environmental sustainability, circular economy and renewable energy;
- Empowering communities, education support, community development, disaster relief;
- Enabling women empowerment, Garima project, STEM Mini Science Centers and scholarships.

This project reiterates our belief in the fact that sustainability is at the center of everything we do.

Accelerating Circular Economy (ACE) project

In Dahej, Gujarat, India, we have set up a recycling center to treat both biodegradable and non-biodegradable waste which is completely powered by solar power. The waste is collected, segregated and then recycled – biodegradable waste is recycled into organic manure, non-biodegradable waste, such as plastic, cardboard and so, is segregated, shredded and bundled to be sold on to recyclers.

In contrast to the ‘Take-Make-Dispose’ linear economy, the ACE Project is based on the ‘Reduce-Reuse-Recycle’ Circular Economy phenomenon powered by clean energy leading to avoidance of carbon emissions and a desired low-carbon economy for our society.

Here are a few of the positive socio-environmental impacts of the ACE project since its inception in 2021:

- Recycled 130,000 kg of waste of which 18,000 kg are non-biodegradable;
- Generated 721 MWh energy from renewable sources from installed 80 solar street lights, biogas plants, solar panels in schools and waste recycling center;
- Over 1,600 million tonnes of CO₂eq emissions avoided through clean energy and recycling initiatives;
- Sustainable livelihoods income provided for waste collectors, 90% of whom are women;
- Social and environment impact assessment carried out by third parties.

Garima project, empowering women



Garima project, empowering women in India.

At our manufacturing yard in Dahej, Gujarat, India, we provide vocational training for women to pursue different trades, such as sewing and stitching. In 2023, 36 women benefited from this project (40 in 2022), giving them access to a bank account and government insurance scheme, providing them with independence and empowerment. The women have produced over 45,000 eco-friendly cotton face masks and bags and generated income of more than ₹450,000 Indian rupees (around €5,000).

Scholarships for girls in STEM

Technip Energies India provides university scholarships to 100 female engineers from underprivileged backgrounds in their first year of Engineering in Chemical, Civil, Electrical and Mechanical streams. This initiative is complemented by our employees who have volunteered their time to actively engage with aspiring female engineers during online interviews and share their insightful experiences of their journey with Technip Energies India.

Mini Science Center for Girls

T.EN India has established 3 STEM Mini Science Centers for girl students in Mumbai, Delhi, Chennai, and Gujarat thereby benefiting more than 2,000 young students. These STEM Mini Science Centers consist of 75 tabletop science-based working models with 33 backdrops and manuals in regional language providing hands-on experience for learning Science and Mathematics in a playful manner for students of Class 5-10.

T.EN Relief and Development Fund

The T.EN Relief and Development Fund (“**TRDF**”) is a corporate endowment fund to support social and charitable initiatives in countries where we have a permanent presence. The fund is coordinated by TRDF members who set the investment policy and select projects that address our sustainability priorities such as health, education, emergency missions, natural disaster relief and other topics related to our ESG Roadmap. Since its creation in 2011, the TRDF supports between five and ten NGOs per year for specific projects in different countries.

In 2023, the TRDF supported projects in Egypt, France, South Korea, Mozambique and Thailand, and helped communities facing natural disasters in Morocco, Libya, Syria and Turkey.

■ **Egypt:** Through ASMAE, we promote the protection of vulnerable children and young people aged 6 to 17 in Cairo by raising awareness and strengthening the capacities of local actors and services involved in child protection.

■ **France:** For the third consecutive year, Technip Energies invited the “Yalla! Tour for the Rights of the Child” organized by ASMAE. This time our Cybernetix site in Marseille welcomed employees and school children to raise awareness of the International Convention on the Rights of the Child to protect children’s well-being and development through the respect of its principles. This year focused on preventing harassment at school and cyberbullying.

■ **South Korea:** We donated to the charity Green Umbrella Child Fund for the protection and education of children in the Ulsan area. The objective is to support underprivileged children by giving them educational and talent development opportunities, especially through the “Green Umbrella I-Leader” project. Thereby, we foster an environment where children can grow into healthy social people who can contribute their talents to society.

■ **Mozambique:** Since 2019, through ESSOR, we help the social and professional inclusion of young people in the Cabo Delgado province. In 2023, our support was dedicated to the inhabitants of a district in the South of Maputo after the flooding that happened in February. Also, through INTERAIDE, we provide awareness and support regarding health, sanitation, and disease prevention to disadvantaged families in the South of Pemba; in 2023, around 5,000 families benefited from improved health services thanks to our contribution.

■ **Thailand:** The Yuvabhadhana Foundation based in Bangkok allows children to continue their education. Through the Education Scholarship Program, we are financially supporting 11 students over six years to complete their high school education. In addition to the scholarship, volunteers are providing an active mentoring and pen-pal program.

■ **Morocco and Libya:** Through the Red Cross, we provided financial support for reconstruction following the earthquake in Morocco and the flooding in Libya that happened in September 2023.

■ **Syria and Turkey:** By donating to the Red Cross, we helped the victims of the 7.8 magnitude earthquake that hit Turkey and Syria in February 2023 to provide medical supplies and rebuild houses.



3.3. TRUST

| SDG | Pillar | Ambition | 2022 | 2023 | Target |
|--|--------|--|-------------------|------|---------------|
| 8. Decent work and economic growth 16. Peace, justice and strong institutions 17. Partnerships for the goals | TRUST | 15. Women on the Board of Directors | 30% | 40% | 40% by 2024 |
| | | 16. Eliminate non-mandatory commercial intermediaries | -13% | -40% | -100% by 2025 |
| | | 17. Key suppliers and subcontractors monitored on ESG performance | Under development | 0% | 100% by 2025 |
| | | 18. Human Rights Due Diligence program and mitigation plans on eligible projects | Under development | 40% | 100% by 2025 |

At Technip Energies, the tone has been set from the top, in the goals that we define and in the way we measure and compensate performance. Integrity is at the center of what we do. Our reputation is built on our ability to deliver and our limitless drive to enhance our clients' performance. Our ESG Roadmap supports our business strategy and our future commercial success. It sets a clear direction for the Company to achieve its long-term ambition.

We leverage the strengths from our rich history and remarkable track record. We translate the priorities of today into tangible actions to benefit our clients, people, communities, and planet, and we do that together. Meanwhile, how we work is also a critical success factor: the way each of us behaves, whether towards our colleagues, clients, partners, suppliers, shareholders or others within or outside the Company, makes the difference.

Main achievements

- ABC training completed by 97% of people in at-risk functions
- 100% progress in integrating ESG criteria into supplier and subcontractor qualification
- New Human Rights Policy
- 20 major suppliers participated in the first Technip Energies' ESG Supplier Council

3.3.1. Business Conduct

We recognize that corruption and fraud are ever-present risks for global companies such as Technip Energies. We have zero tolerance for corruption, we believe in fair competition, and we encourage our employees to speak up. To foster awareness and encourage transparent discussions, we train our management and our high-risk populations on anti-corruption and bribery.

We abide by the law but our concept of compliance goes beyond the strict adherence to the laws and our policies and procedures, as our Values guide our decisions.

Technip Energies' Code of Business Conduct

Technip Energies' aim of building a better tomorrow is intrinsically linked to the respect of our Values. Our Code of Business Conduct serves as a fundamental guide that must be read and followed by our Directors, officers, employees, and stakeholders. We aspire to develop business relationships with like-minded stakeholders, such as clients, subcontractors, suppliers, and business partners who are guided by a similar set of principles of business conduct.

Our Ethics & Compliance program is designed to prevent, detect, and remediate violations of our Code of Business Conduct whenever they arise. We are committed to continuously improving and enhancing our Ethics & Compliance program, through relevant risk assessments, data analysis, policies and procedures, and cooperation amongst key stakeholders.

Our Code of Business Conduct is available at www.ten.com/en/about/integrity-compliance.

Governance

We do not compromise on integrity. Our Code of Business Conduct helps us recognize and address the ethical dimensions of our everyday decisions. The Ethics & Compliance organization is part of the Legal Department, under the responsibility of the Chief Legal Officer. The Company's Chief Compliance Officer leads a dedicated team of legal and compliance professionals that provide support, advice and risk management services relating, in particular, to anti-bribery and corruption, internal investigations, trade sanctions, export controls, conflicts of interests, and data privacy. Dedicated subject matter experts and compliance counsels serving geographic roles and covering our projects ensure that the Ethics & Compliance program is implemented consistently across the different businesses and geographies of the organization.

In 2023, we created a Business Conduct Committee ("BCC") consisting of nine (9) managers including the Chief Compliance Officer and the Chief People Officer who are permanent members of the BCC. The BCC meets quarterly to discuss Ethics & Compliance-related matters to ensure operational activities are aligned with our Values.

The Chief Compliance Officer reports to the Chief Legal Officer and the Sustainability Committee of the Board of Directors. The Sustainability Committee monitors the development and implementation of our compliance program to ensure that the Company operates in compliance with the principles of ethical conduct and good governance.

The Audit Committee reviews with the Chief Legal Officer and Chief Compliance Officer all material legal and compliance matters that may have a material impact on the Company's financial statements.

Anti-Corruption and Anti-Bribery Compliance Controls

The Company is required to comply with numerous laws and regulations, in jurisdictions around the world where we conduct business, including countries perceived as having an increased risk of corruption. Moreover, Technip Energies is subject to French law No. 2016-1691 dated December 9, 2016 (also more commonly known as "Sapin II").

Regardless of where we operate, Technip Energies does not accept any form of corruption and prohibits all acts of corruption (including bribes, facilitation payments, kickbacks, and self-dealing) and influence peddling. We do not make or accept improper payments to obtain or retain business with those in government or the private sector, or as a reward for awarding subcontractor or supplier contracts. We are committed to complying with all applicable international and

national legislation against illegal payments, including prohibitions on facilitation payments (to expedite routine and administrative government action) except in extraordinary circumstances where the safety or security of an employee is in immediate danger.

Dedicated standards, policies, and procedures are designed to supplement the Code of Business Conduct by providing a clear and comprehensive operational framework. Such standards, policies, and procedures address in more detail the applicable bribery and corruption risks exposures, and include:

- an Anti-Bribery and Corruption Standard, which sets out our principles for strict compliance with applicable anti-bribery and corruption laws;
- a Third-Party Intermediaries and Business Partner Standard, which clarifies the requirements for the due diligence and monitoring of Third-Party Intermediaries and joint-venture/consortia partners. This Standard is designed to enable us to assess and manage bribery and corruption risks as part of our global business activities;
- a Gifts, Hospitality, and Travel Standard, which sets forth our rules related to the receipt or provision of gifts, hospitality, or travel, and establishes procedures for the approval, reporting, and accounting of such. The Gifts, Hospitality, and Travel Standard assists employees in ensuring that gifts and hospitality, whether given or received as part of a usual courtesy of business, are not and cannot be considered as bribes;
- a Social Donations, Sponsorships, and Charitable Contributions Standard which sets forth our rules related to the making of contributions to our communities to ensure contributions are not misused for improper purposes, such as to disguise illegal payments to government officials;
- a Conflicts of Interests Standard, which sets forth our rules related to the identification and disclosure by employees of actual or potential conflicts of interest that could unduly influence the performance of their duties.

These standards are supplemented by internal operating procedures and guidelines. We have several processes to monitor compliance with our rules by employees and business partners, including by embedding compliance methods into the processes run by other functions.

As set out in Technip Energies ESG Scorecard, the Company is committed to reducing non-mandatory commercial intermediaries, with the aim of eliminating all commercial agreements by December 31, 2025. The 2021 baseline comprises a list of 15 non-mandatory commercial intermediaries. At the end of 2023, agreements have been terminated with six of these commercial intermediaries, representing a 40% reduction since the start of the program.

Communication and awareness

Technip Energies uses a variety of tools to engage with employees, managers and third parties, such as face-to-face meetings, e-learning modules, dedicated intranet pages, articles, posters, targeted emails, short videos, messages on our "Yammer" internal social media network and dedicated introductions prior to every meeting.

Technip Energies has internally developed e-learnings covering various topics such as anti-bribery and corruption, trade compliance, and data privacy.

In 2023, we launched a Company-wide in-person training campaign called **Integrity @ the core** and a refreshed version of the online training on our Code of Business Conduct.

Our culture of speaking up and no retaliation policy

We encourage our employees to ask questions and report behaviors that may violate the guidelines set out in our Code of Business Conduct or in the policies and procedures that derive from it.

Various channels are available to report such concerns, and include anyone within the Company's management, the Chief Compliance Officer or anyone within the Compliance organization, any officer of the Company, People & Culture representatives, or members of the legal department.

Moreover, employees and third parties can report concerns using an independent third party via a dedicated reporting helpline (available at www.technipenergies.ethicspoint.com). The helpline allows users to submit questions or concerns securely and confidentially.

Each report of a suspected violation of our Code of Business Conduct or its underlying standards is treated seriously, and investigated following the principles of objectivity, confidentiality, thoroughness, proportionality, timeliness, and professionalism. Investigators must follow internal Standards while conducting investigations to ensure that these are closed in a timely manner and in accordance with best practices.

Technip Energies has a zero-tolerance policy on retaliation for good-faith reporting of suspected violations of our Code of Business Conduct or its underlying standards, or for assisting in investigations of suspected violations.

We encourage employees and others to raise questions and concerns to ensure that we are leading by example.

Trade Compliance

Technip Energies operates in a variety of jurisdictions having specific Export Controls and Trade Sanctions Regulations, including: export controls and trade and economic sanctions laws and regulations administered by the United Nations, the European Union and, as applicable, the United States Department of Commerce's Bureau of Industry and Security, the United States Department of the Treasury's Office of Foreign Assets Control, the United States Department of State and other governmental bodies having jurisdictions over the operations. These statutes may prohibit or restrict our ability to conduct activities directly or indirectly in countries or territories or with persons that are the target of trade sanctions-related prohibitions and restrictions.

To ensure compliance with these laws, the Ethics & Compliance program monitors regulatory changes and takes all prudent steps to notify stakeholders and implement timely remedial actions.

Other compliance requirements

At the outset of a business engagement, Technip Energies seeks to understand regulatory and compliance requirements, related to procurement, supply, and construction, whether of a national or supranational nature (e.g., European regulations). Based on this information, we develop a plan to ensure implementation of effective regulatory compliance management processes and to ensure delivery of work in compliance with applicable statutory requirements.

Our operations and construction activities are governed by a variety of international, regional, transnational, and national laws and regulations relating to matters such as data privacy, human rights, environmental protection, health and safety, labor and employment, currency exchange, professional and operational licensing, and taxation. These laws and regulations are complex, frequently change, and have become increasingly stringent over time. In the event the scope of these laws and regulations expands in the future,

the incremental impact of compliance could adversely affect Technip Energies' financial condition, results of operations, or cash flows.

Technip Energies has implemented internal controls designed to minimize and detect potential violations of laws and regulations in a timely manner, but it can provide no assurance that such policies and procedures will be followed at all times or will effectively detect and prevent violations of the applicable laws by one or more of its employees, consultants, agents, or partners.

3.3.2. Sustainable supply chain

We collaborate with partners to assess and manage risks, and to implement solutions, to make our supply chain more sustainable. A more sustainable supply chain strives to reduce and minimize external environmental and social costs that are often beyond current commercial practices. The aim is to encourage more responsible behavior in our supply chain, in line with our ESG Scorecard.

Supplier & Subcontractor Integrity Expectations

Technip Energies expects its suppliers and subcontractors to follow the laws of each country they work in and the principles of the [Technip Energies Code of Business Conduct](#). [The Technip Energies Supplier & Subcontractor Integrity Expectations](#) policy outlines the standards of ethical conduct, compliance, and respect for the environment, security and safety, human rights, privacy compliance, and protection of confidential information that suppliers and subcontractors must adhere to in order to do business with Technip Energies.

Sustainable procurement

Effective supply chain management is a major contributor to Technip Energies' success in project execution (see also section the 2023 Annual Report 2.2.2.4. Procurement and supply chain). At Global Sourcing & Procurement ("GSP"), we work with our suppliers to instill the culture of ESG and achieve the targets of our ESG roadmap. Building on the foundations laid in 2022, significant progress has been made in 2023 with ESG initiatives in our supply chain:

- Supplier Qualification integrates ESG criteria: Moving beyond the conventional supplier qualification parameters, the process was revised and implemented at the start of 2023, to include ESG criteria such as GHG assessments and human rights management.
- Key suppliers monitored on ESG performance: Methodology and associated guidelines have been developed in 2023 for the selection of key suppliers based on quantitative and qualitative criteria, allowing us to start the monitoring and evaluation phase in 2024.
- ESG Suppliers' Council: In 2023, we launched the council as an initiative that gathers together our suppliers to jointly address ESG challenges, aiming to build a more sustainable, responsible, and resilient supply chain.

As a key support function at the heart of our business, GSP has a role that is evolving, from one of building resilience to one of anticipation. A Future Supply Base department has been created to work closely with business lines to understand the dynamics and anticipate market trends for products that will be needed in the future, notably associated with the energy transition.

ESG Criteria in our suppliers' qualification

Including ESG criteria in our suppliers' qualification process is a way to ensure that our business is working with partners that share our sustainability values and ambitions.

Based on impacts, risks and opportunities, we defined and incorporated the following ESG aspects into our supplier qualification process:

- Business ethics;
- Environmental considerations, including carbon footprint, water and waste management, etc.;
- Diversity; and
- Labor standards and human rights management.

Based on the collected data and the associated analysis, we will be able to identify areas of focus and collaborate with our suppliers for any required enhancements.

Onboarding our supply chain in the ESG journey

November 2023 marked a key milestone with the successful inauguration of our first ESG Supplier Council with 20 major suppliers across the globe.

Organized by our Global Sourcing & Procurement team, the event was in line with our ESG ambitions and aimed to build a more sustainable, responsible, and resilient supply chain. Through panel discussions and working sessions, participants exchanged best practices and identified opportunities for acceleration and continuous improvement of the sustainability path together, especially on topics like green manufacturing, green transport & logistics and supply chain human rights management.

Our CEO, Arnaud Pleton, opened the event by highlighting the importance of embedding our ESG roadmap at all levels of our business strategy, and how members of our supply chain can make a great difference.

David Tadbir, VP GSP, emphasized that building a sustainable supply chain together means incorporating ESG criteria into supplier qualification and selection, to make informed decisions that promote gender diversity and responsible travel, as well as integrating alternative technologies to reduce our environmental footprint. Technip Energies can only accomplish this by partnering and collaborating closely with our supply chain.



ESG Supply Council held in November 2023.

Building a sustainable subcontracting chain

At Global Construction, we partner with our subcontractors in charge of the execution of the works on construction sites for our EPC projects, aiming at building a responsible and sustainable global subcontracting chain.

Three ESG targets have been set up to achieve this ambition:

- Integrate Technip Energies ESG criteria into our prequalification process to ensure that we select and qualify for projects subcontractors that match our ESG requirements and vision. In 2021, we began the development of a new prequalification application ("QualifyMe" app), integrating all the new defined ESG criteria in the main digital questionnaire, and generating

automated ESG reports and scoring, to support the decision-making at an early stage (bidder list constitution). The development was completed at the end of 2022 and full-scale deployment (go live) was completed in 2023.

- Monitor and audit in the field our subcontractors' ESG performance. In 2024, we will define and set up a specific work process that will help us define and monitor our ESG KPIs, as well as audit our subcontractors at the job site throughout the project execution lifespan. We will also implement and deploy our new work process progressively, following a clear plan and timeline, and reporting on our progress and results regularly.
- Establish an ESG subcontractors' council to continuously improve subcontractors' ESG performance. The aim of this council is to become the think tank for our ESG innovation and implementation, working to benefit the complete subcontractor chain and enhance overall ESG performance. The focus will be articulated around three main pillars: collecting feedback, sharing best practice and innovation, and standardizing best practice. We plan to launch the ESG subcontractors' council in 2024.

3.3.3. Human rights due diligence program

At Technip Energies, we believe that protecting human rights is essential for creating a sustainable supply chain and it is a core value for our company. We are committed to implementing standards and processes that identify, prevent, and address Human Rights risks. Given the complexities of global supply chains, we understand the importance of collaborating with all stakeholders involved in the sector.

Our Code of Business Conduct reflects our commitment to ethical and lawful behavior and recognizes human rights as a fundamental principle. We do not tolerate any form of modern slavery, child labor, forced labor, indentured or involuntary labor, regardless of where we conduct business. We share and discuss our Code of Business Conduct with our clients, suppliers, and business partners to reinforce our culture of accountability. We strive to develop business relationships with like-minded subcontractors, suppliers, and business partners who share our principles of business conduct and aspire to only do business with counterparties who respect human rights and uphold labor laws.

The Company endeavors to ensure compliance with human rights within the scope of its operations and in accordance with the following international human rights regulations and principles:

- The United Nations Guiding Principles on Business and Human Rights;
- The 1948 Universal Declaration of Human Rights; and
- The International Labor Organization's Fundamental Conventions.

Human rights principles at Technip Energies encompass a broad range of topics, including prohibiting any form of child labor, forced labor and modern slavery; prohibiting discrimination in all forms; creating a working environment free from any form of harassment or violence; ensuring fair working conditions; maintaining a safe, healthy and secure workplace; ensuring ethical recruitment; respecting freedom of association and collective bargaining and grievance mechanisms. The protection of human rights principles involves many aspects of our operations. This topic is handled by different functions and departments working together to develop and implement effective processes to foster a better working environment for our employees and our subcontractors. We use the steps of the [OECD Due Diligence Guidance for Responsible Business](#) as our structural governance framework.

Technip Energies Human Rights Due Diligence Program overview



Embed responsible business conduct into policies and management systems

We have defined our overall policy by engaging with external and internal stakeholders to embed respect for human rights in our operations and business relationships and promote the protection of human rights for our employees in the workplace and across our supply chain as a foundational business practice. We recently issued our [Human Rights Policy](#) signed by the CEO, including the principles of our internal Human Rights Standard, and describing our due diligence program to ensure our operations comply with recognized human rights and worker welfare principles.

An e-learning Module on Human Rights is now available to raise awareness among our employees on the topic. The training shall be proposed to a project teams working on EPC projects mapped as eligible for human rights mitigation.

Identify and assess adverse impacts in operations

We adopt a risk-based approach to identify and map human rights risks within our operations, implementing effective mitigation measures. During the tendering phase, we utilize a dedicated Human Rights Risk Mapping Tool. This tool allows us to proactively capture potential risks early in the process, enabling us to address them appropriately throughout project execution.

Subcontractors and suppliers are subject to human rights pre-qualification process to identify current and potential risks and understand the level of maturity on human rights topics. Suppliers and subcontractors are involved during the tendering phase of a project and before the signature of a contract. In addition, we are developing processes to evaluate the implementation of human rights and worker welfare requirements by our subcontractors during the execution of the work. A set of human rights KPIs aimed at monitoring the human rights performance of subcontractors during operations has been developed and integrated into contractual requirements. Also, we continue to assess how our company-wide monitoring processes can be reinforced in this area.

In 2023, we initiated field assessments focused on human rights for selected suppliers, following a risk-based approach. Additionally, we conducted a capacity-building phase, equipping them with tools and sharing best practices to drive improvement. Simultaneously, ongoing efforts are underway to conduct comprehensive human rights assessments across established and new procurement partners. This proactive

approach aims not only to outline expectations but also to elevate the standards of human rights due diligence within the industry.

In 2023, as part of this proactive approach, a ESG Supplier Council (see section 3.3.2. Sustainable supply chain) convened in Paris, marking a pivotal moment for our Company and suppliers' commitment to environmental, social, and governance. This full-day event brought together 20 key suppliers, deepening the collective commitment to and experience of sustainability and ethical practices. The Council's agenda comprised three distinct breakout sessions, with two sessions devoted to fostering sustainable energy practices and one specifically addressing human rights. The latter delved into the identification of key human rights risks within logistics and manufacturing, while emphasizing the importance of human rights due diligence, as well as sharing challenges and opportunities when developing and/or implementing due diligence.

Recognizing stakeholder engagement as a cornerstone, this event provided the opportunity to engage with suppliers while adding to a human rights-based approach in the just transition. Moreover, as part of our ESG Scorecard, we have achieved 40% of our KPI related to Human Rights Due Diligence and mitigation plan on eligible projects. This milestone underscores the Company's dedication to mitigating risks and fostering a culture of ethical responsibility within its operations. These endeavors collectively signify a concerted effort within the industry towards heightened awareness, engagement, and tangible action concerning human rights due diligence.

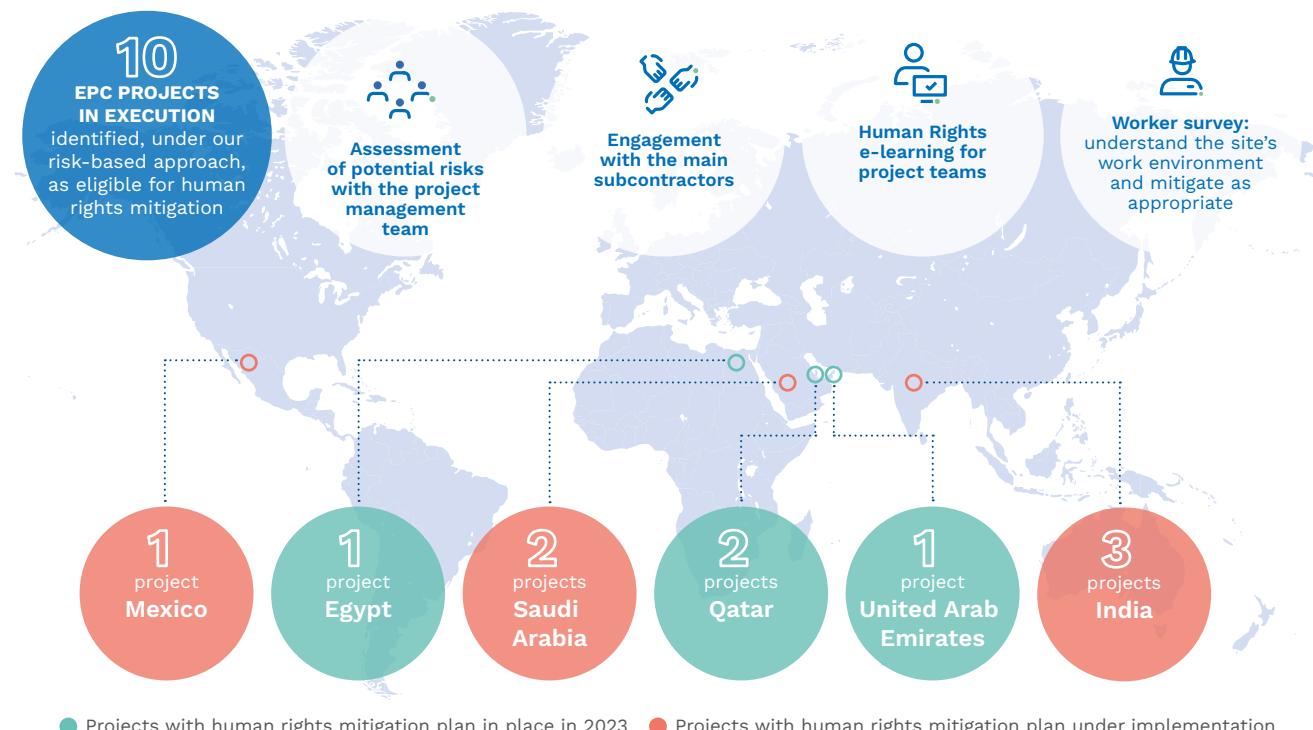
Cease, prevent and mitigate

To mitigate the risks of our EPC projects, our Sustainability Human Rights Team has collaborated with the Project Management of ten EPC projects in countries such as Egypt, India, Qatar, Mexico, Saudi Arabia, and UAE in 2023. They have assessed the workers' welfare conditions at our construction sites and identified areas for improvement, such as in the accommodation conditions in the camps, grievance mechanisms in all projects, social well-fare awareness sessions, and creating new communication channel as the social toolboxes to get direct feedback from the workers on their working and living conditions. They have also engaged the main construction subcontractors in a Stakeholder Engagement Program to communicate our expectations on social issues and encourage best practices in the industry.

In order to understand the site work environment, an additional channel to hear from the site workforce has been created, with the launch of an online survey with a QR code. The survey will be available in the languages of the workers, with the scope to assess the sentiment of the site, identify areas of improvement and intervene to build an action plan as appropriate.

In 2023, 40% of these EPC projects have human rights mitigation plans in place. This exercise will continue in 2024 to ensure that by 2025, all eligible projects have mitigation plans in place.

2023 Human rights mitigation actions



Collaboration

We believe that collaboration is essential to addressing human rights risks in the supply chain. This is why we endeavor to discuss and align with all stakeholders from the earliest phase of tendering. As [members of the United Nations Global Compact](#) and part of the Steering Committee of [Building Responsibly](#), an association of leading engineering and construction companies that work together to promote and raise the bar on human rights and worker welfare across the sector, we are closely involved in the definition of standards and development of tools associated with the Building Responsibly Worker Welfare Principles to support the industry supply chain.

By speaking with the same voice and establishing agreed standards to prohibit any form of forced labor, discrimination, and harassment, while promoting ethical recruitment practices, and a safe working environment, we can have greater influence with our stakeholders.

See more in the section 1.5. Collective commitments.

Technip Energies Colombia – Establishing Human Rights Guidelines

Since 2006, Technip Energies Colombia has been involved in a multi-stakeholder organization Guias Colombia, which brings together businesses, government agencies, and civil society organizations. Their mission is to improve the human rights situation in the country by creating practical guidelines for companies to promote human rights-friendly operations. The Human Rights guidelines cover different topics such as: decent work, complaints and grievance mechanisms, relations with communities, human rights in the supply chain, actions for strengthening institutional human rights, and guidelines for small and medium businesses. The guidance will be applied to future projects in the country.



Belonging to an initiative that brings together various actors from Colombian society to develop clear guidelines for business operations with a focus on Human Rights, has been an enriching experience. These guidelines will demonstrate best practices of the sector and promote operations that respect human rights, thus encouraging a sustainable and respectful future with all our stakeholders.”

Dayanna Quecano,
Corporate Social Responsibility Coordinator

Social Accountability – SA8000 Re-Certification

Technip Energies Italy has been re-certified with the SA8000 Standard up to June 2025. The Standard certification manifests the commitment of Technip Energies in protecting human rights in the workplace and along the supply chain.

The SA8000 Standard is the leading social certification, based on the Universal Declaration of Human Rights and International Labor Organization (“ILO”) conventions. Since 2011, Technip Energies Italy has been audited on a periodically basis by an external and independent third party approved by Social Accountability International (“SAI”). The external independent third-party auditor, Bureau Veritas, assigned to the T.EN Italy Social management system a high level of maturity in terms of structure and control on social topics along the supply chain, and considered the social model in place in EPC Projects as a “best practice innovative approach”, in particular with respect to the “social toolboxes” created on construction sites to hear from workers.

Focus on SA8000: Cooperation with our client NESTE – RDCG Neste Project – Rotterdam



Thanks to its SA8000 certification, Technip Energies Italy has been assigned by our client NESTE, to perform a Sustainability Program as part of the project scope of work, to ensure workers' welfare during the RDCG Rotterdam Project. The program involves elements such as grievance mechanisms, social toolboxes to facilitate workers' feedback, a stakeholders' engagement program with the construction contractors, supply chain monitoring, and a Diversity and Inclusion project action plan.

The program is a best practice exercise thanks to the strong cooperation between NESTE and Technip Energies on social topics.



I would like to thank Technip Energies' Social team for the commitment and an open mindset related to human rights and requirements within the project. With a few key practices in place, we have been able to observe the situation and also make things right. We have set up daily monitoring of working conditions at the construction site. Our Social Toolbox helps us chat with workers from different companies, and the grievance mechanism “WE Care channel” is for workers to speak up if something's not right. Cases might be tricky sometimes, and we have been able to follow them through with your hard work. I'm happy to have this strong cooperation with Technip Energies, to make this construction site safe and fair for all of us.”

**Jari Hentunen,
NESTE Quality Manager**

Focus: A continuous learning process – Assiut Hydrocracking Complex Project



Technip Energies Italy - MENA Social Team.

- Contract: EPC LSTK contract for Hydrocracking Complex
- Client: Assiut National Oil Processing Company (ANOPC)
- Location: Assiut, Upper Egypt
- Description: Construction phase started January 2022 for completion in 2025:
 - 5,000 workers on site, 8,000 at peak construction
 - 45% local workers (versus 30% target)
 - Grievance mechanism
 - 2 social rooms: since the site is far from leisure facilities, we installed rooms dedicated to social interaction between colleagues.

The construction phase of the Assiut Hydrocracking Complex Project began in early 2022 and is managed by our Rome operating center.

Since the project is in the desert, the first challenge was to recruit and house over 3,000 workers at the site. We were able to recruit 45% of subcontracted workers from the local area, ahead of our 30% target. From the very beginning of the project, workers were informed about their rights and duties, and a clear grievance mechanism was established to allow workers to bring any issues to the attention of management and to be treated anonymously, fairly, and with respect.

This mechanism provided us with a real insight into what is happening on site. During the first year of construction, we received over 400 grievances, which demonstrates that workers trust the system and are confident that it works. The main issues concerned terms of contract, welfare facilities, behavior, and wages.

Thanks to our grievance mechanism and code of conduct, and with the correct information, we were then able to speak to subcontractors to resolve issues and improve relations without apportioning blame.

4. IMPACT BOOK

In line with our ESG Roadmap, we are committed to strengthening our ESG accountability and report on progress. In addition to the results presented below, this chapter is aligned with GRI Standards and covered by a limited assurance report.

Investors and other stakeholders are looking beyond traditional metrics to consider profitability that is sustainable over the long-term. Being able to demonstrate progress on ESG measures is an important differentiator and source of pride.

In 2023, we strengthened our report to include more indicators and dimensions in line with the GRI standards. This was only possible thanks to the new monitoring platforms put in place, such as the carbon web applications and the HSE data management system, Intelex. However, for the majority of them, it is not possible to calculate the figures with the same level of granularity for the previous years.

4.1. ESG INDICATORS

An independent practitioner performed a review of the sustainability report included in Chapter 3 of the Annual Financial Report for the year ended December 31, 2023. The independent practitioner issued a limited assurance report. Key performance indicators (KPIs) identified in the tables with an asterisk (*) have been reviewed with more level of depth in the assurance procedures.

The sustainability report encompasses the same entities as the consolidated financial statement, which can be found in

2023 Annual Report Note 31. Companies included in the scope of the consolidated financial statements. Exceptions or further information on the reported ESG indicators are provided in section 4.2. Definitions and methodologies, as well as notes on tables in sections 4.1.1. Environmental indicators, 4.1.2. Social indicators, and 4.1.3. Governance indicators.

4.1.1. Environmental indicators

| Indicator | Unit | 2023 | 2022 | 2021 |
|--|--------------------------------|------------------|------------------|------------------|
| GREENHOUSE GAS EMISSIONS* | | | | |
| Scope 1 (direct)¹ | tonnes CO₂eq | 3,327 | 2,613 | 2,990 |
| ■ Offices | tonnes CO ₂ eq | 2,399 | 1,667 | 2,021 |
| ■ Industrial sites | tonnes CO ₂ eq | 730 | 748 | 771 |
| ■ Data centers - not attached to offices | tonnes CO ₂ eq | — | — | — |
| ■ Services vehicles | tonnes CO ₂ eq | 198 | 198 | 198 |
| Scope 2 - Location-based (indirect)¹ | tonnes CO₂eq | 15,518 | 15,310 | 16,570 |
| ■ Offices | tonnes CO ₂ eq | 13,569 | 13,090 | 14,628 |
| ■ Industrial sites | tonnes CO ₂ eq | 1,653 | 1,476 | 1,166 |
| ■ Data centers | tonnes CO ₂ eq | 296 | 744 | 776 |
| Scope 2 - Market-based (indirect) | tonnes CO₂eq | 11,416 | 13,229 | 17,446 |
| ■ Offices | tonnes CO ₂ eq | 9,339 | 10,979 | 15,356 |
| ■ Industrial sites | tonnes CO ₂ eq | 1,810 | 1,649 | 1,273 |
| ■ Data centers | tonnes CO ₂ eq | 267 | 601 | 817 |
| Total scopes 1 & 2 (location-based) | tonnes CO₂eq | 18,845 | 17,923 | 19,560 |
| Total scopes 1 & 2 (market-based) | tonnes CO₂eq | 14,743 | 15,842 | 20,436 |
| Absolute scope 1 & 2 (market-based) reduction versus 2021 base year | % | -28 | -22 | Baseline |
| Scope 3 (indirect) – Upstream¹ | tonnes CO₂eq | 1,594,840 | 1,886,456 | 1,723,339 |
| 1. Purchased goods and services | tonnes CO ₂ eq | 1,327,590 | 1,536,185 | 1,357,983 |
| 2. Capital goods | tonnes CO ₂ eq | 3,151 | 1,097 | 867 |
| 3. Fuel- and energy-related activities (not included in scope 1 and scope 2) | tonnes CO ₂ eq | 971 | 976 | 1,064 |
| 4. Upstream transportation and distribution | tonnes CO ₂ eq | 183,829 | 251,605 | 290,466 |
| 5. Waste generated in operations | tonnes CO ₂ eq | 51,583 | 62,206 | 58,891 |
| 6. Business travel | tonnes CO ₂ eq | 19,274 | 26,315 | 5,399 |
| 7. Employee commuting | tonnes CO ₂ eq | 8,441 | 8,072 | 8,668 |
| 8. Upstream leased assets (not included in scope 1 or 2) | tonnes CO ₂ eq | Negligible | Negligible | Negligible |

| Indicator | Unit | 2023 | 2022 | 2021 |
|---|--------------------------------|--------------------|-------------------|-------------------|
| Scope 3 (indirect) – Downstream | tonnes CO₂eq | 2,762 | 1,686 | — |
| 9. Downstream transportation and distribution | tonnes CO ₂ eq | 1,403 | 1,081 | Not assessed |
| 10. Processing of sold products | tonnes CO ₂ eq | 13 | Negligible | Negligible |
| 11. Use of sold products (operation of our clients' plants) | tonnes CO ₂ eq | In progress | In progress | In progress |
| 12. End-of-life treatment of sold products (our clients' plants) | tonnes CO ₂ eq | In progress | In progress | In progress |
| 13. Downstream leased assets (leased or sub-leased assets not included in scope 1 or 2) | tonnes CO ₂ eq | 1,346 | 605 | — |
| 14. Franchises | tonnes CO ₂ eq | Not applicable | Not applicable | Not applicable |
| 15. Investments (legal entities with equity share under 15%) | tonnes CO ₂ eq | Negligible | Negligible | Negligible |
| Avoided GHG emissions¹ | tonnes CO₂eq | -10,489,915 | -7,165,458 | -1,798,038 |
| ■ Carbon Capture and Storage (CCS) projects only | tonnes CO ₂ eq | -10,489,915 | -7,165,458 | -1,798,038 |
| ■ Other types of projects | tonnes CO ₂ eq | In progress | In progress | -- |
| R&D* | | | | |
| Technology and Innovation R&D efforts dedicated to sustainability | % | 100 | 83 | 56 |
| ENERGY | | | | |
| Energy consumption within Technip Energies | | | | |
| Total energy consumption on offices, industrial sites and data centers¹ | MWh | 54,155 | 58,013 | 63,215 |
| ■ Renewable | % | 37 | 35 | 2 |
| ■ Non-renewable | % | 63 | 65 | 98 |
| ■ Renewable | MWh | 19,953 | 20,077 | 1,178 |
| ■ Non-renewable | MWh | 34,202 | 37,937 | 62,037 |
| Energy consumption per activity | | | | |
| ■ Offices | MWh | 42,929 | 45,686 | 50,637 |
| ■ Industrial sites | MWh | 8,967 | 9,514 | 9,504 |
| ■ Data Centers - not attached to offices | MWh | 1,574 | 2,128 | 2,389 |
| ■ Service vehicles | MWh | 685 | 685 | 685 |
| Energy consumption per type | | | | |
| ■ Fuel (excluding feedstock) | MWh | 7,297 | 8,309 | 9,580 |
| • Renewable | MWh | 0 | — | — |
| • Non-renewable | MWh | 7,297 | 8,309 | 9,580 |
| ■ Purchased or acquired electricity | MWh | 40,501 | 42,668 | 47,886 |
| • Renewable | MWh | 19,552 | 19,661 | 1,178 |
| • Non-renewable | MWh | 20,949 | 23,008 | 46,708 |
| ■ Purchased cooling (water) | MWh | 4,546 | 4,290 | 3,626 |
| ■ Purchased heating (water) | MWh | 1,410 | 2,330 | 2,123 |
| ■ Self-generated renewable energy | MWh | 401 | 416 | — |
| Fuel consumption per type | | | | |
| ■ Diesel | MWh | 541 | 624 | 685 |
| ■ Gasoline | MWh | 457 | 463 | 448 |
| ■ Liquid Petroleum Gas (LPG) | MWh | 26 | 29 | 27 |
| ■ Natural Gas | MWh | 6,273 | 7,193 | 8,420 |

| Indicator | Unit | 2023 | 2022 | 2021 |
|--|----------------------|----------------|------------------|----------------|
| Energy outside the organization (construction sites and yards) | | | | |
| Total energy consumption on construction sites and yards² | MWh | 916,404 | 1,140,340 | 592,294 |
| ■ Renewable | % | 0 | -- | -- |
| ■ Non-renewable | % | 100 | -- | -- |
| ■ Renewable | MWh | 249 | -- | -- |
| ■ Non-renewable | MWh | 916,155 | -- | -- |
| Energy consumption per type | | | | |
| ■ Fuel (excluding feedstock) | MWh | 885,335 | -- | -- |
| • Renewable | MWh | 0 | -- | -- |
| • Non-renewable | MWh | 885,335 | -- | -- |
| ■ Purchased or acquired electricity | MWh | 30,719 | -- | -- |
| • Renewable | MWh | 125 | -- | -- |
| • Non-renewable | MWh | 30,594 | -- | -- |
| ■ Purchased cooling (water) | MWh | 226 | -- | -- |
| ■ Purchased heating (water) | MWh | 0 | -- | -- |
| ■ Self-generated renewable energy | MWh | 124 | -- | -- |
| Fuel consumption per type | | | | |
| ■ Diesel | MWh | 854,921 | -- | -- |
| ■ Gasoline | MWh | 11,582 | -- | -- |
| ■ Liquid Petroleum Gas (LPG) | MWh | 18,832 | -- | -- |
| WATER | | | | |
| Water within Technip Energies (offices and industrial sites) | | | | |
| Total water withdrawal in offices and industrial sites* | m³ | 218,655 | 204,677 | 188,993 |
| Water withdrawal per activity and source type | | | | |
| ■ Offices | m ³ | 182,636 | 182,588 | 173,677 |
| • Recycled or reused (internally or externally)* | m ³ | 16,720 | -- | -- |
| • Third-party water (municipal) | m ³ | 141,998 | -- | -- |
| • Surface water | m ³ | 0 | -- | -- |
| • Groundwater | m ³ | 23,917 | -- | -- |
| • Seawater | m ³ | 0 | -- | -- |
| ■ Industrial sites | m ³ | 36,020 | 22,089 | 15,316 |
| • Recycled or reused (internally or externally)* | m ³ | 9,404 | -- | -- |
| • Third-party water (municipal) | m ³ | 24,421 | -- | -- |
| • Surface water | m ³ | 0 | -- | -- |
| • Groundwater | m ³ | 2,195 | -- | -- |
| • Seawater | m ³ | 0 | -- | -- |
| Percentage of water withdrawal by source type | | | | |
| ■ Recycled or reused (internally or externally)* | % | 12 | -- | -- |
| ■ Third-party water (municipal) | % | 76 | -- | -- |
| ■ Surface water | % | 0 | -- | -- |
| ■ Groundwater | % | 12 | -- | -- |
| ■ Seawater | % | 0 | -- | -- |
| Total water withdrawal in areas at high and extremely high water risk | m³ | 107,863 | -- | -- |

| Indicator | Unit | 2023 | 2022 | 2021 |
|--|-------|------------------|------------------|------------------|
| Percentage of water withdrawal per substance type | | | | |
| ■ Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids) | % | 100 | -- | -- |
| ■ Saline water ($> 1,000$ mg/L Total Dissolved Solids) | % | 0 | -- | -- |
| Total water discharges from offices and industrial sites | m^3 | 103,507 | 137,240 | 135,463 |
| Water discharges per activity | | | | |
| ■ Offices | m^3 | 95,913 | 128,023 | 128,575 |
| ■ Industrial sites | m^3 | 7,594 | 9,217 | 6,888 |
| Percentage of water discharges by destination | | | | |
| ■ Discharged to the surface water or groundwater after internal treatment or quality control | % | 7 | -- | -- |
| ■ Discharged to the seawater after internal treatment or quality control | % | 0 | -- | -- |
| ■ Sent to external wastewater treatment plant | % | 69 | -- | -- |
| ■ Recycled or reused (internally or externally) | % | 24 | -- | -- |
| Total water consumption in offices and industrial sites | m^3 | 115,148 | -- | -- |
| Water outside the organization (construction sites and yards) | | | | |
| Total water withdrawal in construction sites and yards* | m^3 | 1,823,868 | 2,132,791 | 1,794,796 |
| Water withdrawal by source type | | | | |
| ■ Recycled or reused (internally or externally)* | m^3 | 230,451 | -- | -- |
| ■ Third-party water (municipal) | m^3 | 1,453,336 | -- | -- |
| ■ Surface water | m^3 | 16,015 | -- | -- |
| ■ Groundwater | m^3 | 36,358 | -- | -- |
| ■ Seawater | m^3 | 87,709 | -- | -- |
| Total water withdrawal in areas at high and extremely high water risk | m^3 | 1,075,469 | -- | -- |
| Percentage of water withdrawal per substance type | | | | |
| ■ Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids) | % | 90 | -- | -- |
| ■ Saline water ($> 1,000$ mg/L Total Dissolved Solids) | % | 10 | -- | -- |
| Total water discharges from construction sites and yards | m^3 | 1,345,340 | 1,736,680 | 1,064,306 |
| Percentage of water discharges by destination | | | | |
| ■ Discharged to the surface or groundwater after internal treatment or quality control | % | 4 | -- | -- |
| ■ Discharged to the seawater after internal treatment or quality control | % | 10 | -- | -- |
| ■ Sent to external wastewater treatment plant | % | 12 | -- | -- |
| ■ Recycled or reused (internally or externally) | % | 74 | -- | -- |
| Total water consumption in construction sites and yards | m^3 | 478,528 | -- | -- |

| Indicator | Unit | 2023 | 2022 | 2021 |
|--|--------|-------|-------|-------|
| Percentage of total water recycled and reused (within Technip Energies and outside the organization)* | % | 12.6 | 18.8 | 21.3 |
| WASTE | | | | |
| Waste generated within Technip Energies (offices and industrial sites) | | | | |
| Total waste generated in offices and industrial sites* | tonnes | 3,141 | 1,528 | 2,030 |
| Waste streams per activity | | | | |
| ■ Offices | tonnes | 1,219 | 791 | 1,406 |
| • Mixed Domestic Waste | tonnes | 784 | -- | -- |
| • Paper/cardboard | tonnes | 207 | -- | -- |
| • Food Waste | tonnes | 65 | -- | -- |
| • Plastic | tonnes | 21 | -- | -- |
| • Others non-hazardous | tonnes | 120 | -- | -- |
| • Others hazardous | tonnes | 21 | -- | -- |
| ■ Industrial sites | tonnes | 1,922 | 737 | 624 |
| • Scrap Metal | tonnes | 572 | -- | -- |
| • Wood | tonnes | 179 | -- | -- |
| • Mixed Domestic Waste | tonnes | 53 | -- | -- |
| • Others non-hazardous | tonnes | 836 | -- | -- |
| • Others hazardous | tonnes | 282 | -- | -- |
| Waste generated by type | | | | |
| ■ Percentage of hazardous waste | % | 10 | -- | -- |
| ■ Percentage of non-hazardous waste | % | 90 | -- | -- |
| Waste generated by destination and type | | | | |
| ■ Waste diverted from disposal* | tonnes | 2,359 | -- | -- |
| • Recycling | tonnes | 1,811 | -- | -- |
| • Hazardous waste | tonnes | 281 | -- | -- |
| • Non-hazardous waste | tonnes | 1,530 | -- | -- |
| • Other recovery operations | tonnes | 548 | -- | -- |
| • Hazardous waste | tonnes | 4 | -- | -- |
| • Non-hazardous waste | tonnes | 543 | -- | -- |
| ■ Waste directed to disposal | tonnes | 783 | -- | -- |
| • Landfill | tonnes | 575 | -- | -- |
| • Hazardous waste | tonnes | 13 | -- | -- |
| • Non-hazardous waste | tonnes | 562 | -- | -- |
| • Incineration with energy recovery | tonnes | 167 | -- | -- |
| • Hazardous waste | tonnes | 1 | -- | -- |
| • Non-hazardous waste | tonnes | 166 | -- | -- |
| • Incineration without energy recovery | tonnes | 5 | -- | -- |
| • Hazardous waste | tonnes | 5 | -- | -- |
| • Non-hazardous waste | tonnes | 0 | -- | -- |
| • Other Disposal Operation | tonnes | 36.6 | -- | -- |
| • Hazardous waste | tonnes | 0.4 | -- | -- |
| • Non-hazardous waste | tonnes | 36.1 | -- | -- |
| ■ Percentage of waste diverted from disposal | % | 75 | -- | -- |

| Indicator | Unit | 2023 | 2022 | 2021 |
|---|---------------|----------------|----------------|---------------|
| ■ Percentage of waste directed to disposal | % | 25 | -- | -- |
| Waste outside the organization (construction sites and yards) | | | | |
| Total waste generated in construction sites and yards* | tonnes | 265,100 | 219,994 | 63,483 |
| Waste streams | | | | |
| ■ Soil, Rock, Dredging Material | tonnes | 218,563 | -- | -- |
| ■ Concrete and Construction Waste | tonnes | 21,980 | -- | -- |
| ■ Mixed Domestic Waste | tonnes | 8,146 | -- | -- |
| ■ Wood | tonnes | 5,581 | -- | -- |
| ■ Scrap Metal | tonnes | 1,762 | -- | -- |
| ■ Others non-hazardous | tonnes | 2,837 | -- | -- |
| ■ Others hazardous | tonnes | 6,230 | -- | -- |
| Waste generated by type | | | | |
| ■ Percentage of hazardous waste | % | 2 | -- | -- |
| ■ Percentage of non-hazardous waste | % | 98 | -- | -- |
| Waste generated by destination and type | | | | |
| ■ Waste diverted from disposal* | tonnes | 242,115 | -- | -- |
| • Recycling | tonnes | 230,616 | -- | -- |
| - Hazardous waste | tonnes | 376 | -- | -- |
| - Non-hazardous waste | tonnes | 230,241 | -- | -- |
| • Other recovery operations | tonnes | 11,498 | -- | -- |
| - Hazardous waste | tonnes | 71 | -- | -- |
| - Non-hazardous waste | tonnes | 11,427 | -- | -- |
| ■ Waste directed to disposal | tonnes | 22,985 | -- | -- |
| • Landfill | tonnes | 12,213 | -- | -- |
| - Hazardous waste | tonnes | 178 | -- | -- |
| - Non-hazardous waste | tonnes | 12,035 | -- | -- |
| • Incineration with energy recovery | tonnes | 105 | -- | -- |
| - Hazardous waste | tonnes | 62 | -- | -- |
| - Non-hazardous waste | tonnes | 43 | -- | -- |
| • Incineration without energy recovery | tonnes | 238 | -- | -- |
| - Hazardous waste | tonnes | 59 | -- | -- |
| - Non-hazardous waste | tonnes | 178 | -- | -- |
| • Other Disposal Operation | tonnes | 10,429 | -- | -- |
| - Hazardous waste | tonnes | 5,484 | -- | -- |
| - Non-hazardous waste | tonnes | 4,945 | -- | -- |
| ■ Percentage of waste diverted from disposal | % | 91 | -- | -- |
| ■ Percentage of waste directed to disposal | % | 9 | -- | -- |
| Percentage of total waste diverted from disposal (within Technip Energies and outside the organization)* | % | 91 | 87 | 76 |
| ENVIRONMENTAL MANAGEMENT | | | | |
| Number of main operating centers certified ISO 14001* | number | 26 | 25 | 21 |
| Number of operating center eligible to ISO 14001 certification* | number | 31 | 31 | 33 |
| Percentage of main operating centers certified ISO 14001* | % | 84 | 81 | 64 |

| Indicator | Unit | 2023 | 2022 | 2021 |
|--|----------------|--------|--------|-------|
| Environmental Aspects & Impact Identification (ENVID) | | | | |
| ■ ENVID in Offices and Industrial sites | % | 50 | -- | -- |
| ■ ENVID in EPC projects | % | 69 | -- | -- |
| Environmental incidents per significance | | | | |
| ■ Significant incident ³ | number | 1 | 4 | 2 |
| ■ Minor incident ⁴ | number | 22 | 17 | 6 |
| ■ Negligible incidents ⁵ | number | 50 | 2 | -- |
| Volume of significant spills | m ³ | 2.2 | 2.5 | -- |
| Number of incidents of non-compliance with environmental permits, standards, and regulations | number | 0 | — | -- |
| AIR EMISSIONS⁶ | | | | |
| Air emissions outside the organization (construction sites and yards) | | | | |
| Nitrogen Oxides (NOx) | tonnes | 11,596 | 10,902 | 7,323 |
| Sulfur Oxides (SOx) | tonnes | 1,005 | 826 | 597 |
| BIODIVERSITY | | | | |
| Biodiversity within Technip Energies (offices and industrial sites) | | | | |
| Number of sites located IUCN management Cat. I and II ^{7*} | number | 1 | -- | -- |
| Number of sites located in biodiversity-sensitive areas* | number | 1 | -- | -- |
| Percentage of sites with action plans | % | 33 | -- | -- |
| Biodiversity outside the organization (construction sites and yards) | | | | |
| Number of sites located in IUCN management Cat. I and II* | number | 0 | -- | -- |
| Number of sites located in biodiversity-sensitive areas* | number | 6 | -- | -- |
| Percentage of sites with action plans | % | 50 | -- | -- |

(*) An independent practitioner performed a review of the sustainability report included in Chapter 3 of the Annual Financial Report for the year ended December 31, 2023. The independent practitioner issued a limited assurance report available in the 2023 Annual report section 3.4.5 Limited Assurance Report of the Independent Auditor. KPIs identified in the tables with an asterisk (*) have been reviewed in more depth in the assurance procedures.

- (1) For GHG emissions (scopes 1, 2 and 3 and avoided emissions) as well the energy consumption within Technip Energies, we have reviewed the figures for the 2022 and 2021 financial years. This review was conducted due to the change of the perimeter of consolidation to fit the Company's consolidated financial statements and the shift from equity shared to operation approach.
- (2) During the annual review, an error was identified in the 2022 report related to total energy consumption on construction sites and yards. The reported figure has been corrected accordingly. The company remains committed to enhancing data quality and continues to work towards improvement.
- (3) Significant incident: hazardous substance or critical natural resources involved, quantities at stake potentially above 100 liters, sensitive surrounding biodiversity, and the recovery/rehabilitation measures require external assistance.
- (4) Minor incident: hazardous substance or critical natural resources involved, quantities spilled minimal in relation to the site's activities, no sensitive surrounding biodiversity, and recovery/rehabilitation measures can be managed by worksite.
- (5) Negligible incident: no hazardous substance or critical natural resources involved, quantities spilled minimal in relation to the site's activities, no sensitive surrounding biodiversity, and recovery/rehabilitation measures can be managed by worksite.
- (6) Scope of air emissions reporting includes projects sites located in Bahrain, Qatar, India, and offshore.
- (7) Our office in Perth, Australia is located around 2.6 km from the Kings Park, classified in the IUCN category I.

4.1.2. Social indicators

| Indicator | Unit | 2023 | 2022 | 2021 |
|---|----------------------------------|-------------|-------------|-------------|
| SAFETY¹ | | | | |
| Number of Lost Time Injuries (LTI) | number | 16 | 30 | 25 |
| Lost Time Injuries Rate (LTIR) | ratio per 200,000 hours worked | 0.01 | 0.02 | 0.02 |
| Lost Time Injuries Rate (LTIR) | ratio per 1 million hours worked | 0.06 | 0.10 | 0.10 |
| Number of Total Recordable Incidents (TRI)* | number | 134 | 116 | 94 |
| Total Recordable Incidents Rate (TRIR)* | ratio per 200,000 hours worked | 0.11 | 0.09 | 0.08 |
| Total Recordable Incidents Rate (TRIR) | ratio per 1 million hours worked | 0.53 | 0.45 | 0.40 |
| Number of fatalities* | number | 0 | 2 | 3 |
| Total Fatality Rate | ratio per 200,000 hours worked | 0.000 | 0.002 | 0.003 |
| Total Fatality Rate | ratio per 1 million hours worked | 0.00 | 0.01 | 0.01 |
| Number of worked hours* | hours | 254,514,856 | 252,061,945 | 228,248,194 |
| Number of lost workdays | days | 276 | 985 | 1,197 |
| Number of HSE leadership visits ² | number | 636 | 515 | 382 |
| Number of Risk Reduction Projects ³ | number | 58 | 109 | 167 |
| Number of eligible construction sites with BBS program ⁴ | number | 15 | 17 | -- |
| Percentage of eligible construction sites with BBS program | % | 100 | 100 | -- |
| Number of main operating centers certified ISO 45001 | number | 24 | 23 | -- |
| Number of operating centers eligible for ISO 45001 certification | number | 31 | 31 | -- |
| Percentage of main operating centers certified ISO 45001 | % | 77 | 74 | -- |
| Percentage of employees covered by ISO 45001 certification | % | 85 | -- | -- |
| QUALITY | | | | |
| Customer Satisfaction Survey (CSS) rating | ratio | 8.6/10 | 8.7/10 | 8.6/10 |
| Number of Customer Satisfaction Surveys (CSS) | number | 214 | 205 | 209 |
| Number of main operating centers certified ISO 9001 | number | 36 | 39 | -- |
| Number of operating centers eligible for ISO 9001 certification | number | 38 | 39 | -- |
| Percentage of main operating centers certified ISO 9001 | % | 95 | 100 | -- |
| EMPLOYMENT | | | | |
| Total number of employees (headcount)* | number | 15,498 | 14,515 | 15,586 |
| ■ In the Netherlands | number | 345 | 302 | 344 |
| • Corporate | number | 9 | 3 | 8 |
| • Operating Centers | number | 335 | 299 | 336 |
| • Other centers supporting operations | number | 1 | 0 | 0 |
| ■ Outside the Netherlands | number | 15,153 | 14,213 | 14,677 |
| • Corporate | number | 1,305 | 956 | 746 |
| • Operating Centers | number | 12,901 | 12,228 | 10,919 |
| • Other centers supporting operations | number | 947 | 1,029 | 3,010 |

| Indicator | Unit | 2023 | 2022 | 2021 |
|--|--------|--------|-------|-------|
| Breakdown of payroll workforce by geographical area | | | | |
| ■ Americas | number | 1,739 | 1,509 | 1,343 |
| • Permanent | number | 1,625 | 1,423 | 1,309 |
| • Temporary | number | 114 | 86 | 34 |
| ■ Asia-Pacific | number | 1,569 | 1,712 | 2,228 |
| • Permanent | number | 1,411 | 1,435 | 1,354 |
| • Temporary | number | 158 | 277 | 874 |
| ■ Europe | number | 6,745 | 6,287 | 7,186 |
| • Permanent | number | 6,373 | 5,923 | 5,926 |
| • Temporary | number | 372 | 364 | 1,260 |
| ■ India | number | 3,401 | 3,060 | 2,770 |
| • Permanent | number | 2,892 | 2,571 | 2,429 |
| • Temporary | number | 509 | 489 | 341 |
| ■ Middle East/Africa | number | 2,044 | 1,947 | 2,059 |
| • Permanent | number | 1,229 | 1,287 | 1,094 |
| • Temporary | number | 815 | 660 | 965 |
| Breakdown of employees (headcount) by main country | | | | |
| ■ France | number | 3,501 | -- | -- |
| ■ India | number | 3,401 | -- | -- |
| ■ Italy | number | 1,594 | -- | -- |
| ■ USA | number | 1,057 | -- | -- |
| ■ UAE | number | 861 | -- | -- |
| ■ Malaysia | number | 711 | -- | -- |
| ■ Spain | number | 836 | -- | -- |
| ■ United Kingdom | number | 395 | -- | -- |
| ■ The Netherlands | number | 345 | -- | -- |
| ■ Colombia | number | 547 | -- | -- |
| ■ Germany | number | 60 | -- | -- |
| Breakdown of employees (headcount) by gender and type of contract | | | | |
| ■ Women | number | 4,517 | -- | -- |
| • Permanent contract | number | 4,127 | -- | -- |
| • Temporary contract | number | 390 | -- | -- |
| ■ Men | number | 10,980 | -- | -- |
| • Permanent contract | number | 9,402 | -- | -- |
| • Temporary contract | number | 1,578 | -- | -- |
| ■ Other | number | 1 | -- | -- |
| • Permanent contract | number | 1 | -- | -- |
| • Temporary contract | number | 0 | -- | -- |
| Employee turnover | ratio | 16.1 | 19.0 | -- |
| Permanent employee turnover (voluntary) | ratio | 9.9 | 11 | -- |
| Total number of new hires on the payroll | number | 3,319 | 2,390 | 2,938 |
| ■ Women | % | 30 | 24 | 19 |
| ■ Men | % | 70 | 76 | 81 |
| ■ Other | % | 0 | 0 | 0 |
| Pay ratio⁵ | ratio | 54.0 | 47.0 | 71.0 |

| Indicator | Unit | 2023 | 2022 | 2021 |
|--|---------------------------|---------|---------|---------|
| Percentage of employees (headcount) payroll workforce covered by collective bargaining agreements | % | 41 | -- | -- |
| ■ France | % | 100 | 100 | -- |
| ■ Italy | % | 100 | 100 | -- |
| ■ Spain | % | 100 | 100 | -- |
| ■ Germany | % | 100 | 100 | -- |
| ■ The Netherlands | % | 100 | 100 | -- |
| Percentage of employees (headcount) covered by workers' representatives | % | 41 | -- | -- |
| ■ France | % | 100 | 100 | -- |
| ■ Italy | % | 100 | 100 | -- |
| ■ Spain | % | 100 | 100 | -- |
| ■ Germany | % | 100 | 100 | -- |
| ■ The Netherlands | % | 100 | 100 | -- |
| PEOPLE DEVELOPMENT | | | | |
| Total number of learning hours of employees (headcount) | hours | 333,620 | -- | -- |
| ■ Women | hours | 109,345 | -- | -- |
| ■ Men | hours | 224,247 | -- | -- |
| ■ Other | hours | 29 | -- | -- |
| Total number of learning hours of permanent employees* | hours | 309,895 | 123,242 | 102,445 |
| ■ Women | hours | 100,518 | -- | -- |
| ■ Men | hours | 209,349 | -- | -- |
| ■ Other | hours | 29 | -- | -- |
| Average number of learning hours per year per employee (headcount) | hours per employee | 22 | -- | -- |
| ■ Women | hours per female employee | 24 | -- | -- |
| ■ Men | hours per male employee | 20 | -- | -- |
| ■ Other | hours per other employee | 29 | -- | -- |
| Average number of learning hours per year per permanent employee* | hours per employee | 23 | 10 | 9 |
| ■ Women | hours per female employee | 24 | -- | -- |
| ■ Men | hours per male employee | 22 | -- | -- |
| ■ Other | hours per other employee | 29 | -- | -- |
| Percentage of permanent employees who participated in regular performance and career development reviews | % | 91 | 87 | -- |
| ■ Women | % | 90 | 86 | -- |
| ■ Men | % | 92 | 88 | -- |
| ■ Other | % | 0 | -- | -- |
| DIVERSITY AND INCLUSION | | | | |
| Breakdown of employees (headcount) on permanent contracts by seniority | | | | |
| ■ ≤ 5 years | % | 46 | 45 | 41 |
| ■ 6-10 years | % | 13 | 15 | 22 |
| ■ 11-15 years | % | 15 | 16 | 18 |
| ■ ≥ 16 years | % | 26 | 24 | 19 |

| Indicator | Unit | 2023 | 2022 | 2021 |
|---|--------|---------------------|---------------------|---------------------|
| Gender distribution | | | | |
| ■ Employee headcount | number | 15,498 | 14,515 | 15,586 |
| • Women | % | 29 | 28 | 27 |
| • Men | % | 71 | 72 | 73 |
| • Other | % | 0 | -- | -- |
| ■ Permanent employees* | number | 13,530 | 12,639 | 12,112 |
| • Women* | % | 31 | 30 | 29 |
| • Men* | % | 70 | 70 | 71 |
| • Other* | % | 0 | -- | -- |
| ■ Permanent graduate intake* | number | 455 | -- | -- |
| • Women* | % | 52 | 52 | 50 |
| • Men* | % | 48 | 48 | 50 |
| • Other* | % | 0 | -- | -- |
| ■ Leadership permanent positions (band 15 and above in our grading system)* | number | 404 | -- | -- |
| • Women* | % | 22 | 18 | 12 |
| • Men* | % | 78 | 82 | 88 |
| • Other* | % | 0 | -- | -- |
| ■ Managerial permanent roles ⁶ | number | 1,571 | -- | -- |
| • Women | % | 26 | 26 | 26 |
| • Men | % | 74 | 74 | 74 |
| • Other | % | 0 | -- | -- |
| ■ Executive committee | number | 10 | -- | -- |
| • Women | % | 20 | -- | -- |
| • Men | % | 80 | -- | -- |
| Breakdown of employee (headcount) by age | | | | |
| ■ ≤ 30 years old | % | 17 | 12 | 11 |
| ■ 30-50 years old | % | 60 | 63 | 65 |
| ■ ≥ 51 years | % | 23 | 25 | 24 |
| Number of nationalities represented in the payroll workforce | number | 111 | 108 | 108 |
| COMMUNITIES | | | | |
| Number of local community initiatives | number | 231 (incl. 38 STEM) | 137 (incl. 25 STEM) | 159 (incl. 34 STEM) |
| Number of people acting as volunteers | number | 8,556 | 2,770 | 2,371 |
| Number of volunteering hours* | number | 24,343 | 21,661 | 14,360 |
| Number of countries where we had local initiatives | number | 21 (incl. 10 STEM) | 17 (incl. 7 STEM) | 19 (incl. 10 STEM) |

| Indicator | Unit | 2023 | 2022 | 2021 |
|--|--------|--|--|---|
| List of countries | 0 | Australia, Azerbaijan, Colombia, Egypt, France, India, Italy, Republic of Korea, Libya, Malaysia, Morocco, Mozambique, Netherlands, Qatar, Sweden, Syria, Thailand, Turkey, United Arab Emirates, United Kingdom, USA | Australia, Azerbaijan, Colombia, Egypt, France, India, Italy, Malaysia, Mozambique, Qatar, Senegal, Singapore, Thailand, Ukraine, United Arab Emirates, United Kingdom, USA | Australia, Bahrain, China, Colombia, Egypt, France, India, Italy, Kuwait, Malaysia, Mozambique, Russia, Singapore, Spain, Thailand, United Arab Emirates, United Kingdom, USA, Vietnam |
| Number of people from the community who benefited from the initiatives* | number | 146,505 | 424,451 | 112,436 |
| Number of people from the community who benefited from the initiatives accumulated since 2021* | number | 683,392 | 536,887 | -- |

(*) An independent practitioner performed a review of the sustainability report included in Chapter 3 of the Annual Financial Report for the year ended December 31, 2023. The independent practitioner issued a limited assurance report available in the 2023 Annual report section 3.4.5 Limited Assurance Report of the Independent Auditor. KPIs identified in the tables with an asterisk (*) have been reviewed in more depth in the assurance procedures.

- (1) All safety indicators are related to employees and contractor staff.
- (2) Leadership visits refer to Technip Energies Executive Team, Chief Officers, Senior Vice-Presidents, Vice-Presidents, Directors, and Leaders who directly report to, or who are nominated and approved by the above group.
- (3) Risk Reduction Projects: Mitigation measures identified, designed, implemented and shared in order to eliminate an identified hazard or reduce its risk. Risk prevention projects are tracked through the "Hazard Observation" module in our internal HSE reporting system (Intelix).
- (4) Eligible construction sites with BBS program: HSE accountable projects with EPC activities and having a peak manpower above 500 workers that implemented a behavior-based safety (BBS) program.
- (5) Calculated by dividing the total remuneration cost of the CEO by the average Technip Energies employee payroll cost.
- (6) All managers with at least one direct report.

4.1.3. Governance indicators

| Indicator | Unit | 2023 | 2022 | 2021 |
|---|--------|------|-------------|------|
| DIVERSITY OF THE BOARD OF DIRECTORS¹ | | | | |
| Total number of members of the Board of Directors* | number | 10 | 10 | 10 |
| Number of women on the Board of Directors* | number | 4 | 3 | 3 |
| Number of men on the Board of Directors* | number | 6 | 7 | 7 |
| Percentage of women on the Board of Directors* | % | 40 | 30 | 30 |
| Percentage of men on the Board of Directors* | % | 60 | 70 | 70 |
| Average ratio of female to male board members | ratio | 0.7 | 0.4 | 0.4 |
| Percentage of independent board members | % | 80 | 80 | -- |
| BUSINESS ETHICS | | | | |
| Number of employees in at-risk functions and gatekeepers | number | 578 | 534 | -- |
| Number of employees in at-risk functions and gatekeepers that have received training on anticorruption and anti-bribery | number | 558 | 494 | -- |
| Percentage of employees in at-risk functions and gatekeepers who have received training on anti-corruption and anti-bribery | % | 97 | 93 | 75 |
| Number of non-mandatory commercial intermediaries* | number | 9 | 13 | 15 |
| Percentage of reduction of non-mandatory commercial intermediaries* | % | 40 | 13 | -- |
| SUPPLY CHAIN | | | | |
| Progress in integrating ESG criteria into supplier and subcontractor qualification | % | 100 | 60 | -- |
| Key suppliers and subcontractors monitored on ESG performance* | % | 0 | In progress | -- |
| HUMAN RIGHTS | | | | |
| Human Rights Due Diligence and Mitigation Plans for eligible projects* | % | 40 | In progress | -- |

(*) An independent practitioner performed a review of the sustainability report included in Chapter 3 of the Annual Financial Report for the year ended December 31, 2023. The independent practitioner issued a limited assurance report available in the 2023 Annual report section 3.4.5 Limited Assurance Report of the Independent Auditor. KPIs identified in the tables with an asterisk (*) have been reviewed in more depth in the assurance procedures.

(1) Refer also to section 5.4.2. Diversity and Inclusion Policy of the 2023 Annual Report.

4.2. DEFINITIONS AND METHODOLOGIES

ESG Scorecard definitions

Our ESG scorecard is both a framework and a commitment. It is the way we translate our ambitions into specific objectives and targets. In the table below, we describe the main terminologies used in the ESG scorecard and how we calculate the respective targets.

| Ambition | Target | Definition |
|---|----------------------------------|---|
| CLIMATE & ENVIRONMENT | | |
| 1. Reduce scope 1 & 2 emissions compared to 2021 | -30% by 2025 | Reduction in percentage of the total GHG emissions scope 1 and scope 2 as per the GHG protocol (market-based) compared with the baseline year of 2021. The detailed methodology of scope 1 & 2 calculation is described in this section under the paragraph Carbon Footprint Methodology. |
| | Net zero by 2030 | We will reach a state of net zero emissions by (a) reducing our scope 1 and 2 emissions to a residual level that is consistent with reaching net zero emissions at the global or sector level in eligible 1.5°C scenarios; and (b) neutralizing any residual emissions at the net zero target date and any GHG emissions released into the atmosphere thereafter. |
| 2. Report full scope 3 emissions | Completed by 2030 | Percentage of GHG emissions scope 3 categories as per the GHG protocol reported in the reporting year out of the 15 GHG Protocol categories of scope 3 emissions. |
| | Net zero by 2050 | We will reach a state of net zero emissions by (a) reducing our scope 1, 2 and 3 emissions to a residual level that is consistent with reaching net zero emissions at the global or sector level in eligible 1.5°C scenarios; and (b) neutralizing any residual emissions at the net zero target date and any GHG emissions released into the atmosphere thereafter. |
| 3. Avoid GHG Emissions to our clients | -15 MtCO ₂ eq by 2025 | Avoided GHG emission refer to GHG emissions reductions that occur outside of Technip Energies scopes 1, 2 & 3, but as a result of the use of the service sold or the project in the reporting year. Avoided GHG emissions are built on societal context, from the point of view of the one of the solutions, comparing two situations: with the solutions sold by Technip Energies, and without the solutions sold by Technip Energies (corresponding to the reference scenario or baseline). |
| 4. Technology and Innovation R&D efforts dedicated to sustainability | 100% by 2025 | Technology and Innovation Research and Development (R&D) investment in our energy transition domains, including low-carbon energy carriers and relevant processes, sustainable fuels & chemicals, circularity, decarbonization solutions, from January 1 to December 31 of the reporting year. |
| 5. Reuse water | 50% by 2025 | Percentage of water withdrawal, from Technip Energies' own operation (offices and industrial sites) and value chain (construction sites and yards), whose source type is rainwater collected and stored for use, wastewater treated and reused internally, and/or wastewater from another organization in the reporting year. |
| 6. Recycle waste | 85% by 2025 | Percentage of waste diverted from disposal from waste generated at Technip Energies own sites and construction sites and yards in our value chain (where Technip Energies is HSE accountable) in the reporting year. |
| 7. Biodiversity: Zero project in IUCN cat. I and II | Zero yearly | No EPC projects located in sites in Exclusion zones defined by the International Union for Conservation of Nature ("IUCN") as category I (Ia and Ib) nor category II in the reporting year. |
| PEOPLE | | |
| 8. Women on the permanent workforce | 35% by 2030 50% by 2050 | Percentage of permanent women employees in the headcount in the reporting year. |
| 9. Women in leadership positions | 25% by 2025 | Percentage of permanent women employees in positions classified as band 15 or above (internal job classification). |
| 10. Zero fatalities | Zero yearly | No fatalities among our own workforce (employees and non-employees) nor our value chain's workers (subcontractors in projects sites for which Technip Energies is HSE accountable). |
| 11. Total Recordable Incidents Rate ("TRIR") per 200,000 hours worked | <0.10 yearly | Total number of recordable cases of work-related injuries and work-related illness per 200,000 hours of work. |
| 12. Average number of learning hours per employee per year | 40 hours by 2025 | Average hours of learning activities per permanent employee in the reporting year. |
| 13. Volunteering hours | 30,000 by 2025 | Hours spent in the reporting year by Technip Energies employees and stakeholders (such as subcontractors, employees' family, clients, etc.) during an action or activity that creates a long-term positive impact in the communities where we live and work. |

| Ambition | Target | Definition |
|---|-----------------|---|
| 14. Total number of lives benefited by social initiatives since 2021 | 750,000 by 2025 | Number of people from the community who are direct beneficiaries of Technip Energies volunteering initiatives (e.g., number of students who received a scholarship) accumulated since 2021. |
| TRUST | | |
| 15. Women on the Board of Directors | 40% by 2024 | Percentage of women on the Board of Directors in the reporting year. |
| 16. Eliminate non-mandatory commercial intermediaries | -100% by 2025 | Percentage of reduction of commercial consultants or distributors interacting on behalf of Technip Energies in a sales capacity with our clients in countries where it is not mandatory per national law, compared with 2021 baseline year. |
| 17. Key suppliers and subcontractors monitored on ESG performance | 100% by 2025 | In 2023, we put in place a process to monitor key suppliers. From 2024, we will start to report the progress against this target and launch the same with subcontractors. |
| 18. Human Rights due diligence program and mitigation plans on eligible projects | 100% by 2025 | Percentage of EPC projects, mapped at risk for Human Rights through our project risk mapping tool, for which Human Rights Due Diligence or a mitigation plan (for projects on-going) has been undertaken. |

ESG Scorecard 2023 restatement

In 2023, we made some adjustments in our ESG Scorecard in order to anticipate the recommendations of the European Sustainability Reporting Standards (“**ESRS**”), to follow the recommendations of the GRI standards and to improve the understanding of our ambitions.

■ **Ambition 1:** Scope 1 & 2 reporting method was changed from a location-based to a market-based approach. The year of reference has been changed to 2021 when Technip Energies was formed. The previous baseline year of 2019 corresponded to 20,460 tCO₂e of total scope 1 & 2, while the new baseline represents 20,436 tCO₂e. The change in the method also results in a variation of percentage of GHG emissions reduction in 2022 from 11% (location-based reduction from 2019) to 22.5% (market-based reduction compared to 2021).

■ **Ambition 3:** Avoid GHG Emissions to our clients. The text was reviewed from “Develop solutions for our clients to avoid emissions” to improve clarity regarding this ambition. The definition of the term “Avoided GHG emissions” is detailed in this section of the report.

■ **Ambition 4:** Technology and Innovation R&D efforts dedicated to sustainability. The text of this ambition was reviewed to ensure consistency with its definition. For the purpose of this ambition, only the R&D investments that are managed by Technology & Innovation organization are considered. It excludes the R&D investments related to other functions or initiatives.

- **Ambition 5:** Reuse water. Text reviewed from “Water consumed on sites from reused sources” for abridgment purpose.
- **Ambition 6:** Recycle waste. Review of the ambition to align with the ESRS definition of diverted waste.
- **Ambition 17:** Key suppliers and subcontractors monitored on ESG performance. The word “audited” was removed from the text. Under Technip Energies internal procedures, the audit will be conducted on a case-by-case basis in response to labor standard questions that could trigger further review.
- **Ambition 18:** Human Rights Due Diligence program on new projects identified at risk and mitigation plans on on-going projects identified at risk. Review of the text to clarify that for projects under execution, where a full human rights due diligence program was too late to implement, we put a mitigation plan in place in order to minimize the risks to human rights.

Technip Energies has also adopted a new ambition - **Biodiversity: No projects performed in IUCN category I and II locations** - reinforcing our commitment to the preservation of biodiversity.

Data restatement

For GHG emissions (scopes 1, 2 and 3 and avoided emissions), as well as for the energy consumption within Technip Energies, we have reviewed the figures for financial years 2022 and 2021. This review was conducted to align the sustainability reporting perimeter of consolidation with the Company's consolidated financial statements and to shift GHG accounting from an equity-shared approach to an operational control approach.

- **Total scopes 1 & 2 (location-based):** -1.4% for 2022 and +3.8% for 2021 of variation related to the figure reported in the previous year.
- **Total energy consumption within Technip Energies:** +4.5% for 2022 and +10% for 2021 of variation related to the figure reported in the previous year.
- **Total scope 3 upstream:** +2.3% for 2022 and +17% for 2021 of variation related to the figure reported in the previous year.
- **Avoided emissions:** +2.2% for 2022 of variation related to the figure reported in the previous year.

During the annual review, an error was identified in the 2022 report related to total energy consumption on construction sites and yards. The reported figure has been corrected from 2,259,685 MWh to 1,140,340 MWh that represents a variation of -98% related to the figure reported in the previous year. The company remains committed to enhancing data quality and continues to work towards improvement.

Carbon Footprint Methodology

At Technip Energies, we engage with our various stakeholders to find and develop solutions to assess and reduce our global carbon footprint, including all direct and indirect greenhouse gas ("GHG") emissions – whether scope 1, 2 or 3, as defined in the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol).

In 2022, with the mobilization of a fully dedicated Climate Change and Actions team, we have developed our set of methodologies and calculation guidelines for scopes 1, 2 and 3, aligned with the Greenhouse Gas Protocol and ISO standards requirements. Our approach has been reviewed and confirmed with the support of well-recognized third parties in order to ensure a transparent and consistent approach, sound follow-up and tracking of our reduction objectives. We have then been able to expand our reporting to cover our entire scope 3 for both upstream and downstream emissions, and our scope of avoided emissions.

In 2023, we have adapted our principle of consolidation of GHG emissions, in particular the reporting boundaries and the types of contracts to be considered, with the same perimeter as the Company's consolidated financial statements.

Reporting boundaries

In 2022, Technip Energies' GHG emissions related to all scopes were consolidated and reported as per the equity share approach.

In 2023, the perimeter of reporting of these standards shall be the same as the perimeter of the Company's consolidated financial statements. Technip Energies is disclosing the GHG emissions as per the GHG protocol, with the operational control approach, as follow:

- 100% of scope 1, 2 & 3 emissions for fully consolidated entities.
- Percentage of consolidation/interests applied on scope 1, 2 & 3 emissions for joint arrangements (proportionally consolidated).
- Reported as scope 3 emissions: scope 1, 2 and 3 emissions of net equity-accounted associates or joint-ventures and non-consolidated investments for the proportion that is part of our value chain. It is to be noted that, for projects' joint-ventures, the proportion of ownership is correlated with the proportion of the Joint Venture that is part of Technip Energies' value chain.

Accounting boundaries

Technip Energies generates GHG emissions through its various activities:

1. Activities related to our buildings, offices, factories, laboratories, employees and associated commodities;
2. Activities related to projects or "sold products":
 - a. Project management services, assistance to client, engineering and design activities mainly in our offices throughout the world;
 - b. Procurement, subcontracted construction activities, installation on onshore/offshore sites including the transport and reception of purchased equipment from vendors, as well as project activities related to commissioning up to startup;
 - c. Manufacturing activities of equipment (such as loading systems) in industrial buildings owned by Technip Energies.

All these generated GHG emissions are reported and split between scopes 1 & 2, scope 3 upstream and scope 3 downstream based on the Greenhouse Gas Protocol, which establishes comprehensive global standardized frameworks to manage GHG emissions.

Scopes 1 & 2

Following an Operational Control Approach and aligned with our financial reporting under IFRS 16, only emissions related to our own use of permanent facilities are reported in scopes 1 and 2 as part of Technip Energies facilities, while temporary facilities and other activities related to our clients' assets (i.e., our projects) are reported separately under scope 3.

For these types of activities, with the addition of our business travel, employee commuting and other activities related to our own assets and people, which represent Technip Energies' carbon footprint as an engineering and services company, carbon footprint annual reporting is based on actual accounted quantities for each calendar year.

Quantification methods used for the inventory are in accordance with best practice as followed by the GHG Protocol, based on the most recently available emission factors.

Usage or "activity" data from emission sources is used to calculate the emissions. The activity data is multiplied by the correlating emission factor, as defined in the GHG Protocol, or by engineering evaluations for the respective activities. The formula for calculating emissions is: Activity Data x Emission Factor = (CO₂, CH₄, N₂O, HFC, HCFC, SF₆) Emissions.

All GHG emissions are calculated in metric tonnes of pollutant and converted to metric tonnes of CO₂ equivalent (or "CO₂eq") using the corresponding global warming potentials (GWP). The GWPs allow policymakers to compare the impacts and reductions associated with various gases in our environment, relative to a reference gas. Carbon dioxide is the reference gas and has a GWP equivalent to 1.

GWP for Technip Energies' inventory are taken from the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR5) using 100-year values. For direct emissions (scope 1), fuel-specific emission factors for CO₂, CH₄, and N₂O are used for all sites worldwide using the DEFRA emissions dataset.

Technip Energies' inventory follows the location-based accounting method and the market-based accounting method to calculate scope 2 emissions. For the location-based method, following the scope 2 Guidance from the GHG Protocol, Technip Energies uses the national or regional emission factors for indirect (scope 2) emissions defined by the following methods in each relative geography where Technip Energies operates:

- International Energy Agency (IEA) CO₂ Emissions from Fuel Combustion;
- for US sites: US EPA Emissions & Generation Resource Integrated Database (eGRID).

Emission factors were selected based on the following hierarchy: regional or subnational grid average (USA only) > National production.

For the market-based method, following the scope 2 Guidance from the GHG Protocol, Technip Energies uses the latest available emission factors, published by the electricity supplier(s), relating specifically to the carbon intensity of the electricity procured. Market-based emission factors for the

reporting year are collected, along with supporting evidence - such as Energy Attribute Certificates, supplier invoices. When energy certificates or supplier-specific emission rates are not available, residual mix should be used for: RE-Diss Europe and US residual mix (Green-e).

For the 2023 inventory, we collected financial and operational data from each site greater than 500 sqm, which in total represents more than 99% of the total surface of the buildings owned or rented for our business operations.

One site in India is excluded from the reporting since it is maintained closed and not in operation. The sites that are either 100% subleased or partially subleased, or shutdown, and do not contribute to our business operations, are accounted for scope 3.13.

The data management process includes the collection of electricity, heat, cooling and fuels consumption, as well as refrigerant leakages, which is fulfilled monthly by data owners. Data is controlled by the regional Real Estate Manager and by the Real Estate and Facilities Sustainability Manager before being published. Activity data is converted to the appropriate units for calculating emissions with standard emission factors.

When data is not available for one or several months for one building (e.g., because the invoice is not yet available), the energy consumption is estimated on the basis of the data history related to previous months and years.

To cover the sites not included in the data collection (sites < 500 sqm and one non-active site), we have voluntarily and conservatively added a contingency of 5% to the total volume of GHG emissions related to our buildings.

The main tools used in Technip Energies for data collection, consolidation, analytics, visualization and monitoring of our CO₂ emissions have been developed internally. The scope 1 & 2 inventory dashboard is the basis of the site inventory and energy uses for GHG reporting.

The data management process includes the collection of invoices and other primary evidence (procurement reports, extracts from the third-party providers' reports, etc.) for quality control and assurance purposes.

The same data collection process was followed for the few external data centers. Emissions from the data centers that are hosted in our buildings are accounted for the building's emissions.

Regarding the fleet of vehicles (service cars) attached to the buildings and used for our direct operations, the calculation methodology was revised in 2023 and these emissions are now reported and included in scope 1 & 2 emissions. Emissions from company cars and vehicles used for home-to-worksit transport are reported in scope 3 (commuting).

Annual GHG reporting is reviewed and validated by Technip Energies on an annual basis, as part of Technip Energies' review process. The process is intended to ensure that the inventory is complete and accurate, and that it maintains the continuous improvement and performance of any ongoing environmental sustainability reporting programs, KPIs and/or targets.

Scope 3

Most of our scope 3 emissions, which mainly represent the life cycle emissions of our projects, our “sold products” according to the Greenhouse Gas Protocol, come from scope 3 downstream.

- Scope 3 upstream is mainly induced by our projects under development for our clients and is largely based on anticipated quantification before the plants are started up and entered into operation.
- Most of the upstream represents Technip Energies’ carbon footprint as main or EPC contractor, while the downstream part represents the use of our “sold products” – the plants - by our clients.
- The GHG emissions calculation boundary limits (system boundaries) are the same as our contractual project scope, which can be only a part of a larger project developed by our clients. Life-cycle emissions that are accounted for in scope 3 are only those from contracts that are in our portfolio; contracts that we did not win are excluded from the calculation.

Two families of contracts are in our portfolio:

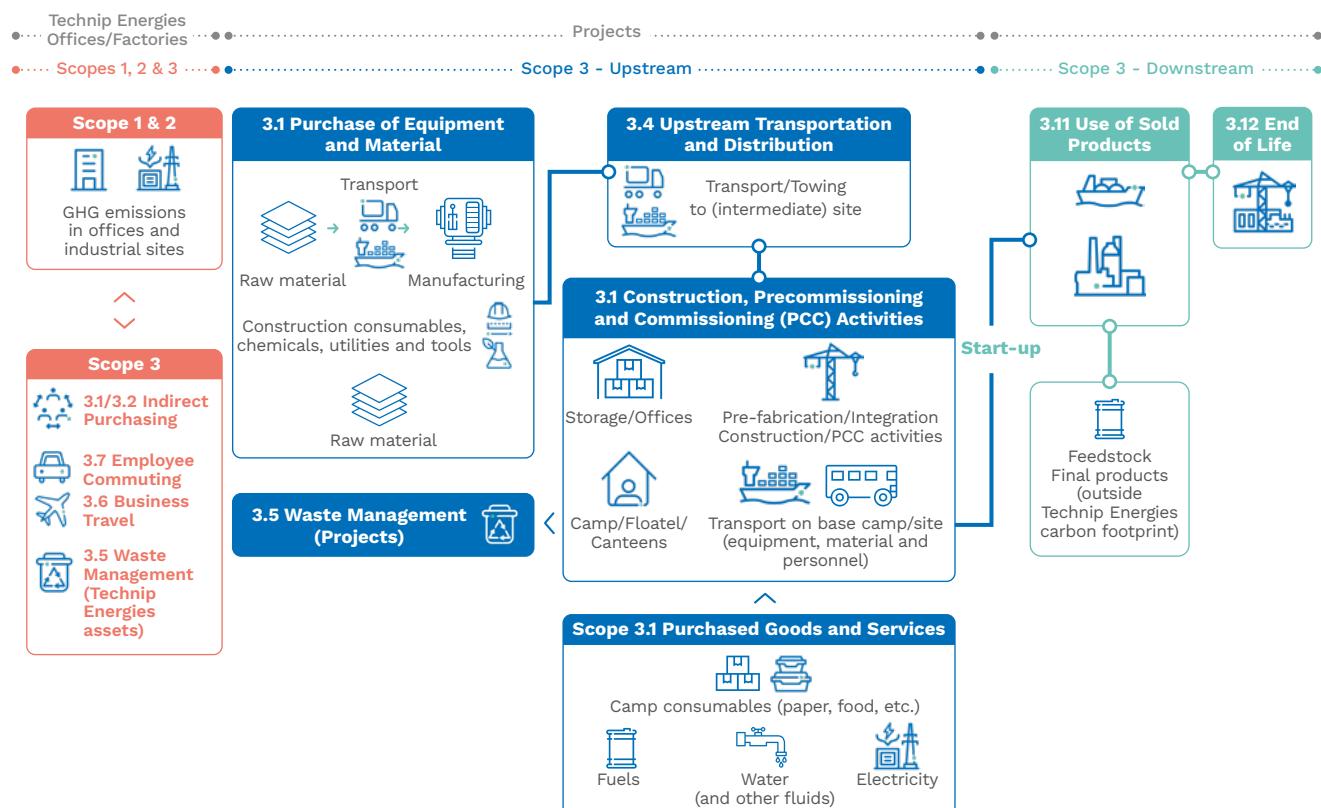
- Contract for intellectual services, which includes any kind of contract that delivers only immaterial assets: advisory, expertise, studies, consulting, Project Management

Consultancy, basic design, pre-FEED, FEED (competition or not, with roll-over to EPC or not), BFS, Detailed Design contract, EPs, EPsCm, EPsCa, “*Maîtrise d’œuvre*”, assistance to Client, Framework Agreements, etc. In these cases, Technip Energies does not deliver any material asset. Therefore, no scope 3 GHG emissions are accounted for, only GHG emissions related to worked hours.

- Contract for project delivery, which delivers a material asset (units, plants, modules, equipments) to a client. GHG emissions are calculated for the entire project lifetime from cradle to grave, and reported in both scopes 3, upstream and downstream. If a Technip Energies contract does not cover the full EPC scope (EP, EPsCm, or consortium partnerships), Technip Energies reports only the GHG emissions related to its contractual project scope of works (for an EP contract, only the procurement and upstream transportation of goods).

Technip Energies activities include projects that are developed for greenfield plants (new plants with no existing GHG emissions) or brownfield plants (existing plants that are modified and already have existing GHG emissions). For brownfield plants, Technip Energies GHG emissions shall only be representative of the contractual project scope of works.

Technip Energies GHG emissions scopes 1, 2 and 3: Overview of life cycle stages for typical onshore/offshore EPC projects



Key accounting principles

The GHG emissions calculation and assessment approach can follow two philosophies, which can be combined and added to ensure the completeness of the quantification:

- collecting data approach based on, if any, actual measured data. This methodology is to be used for activities achieved (actual work);
- estimating approach based on data quantification. This methodology is generally to be used for activities not yet achieved or when data is not fully available (remaining or planned work).

The Carbon Footprint of Technip Energies is classified within two different categories:

- “Out-of-Project”, covers activities related to buildings, offices, industrial sites, employees and associated commodities, for which the GHG emissions annual reporting is based on actual GHG emissions accounted (indirectly measured) for each calendar year;
- “On Project” covers activities related to sold products (Projects in execution phase), for which GHG emissions quantification is performed according to estimating principles and a progressive carbon footprint reporting mechanism.

Technip Energies bases its calculations as much as possible on real data, measured or collected from customers and suppliers, and updates the calculations during the project development, on a regular basis to incorporate the project maturity, data availability or change or modification until the completion of the project. For example, if during the lifetime of a project, the configuration is planned to be changed moving from fossil energy produced in situ to electrification with renewable energy, the benefit of the change, if sufficiently documented and secured, would be incorporated in the calculation.

If a carbon footprint calculation has not been performed for an on-going project within Technip Energies’ portfolio, the carbon footprint is estimated by extrapolation from other projects using GHG emissions per revenue or cost ratios. This approach is only applicable for small projects.

A progressive carbon footprint reporting mechanism is applied for Technip Energies’ on-going projects portfolio. The term “on-going projects” refers here to the projects under development between their contract award and 100% progress achieved. The part of the project carbon footprint corresponding to the progress achieved on the reported year is reported each year, from year of contract award and year of 100% progress achieved. This approach is aligned with IFRS 15 related to revenue progress and recognition and aligns Technip Energies’ annual carbon footprint reporting

with our annual revenue reporting. Although this approach is not presented in the GHG Protocol, it was deemed appropriate to Technip Energies’ company profile, which deals with major “sold” projects of values above Technip Energies’ own annual revenue and need several years of development between contract award and final acceptance.

Data collection, management and control

A large volume of information is already collected in our databases and other IT tools for the needs of various existing activities developed on projects and for support functions. This information and its digitalization have been analyzed for this new purpose of GHG emissions quantification. Especially completeness and accuracy of the data and quantities have been checked and completed by estimating approaches where needed.

For the annual report 2022, the Climate Change and Actions teams have ensured the completeness of the reporting through centralized actions. In 2023, all methodologies of GHG calculation have been deployed to all Operating Centers and “on-going projects” in order to make each project and each function owner of the process responsible for the quality of data reported, and for the reduction actions to be implemented and tracked to meet our reduction ambitions.

Each project team uses the engineering and construction expertise to make the quantification, based on physical, quantified, actual and certified data originally and already developed and used by other disciplines for other purposes. This approach guarantees a good level of accuracy of the calculated figures based on proven and reliable processes and data sources well tested internally and by our clients for decades.

On projects, the Technip Energies Project Director is responsible for the carbon footprint quantification and the reduction objectives of his project. He may be assisted by a dedicated Project Carbon Manager but remains responsible for the quality and the accuracy of the quantification expected at each step of the project development in line with Technip Energies methodologies and guidelines even if the quantification is carried out by a JV partner or a specialized consultant, or the Client or their own consultants.

Annual GHG reporting is reviewed and validated by internal control, as part of Technip Energies’ review process. This process is intended to ensure that the inventory is complete, accurate and to maintain continuous improvement and performance of any ongoing sustainability reporting programs, KPIs and/or targets.

Emission factors used

The large volume of activities achieved on our projects needed to be rationalized at the right level of detail to be manageable. Semi-consolidation approaches were achieved. In parallel, the emission factors existing in numerous external databases (e.g., Ecoinvent, International Energy Agency (IEA), Ademe, Inies, DEFRA, US EPA, Concawe) and provided by suppliers and vendors were analyzed, domains of applicability checked, adapted to our activities and combined for application to known and unknown quantities. An in-house and appropriate emission factors database has been developed for all our engineering disciplines to cover all our types of activities.

Avoided emissions

We believe we have to quantify the full CO₂ impact of our offers, to drive our decisions and provide expert and decisive advice to our clients to meet their GHG emissions reduction targets.

In 2022, we have defined our avoided emissions based only on carbon capture solutions in our “on-going projects”. This scope represents the reduction of our clients’ emissions achieved thanks to our solutions/projects compared to a

reference scenario or baseline without the solutions/projects (i.e., carbon capture units).

The progressive carbon footprint reporting mechanism, as for the reporting of scope 3 for “on-going projects” is applied on the avoided emissions.

Because of the different nature and variety of the solutions and projects that Technip Energies provides, we continue, for this year also, to focus the avoided emissions of carbon capture projects only.

Pre-investment stages of future projects

While their carbon footprints do not appear as such in Technip Energies annual reporting, we also use these similar methodologies and approaches to estimate the full carbon footprint of future projects during pre-investment stages from conceptual to FEED up to EPC proposals. These approaches are sufficiently detailed that the parameters can be used at the design phase to lower a project’s overall carbon footprint, providing value for our clients and our decision-making processes, and contributing to our sustainability offer.

Methodological notes regarding Scope 3 GHG emissions (refer to section 4.1. ESG Indicators)

Scope 3.1 - Purchased goods and services:

- out of projects, calculation is based on actual quantities purchased during the year;
- for procurement of goods on projects:
 - calculation is partially based on actual and forecasted quantities (77% of total carbon footprint value), and
 - completed by revenue-based extrapolation for other projects (23% of total carbon footprint value),
 - prorata annual progress.
- for construction activities on projects:
 - calculation is partially based on actual and forecast quantities (87% of total carbon footprint value), and
 - completed by revenue-based extrapolation for other projects (13% of total carbon footprint value),
 - prorata annual progress.

Scope 3.2 - Capital goods: Calculation is based on annual estimated quantities of purchased capital goods for Technip Energies industrial sites and offices during the year. It also includes all material and equipment purchased during construction, refreshment, renovation or re-structuring of Technip Energies owned assets.

Scope 3.3 - Fuel- and energy-related activities (not included in scope 1 and scope 2): it covers the extraction, production and transport of energy mainly related to scope 1 (well-to-tank). The quantities of fuels are the same as the ones used for scope 1.

Scope 3.4 - Upstream transportation and distribution: Transportation of goods, modules, towing, offshore campaigns on projects:

- calculation is partially based on actual and forecasted quantities (80% of total carbon footprint value); and
- completed by revenue-based extrapolation for smaller projects (20% of total carbon footprint value);
- prorata annual progress.

Scope 3.5 - Waste generated in operations: Calculation is based on actual quantities coming from Intelex.

Scope 3.6 - Business travel: quantities are provided by Technip Energies’ Travel agency and calculation is based on actual quantities.

Scope 3.7 - Employee commuting: Calculation is based on quantities collected by our first employee commuting survey launched in November 2023 to all our employees.

Scope 3.8 - Mandatory parts of upstream leased assets: reported in other scopes (scope 1 or 2). Manufacturing of used equipment, reported in scope 3.1, such as temporary site facilities, camps, lifting equipment, site vehicles and transportation equipment (vessel, train), is optional and not included.

Scope 3.9 - Downstream transportation and distribution: Not applicable for EPC projects. Technip Energies’ “sold products” are composed of the complete plants which are not subject to transportation and distribution and part of plants (for modularized plants) which are transported by Technip Energies to our clients’ site. Applicable for Technip Energies industrial sites (Loading Systems, Cybernetix and Dahej) and for EPF projects when the client is transporting the modules from the fabrication yards to its final site.

Scope 3.10 - Processing of sold products: Not applicable for EPC projects. Technip Energies’ “sold products” are composed of the final plants which are not subject to intermediate processing. Applicable for Technip Energies industrial sites (Loading Systems, Cybernetix and Dahej) and for EPF projects, where processing means integration of the equipment and modules by the client into the final unit/plant.

Scope 3.11 - Use of sold products (operation by our clients of Technip Energies' sold plants and manufactured equipment, during their entire lifetime). It covers only the GHG emissions of scopes 1 & 2 of our client, from startup activities and normal operation (combustion from engines, flaring, vent fugitive emissions, electricity from the grid, etc.). The client's scope 3 is excluded from our calculation.

Scope 3.12 - End-of-life treatment of sold products (our clients' plants). It covers the GHG emissions during the deconstruction of the plant and the equipment, and the treatment of the wastes: the quantities of equipment and material are assumed the same as the ones used for construction.

4.3. EU GREEN TAXONOMY

Our ESG roadmap is deployed in a context where national governments and international bodies are implementing new policies to address the effects of a rapidly changing environment. The Taxonomy Regulation (the "**EU Taxonomy**") is a key component of the European Commission's action plan to redirect capital flows towards a more sustainable economy. It consists in a classification system that establishes a list of environmentally sustainable economic activities. The aim of the EU Taxonomy is to provide companies, investors and policymakers with clear definitions of economic activities which can be considered as environmentally sustainable. This provides clarity and security for investors, helps companies to become more climate-friendly, mitigates market fragmentation and helps to shift investments where they are most needed.

The Taxonomy Regulation came into force on July 12, 2020. It sets out the conditions an economic activity must meet to qualify as environmentally sustainable. The regulation establishes six environmental objectives:

- climate change mitigation;
- climate change adaptation;
- the sustainable use and protection of water and marine resources;
- the transition to a circular economy;
- pollution prevention and control; and
- the protection and restoration of biodiversity and ecosystems.

The first delegated act concerning the technical screening criteria for economic activities with significant contribution to climate change mitigation and climate change adaptation (the "**Climate Delegated Act**" (EU) 2021/2139) was adopted on June 4, 2021 and published in the EU Official Journal in December 2021. The Climate Delegated Act has been amended by the Delegated Regulation (EU) 2023/2485 adopted on June 27, 2023.

Scope 3.13 - Downstream leased assets (leased or subleased in assets not included in scope 1 or 2): scope 1 & 2 emissions from one site located in Houston that is 100% subleased and does not contribute to our business operations is accounted for this category like few offices with subleased surfaces.

Scope 3.14 - Franchises: Technip Energies has no franchises and consequently this scope 3.14 is not applicable and nil. Licenses are not considered as franchises and are reported in the same way as other engineering services.

Scope 3.15 - Investments: this scope includes the annual Scope 1 & 2 GHG emissions of Technip Energies' investments through entities in net-equity and non-consolidated entities (they are not included in Technip Energies' scopes 1 and 2).

In accordance with Article 8 and Article 10-(2) of the Disclosures Delegated Act (EU) 2021/2178 of 6 July 2021, we set forth in this section the share of our Group's revenue, capital expenditure ("**CAPEX**") and operating expenditure ("**OPEX**") for the reporting period 2023, which are associated with Taxonomy-eligible economic activities defined in the Delegated Regulation (EU) 2021/2139 and the Delegated Regulation (EU) 2023/2485 concerning the two climate objectives (climate change mitigation and climate change adaptation).

We also disclose in this section the share of our Group's revenue, CAPEX and OPEX for the reporting period 2023, which are associated with Taxonomy-eligible economic activities defined in the delegated regulation (EU) 2023/2486 of 27 June 2023 (the "**Environmental Delegated Act**") concerning the four other environmental objectives (sustainable use and protection of water and marine resources, transition to a circular economy, pollution prevention and control, protection and restoration of biodiversity and ecosystems).

For the year ended December 31, 2023, entities are required to disclose the proportion of their activities that are Taxonomy-eligible and Taxonomy-aligned in terms of their Turnover, CAPEX and OPEX. This obligation relates to the two climate objectives. The evaluation of the alignment has been performed by identifying our activities or CAPEX covered by the Climate Delegated Act and assessing their alignment to technical criteria (substantial contribution criteria), their compliance with the "Do No Significant Harm" principle and the minimum safeguards.

For the other four environmental objectives (the sustainable use and protection of water and marine resources; the transition to a circular economy; pollution prevention and control; and the protection and restoration of biodiversity and ecosystems.), the 2023 obligation only relates to eligibility. We have carried out an eligibility analysis concerning these four objectives without identifying any new eligible activity.

Summary

Based on an exhaustive analysis performed during 2023, and given our position in the value chain, our revenue is Taxonomy-non-eligible because our activities are not covered by the Climate Delegated Act to date and therefore the capital and operating expenditures related to our activities are also Taxonomy-non-eligible.

However, CAPEX to be reported also includes those that are related to the purchase of output from Taxonomy-aligned economic activities (such as some real estate activities) and enables us to consider a part of our leasing of buildings and our investments related to the installation of renewable energy technologies as Taxonomy-aligned.

Regarding our total OPEX that complies with the EU Taxonomy definition, it is non-significant in comparison with our total consolidated operating expenses and we chose to use the materiality exemption option offered by the regulation.

Consequently, no revenue is eligible or aligned. OPEX is exempted. Only CAPEX is as follow:

| | Capital expenditure (CAPEX) |
|--|-----------------------------|
| Proportion of Taxonomy – Eligible economic activities (in %) | 49.61% |
| Proportion of Taxonomy – Aligned economic activities (in %) | 10.24% |

Our Assessment

Revenue - Core business activities

As a leading Engineering and Technology company for the energy transition, we are contributing to the reduction of the energy industry's environmental footprint by making available to our clients the most efficient technologies and by reducing the impact of the activities we are conducting. We are developing solutions in hydrogen, offshore wind farms, ethylene, sustainable chemistry including biofuels and biochemicals, circularity, decarbonization projects including low-carbon hydrogen and carbon capture utilization and storage as well as carbon-free energy (see section 1.5. A presence in traditional and emerging markets of the 2023 Annual Report).

Taking the entire value chain into consideration, we expect to contribute substantially to the energy transition and GHG emission reductions in other sectors, as disclosed in the 2023 Annual Report sections 1.5.1. Gas & Low-Carbon Energies, 1.5.2. Sustainable Fuels, Chemicals and Circularity and 1.5.3. Decarbonization solutions. We are actively facilitating the use of technologies that aim to reduce GHG emissions significantly.

Based on the current application of the eligibility criteria, wind power, bioenergies (biogas, biofuels and bioliquids), ethylene, hydrogen and storage of CO₂ are broadly listed in Annex I to the Climate Delegated Act, notably through the activities "3.14. Manufacture of organic basic chemicals", "3.2. Manufacture of equipment for the production and use of hydrogen", "4.13. Manufacture of biogas and biofuels for use in transport and of bioliquids", "4.3. Electricity generation from wind power", "5.11. Transport of CO₂" and "5.12. Underground permanent geological storage of CO₂". Annex III to the Climate Delegated Act II also addresses the pharmaceutical industry for which Technip Energies plays a role, with the activity "1.1 Manufacture of active pharmaceutical ingredients (API) or drug substances". Under these activities, the EU Taxonomy targets the manufacture of products and technologies or the operation of the facilities, but not the engineering and construction of the facilities. Therefore, though our activities are not eligible to the EU Taxonomy, we nevertheless contribute as an engineering and technology company to the energy transition and enable our clients to be more sustainable. As Technip Energies, we do operate upstream in the value chain of Green Taxonomy activities. This does not exclude that, in the future, new projects coming from our customers would lead to new eligible activities for Technip Energies. In the complementary Climate Delegated Act, the Commission has included certain gas activities, notably through the activities "4.29 Electricity generation from fossil gaseous fuels", "4.30 High-efficiency co-generation of heat/cool and power from fossil gaseous fuels" and "4.31 Production of heat/cool from fossil gaseous fuels in efficient district heating and cooling system". Under these activities the EU Taxonomy targets the gas energy activities as transitional activities, subject to specific conditions, which recognize the role gas can play to help some regions in their transition from the most polluting solid fossil fuel energy sources, such as coal, to renewable energy. Therefore, even though Technip Energies provides low-carbon capital expenditure solutions to the gas industry, our revenues are not eligible due to our position in the value chain. The gas-eligible activities are restricted to the construction or operation for electricity generation or production of heat/cool using fossil gaseous fuel.

Concerning material recovery activities, they are addressed by the Green Taxonomy in Annex I and II to the Climate Delegated Acts, through the activities "2.7. Sorting and material recovery of non-hazardous waste" and "5.9. Material recovery from non-hazardous waste". However, the Green Taxonomy only covers mechanical transformation processes while Technip Energies, as a technology company, is provides solutions with chemical processes. Additionally, Annex II considers the activity "5.2 Sale of spare parts" but for only some sectors, where Technip Energies is not included.

Therefore, according to the Climate Delegated Act, we did not identify any Taxonomy-eligible or Taxonomy-aligned economic activities among those contributing to our 2023 annual consolidated revenue.

Capital expenditure (CAPEX)

The CAPEX KPI is defined as Taxonomy-eligible CAPEX (numerator) divided by our total CAPEX (denominator).

Total consolidated CAPEX (denominator) consists of additions to tangible and intangible fixed assets during the financial year, before depreciation, amortization and any re-measurements, including those resulting from revaluations and impairments, as well as excluding changes in fair value. It includes additions to fixed assets (IAS 16), intangible assets (IAS 38) and right-of-use assets (IFRS 16). Additions resulting from business combinations are also included. Goodwill is not included in CAPEX as it is not defined as an intangible asset in accordance with IAS 38. For further details on our accounting policies regarding our CAPEX, refer to

section 8.1.6. Notes to consolidated financial statements of our 2023 Annual Report.

Purchase of output from Taxonomy-eligible and Taxonomy-aligned economic activities and individual measures enabling certain target activities to become low-carbon or to lead to greenhouse gas reductions can be taken into account (section 1.1.2.2. (c) of Annex I to the Article 8 Delegated Act).

We have identified the following economic activities in the Climate Delegated Act resulting in CAPEX which can be considered as individually Taxonomy-eligible and/or Taxonomy-aligned. This CAPEX concerns purchases of output related to taxonomy-eligible and aligned economic activities:

| | Proportion of CAPEX/Total CAPEX | |
|---|---------------------------------|---------------------------------|
| | Taxonomy-aligned per objective | Taxonomy-eligible per objective |
| Climate Change Mitigation | 10.24% | 49.61% |
| Climate Change Adaptation | 10.24% | 49.61% |
| Water and Marine Resources | —% | —% |
| Circular Economy | —% | —% |
| Pollution Prevention and Control | —% | —% |
| Biodiversity and Ecosystems | —% | —% |

In 2023, as in 2022, our Taxonomy-aligned CAPEX mainly comprised the increase in right-of-use related to the annual rent indexation of our “Origine” Headquarters located in Nanterre, France, representing more than 97% of our Taxonomy-aligned CAPEX related to activity 7.7 “Acquisition and ownership of buildings”. We have performed the analysis of the alignment and assessed that our headquarters complies with the technical screening criteria of both of the climate change mitigation and adaptation objectives. This alignment has also been confirmed by the lessor.

To a lesser extent, our Taxonomy-aligned CAPEX also comprised our investments related to our installation of solar photovoltaic systems (including installation under construction).

Our Taxonomy-eligible (but non-aligned) CAPEX comprised:

- renting and leasing of vehicles, including extensions of existing lease contracts, independently of their emissions of CO₂ in relation with the activity “6.5. Acquisition and ownership of buildings” of the Taxonomy regulation;

■ acquisitions of buildings, including extensions of existing lease contracts, independently of their use or energy efficiency in relation with the activity “7.7. Acquisition and ownership of buildings” of the Taxonomy regulation.

In 2022, our taxonomy-eligible CAPEX comprised in addition the acquisitions of infrastructure for data processing services, hosting, and related activities, in relation with the activity “8.1. Data processing, hosting and related activities” and the acquisitions of data-driven solutions for GHG emissions reductions in relation with the activity “8.2. Data-driven solutions for GHG emissions reductions” and the acquisitions of research and development solutions for the electricity generation from wind power in relation with the activity “9.1. Close to market research, development and innovation” of the Taxonomy regulation.

Table 1 – CAPEX - Proportion of CAPEX from products or services associated with Taxonomy- aligned economic activities - disclosure covering year 2023

| Economic activities | Code(s) | 2023 | | Substantial contribution criteria | | | | | | | | |
|--|---------------------------|------------------------|----------------------------|-----------------------------------|---------------------------|----------------------------|------------|------------------|-----------------------------|--|--|--|
| | | Absolute CAPEX (M€) | Proportion of CAPEX (%) | Climate change mitigation | Climate change adaptation | Water and marine resources | Pollution | Circular economy | Biodiversity and ecosystems | | | |
| | | | | Y; N; N/EL | Y; N; N/EL | Y; N; N/EL | Y; N; N/EL | Y; N; N/EL | Y; N; N/EL | | | |
| A. TAXONOMY-ELIGIBLE ACTIVITIES | | | | | | | | | | | | |
| A.1. Environmentally sustainable activities (Taxonomy-aligned) | | | | | | | | | | | | |
| 6.5 Transport by motorbikes, passenger cars and commercial vehicles | CCM 6.5 | — | —% | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | |
| 7.3 Installation, maintenance and repair of energy efficiency equipment | CCM 7.3 | — | —% | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | |
| 7.4 Installation, maintenance and repair of renewable energy technologies | CCM 7.4 | — | —% | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | |
| 7.6 Installation, maintenance and repair of renewable energy | CCM 7.6 CCA 7.6 | 0.3 | 0.28% | Y | Y | N/EL | N/EL | N/EL | N/EL | | | |
| 7.7 Acquisition and ownership of buildings | CCM 7.7 CCA 7.7 | 10.8 | 9.96% | Y | Y | N/EL | N/EL | N/EL | N/EL | | | |
| CAPEX of environmentally sustainable activities (Taxonomy-aligned) (A.1) | 11.1 | 10.24% | | 10.24% | 10.24% | —% | —% | —% | —% | | | |
| Of which enabling | | 0.3 | 0.28% | 10.24% | 10.24% | —% | —% | —% | —% | | | |
| Of which transitional | | —% | | | | | | | | | | |
| A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) | | | | | | | | | | | | |
| 6.5 Transport by motorbikes, passenger cars and commercial vehicles | CCM 6.5 CCA 6.5 | 4.7 | 4.33% | EL; N/EL | EL; N/EL | EL; N/EL | EL; N/EL | EL; N/EL | EL; N/EL | | | |
| 7.7 Acquisition and ownership of buildings | CCM 7.7 CCA 7.7 | 38.0 | 35.04% | EL | EL | N/EL | N/EL | N/EL | N/EL | | | |
| 8.1 Data processing, hosting and related activities | CCM 8.1 | — | —% | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | |
| 8.2 Data-driven solutions for GHG emissions reductions | CCM 8.2 | — | —% | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | |
| 9.1 Close to market research, development and innovation | CCM 9.1 | — | —% | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | |
| CAPEX of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2) | 42.7 | 39.37% | | 39.37% | 39.37% | —% | —% | —% | —% | | | |
| Total CAPEX of Taxonomy-eligible activities (A.1 + A.2) (A) | 53.8 | 49.61% | | 49.61% | 49.61% | —% | —% | —% | —% | | | |
| B. TAXONOMY-NON-ELIGIBLE ACTIVITIES | | | | | | | | | | | | |
| CAPEX of Taxonomy-non-eligible activities (B) | 54.7 | 50.39% | | | | | | | | | | |
| TOTAL (A + B) | 108.5 | 100% | | | | | | | | | | |

Activities listed under A2 may be filled in on a voluntary basis by non-financial undertakings

| | DNSH Criteria | | | | | | Minimum safeguards | Taxonomy-aligned proportion of CAPEX Year 2022 | Category (enabling activity) | Category (transitional activity) |
|--|---------------------------|---------------------------|----------------------------|-----------|------------------|-----------------------------|--------------------|--|------------------------------|----------------------------------|
| | Climate change mitigation | Climate change adaptation | Water and marine resources | Pollution | Circular economy | Biodiversity and ecosystems | | | | |
| | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | (%) | E | T |
| | Y | Y | Y | Y | Y | Y | Y | 0.32% | | |
| | Y | Y | Y | Y | Y | Y | Y | 0.40% | E | |
| | Y | Y | Y | Y | Y | Y | Y | 0.07% | E | |
| | Y | Y | Y | Y | Y | Y | Y | 0.22% | E | |
| | Y | Y | Y | Y | Y | Y | Y | 7.20% | | |
| | Y | Y | Y | Y | Y | Y | Y | 8.22% | | |
| | Y | Y | Y | Y | Y | Y | Y | 0.69% | E | |
| | | | | | | | | —% | | |
| | | | | | | | | (%) | | |
| | | | | | | | | 1.47% | | |
| | | | | | | | | 11.21% | | |
| | | | | | | | | 24.41% | | |
| | | | | | | | | 0.29% | | |
| | | | | | | | | 2.87% | | |
| | | | | | | | | 40.25% | | |
| | | | | | | | | 48.47% | | |
| | | | | | | | | | | |

Operating expenses (OPEX)

The EU Taxonomy defines operating expenses (OPEX) as direct non-capitalized costs that relate to research and development, building renovation measures, short-term leases, maintenance and repair, and any other direct expenditures relating to the day-to-day servicing of assets of property, plants and equipment by the undertaking or third party to whom activities are outsourced that are necessary to ensure the continued and effective functioning of such assets.

Due to our economic activities and our economic model, our operating expenses consist primarily of cost of sales, representing more than 92% of the total consolidated OPEX in 2023 (refer to section 8.1.1. Consolidated statement of income of this 2023 Annual Report).

Consequently, our total operating expenses that comply with the EU Taxonomy (denominator), as detailed above, represents for the 2023 financial year around €101 million and 1.8% of our total consolidated operating expenses. We, therefore, chose to use the materiality exemption offered by the Regulation, and not to compute this indicator numerator which is considered as being equal to zero.

Minimum safeguards

Following the regulatory criteria named “Minimum Safeguards”, various Technip Energies policies cover these topics, through the adoption of a set of standards, policies implemented and best practices applicable to its operations, the establishment of specialized teams responsible for particular attention to these subjects aimed at ensuring their daily application.

Thus, the Technip Energies Code of Business Conduct recognizes human rights as a fundamental principle and the Company ensures compliance with human rights (for more details refer to section 3.3.3. Human rights due diligence program).

In the same way, dedicated standards and policies are set out concerning business ethics, anti-corruption, anti-bribery and tax (for more details refer to sections 2.2. Sustainability Policies and Certifications and 3.3.1. Business Conduct).

In the context of activities carried out by joint-ventures and associates in which Technip Energies has significant influence, accounted for by the equity method, the Company uses its leverage with its business partners to apply similar standards.

4.4. GRI CONTENT INDEX

For the Content Index - Advanced Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders. **The service was performed on Technip Energies 2023 Annual Report.**

| Statement of use | Technip Energies has reported in accordance with the GRI Standards for the period of January 1, 2023 to December 31, 2023. | |
|--------------------------------|---|--|
| GRI 1 used | GRI 1: Foundation 2021 | |
| Applicable GRI Sector Standard | GRI 11: Oil and Gas Sector 2021 | |

GRI 2: General disclosures 2021

| Disclosure | Reference in Technip Energies 2023 Sustainability Report | Reference in Technip Energies 2023 Annual Report |
|--|---|--|
| 2-1 Organizational details | Sustainability at a glance - page 4 | 1. Presentation of Technip Energies- page 6 |
| 2-2 Entities included in the organization's sustainability reporting | Exceptions or further information on the reported ESG indicators are provided in the same entities as the consolidated section 4.2. Definitions and financial statement, which can be found methodologies (page 97), as well as in Annual Report Note 31. Companies notes on tables in the section 4.1. ESG included in the scope of the Indicators (page 84) | The sustainability report encompasses the same entities as the consolidated financial statement, which can be found in Annual Report Note 31. Companies notes on tables in the section 4.1. ESG included in the scope of the consolidated financial statements (page 346). |
| 2-3 Reporting period, frequency and contact point | Reporting period: January 1, 2023 to December 31, 2023 Frequency: Annually Contact: https://www.technipenergies.com/en/contact | |
| 2-4 Restatements of information | 4.2. Definitions and methodologies pages 98 and 99 | |
| 2-5 External assurance | | 3.4.5. Limited Assurance Report of the Independent Auditor - page 200 8.3. Independent Auditor's report - page 374 |
| 2-6 Activities, value chain and other business relationships | 1.2. Technip Energies business model - page 12 | |
| 2-7 Employees | 3.2. People - page 62 Social indicators at 4.1. ESG Indicators – page 91 | |
| 2-8 Workers who are not employees | Information unavailable. Technip Energies is developing this KPI and will report it in the coming years. | |
| 2-9 Governance structure and composition | 2.1. ESG Governance - page 22 | 5.1. The Technip Energies Board - page 226 |
| 2-10 Nomination and selection of the highest governance body | | 5.1. The Technip Energies Board - page 226 |
| 2-11 Chair of the highest governance body | | 5.1. The Technip Energies Board - page 226 |
| 2-12 Role of the highest governance body in overseeing the management of impacts | 2.1. ESG Governance - page 22 | 5.1. The Technip Energies Board - page 226 |
| 2-13 Delegation of responsibility for managing impacts | 2.1. ESG Governance - page 22 | 5.1.8. 2023 Board of Directors Meetings - page 241 5.1.9. 2023 Board Committee Meetings - page 243 |
| 2-14 Role of the highest governance body in sustainability reporting | 2.1. ESG Governance - page 22 | 5.1.8. 2023 Board of Directors Meetings - page 241 5.1.9. 2023 Board Committee Meetings - page 243 |
| 2-15 Conflicts of interest | | 5.1.7.3. Conflicts of interest - page 238 |

| Disclosure | Reference in Technip Energies 2023 Sustainability Report | Reference in Technip Energies 2023 Annual Report |
|---|---|--|
| 2-16 Communication of critical concerns | | 5.1. The Technip Energies Board - page 226 |
| 2-17 Collective knowledge of the highest governance body | | 5.1.4. Board skills and experience matrix - page 235 |
| 2-18 Evaluation of the performance of the highest governance body | | 5.1. The Technip Energies Board - page 226 |
| 2-19 Remuneration policies | | 6. Remuneration report - page 258 |
| 2-20 Process to determine remuneration | | 6. Remuneration report - page 258 |
| 2-21 Annual total compensation ratio | | 6. Remuneration report - page 258 |
| 2-22 Statement on sustainable development strategy | | Message from the Chair - page 2 Message from the Chief Executive Officer - page 4 |
| 2-23 Policy commitments | 2.2. Sustainability certifications -page 24 | policies and |
| 2-24 Embedding policy commitments | 2.2. Sustainability certifications -page 24 | policies and |
| 2-25 Processes to remediate negative impacts | 3.3.1. Business Conduct - page 77 | |
| 2-26 Mechanisms for seeking advice and raising concerns | 3.3.1. Business Conduct - page 77 | |
| 2-27 Compliance with laws and regulations | 3.3.1. Business Conduct - page 77 | |
| 2-28 Membership associations | 1.5. Collective commitments - page 19 | |
| 2-29 Approach to stakeholder engagement | 2.3. Stakeholder engagement -page 26 | |
| 2-30 Collective bargaining agreements | 3.2.4. Diversity & Inclusion - page 72 | |

GRI 3: Material topics 2021

| Disclosure | Reference in Technip Energies 2023 Sustainability Report |
|--|---|
| 3-1 Process to determine material topics | 2.4. Double materiality - page 29 |
| 3-2 List of material topics | 2.4. Double materiality - page 29 In 2023, Technip Energies conducted a double materiality assessment following the EU ESRS recommendations. The assessment identified 20 material matters under ten ESG topics. However, in terms of impact materiality the assessment has identified 17 ESG material matters. From the 17 ESG material matters under the impact materiality, for the topics “Contribution to circular economy solutions” , “Own workforce working conditions” and “Social dialogue for own workforce” , we only identified positive impacts. The topics “Skills development and talent management in the value chain” , “Corporate culture and governance” and “Business ethics” are not impact material but financial material for Technip Energies. |
| 3-3 Management of material topics | 2.3. Stakeholder engagement - page 26 2.4. Double materiality - page 29 3. Sustainability performance - page 48 |

GRI 11: Oil and gas sector 2021

| GRI Sector Standard ref. no. | GRI Standards | Disclosure | Reference in Technip Energies 2023 Sustainability Report/ Direct Answer/ Omission |
|--|--|--|---|
| 11.1 GHG emissions | | | |
| 11.1.1 | GRI 3: Material Topics 2021 | Disclosure 3-3 Management of material topics | 2.4. Double materiality - refer to GHG emissions of clients' projects - page 30 3.1.1. Climate & Environment Governance - page 50 |
| 11.1.2 | | Disclosure 302-1 Energy consumption within the organization | Energy indicators in the section 4.1.1. Environmental indicators – page 84 |
| 11.1.3 | GRI 302: Energy 2016 | Disclosure 302-2 Energy consumption outside of the organization | Energy indicators in the section 4.1.1. Environmental indicators – page 84 |
| 11.1.4 | | Disclosure 302-3 Energy intensity | Information unavailable. Technip Energies is developing this KPI and will report it in the coming years. |
| 11.1.5 | | Disclosure 305-1 Direct (Scope 1) GHG emissions | GHG emissions indicators in the section 4.1.1. Environmental indicators – page 84 |
| 11.1.6 | | Disclosure 305-2 Energy indirect (Scope 2) GHG emissions | GHG emissions indicators in the section 4.1.1. Environmental indicators – page 84 |
| 11.1.7 | GRI 305: Emissions 2016 | Disclosure 305-3 Other indirect (Scope 3) GHG emissions | GHG emissions indicators in the section 4.1.1. Environmental indicators – page 84 |
| 11.1.8 | | Disclosure 305-4 GHG emissions intensity | Information unavailable. Technip Energies is developing this KPI and will report it in the coming years. |
| 11.2 Climate adaptation, resilience, and transition | | | |
| 11.2.1 | GRI 3: Material Topics 2021 | Disclosure 3-3 Management of material topics | 2.4. Double materiality - refer to Innovative low-carbon and decarbonization solutions and Climate change adaptation - page 30 3.1.1. Climate & Environment Governance - page 50 3.1.2. Driving our decarbonization journey towards a low-carbon future - page 53 |
| 11.2.2 | GRI 201: Economic Performance 2016 | Disclosure 201-2 Financial implications and other risks and opportunities due to climate change | 2.4. Double materiality - page 29 |
| 11.2.3 | GRI 305: Emissions 2016 | Disclosure 305-5 Reduction of GHG emissions | 3.1.1. Climate & Environment Governance - page 50 |
| 11.2.4 | Additional Sector Disclosure | Describe the organization's approach to public policy development and lobbying on climate change | 2.3. Stakeholder engagement -page 26 |
| 11.3 Air Emissions | | | |
| 11.3.1 | GRI 3: Material Topics 2021 | Disclosure 3-3 Management of material topics | 2.4. Double materiality – Control of industrial discharge and nuisances of clients' projects and Safety of clients' project and product users - pages 30 and 30 3.1.3. Reducing our ecological footprint to protect biodiversity - page 58 |
| 11.3.2 | GRI 305: Emissions 2016 | Disclosure 305-7 Nitrogen oxides (NOx), Sulfur oxides (SOx), and other significant air emissions | Air emissions indicators in the section 4.1.1. Environmental indicators – page 84 |
| 11.3.3 | GRI 416: Customer Health and Safety 2016 | Disclosure 416-1 Assessment of the health and safety impacts of product and service categories | Information unavailable. Technip Energies is developing this KPI and will report on it in the coming years. |

| GRI Sector Standard ref. no. | GRI Standards | Disclosure | Reference in Technip Energies 2023 Sustainability Report/ Direct Answer/ Omission |
|---------------------------------|-----------------------------------|--|---|
| 11.4 Biodiversity | | | 2.4. Double materiality - Biodiversity impact of clients' projects - page 30 |
| 11.4.1 | GRI 3: Material Topics 2021 | Disclosure 3-3 Management of material topics | 3.1.3. Reducing our ecological footprint to protect biodiversity - page 58 |
| 11.4.2 | | Disclosure 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | Biodiversity indicators in the section 4.1.1. Environmental indicators – page 84 |
| 11.4.3 | GR 304: Biodiversity 2016 | Disclosure 304-2 Significant impacts of activities, products, and services on biodiversity | 3.1.3. Reducing our ecological footprint to protect biodiversity - page 58 2.4. Double materiality - page 29 |
| 11.4.4 | | Disclosure 304-3 Habitats protected or restored | Information unavailable. Technip Energies is developing this KPI and will report it in the coming years. |
| 11.4.5 | | Disclosure 304-4 IUCN Red List species and national conservation list species with habitat in areas affected by operations | Information unavailable. Technip Energies is developing this KPI and will report on it in the coming years. |
| 11.5 Waste | | | 2.4. Double materiality - refer to Sustainable use of resources and waste management for clients' projects and Contribution to circular economy solutions - page 30 |
| 11.5.1 | GRI 3: Material Topics 2021 | Disclosure 3-3 Management of material topics | 3.1.4. Promoting a Circular Economy - page 60 |
| 11.5.2 | | Disclosure 306-1 Waste generation and significant waste-related impacts | 3.1.4. Promoting a Circular Economy - page 60 2.4. Double materiality - page 29 |
| 11.5.3 | | Disclosure 306-2 Management of significant waste-related impacts | 3.1.4. Promoting a Circular Economy - page 60 2.4. Double materiality - page 29 |
| 11.5.4 | GRI 306: Waste 2020 | Disclosure 306-3 Waste generated | Waste indicators in the section 4.1.1. Environmental indicators – page 84 |
| 11.5.5 | | Disclosure 306-4 Waste diverted from disposal | Waste indicators in the section 4.1.1. Environmental indicators – page 84 |
| 11.5.6 | | Disclosure 306-5 Waste directed from disposal | Waste indicators in the section 4.1.1. Environmental indicators – page 84 |
| 11.6 Water and effluents | | | 2.4. Double materiality - refer to Water management of clients' projects - page 30 |
| 11.6.1 | GRI 3: Material Topics 2021 | Disclosure 3-3 Management of material topics | 3.1.3. Reducing our ecological footprint to protect biodiversity - page 58 |
| 11.6.2 | | Disclosure 303-1 Interactions with water as a shared resource | 3.1.3. Reducing our ecological footprint to protect biodiversity - page 58 2.4. Double materiality - page 29 |
| 11.6.3 | | Disclosure 303-2 Management of water discharge-related impacts | 3.1.3. Reducing our ecological footprint to protect biodiversity - page 58 2.4. Double materiality - page 29 |
| 11.6.4 | GRI 303: Water and Effluents 2018 | Disclosure 303-3 Water withdrawal | Water indicators in the section 4.1.1. Environmental indicators – page 84 |
| 11.6.5 | | Disclosure 303-4 Water discharge | Water indicators in the section 4.1.1. Environmental indicators – page 84 |
| 11.6.6 | | Disclosure 303-5 Water Consumption | Water indicators in the section 4.1.1. Environmental indicators – page 84 |

| GRI Sector Standard ref. no. | GRI Standards | Disclosure | Reference in Technip Energies 2023 Sustainability Report/ Direct Answer/ Omission |
|--|--|--|--|
| 11.7 Closure and rehabilitation | | | During the materiality assessment, this topic was not identified as material based on the importance to our stakeholders and the impact of our business. |
| 11.8 Asset integrity and critical incident management | | | During the materiality assessment, this topic was not identified as material based on the importance to our stakeholders and the impact of our business. |
| 11.9 Occupational health and safety | | | 2.4. Double materiality - refer to Own workforce safety and security and Value chain workers' health and safety - page <u>30</u> |
| 11.9.1 | GRI 3: Material Topics 2021 | Disclosure 3-3 Management of material topics | 3.2.2. Health, Safety and Well-being - page 64 |
| 11.9.2 | | Disclosure 403-1 Occupational health and safety management system | 3.2.2. Health, Safety and Well-being - page 64 |
| 11.9.3 | | Disclosure 403-2 Hazard identification, risk assessment, and incident investigation | 3.2.2. Health, Safety and Well-being - page 64 |
| 11.9.4 | | Disclosure 403-3 Occupational health services | 3.2.2. Health, Safety and Well-being - page 64 |
| 11.9.5 | | Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety | 3.2.2. Health, Safety and Well-being - page 64 |
| 11.9.6 | GRI 403: Occupational Health and Safety 2018 | Disclosure 403-5 Worker training on occupational health and safety | 3.2.2. Health, Safety and Well-being - page 64 People development indicators in the section 4.1.2. Social indicators – page <u>91</u> |
| 11.9.7 | | Disclosure 403-6 Promotion of worker health | 3.2.2. Health, Safety and Well-being - page 64 |
| 11.9.8 | | Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 3.2.2. Health, Safety and Well-being - page 64 |
| 11.9.9 | | Disclosure 403-8 Workers covered by an occupational health and safety management system | Safety indicators in the section 4.1.2. Social indicators – page <u>91</u> |
| 11.9.10 | | Disclosure 403-9 Work-related injuries | Safety indicators in the section 4.1.2. Social indicators – page <u>91</u> |
| 11.9.11 | | Disclosure 403-10 Work-related ill health | Information unavailable. Technip Energies is developing this KPI and will report it in the coming years. |
| 11.10 Employment practices | | | 2.4. Double materiality - refer to Own workforce working conditions, Skills development and talent management for own workforce, and Human Rights in the value chain - page <u>30</u> |
| 11.10.1 | GRI 3: Material Topics 2021 | Disclosure 3-3 Management of material topics | 3.2. People - page <u>62</u> |

| GRI Sector Standard ref. no. | GRI Standards | Disclosure | Reference in Technip Energies 2023 Sustainability Report/ Direct Answer/ Omission |
|---|---|--|---|
| 11.10.2 | | Disclosure 401-1 New employee hires and employee turnover | Employment indicators in the section 4.1.2. Social indicators – page 91 |
| 11.10.3 | GRI 401: Employment 2016 | Disclosure 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | Information unavailable. Technip Energies is developing this KPI and will report on it in the coming years. |
| 11.10.4 | | Disclosure 401-3 Parental leave | Information unavailable. Technip Energies is developing this KPI and will report on it in the coming years. |
| 11.10.5 | GRI 402: Labor/ Management Relations 2016 | Disclosure 402-1 Minimum notice periods regarding operational changes | Information unavailable. Technip Energies is developing this KPI and will report on it in the coming years. |
| 11.10.6 | | Disclosure 404-1 Average hours of training per year per employee | People Development indicators in the section 4.1.2. Social indicators – page 91 |
| 11.10.7 | GRI 404: Training and Education 2016 | Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs | 3.2.3. People Development - page 67 |
| 11.10.8 | GRI 414: Supplier Social Assessment 2016 | Disclosure 414-1 New suppliers that were screened using social criteria | 3.3.2. Sustainable supply chain - page 79 3.3.3. Human rights due diligence program - page 80 |
| 11.10.9 | | Disclosure 414-2 Negative social impacts in the supply chain and actions taken | 3.3.2. Sustainable supply chain - page 79 3.3.3. Human rights due diligence program - page 80 |
| 11.11 Non-discrimination and equal opportunity | | 2.4. Double materiality - refer to Diversity, inclusion and equal opportunities for own workforce - page 30 | |
| 11.11.1 | GRI 3: Material Topics 2021 | Disclosure 3-3 Management of material topics | 3.2.4. Diversity & Inclusion - page 72 |
| 11.11.2 | GRI 202: Market Presence 2016 | Disclosure 202-2 Proportion of senior management hired from the local community | Information unavailable. Technip Energies is developing this KPI and will report on it in the coming years. |
| 11.11.3 | GRI 401: Employment 2016 | Disclosure 401-3 Parental leave | Information unavailable. Technip Energies is developing this KPI and will report on it in the coming years. |
| 11.11.4 | GRI 404: Training and Education 2016 | Disclosure 404-1 Average hours of training per year per employee | People Development indicators in the section 4.1.2. Social indicators – page 91 |
| 11.11.5 | GRI 405: Diversity and Equal Opportunity 2016 | Disclosure 405-1 Diversity of governance bodies and employees | 3.2.4. Diversity & Inclusion - page 72 Additional information available in the 2023 Annual report section 5.4.2. Diversity and Inclusion Policy - page 255 |
| 11.11.6 | | Disclosure 405-2 Ratio of basic salary and remuneration | Information unavailable. Technip Energies is developing this KPI and will report on it in the coming years. |
| 11.11.7 | GRI 406: Non-discrimination 2016 | Disclosure 406-1 Incidents of discrimination and corrective actions taken | Information unavailable. Technip Energies is developing this KPI and will report on it in the coming years. |

| GRI Sector Standard ref. no. | GRI Standards | Disclosure | Reference in Technip Energies 2023 Sustainability Report/ Direct Answer/ Omission | |
|---|--|--|---|---|
| 11.12 Forced labor and modern slavery | | | 2.4. Double materiality - refer to Human Rights in the value chain - page <u>30</u> | |
| 11.12.1 | GRI 3: Material Topics 2021 | Disclosure 3-3 Management of material topics | 3.3.2. | Sustainable supply chain - page <u>79</u> |
| | | | 3.3.3. | Human rights due diligence program - page <u>80</u> |
| 11.12.2 | GRI 409: Forced or Compulsory Labor 2016 | Disclosure 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor | 3.3.2. | Sustainable supply chain - page <u>79</u> |
| | | | 3.3.3. | Human rights due diligence program - page <u>80</u> |
| 11.12.3 | GRI 414: Supplier Social Assessment 2016 | Disclosure 414-1 New suppliers that were screened using social criteria | 3.3.2. | Sustainable supply chain - page <u>79</u> |
| | | | 3.3.3. | Human rights due diligence program - page <u>80</u> |
| 11.13 Freedom of association and collective bargaining | | | 2.4. Double materiality - refer to Social dialogue for own workforce - page <u>30</u> | |
| 11.13.1 | GRI 3: Material Topics 2021 | Disclosure 3-3 Management of material topics | 3.2.4. | Diversity & Inclusion - page <u>72</u> |
| | | | 3.3.3. | Human rights due diligence program - page <u>80</u> |
| 11.13.2 | GRI 407: Freedom of Association and Collective Bargaining 2016 | Disclosure 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | 3.2.4. | Diversity & Inclusion - page <u>72</u> |
| | | | 3.3.3. | Human rights due diligence program - page <u>80</u> |
| 11.14 Economic impacts | | | During the materiality assessment, this topic was not identified as impact material based on the importance to our stakeholders and the impact of our business. | |
| 11.15 Local communities | | | 2.4. Double materiality - refer to Impact on local communities - page <u>30</u> | |
| 11.15.1 | GRI 3: Material Topics 2021 | Disclosure 3-3 Management of material topics | 3.2.5. | Contribute to local development - page <u>74</u> |
| 11.15.2 | | Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs | 3.2.5. | Contribute to local development - page <u>74</u> |
| 11.15.3 | GRI 413: Local Communities 2016 | Disclosure 413-2 Operations with significant actual and potential negative impacts on local communities | Table 2 - Impacts, Risks and Opportunities - Social - page <u>42</u> 3.2.5. | Contribute to local development - page <u>74</u> |
| 11.15.4 | Additional Sector Disclosures | Report the number and type of grievances from local communities identified, including: a) percentage of the grievances that were addressed and resolved; b) percentage of the grievances that were resolved through remediation. | Information unavailable. Technip Energies is developing this KPI and will report on it in the coming years. | |
| 11.16 Land and resource rights | | | During the materiality assessment, this topic was not identified as impact material based on the importance to our stakeholders and the impact of our business. | |
| 11.17 Rights of indigenous peoples | | | During the materiality assessment, this topic was not identified as impact material based on the importance to our stakeholders and the impact of our business. | |

| GRI Sector Standard ref. no. | GRI Standards | Disclosure | Reference in Technip Energies 2023 Sustainability Report/ Direct Answer/ Omission |
|--|---|--|---|
| 11.18 Conflict and security | | | During the materiality assessment, this topic was not identified as impact material based on the importance to our stakeholders and the impact of our business. |
| 11.19 Anti-competitive Behavior | | | This topic is only material in terms of financial materiality. 2.4. Double materiality - refer to Business ethics - page 30 |
| 11.19.1 | GRI 3: Material Topics 2021 | Disclosure 3-3 Management of material topics | 3.3.1. Business Conduct - page 77 |
| 11.19.2 | GRI 206: Anti-competitive Behavior 2016 | Disclosure 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | Not applicable. There are no legal actions pending or completed during the reporting period. |
| 11.20 Anti-corruption | | | This topic is only material in terms of financial materiality. 2.4. Double materiality - refer to Business ethics - page 30 |
| 11.20.1 | GRI 3: Material Topics 2021 | Disclosure 3-3 Management of material topics | 3.3.1. Business Conduct - page 77 |
| 11.20.2 | | Disclosure 205-1 Operations assessed for risks related to corruption | Table 3 - Impacts, Risks and Opportunities - Governance - page 46 3.3.1. Business Conduct - page 77 |
| 11.20.3 | GRI 205: Anti-corruption 2016 | Disclosure 205-2 Communication and training about anti-corruption policies and procedures | 3.3.1. Business Conduct - page 77 People Development and Business Ethics indicators in the section 4.1.2. Social indicators - page 91 |
| 11.20.4 | | Disclosure 205-3 Confirmed incidents of corruption and actions taken | Information available in the 2023 Annual Report section 2.3.7. Other matters - page 78 |
| 11.21 Payment to governments | | | This topic is only material in terms of financial materiality. 2.4. Double materiality - refer to Business ethics - page 30 |
| 11.21.1 | GRI 3: Material Topics 2021 | Disclosure 3-3 Management of material topics | 3.3.1. Business Conduct - page 77 |
| 11.21.2 | GRI 201: Economic Performance 2016 | Disclosure 201-1 Direct economic value generated and distributed | Information unavailable. Technip Energies is developing this KPI and will report on it in the coming years. |
| 11.21.3 | | Disclosure 201-4 Financial assistance received from government | Not applicable. Technip Energies do not receive financial assistance from government. |
| 11.21.4 | | Disclosure 207-1 Approach to tax | <u>Technip Energies Tax Policy</u> <u>Technip Energies Code of Business Conduct</u> 2.2. Sustainability policies and certifications -page 24 |
| 11.21.5 | | Disclosure 207-2 Tax governance, control, and risk management | Information available in the 2023 Annual Report section 4.3.5. Taxation risks – page 220 |
| 11.21.6 | GRI 207: Tax 2019 | Disclosure 207-3 Stakeholder engagement and management of concerns related to tax | <u>Technip Energies Tax Policy</u> <u>Technip Energies Code of Business Conduct</u> Additional information available in the 2023 Annual Report section 4.3.5. Taxation risks – page 220 |
| 11.21.7 | | Disclosure 207-4 Country-by-country reporting | Information unavailable. Technip Energies is developing this KPI and will report on it in the coming years. |

| GRI Sector Standard ref. no. | GRI Standards | Disclosure | Reference in Technip Energies 2023 Sustainability Report/ Direct Answer/ Omission |
|-------------------------------------|-------------------------------|--|--|
| 11.21.8 | Additional Sector Disclosures | <p>For oil and gas purchased from the state, or from third parties appointed by the state to sell on their behalf, report:</p> <ul style="list-style-type: none"> a) Volumes and types of oil and gas purchased; b) Full names of the buying entity and the recipient of the payment; c) Payments made for the purchase | Not applicable. Technip Energies does not sell oil and gas. |
| 11.22 Public Policy | | During the materiality assessment, this topic was not identified as impact material based on the importance to our stakeholders and the impact of our business. | |

GLOSSARY

A.

ABC: Anti-Bribery and Corruption.

ADEME: The French Agency for Ecological Transition (*Agence de l'environnement et de la maîtrise de l'énergie*).

APS: Announced Pledges Scenario.

ATR (Auto Thermal Reforming): the ATR technology by Casale is an oxygen-based process for producing syngas, composed of hydrogen, carbon monoxide and carbon dioxide. The ATR process, when combined with CO-Shift and carbon capture technology, is one of the most cost-effective solutions to produce low-carbon hydrogen at large scale. ATR converts hydrocarbons like natural gas into syngas through a combination of partial oxidation and steam reforming.

B.

BAT: Best Available Techniques.

BBS: Behavior Based Safety is a program aiming at observing and analyzing the workers' behaviors to reduce and/or prevent incidents through a positive HSE approach, while offering feedback to and from workers for continuous improvement.

BCC: Business Conduct Committee.

BlueH₂ by T.EN™: Technip Energies' unique suite of fully-integrated, low-carbon hydrogen technology and EPC solutions. It is part of the Capture.Now™ strategic platform.

Blue hydrogen or blue H₂: is produced when natural gas is split into hydrogen and CO₂ either by Steam Methane Reforming (SMR) or Auto Thermal Reforming (ATR), but the CO₂ is captured and then stored.

C.

Canopy by T.EN™: Technip Energies' flexible, integrated suite of post-combustion carbon capture solutions for any type of emitter. It is powered by Shell CANSOLV® CO₂ Capture System.

Capture.Now™: Technip Energies' strategic platform that brings under one umbrella all its Carbon Capture, Utilization and Storage (CCUS) technologies and solutions needed to support customers on their decarbonization journey.

CAPEX: Capital Expenditures consisting of a company's major, long-term expenses.

CCS (Carbon Capture and Storage): solution for reducing greenhouse gas emissions from industrial installations in response to global warming.

CCUS: Carbon Capture Utilization and Storage.

CDP (Carbon Disclosure Project): Not-for-profit organization that runs the global disclosure system for investors, companies, cities, states, and regions to manage their environmental impacts.

Circularity: A sustainable model or process focused on reuse and waste elimination.

Climate Fresk: Workshops created by the French NGO Climate Fresk. These workshops bring together participants from different backgrounds and will teach them about climate change and the levers of action within a professional context. They are run by accredited facilitators who are

experts in climate transformation and collective intelligence methods for businesses.

CMS: Compact Membrane Systems.

CO: Carbon monoxide.

CO₂: Carbon dioxide.

COP28: The 28th Conference of the Parties to the United Nations Framework Convention on Climate Change.

CSA: S&P Global Corporate Sustainability Assessment (CSA).

CSR (Corporate Social Responsibility): a concept whereby companies integrate social and environmental concerns in their business operations and in their interaction with their stakeholders on a voluntary basis. CSR concerns actions by companies over and above their legal obligations towards society and the environment.

CSRD (Corporate Sustainability Reporting Directive): Directive (EU) 2022/2464 of the European Parliament and of the Council of December 14, 2022 amending Regulation (EU) No 537/2014, Directive 2004/109/EC, Directive 2006/43/EC and Directive 2013/34/EU, as regards corporate sustainability reporting.

D.

DAC: Direct air capture technology.

D&I: Diversity and Inclusion.

E.

E&T: Engineering and Technology.

ENVID: Environmental Aspects and Impacts Identification.

EPC (Engineering, Procurement, Construction): Type of contract comprising management and engineering services, procurement of equipment and materials, and construction.

EPCC (Engineering, Procurement, Construction and Commissioning): Type of contract comprising management and engineering services, procurement of equipment and materials, construction, and commissioning.

EPE: Entreprises Pour l'Environnement. It gathers together around 60 French and international large companies from all sectors of the economy which are committed to the ecological transition. Its purpose, a single planet and a thriving world, sums up the will of its members to lead their own ecological transition and that of society and to build, together and with their stakeholders, an economic development compatible with the planetary boundaries, socially accepted and even desired.

ERG: Employee Resource Group.

ERM: Enterprise Risk Management.

ESG: Environmental, Social and Governance.

ESG double materiality assessment: A methodology used to identify and prioritize ESG issues that are the most critical and/or relevant for an organization.

ESOP: Employee Stock Ownership Plan.

ESRS: European Sustainable Reporting Standards.

Ethylene: widely used in the production of consumer goods, such as plastics or polymers, ethylene is a hydrocarbon produced in the petrochemical industry by steam cracking, i.e. transformation of hydrocarbons by pyrolysis above 820°C.

ETS: European Emissions Trading System.

EU: European Union.

EVP: Employee Value Proposition.

F.

FEED (Front-End Engineering Design): covers mechanical data sheets of the main equipment, starting from the process specifications issued during the BED and incorporating the specific requirements of codes and standards to be applied to the project. It also includes, amongst other items, the preparation of tender packages for the main equipment as well as all studies to be performed before ordering the main equipment.

FID (Final Investment Decision): moment in time when the sponsor of a project decides to sanction the project's future development.

FLNG (Floating Liquefied Natural Gas unit): in an FLNG solution, the gas liquefaction installations are situated directly above the offshore gas field, thus making the construction of long subsea pipelines and large onshore infrastructure unnecessary.

FPSO (Floating, Production, Storage and Offloading): a converted ship or custom-built vessel used as a support of oil and gas installations and for temporary storage of the oil prior to transport.

G.

GBF: Global Biodiversity Framework.

General Meeting: a general meeting of the Shareholders of the Company.

GHG (Greenhouse gas): any of the atmospheric gases that contribute to the greenhouse effect by absorbing infrared radiation produced by the solar warming of the Earth's surface. Greenhouse gases include carbon dioxide, methane, nitrous oxide and water vapor. These gases can be naturally occurring or produced by human activity.

GHG Protocol: series of international standards designed to provide a framework for businesses, governments, and other entities to measure and report their greenhouse gas emissions in ways that support their missions and goals.

GRI (Global Reporting Initiative): International independent standards organization that helps businesses, governments and other organizations understand and communicate their impacts on issues such as climate change, human rights, and corruption.

GSP: Global Sourcing & Procurement department.

Gtpa: giga tonnes per annum.

GW: Gigawatt.

H.

HAZID: Hazard Identification and Risk Assessment.

HAZOP: Hazard and Operability Studies.

Hydrogen or H₂: hydrogen is widely used in petroleum refining processes to remove impurities found in crude oil such as sulfur, olefins and aromatics to meet the product fuels specifications. Removing these components allows gasoline and diesel to burn cleaner and thus makes hydrogen a critical component in the production of cleaner fuels needed by modern, efficient internal combustion engines.

Green H₂: hydrogen produced by the electrolysis of water, using renewable electricity.

HSE (Health, Safety and Environment): Defines all measures taken by Technip Energies to guarantee the occupational health and safety of individuals and the protection of the environment during the performance of its business activities, whether in offices or on construction sites.

HRA: Health risk assessment.

I.

IEA: International Energy Agency.

IFRS: International Financial Reporting Standards.

ILO: International Labor Organization.

IPCC: Intergovernmental Panel on Climate Change.

IRA: Inflation Reduction Act (2022), a United States federal law which aims to curb inflation by reducing the deficit, lowering prescription drug prices, and investing into domestic energy production while promoting clean energy.

ISMS: Information Security Management System.

ISO 14001: An international standard created by the International Organization for Standardization (ISO) that sets out the requirements for an environmental management system.

ISO 27001: An information security standard created by the International Organization for Standardization (ISO) which provides a framework and guidelines for establishing, implementing, and managing an information security management system (ISMS).

ISO 45001: An international standard created by the International Organization for Standardization (ISO) that sets out the requirements for an occupational health and safety management system.

ISO 50001: An international standard created by the International Organization for Standardization (ISO) that sets out the requirements for an energy management system.

ISO 9001: An international standard created by the International Organization for Standardization (ISO) that sets out the requirements for a quality management system.

IUCN: International Union for the Conservation of Nature.

K.

KM: Knowledge Management.

KPI: Key Performance Indicator.

kta (kilo tonnes per annum): unit of measurement that is widely used in many industries to quantify the amount of output achieved over a period of one year. In our industry, kta is used to indicate the production capacity of chemical complexes, such as ethylene plants.

L.

LCA: Life Cycle Assessment.

LED: light-emitting diode.

LEED: Leadership in Energy and Environmental Design is the world's most widely used green building rating system.

LNG (Liquefied Natural Gas): Natural gas, liquefied by cooling its temperature to -162°C, thus reducing its volume 600 times, allowing its transport by boat.

LPG: Liquefied Petroleum Gas.

LTI: Lost Time Injury.

LTIR: Lost Time Injury Rate. LTIR = Number of Lost Time Injury Incidents (LTI) x 200,000 / Worked hours.

M.

MERP: Medical emergency response plan.

MMP: Medical management plan.

Mtpa: million tonnes per annum.

MW: Megawatt.

MWh: Megawatt-hour.

N.

NFE: The North Field East Project carried out in Qatar by the Company.

NGO: non-governmental organization.

NOx: Nitrous oxides, atmospheric pollution.

O.

OPEX: Operating Expenditure.

OTD: One T.EN Delivery is Technip Energies' global structure dedicated to delivering our projects and solutions.

P.

PET: Polyethylene terephthalate, a lightweight and recyclable plastic.

Pre-FEED: conceptual design fixing all that is needed for a FEED study including land requirements, technology, feed gas composition, product specifications, climatic data, etc.

PULSE: A program aiming to develop a positive HSE culture through leadership and communication.

Q.

QHSES: Quality, Health, Safety, Environment and Security.

R.

R&D: Research and Development.

Rely: new company formed in 2023 by Technip Energies and John Cockerill, to provide integrated and competitive green hydrogen solutions.

Reju: wholly owned innovative company launched by Technip Energies in November 2023, focused on creating new solutions at scale to address the vast amount of plastic PET (polyethylene terephthalate or PET) fiber in textiles that is unrecycled and ends up as waste.

S.

SA8000 (Social Accountability 8000): An international certification standard that encourages organizations to develop, maintain and apply socially acceptable practices in the workplace, developed by Social Accountability International (SAI).

SAF: Sustainable Aviation Fuel.

SAI: Social Accountability International.

SMART: SMART goals stands for Specific, Measurable, Achievable, Relevant, and Time-Bound and it establishes criteria for effective goal-setting and objective development.

SMR: Steam Methane Reforming.

SnapLNG by T.EN™: Technip Energies' innovative modular and standardized solution for low-carbon and accelerated time to market LNG Production Modular train capacity up to 2.5 Mtpa.

SOx: Sulfur oxides, atmospheric pollution.

STEM: Stands for Science, Technology, Engineering and Mathematics; it is a broad term used to group together these academic disciplines.

Sustainable Development: development that meets the needs of the present without compromising the ability of future generations to meet their own needs.

T.

TA: Talent Acquisition department.

tCO₂ eq: tonnes of CO₂ equivalent.

TEP: Technip Expertise Program. It has been created to recognize our technical experts who have demonstrated outstanding expertise in a technical field. Additionally, the structure of the program will empower these experts to make even greater contributions.

TPA: tonnes per annum.

TPS: Technology, Products and Services.

TRDF: Technip Energies Relief and Development Fund.

TRIR: Total Recordable Incident Rate. TRIR = Total number of Recordable Cases (RC) x 200,000 / Worked hours.

U.

UN: United Nations.

UN Global Compact: International initiative of the United Nations, launched in 2000. It unites public and private businesses around ten universal principles relating to human rights, labor, and the environment.

UN SDG: The United Nations Sustainable Development Goals.

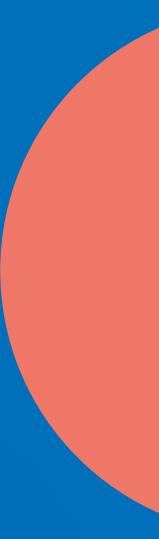
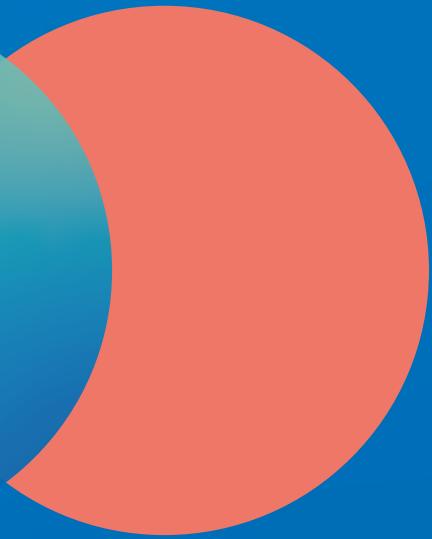
W.

WBCSD: World Business Council for Sustainable Development.

WDPA: World Database of Protected Areas.

Realization: Ruban Blanc

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