

## **TechnipFMC in the UK - Supporting Statement**

### ***What is Gender Pay Gap Reporting?***

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

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

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

### ***Equal Pay for Equal Work***

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

### ***TechnipFMC in the UK***

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

### ***Understanding the gender pay gap at TechnipFMC in the UK***

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

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

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

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

## Environmental, Social and Governance Commitments at TechnipFMC

As disclosed in the TechnipFMC PLC Environmental Social and Governance (ESG) Commitments for 2024-2026, Fair Representation is a key pillar of focus. A snapshot of our ESG Commitments in our 2024-2026 scorecard is set out below.



**ESG** | Environmental  
Social  
Gouvernance

## Our ESG Scorecard commitments 2024-2026

### Environmental

#### New Energy

- Introduce **three new fully qualified products** across the **New Energy technology portfolio** by end of 2026.

#### Our carbon footprint

- Increase the **usage of our renewable energy** to **60 percent** from the baseline (2023) by end of 2026.
- Target to **reduce our Scope 1 and Scope 2 GHG emissions** by **50 percent** by 2030.

### Social

#### Fair representation

- Attract a diverse workforce whereby at least **50 percent of roles** filled have a minimum of **one diverse candidate** in the candidate pool in 2024, **60 percent of roles** in 2025, and **70 percent of roles** in 2026.

#### Community

- At least **80 percent of countries** in which we operate participate in **STEM** education and engagement activities **annually**.
- **120,000 hours of volunteering** by end of 2026.

### Governance

#### Leadership in HSE

- Roll-out of waves I, II and III of **Safe Choice** (our behavioral based training program) plan, including **training and coaching**, by end of 2026.

#### Ethical business behavior

- Initiate **on-site human rights audit** of at least **50 percent of suppliers** identified for assessments each year.
- **100 percent** completion of **annual advanced integrity curriculum training** of managerial personnel.

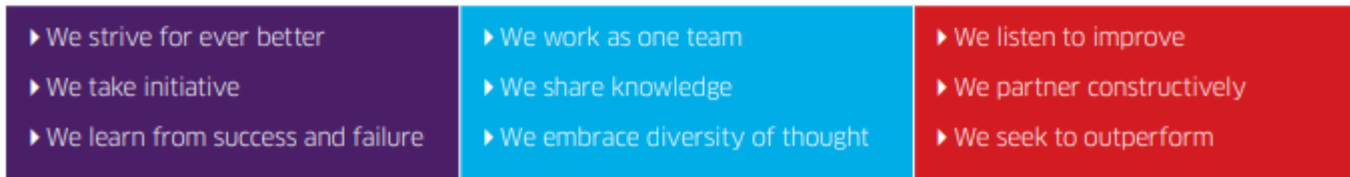
## Core Values and Foundational Beliefs

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

### Our core values



### The heart of everything we do



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

## Safety

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

## Respect

We treat everyone honestly, fairly, and courteously.

## Integrity

We hold ourselves to the highest moral and ethical principles.

## Sustainability

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

## Quality

We deliver the highest quality in everything we do.

### **Written statement**

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

Rob Brookes, HR Director UK, Global VSO

## TechnipFMC in the UK - Published Results

### Pay and Bonus Gap

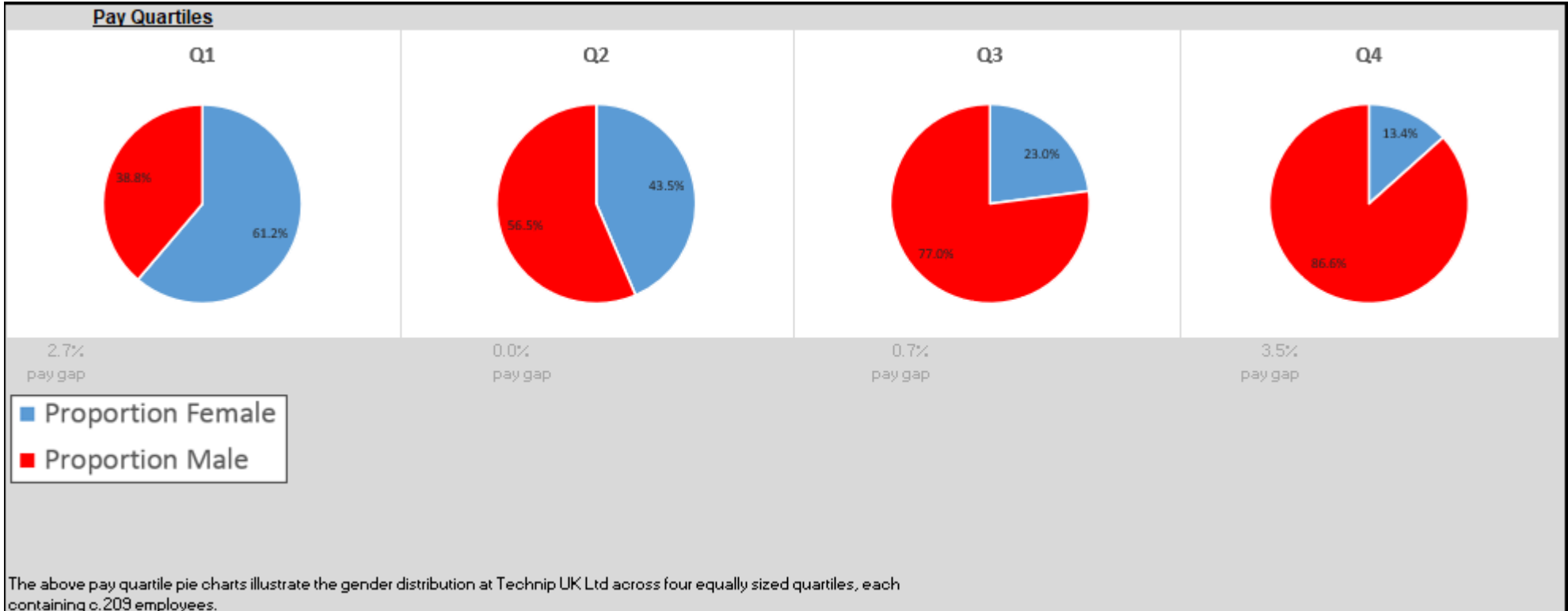
The tables below show:

- the overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (5th April 2025)
- the mean and median between all bonuses paid to men and women in the year up to 5th April 2025 (for 2024 performance)

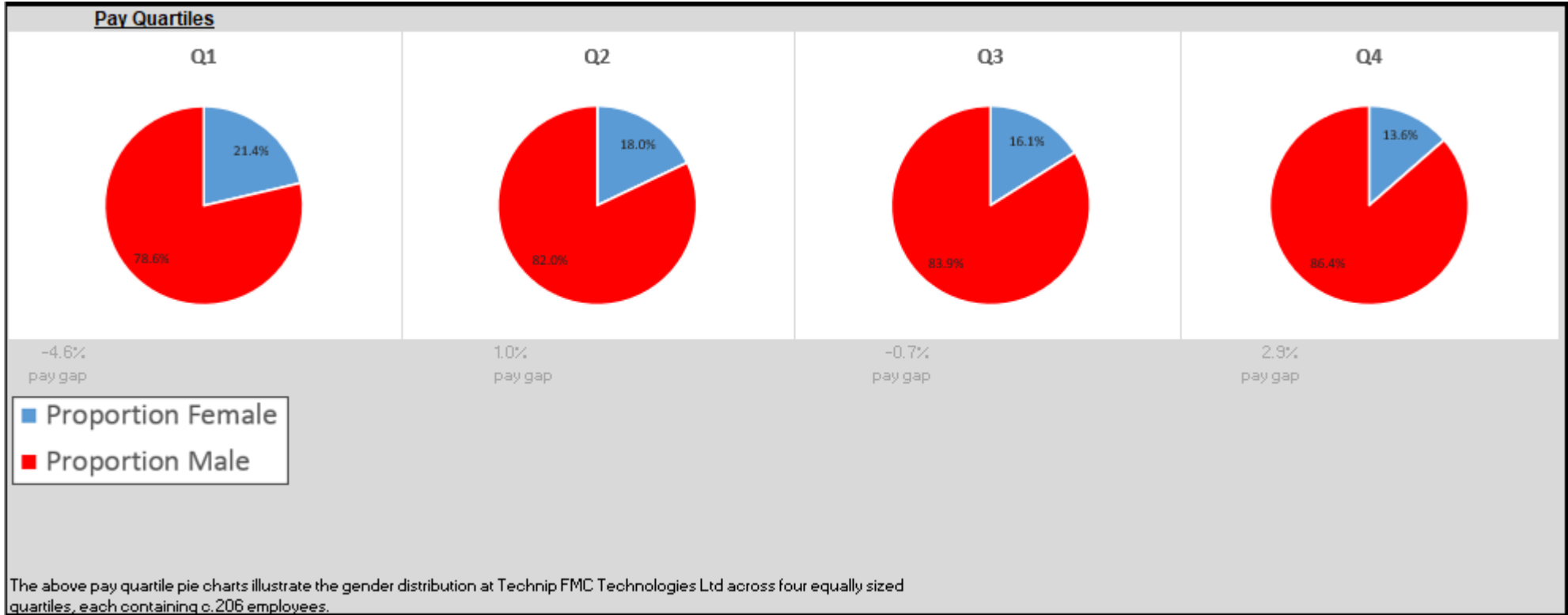
<b>Technip UK Ltd</b>		
	<b>Difference between men and women</b>	
	<b>Mean</b>	<b>Median</b>
<b>Hourly fixed pay</b>	<b>29.6%</b>	<b>38.4%</b>
<b>Bonus paid</b>	<b>48.3%</b>	<b>31.6%</b>
<b>FMC Technologies Ltd</b>		
	<b>Difference between men and women</b>	
	<b>Mean</b>	<b>Median</b>
<b>Hourly fixed pay</b>	<b>6.2%</b>	<b>6.7%</b>
<b>Bonus paid</b>	<b>21.4%</b>	<b>2.8%</b>
<b>TechnipFMC Umbilicals Ltd</b>		
	<b>Difference between men and women</b>	
	<b>Mean</b>	<b>Median</b>
<b>Hourly fixed pay</b>	<b>-18.6%</b>	<b>-16.9%</b>
<b>Bonus paid</b>	<b>-177.5%</b>	<b>-4.7%</b>

Pay Quartiles

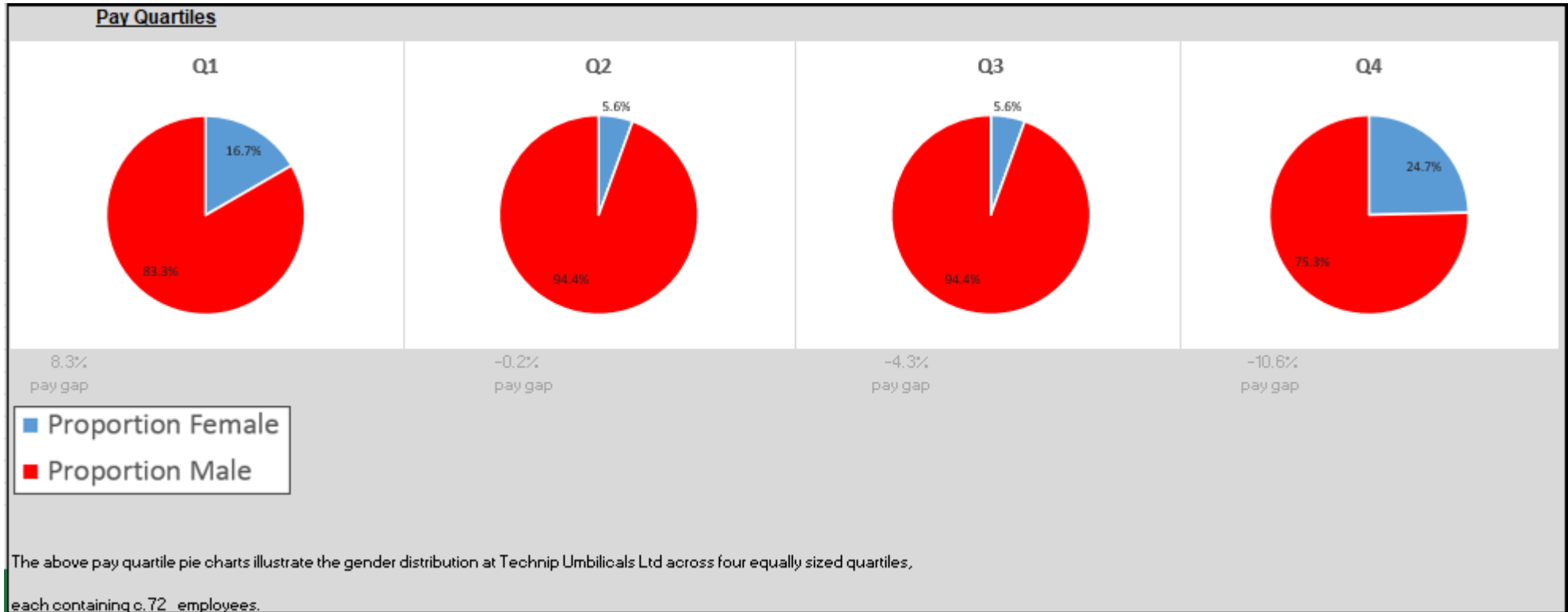
**Technip UK Ltd**



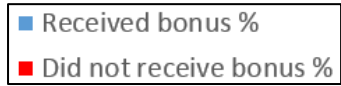
### FMC Technologies Ltd



### TechnipFMC Umbilicals Ltd



**Proportion of colleagues awarded bonuses**



**Technip UK Ltd**



**FMC Technologies Ltd**



**TechnipFMC Umbilicals Ltd**

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