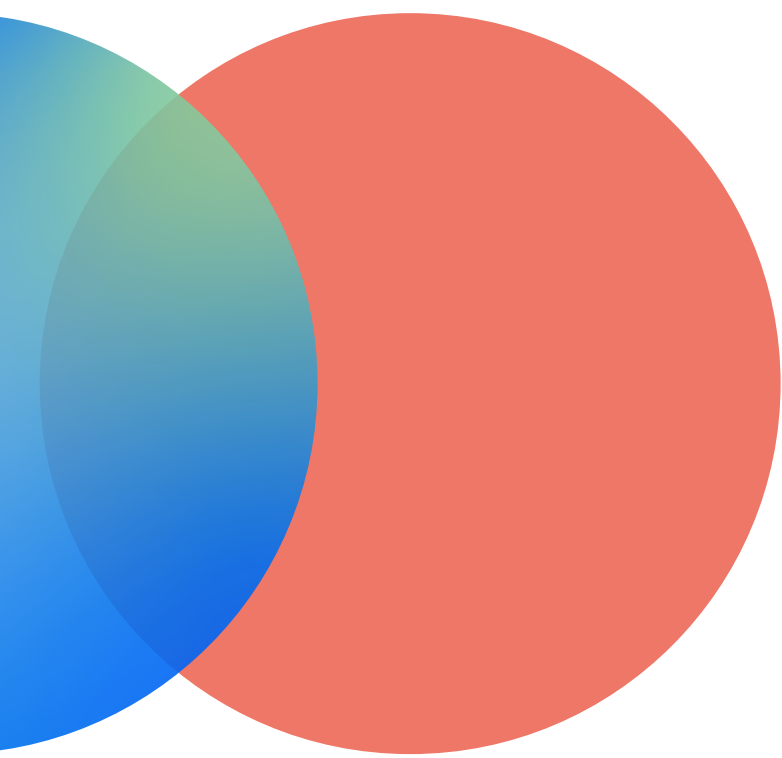


Energy is our reality, Transition is our business

Sustainability Report 2022





Technip Energies is a leading engineering and technology company for the energy transition.

As a young company, with over 60 years of experience, we believe we have a critical role to play to accelerate the energy transition in a sustainable way. This is our Purpose:

Breaking boundaries together to engineer a sustainable future.

Our Values reflect our culture and the way we act as a responsible player. Energy transition is our business. With 15,000 talented professionals, in 35 countries, engaged in delivering projects and developing technologies, products, and services, we have the skills and pioneering ambition to transform the energy industry and make a positive impact for our stakeholders. Our teams work every day alongside our clients, partners, suppliers, and other stakeholders to drive innovative solutions to combat climate change and deliver reliable, affordable, and sustainable energy.

“Together by T.EN” is our ESG Roadmap which guides us on our sustainability journey. It sets the path and measures the progress that we make. We think energies, we think tomorrow.



As the world embarks on the transition from one energy mix to another, Technip Energies is the bridge between the traditional energy industry and a low carbon energy sector.

With our project delivery expertise and portfolio of technologies, products, and services, we have the toolbox to decarbonize the industry and to connect green electrons and molecules, bringing Power-to-X, and building a sustainable energy system. I am convinced that our technologies together with other enablers, will play a central role in driving the transition, along with the engineers who design and deploy them at scale.

Tomorrow starts today.”

ARNAUD PIÉTON
Chief Executive Officer

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Samir Karoum

Chief Strategy & Sustainability Officer

Dear stakeholders,

It is with great pride that I introduce Technip Energies second sustainability report which is aligned with the GRI (Global Reporting Initiative) Sustainability Reporting Standards, the Task Force on Climate-Related Financial Disclosures (TCFD), and the Sustainability Accounting Standards Board Standards (SASB). As an integral part of our 2022 Annual Report, it highlights our commitment to fully embed sustainability both in our strategy and in the life of the company; it also supports our business and drives our future success.

To achieve a high level of extra-financial performance requires ambitious commitments. Our ESG roadmap sets out our engagements around three strategic pillars; to preserve our climate and environment, to ensure the safety and development of our people, and to instill trust through strong governance, transparency, and accountability. We are committed to drive positive changes for our stakeholders and endorse the United Nations Sustainable Development Goals.

Highlights of our key achievements in 2022 include:

On climate and environment: We reduced scope 1 & 2 emissions by 11% compared to 2019, and we are on track to reach net zero by 2030. For the first time, we are reporting our scope 3 upstream emissions. Our calculation methodology enables us to measure our scope 3 downstream emissions for which we have made an initial gross estimate, as well as scope 4, avoided emissions from our clients' point of view thanks to the carbon capture projects in the EPC phase of our backlog. In 2023 our scope 3 downstream estimate will be

refined and published together with targets to decarbonize our core business and that of our clients as we transition to new sustainable business.

People are our assets: Safety is at the heart of what we do. Since 2022, all eligible construction sites now have a behavior-based safety (BBS) program in place. While our safety targets are not new, they are now included in our scorecard to make them completely visible and transparent.

From 12% in 2021, we have increased the number of women in leadership positions to 18% and we aim to reach 25% by 2025. We believe that setting targets is key to improving gender diversity, so we aim for women to make up 35% of our permanent workforce by 2030, to reach gender parity by 2050. We will achieve this by supporting women in STEM and ensuring gender parity in new graduate recruitments to build up our pipeline of future leaders.

In 2022, the number of volunteer hours increased by 50%. To leverage this level of dedication from our employees, for the first time we set a new target to develop social initiatives to benefit 750,000 people over a 5-year period in our local communities.

On trust: It is core to our relationship with all our stakeholders, in the objectives that we set and in the way we perform. Which is why human rights due diligence and ESG performance will increasingly form part of our qualification criteria for suppliers and subcontractors to be monitored and audited.

In 2022, we benchmarked our approach and engaged with rating agencies to improve disclosure and identify areas of progress, with the ambition of being a leader for our sector. Each rating agency reported a year-on-year



We have strengthened our commitments and recentered our focus on impact driven targets to accelerate our sustainability journey. In 2023, we will strive to make even greater progress.”

improvement. We are proud to be rated AAA industry leader by MSCI for Technip Energies and to have been awarded a Platinum medal by EcoVadis for Technip Energies France.

Like the energy transition, the route to sustainability is a journey. But to achieve the goals of the Paris climate agreement we need to act fast and ramp up the rhythm. Our new ESG scorecard for the period 2023-2025 has been simplified and structured to be best-in-class. We have strengthened our commitments and recentered our focus on impact driven targets to accelerate our sustainability journey. In 2023, we will strive to make even greater progress, as we help to drive our clients' transition towards a new energy system and deliver robust financial performance. ●

Meet the ESG Committee



DIDIER HOUSSIN
Independent Director.
Chair of the ESG Committee.

The role of the ESG committee is to drive increased transparency and accountability. One area in which Technip Energies has made significant progress in this regard, is the work carried out to establish a rigorous methodology for measuring and reporting its indirect CO₂ emissions. This year the company has evaluated scope three upstream emissions from its construction activities and procurement. It has also estimated the scope three downstream emissions from its clients' activities and will publish targeted decarbonization action plans at the end of 2023 to develop new sustainable business and accelerate the energy transition towards net zero.”



COLETTE COHEN
Independent Director.
Member of the Compensation Committee and Member of the ESG Committee.

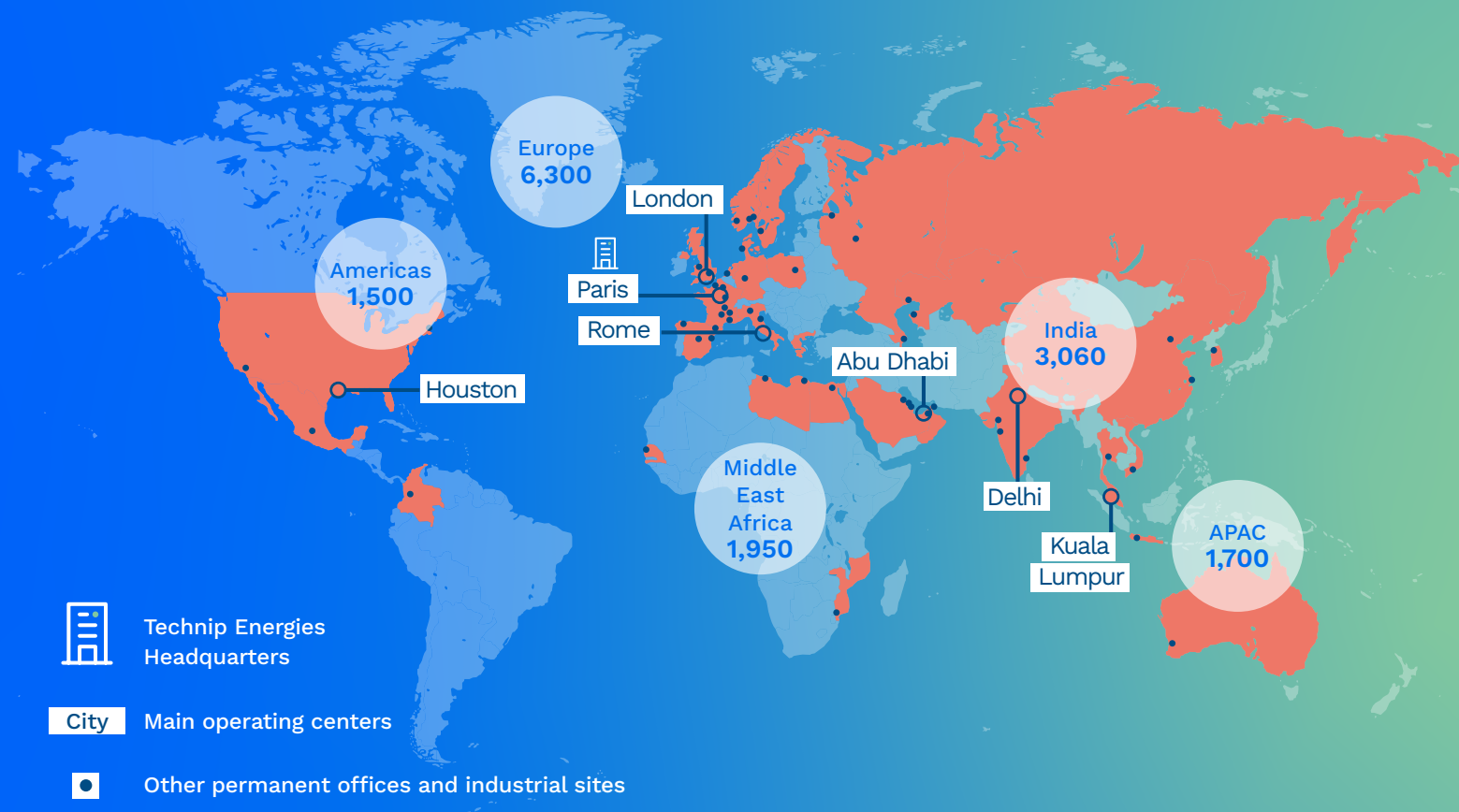
Research shows that the market's best performing companies are those that continually innovate, that anticipate change, identify new opportunities, and move with pace to create competitive advantage. Technip Energies is one of those companies. By applying its expertise and skillsets gained over 60 years and embracing change to develop new solutions, propose new business models, and attract new talents, the company is leading the way in the energy transition. By joining forces to share expertise within and across industries, Technip Energies is building a bridge between green electrons and molecules, between the traditional energy industry and the renewables sector, to create a more sustainable energy system.”



ALISON GOLIGHER
Independent Director.
Chair of the Compensation Committee and Member of the ESG Committee.

How do we break-down gender stereotypes? By setting and publishing targets. When Technip Energies set its target to reach 50% of women in the annual graduate intake it seemed challenging, but it was achieved in the first year, and again in the second year, even as the graduate intake tripled. This will have a direct impact on the target to have 25% of women in leadership positions by 2025. Gender diversity brings real benefits to all companies so we must be intentional in our decisions around hiring and promoting throughout the company, including at Board level. Supporting women in STEM has to start at school and continue throughout education, employment and career progression.”

A global footprint in 35 countries



2022 sustainability highlights

11%
reduction for scope 1 & 2
GHG emissions
compared to 2019

MSCI 
AAA MSCI ESG Score

ESG Scorecard
reviewed and focused
on impacts

**Scope 3 upstream
and avoided GHG
emissions reported**



Act4nature
International
Commitment



18%
women in leadership



83%
of R&D budget allocated
to energy transition



EcoVadis Platinum
medal awarded to
Technip Energies France



More than
21,000
volunteering hours

71%
of participation
for our first global
engagement survey,
“My Voice”

“Breaking Boundaries”

In 2022, Technip Energies launched “Breaking Boundaries”, a podcast aimed at promoting unique individuals with unconventional career paths within the company. Talumba Katawala, Employee Brand Manager, is in conversation with some of the extraordinary talents, passions, and ambitions that make up our Human Energies.



SAMANTHA JONES
Learning & Development Director



“It’s not about working harder; it’s about working smarter. The learning curve is the experience, the resilience and the wisdom that you gain, hopefully from not repeating the same mistakes more than once, that you’re taking the good from all the situations and learning all the time.”



HUGUES DE PREMARE
Naval Architecture Engineer and professional sailor

“Sailing helps me adapt to any situation. We have these guidelines when we’re sailing which is to try to keep a very stable mindset, you really have to control your emotions, because if anything is going wrong, you can’t panic, you just have to find a solution.”

“I believe multicultural awareness is important for collaboration, both internally and externally since we have multicenter execution for most projects. I always try to put myself in the clients’ shoes, to understand their logic, their objectives, and even their limitations. It’s essential to see things from both sides of the table.”



ALEXANDRA ARANGO-LARCHE
Head of the UK Operating Center

“I’m unconventional. My ideas are usually out of the box. I don’t accept a “no go”, instead, I try to find new ways of doing things. I believe it’s important to leave time for unconventional thinking.”



PREMA SURESH
Director of Mumbai Operating Center

“My advice is do what you feel is right for you, never give up. Go and ask for whatever you feel able to do and apply with confidence. If you have the right attitude, go for it. The only limit to a woman who dares is the sky!”



HARALD ROEHRIG
Head of Site Management, Frankfurt

“If there is not an obvious bridge, create that bridge. There is nothing more important than willingness to make it work and succeed. Going out of your comfort zone involves some risk, but give it a try, you’ll always learn from that.”



EDGAR LONGUI
General Manager, Maputo Operating Center

“I’ve never considered being a woman as a stopper in the technical field. I just follow my passion, and my curiosity. Managers and colleagues have given me the opportunity to grow whenever I’ve had the appetite. I’m lucky to have had great mentors, male and female, who believed in me.”



CAROLINA NUGROHO
Project Manager, Floating Offshore Wind

“The younger generation want work to be meaningful, they need to understand what they are engaged in and be involved in the discussions and decisions. As a manager, I see myself not as a boss, but as a service provider, to help them deliver, to achieve their goals and our goals.”



LI NA
Country Manager, China Operating Center

The Energy Transition journey

For Technip Energies, our Energy Transition journey begins with a Purpose, which sets out our destination and guides us on our mission. It is set in motion by our Values, that reflect our culture and the way we act. Our ESG Roadmap shows us the path we take and monitors the progress that we make, every step of the way.

Our Purpose

Breaking boundaries *together* to engineer a sustainable future

Our Purpose statement captures the essence of who we are and why we do business. It 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. Conceived by our people and our stakeholders, our Purpose reflects our DNA and inspires all of us to act. It guides us on our mission to design and deliver added-value energy solutions to accelerate the energy transition.

We will translate the priorities of today into tangible actions for a better tomorrow to benefit our clients, people, communities, and planet.

And we will make this journey *together*.

Our Values

We

- actively listen
- are inclusive and collaborative
- strive for excellence
- drive sustainable change
- don't compromise on safety and integrity

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 Roadmap and 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.

Our ESG Roadmap



ESG Roadmap and Scorecard

In 2022, we have refined our ESG approach to further our ambitions and accelerate results.

Our revised ESG Scorecard sets out our engagements around three strategic pillars: to preserve the Climate and Environment, to ensure the safety and development of our People, and to instill Trust through strong governance, transparency and accountability. It includes seven new impact-driven targets:

- Improving gender diversity in our workforce and in the leadership;
- Investing in our people by setting a target of 40 hours of learning per year, on average, by employee by 2025;
- Developing social initiatives to benefit 750,000 people in our local communities.

- Net zero by 2050 for our indirect emissions; scope 3 upstream emissions are now quantified and reported; the emissions of our clients (scope 3 downstream) are being assessed and action plans being built to establish clear and ambitious targets;
- Avoided CO₂ emissions for our clients are now measured and targeted;
- Zero fatalities and a Total Recordable Incident Rate ("TRIR") per 200,000 hours worked below 0.10 are now formalized goals;

All targets are presented in the Scorecard on the right.

Our ESG Roadmap is a living tool, it evolves, and is designed to help to create long-term value for our stakeholders and contributes to our journey towards a more sustainable future.

Throughout this report, we will provide the progress status at end of 2022 for each target that was defined in the 2022 ESG Scorecard. In section ESG Roadmap and Performance, we present concrete examples of the progress being made.



SANDRA MELKI
Vice-President Marketing & Sustainability

We are moving in the right direction and delivering on our commitments, but to make an impact, we must accelerate our actions and push for opportunities to make a difference. Sustainability is a strength and opportunity that drives our future success. Technip Energies has what it takes to build the future of energy, deliver a positive impact on society, and bring sustainable benefits to all its stakeholders. Energy is our reality, transition is our business."

→ Pillar	SDG	Ambition	2021	2022	Target
CLIMATE & ENVIRONMENT	6	1. Reduce scope 1 & 2 emissions compared to 2019	-8%	-11%	-30% by 2025 Net zero by 2030
	7	2. Report full scope 3 emissions (upstream and downstream)		87% ⁽¹⁾	Completed by 2023 Net zero by 2050
	9	3. Develop solutions for our clients to avoid emissions	-1.8 MtCO ₂ eq	-7.3 MtCO ₂ eq	-15 MtCO ₂ eq by 2025
	12	4. R&D budget allocation for Energy Transition	56%	83%	100% by 2025
	13	5. Water consumed on sites from reused sources	21%	19%	50% by 2025
			6. Waste recovered	75%	87%
PEOPLE	3	7. Women on the permanent workforce	29%	29.7%	35% by 2030 50% by 2050
	4	8. Women in leadership positions	12%	18.1%	25% by 2025
	5	9. Zero fatalities	3 fatalities	2 fatalities	Zero yearly
	8	10. Total Recordable Incidents Rate (TRIR) per 200,000 hours worked	0.08	0.09	<0.10 yearly
	10	11. Average hours of learning per employee per year	8.5	10	40 hours by 2025
	10	12. Volunteering hours	14,360	21,660	30,000 by 2025
	10	13. Total number of lives benefited by social initiatives since 2021	112,436	536,887	750,000 by 2025
TRUST	16	14. Women on the Board of Directors	30%	30%	40% by 2024
	17	15. Eliminate non-mandatory commercial intermediaries		-13%	-100% by 2025
		16. Key suppliers and subcontractors monitored and audited on ESG performance		Under development	100% by 2025
		17. Human Rights Due Diligence undertaken on eligible projects		Under development	100% by 2025

(1) 13 categories out of 15 (as per the Greenhouse Gas Protocol) are disclosed.

ESG 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.

UN 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 – which cover human rights, labor standards, the environment, and anti-corruption efforts – and contribute towards achieving Sustainable Development Goals (SDGs) by 2030. See more in section Materiality and UN SDGs page 72.

BUILDING RESPONSIBLY

The Company has reaffirmed its commitment to a safe and open work environment as a member of Building Responsibly since 2019, and, in 2021, as a member of the Steering Committee of this important industry body. 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, and Technip Energies has been instrumental in the development of tools and standards associated with the Building Responsibly Worker Welfare Principles.

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 International Union for Conservation of Nature's ("IUCN") as being most sensitive;
- Reporting the exposure of Technip Energies' projects and assets sites to biodiversity risk.

SYNTEC-INGÉNIERIE

Syntec-Ingénierie is a professional federation of consulting engineering companies in France. In 2021, Technip Energies has 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.

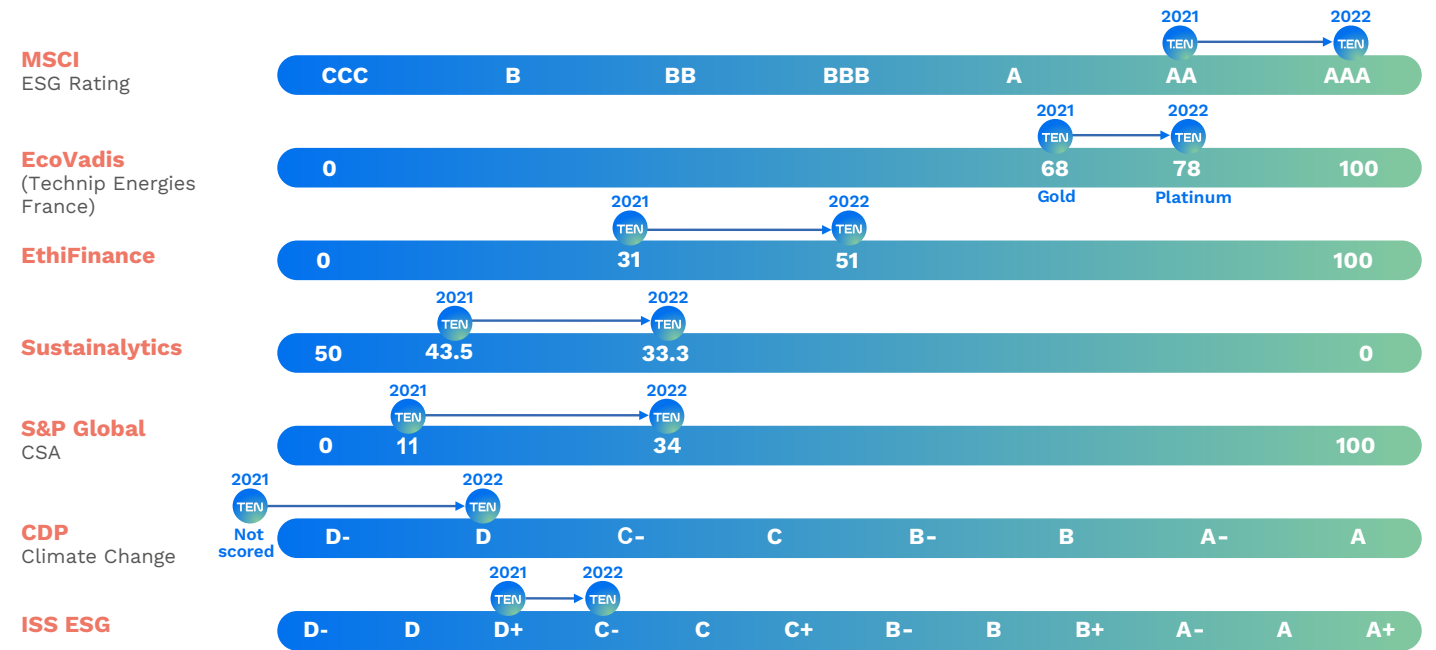
EPE - ENTREPRISES POUR L'ENVIRONNEMENT

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 of 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, policy-makers 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. ●

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 indices. These indices 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 GRI Standards, TCFD and SASB. Our ESG ratings disclosed in 2022 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
2022 Technip Energies score	AAA	78/100	51/100	33.3	34	D	C-
Industry Average Score	A	46/100	50/100	37.7	23	C	C+
Percentile	--	99 th	--	24 th	--	--	--
Progress vs. 2021	AA to AAA	+10 points	+20 points	-4.4	+23 points	--	D+ to C-
Highlights	Industry leader	Platinum Medal for Technip Energies France Among top 1% of companies assessed by EcoVadis	Performance above industry average	Performance above industry average	Performance above industry average	1 st year of reporting	
Score publication date	16/12/2022	22/12/2022	27/12/2022	29/10/2022	22/12/2022	13/12/2022	01/02/2023

A unique business model

Our business model is designed to support the energy transition framework. Alongside our clients, partners and suppliers, we imagine and build ambitious projects, technologies, products and services which help them to reduce their climate and environmental impact, reach their net zero targets, and deliver affordable, reliable and sustainable energy. In this way, we contribute to creating financial and sustainable long-term value for our stakeholders.

Our purpose

Breaking boundaries together to engineer a sustainable future

Our markets

Gas & Low Carbon Energies

- Liquefied Natural Gas (LNG) and Floating (FLNG)
- Gas processing
- CO₂ management, Carbon capture, utilization and storage (CCUS)
- Low-carbon hydrogen and associated derivatives

Sustainable Fuels, Chemicals & Circularity

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

New Energies

- Green hydrogen and Power-to-X
- Floating offshore wind

Our business

Project Delivery

- Engineering, Procurement and Construction (EPC)
- Additional services as defined in contract
- Technology integration on projects

Technology, Products and Services (TPS)

- Technology: licensing, process technologies, proprietary equipment
- Products: proprietary solutions and products (e.g.Loading Systems, SnapLNG™)
- Services: engineering design, consulting, project management consultancy, digital services, operations & maintenance

Together by T.EN

Our ESG Roadmap 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
- Technology Master, an intimate understanding of technology, proprietary or partners
- Build key relationships with partners, customer intimacy and strong market/geography knowledge
- Align with ESG Roadmap

Build a sustainable energy transition business

- Drive change within the energy mix towards cleaner and more affordable energies
- Apply our outstanding molecule transformation skills and engineering capabilities
- Differentiate by developing, scaling-up and delivering new and affordable solutions and technologies

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

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 industry for technological innovation

Innovation drivers

- Exchange know-how for a low carbon future
- Support R&D and innovation from the lab to industrialization

Employees & Contractors

- Prioritize safety to protect employees and contractors
- 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

Global Trends

ENERGY DEMAND

Growing population driving energy demand growth in a context where energy security and affordability is a top priority as well as the reduction of our CO₂ emissions.

ECONOMY

Global economy recovering gradually from the pandemic but currently facing inflationary trends and war context in Ukraine.

DIGITAL AND TECHNOLOGY

Digital tools and technologies are now inextricably linked to the energy transition. "Digitalize to decarbonize" can accelerate the drive to carbon neutrality by using intelligent technology to leverage data and increase connectivity and accessibility.

RACE FOR TALENTS

Growing demand for "green skills" to develop a low carbon economy and expectations for diversity, inclusion, and digital connectivity to create a better work-life balance.

SUSTAINABLE DEVELOPMENT

The energy industry and the planet are facing critical challenges such as climate change, inequality, and dwindling natural resources. These call for the most innovative energy solutions and must be addressed together by a singular, inclusive and all-encompassing community with a shared sense of responsibility to build a better tomorrow.

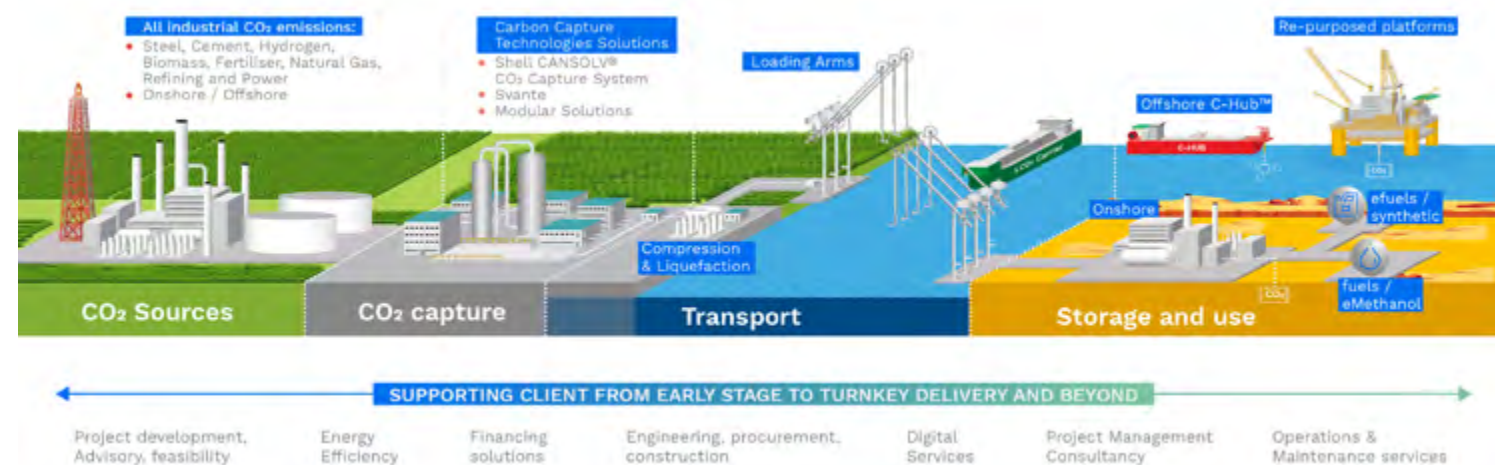
A focus on CO₂ management

In our efforts to reduce carbon footprint and avoid carbon emissions, Technip Energies develops and offers to its customers a range of low-carbon solutions to support their net zero pathways. Our solutions include removing CO₂ emissions such as carbon capture and storage (“CCS”), or carbon capture, utilization and storage (“CCUS”).

THE ROLE OF CARBON CAPTURE, UTILIZATION AND STORAGE (“CCUS”) IN NET ZERO PATHWAYS

Recently, the International Energy Agency (“IEA”) stated that: “Reaching net zero will be virtually impossible without CCUS”. Energy use in industry generates around 25% of global greenhouse gas emissions. Burning fuel to generate energy or to produce commodities (such as iron and steel, chemicals and petrochemicals, cement, and other industrial processes) generates flue gases rich in CO₂ that are rejected into the atmosphere. Carbon capture and storage (“CCS”) is the post combustion process of separating CO₂ from flue gases, and conditioning the gas for transportation and permanent storage in deep underground fields. Carbon capture and utilization (“CCU”) is the use of captured CO₂ for the manufacturing of sustainable chemicals and e-fuels, as well as for the manufacturing of fertilizers (urea), for greenhouses (enhanced biomass growth) and in the food industry.

The CCUS value chain by Technip Energies



GAUTHIER PERDU,
Head of Carbon Capture Technologies



By removing CO₂ emissions from energy-intensive industrial processes, carbon capture has an important role in the roadmap to net zero emissions by 2050. In its 2022 World Energy Outlook, the IEA estimates that 1.2 Gt of CO₂ will need to be captured by 2030, rising to 6.2 Gt by 2050. Today’s capacity is 40 Mt, which means a 30-fold increase is required over the next 8 years.”

TECHNOLOGIES

Of the various technologies available for carbon capture, absorption is the most mature, while other processes are still in development. Absorption uses a liquid solvent to separate the CO₂ from the flue gas, and today represents around 90% of the carbon capture technology selected for CCS. Developed in the 1990s, CANSOLV™ is a leading amine-based CO₂ capture technology amongst technology suppliers with a track record of operating of carbon capture units at scale (> 500 kta). Technip Energies has an exclusive alliance since 2012 with Shell Catalysts & Technologies, which owns CANSOLV™ technology, for power and heat generation facilities. This strategic alliance was strengthened in 2022 when Technip Energies joined Shell’s Energy Transition Campus Amsterdam to form a joint, co-located delivery team dedicated to improve the affordability of carbon capture projects for customers. We have the shared ambition to address the growing demand of carbon capture facilities by developing all opportunities that makes the technology less energy intensive, but also by reducing the project costs. Our value proposition considers energy efficiency, heat integration, solvent management, modularization, standardization, and innovative engineering solutions.

COST ATTRACTIVENESS IS KEY FOR SUCCESS

A carbon capture unit that captures emissions from a gas turbine power plant has its specific energy demand to be able to operate. It impacts the performance or increases the fuel consumption of the baseline plant. For CCS projects to be attractive, the cost of captured carbon (as CO₂) needs to be below the cost of emitting carbon into the atmosphere. While carbon pricing was close to €100 per metric ton in 2022 under the European Emissions Trading System (“ETS”), the total cost of capturing, transporting and storing carbon is still above this level in many cases. A combination of higher carbon prices and clean energy subsidies, for example as per the Inflation Reduction Act (“IRA”) in the USA, will support the demand for such projects. Technology breakthroughs, project scale-ups and industrialization of engineering and construction are all essential to lower the cost of carbon capture and reach net zero targets.

PARTNERSHIP WITH SVANTE – CO₂ CAPTURE WITH SOLID SORBENT TECHNOLOGY

Technip Energies and Svante are laying the groundwork to promote a promising technology for the next generation of carbon capture units. Svante has developed an innovative emission-free, dry-based sorbent technology with a rotating filter to separate CO₂ from the flue gas. Its powerful nano-filters and rapid cycle absorbents structured screens provide high CO₂ removal capacity and enable a continuous process. Svante is making substantial investments in R&D and in the industrialization of large systems to meet what is anticipated to be a substantial demand in the coming years. The ambition is to accelerate the commercial development in Europe and Middle East, leveraging Technip Energies excellence in engineering design, project execution and delivery. To know more about Technip Energies’ markets and solutions, and especially our solutions regarding CO₂ management, refer to our 2022 Annual Report, section 1.5. Our Markets - from traditional to emerging. ●



CCS projects by Technip Energies in 2022 at a glance

HAFSLUND OSLO CELSIO

Contract: Pre-FEED, FEED, Pilot & EPC

Client: Hafslund Oslo Celsio

Location: Oslo, Norway

Description: World-first carbon capture and storage project at waste-to-energy plant.

- CANSOLV™ CO₂ capture technology;
- 400,000 tons per year of CO₂ to be captured and liquefied (equivalent to the emissions of approximately 200,000 cars) reducing Oslo’s area emissions by 17% with an abatement rate of 95%;
- EPC phase started in July 2022 in Technip Energies operating center of Lyon in France;
- 50% net carbon direct removal (CDR) since 50% for the feed load to incinerator is biogenic;
- Liquefied CO₂ exported to Northern Lights – the first cross-border CO₂ storage hub in the North Sea;
- Technip Energies also provides the liquid CO₂ marine arms to the CO₂ loading systems for transfer of CO₂ to and from marine ships;
- The final investment decision (“FID”) of the project was also supported by the successful operation of CO₂ capture pilot unit;
- Start-up scheduled in 2026.

QATARGAS NORTH FIELD EAST (NFE)

Contract: EPCC

Client: Qatargas

Location: Ras Laffan, Qatar

Description: The largest carbon capture and sequestration (CCS) facility in the Middle East part of the North Field East (NFE) onshore LNG project in Qatar.

- Capture of CO₂ from feed gas to 4 x 8 MTPA LNG trains;
- This carbon capture and sequestration (CCS) facility will contribute to the project achieving more than 25% reduction of greenhouse gas emissions when compared to similar LNG facilities.

LABARGE

Contract: EPC

Client: ExxonMobil

Location: LaBarge, Wyoming, USA

Description: Expansion of the carbon capture capacity and storage facility of an existing gas treatment facility.

- Capture of more than 1 MTPA;
- Installation of pipeline to transport the CO₂ to the reservoir where it will be stored;
- Technip Energies in consortium with Saulsbury Industries.

Join forces and bridge expertise across industries

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 the partnerships and cooperation agreements we have signed in 2022.



HY24, MIROVA, CDPQ
Investment in Hy2gen AG
17/02/2022

We are jointly investing in the world's largest private investment platform for green hydrogen Hy2gen. Our investment will be deployed in the construction of several facilities producing green hydrogen-based fuels across the globe.



EQUINOR
Floating Offshore Wind Development
16/06/2022

Strategic collaboration to team up at the early design phase of floating offshore wind farm projects, to unlock value from integration and maximum use of our fabrication capacities.



AGILYX
Plastic recycling
25/08/2022

Following the success of our joint pilot plant with Agilyx, we have launched the TruStyrenyx™ brand, the only all-in-one solution for the chemical recycling of polystyrene. This joint venture is leveraging our purification process combined with Agilyx conversion technology.



ON SHOES, LANZATECH AND BOREALIS
Carbon shoes
15/09/2022

Collaboration with three innovative companies to produce CleanCloud™, the first ever shoe made using carbon emissions as a primary raw material. This partnership shows how recycled carbon technology can contribute to a circular economy.



SHELL CATALYSTS & TECHNOLOGIES
CCS
14/10/2022

We strengthened our strategic alliance to accelerate carbon capture and storage ("CCS") projects by providing a combination of the latest technology and project management excellence. This collaboration will drive the joint promotion, marketing, licensing and execution of projects using Shell's CANSOLV™ CO₂ capture system technology.



SKYBORN RENEWABLES
Offshore wind
08/12/2022

Consortium to answer the call for tender on the offshore Mediterranean project. The partnership is based on our common ambition to develop an innovative and competitive offshore wind sector, capitalizing on Technip Energies' historical strength in optimizing design and reducing risk, and on Skyborn Renewables' experience in the development of offshore wind projects.



GREENKO
Green Hydrogen in India
15/03/2022

Memorandum of understanding signed to explore green hydrogen project development opportunities in India. This strategic partnership reinforces our efforts to deliver a low-carbon future, by leveraging expertise in feasibility studies, EPC & technology to support green hydrogen projects.



NPCC
Energy Transition in MENA
19/07/2022

Joint venture establishing NT ENERGIES LLC, a new joint company, to operate decarbonization projects to support the energy transition in the MENA region.



APCHEMI
Plastic recycling
08/09/2022

Cooperation agreement to commercialize APChem's advanced "Pyromax" technology to convert plastic waste to high-quality pyrolysis oil technology beyond India. This strategic partnership extends our growing plastic waste-to-olefins solution portfolio.



METGEN
Refining
28/09/2022

Collaboration with MetGen to industrialize their METNIN® technology for the valorization of lignin, which is a biorefinery waste. Instead of burning lignin, the technology transforms a high-volume waste into a sustainable and renewable alternative to petrochemicals and oil-based materials.



BAKER HUGHES
LNG
17/11/2022

Memorandum of understanding to cooperate on the joint development of a new large-range liquefied natural gas ("LNG") modularized solution for the onshore market. This partnership will contribute to reducing time-to-market for LNG.

ESG Governance and Stakeholder Engagement



A strengthened ESG governance model

We are increasing transparency and accountability across Technip Energies.

BOARD OF DIRECTORS

ESG leadership starts with our Board of Directors and extends throughout Technip Energies. Considering the key challenges and opportunities ESG presents to Technip Energies, the Board has appointed an ESG Committee.

The **ESG Committee** oversees the Company's policies, programs, and strategies related to environmental stewardship, climate change, responsible investment, corporate citizenship, health and safety, human rights, human capital management, ESG risk management, and other ESG matters, as well as other social and public matters of significance to the Company. The ESG Committee also reviews and monitors the development and implementation of the Company's ESG Roadmap and reviews the Company's public disclosures with respect to ESG matters. See also our 2022 Annual Report, section 5.1.9.3. ESG Committee..

BOARD DIVERSITY POLICY

With the appointment of Colette Cohen to the Board of Technip Energies in May 2022, the Board is comprised of seven male (including the Executive Director) and three female members. The company has achieved its initial goal of a Board composition of at least 30% female and at least 30% of male members as set out in its Diversity Policy effective February 16, 2021. Technip Energies remains committed to strengthening the diversity of its Board composition and its aim is that, on or before the date of the Company's 2024 Annual General Meeting, the Board be comprised of at least 40% female and at least 40% male members as set out in its revised Diversity Policy dated March 1, 2022. Should all of the proposed Director nominees be appointed at the Annual General Meeting of May 10, 2023, the Board would be comprised of 40% female Directors and 60% male Directors, thereby reaching the Company's target. See more information in our 2022 Annual Report, section 5.4.2. Diversity Policy.

EXECUTIVE COMMITTEE

Our Executive Committee members are tasked with the implementation of our ESG strategy across our businesses. **Arnaud Pieton**, our Chief Executive Officer is accountable for our performance in ESG and sustainability. **Samir Karoum**, Chief Strategy & Sustainability Officer, oversees strategy, 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. To accelerate the integration of sustainability into our actions, in 2022, we decided to reinforce our governance model with the creation of two bodies, an ESG Council and an 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 eight other members: the Chief Strategy & Sustainability Officer, the Chief Financial Officer, the Chief Legal Officer, the Chief Operating Officer, the Chief Technology Officer, the SVP People & Culture, the SVP of Communications and the SVP Commercial.
- The **ESG Operational Committee** has 16 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 QHSES, People Development, Compensation & Benefits, Real Estate & Facilities, Accounting, Risk Management, Investor Relations, Commercial, Project Delivery, Technology & Innovation, Legal & Compliance, Procurement, Information

& Digital Services, 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;
- Follow the progress of the ESG Roadmap.

The organization for each pillar of our ESG Roadmap is described in the section ESG Roadmap and Performance. To reinforce accountability and transparency across the Company, ESG metrics are integral to our Remuneration Policy. See more details in our 2022 Annual Report, chapter 6. Remuneration report. ●

Board of Directors

Oversight of the ESG strategy and performance

Audit Committee	Compensation Committee	ESG Committee
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Executive Committee

Accountable for the implementation of the ESG strategy and roadmap in the businesses, and for the ESG performance

CEO	Chief Strategy & Sustainability Officer	ESG Council
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ESG Operational Committee

Its role is to define ambitions and commitments, convert the ESG roadmap into concrete actions, positioning ESG at the core of our activities and performance

Chaired by the VP Marketing & Sustainability	16 members from the Extended ExCom and Leaders of Corporate Functions
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ESG 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, and employees. 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 standards 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. Those are published on our [website](#).

QUALITY, HEALTH, SAFETY, ENVIRONMENT AND SECURITY

Within the challenging and highly competitive global energy industry, Technip Energies excels by making Quality, Health, Safety, Environment and Security ("QHSES") a top priority. Our Global HSE and Security Policy available on our website [here](#) 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 100% of our operations;
- **ISO 14001** environmental management system for 81% of our operations, and
- **ISO 45001** occupational health and safety management system for 74% of our operations.

See more in section ESG Roadmap and Performance: Enhance circularity and protect



The sustainability team at Neste's renewable products refinery expansion project in Rotterdam

biodiversity, Safeguard people and reinforce wellbeing, and in the Impact Book.

HUMAN RIGHTS

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. Technip Energies Italy is certified to the **SA8000 Standard**, a leading social certification, based on the Universal Declaration of Human Rights and International Labor Organisation ("ILO") conventions, to manifest its commitment to basic human values in the workplace. These requirements are embedded into its project management process and apply on major projects such as the MIDOR Refinery Expansion project in Egypt, the Assiut Refinery project in Egypt and the Neste Singapore Expansion project. Technip Energies Italy is audited on a quarterly basis by an external and independent third party approved by Social Accountability International ("SAI").

"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.

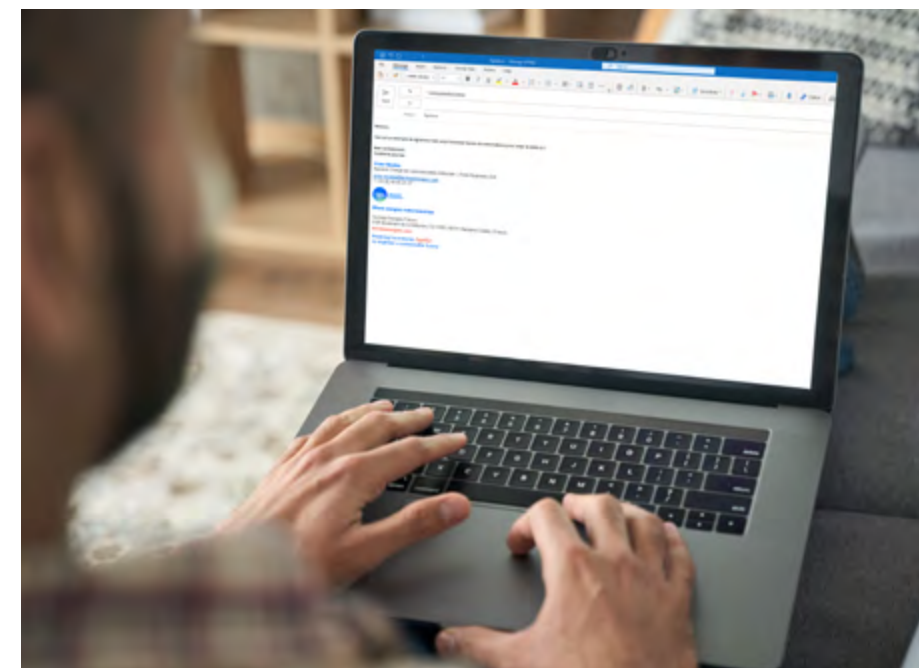
INFORMATION SECURITY, DATA PRIVACY AND PROTECTION

Technip Energies' commitment to information security is not only specified in policies and standards, but also considered in the day-by-day activities of all Technip Energies' employees and contractors. Information security is recognized and accepted as everyone's responsibility. Technip Energies has been engaged recently in being certified **ISO 27001** and is actively maintaining a global 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. Our 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;
- Undergoing an external ISO 27001 audit by an accredited third party.

In 2022, 20 entities were certified in France, the Netherlands, Italy, United Kingdom, UAE, Qatar, Malaysia, Thailand, Indonesia, China, and India.

Moreover, Technip Energies uses 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 available on our website [here](#).

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 35 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 implement 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 industry. In this respect, Technip Energies included in the 2022 version of its Code of Business Conduct a section describing the principles guiding the Tax Policy which have been approved by the ESG 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 build positive long-term relationship and secure our business. To know more, refer to the Governance section of Technip Energies' website, the Code of Business Conduct, and to our 2022 Annual Report, section 4.3.5. Taxation risks and Note 13. Income tax. ●

Stakeholder engagement

Our stakeholder's views and expectations are very important and will help drive Technip Energies' success. We identified our material ESG topics with our stakeholders participation in our ESG materiality assessment during 2021 (refer to section Materiality and UN SDGs).

We have taken into consideration stakeholder feedback to build our ESG Roadmap and we continue to evolve our strategy and operations according to this feedback and to engage with our stakeholders through active and open dialogue. 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); and
- Civil society (local communities, non-governmental organizations, media, public interest groups).

The engagement objectives and the way we engage with each of them are detailed in the table below.

Early 2023, Technip Energies created a new position of Public Affairs Director who will be in charge of designing and implementing our Public Affairs strategy, ensuring that Technip Energies' activities, positions and point of views are well known and understood by relevant stakeholders, especially when it comes to the development of new policies and regulations. In 2023, a complete stakeholder engagement plan will be rolled-out.



8.7/10
overall rating
from our clients

ENGAGING WITH OUR CLIENTS AND PARTNERS

In 2022, Technip Energies participated in 47 trade shows to support our strategy, present our solutions and meet with clients and partners.

Technip Energies' expertise in advancing the energy transition was on full display in November 2022 as an exhibitor at the ("COP 27") 2022 United Nations Climate Change Conference in Sharm El-Sheikh, Egypt. It was a great opportunity to promote the company's engineering and technology capabilities in effectively tackling global climate change. In addition to exchanging with NGOs, administrators, and government representatives from around the world to confront ideas on how to ensure the sustainability of our planet, it was also the opportunity to engage with young students. We need the young generation of engineers, data scientists, and researchers to work for a cleaner energy industry.

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, relationship 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 2021 and 8.7/10 in 2022 as per our Quality Global Standard Method. It's a great achievement, that we aim to improve in the future.



CHRISTOPHE BELORGEOT
Senior Vice-President
of Communications

Our participation at COP 27 in Egypt was the opportunity to highlight our public commitments: to preserve biodiversity as a member of Act4nature International; to support the Global Wind Energy Council manifesto to scale up investments in wind power; and as a founding member of the Alliance for Industry Decarbonization, which held its first executive roundtable at the COP 27 decarbonization day. We need a strong Alliance to foster the much-needed paradigm shift towards a sustainable industry."



MARCO VILLA
Chief Operating Officer

Transforming the global energy system from fossil-based to low-carbon sources is the critical success factor in limiting global warming. Technip Energies is helping clients to reduce their carbon footprint by integrating energy management, energy efficiency, and carbon capture technologies at the design and engineering phase of each project. We are actively working to scale up technology development and deployment to achieve a sustainable energy system."



ADIPEC 2022 in Abu Dhabi, the world's most influential gathering for energy industry professionals

"MY VOICE", OUR FIRST GLOBAL ENGAGEMENT SURVEY

Active listening is part of our core values and the way we maintain a continuous and fruitful dialogue with employees, we launched "My Voice", our first global employee engagement survey to reflect on how to improve employee experience and journey. The turbulent and fast-paced environment the company and its employees have been exposed to since the recent creation of Technip Energies as an independent company has led the Executive Team to launch a global engagement survey and measure the pulse of employee experience as people are the main asset of the company. Using analytics to precisely identify the issues

that matter, the objective of "My Voice" is also to support managers to retain and grow performing teams, and thereby contribute to building a better workplace and advancing an inclusive culture in every location.

"My Voice" has been addressed to all permanent employees with questions about all main dimensions driving engagement, including manager relationships, well-being, career development, change management, communications, future vision, and client focus. The methodology was developed with an external partner, to measure engagement while protecting confidentiality. More than 71% of employees took part in the survey in November 2022. Aggregated answers have been analyzed, presented to

the Executive Committee and leadership teams to prepare initiatives for 2023. A global internal webinar has been organized to inform all employees about the key strengths, such as safety, client focus and manager relationships as well as the main areas of attention the company will address in 2023. The results are also analyzed at country level to further identify priorities and address systematically local engagement plans to improve where it matters and show tangible progress. It is further complemented in 2023 by a dedicate "Engagement Team Talk", a format run by managers with their direct teams to share main insights about their team results and act on few team items ahead of the next global survey planned in Q3 2023.



Participation in
47
trade shows



71%
of participation for our
first global engagement
survey, "My Voice"



Climate Fresk workshop at Technip Energies



Climate Fresk:
30
trained internal
facilitators



116
workshops
organized in
Australia, France,
India, and Malaysia



1,330
participants,
including 1,132
in Paris

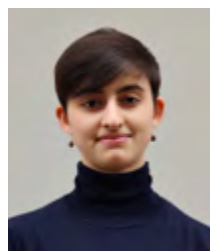
ENGAGING OUR EMPLOYEES WITH THE CLIMATE FRESK

A series of climate change workshops have proved a big success in several of our main operating centers and projects.

The workshops have been created by an organization called Climate Fresk, which originated in France and is now active across the world. The aim of these scientific and collaborative workshops is to discover the data of the Intergovernmental Panel on Climate Change (“IPCC”) on the causes and consequences of climate change on the environment and humanity,

develop our leadership on climate change and encourage us to take concrete actions at personal, collective and company levels.

Climate Fresk internal facilitators have led the workshops, including for our leadership and senior management teams. We began conducting sessions in Paris, France, in 2022 and continued in Perth, Australia, Delhi, India, and Kuala Lumpur, Malaysia. This ties perfectly into our ESG Roadmap, especially our Climate and Environment pillar. ●



TAMARA NAHON
Environmental Coordinator

The workshops help people explore the science behind climate change and identify actions they can take to eliminate its causes and reduce its effects. Participants have said the sessions provide a reality check that makes you think about our impact on future generations.”

Stakeholder engagement

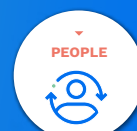
Key stakeholder group	Engagement objectives	Topics of interest ⁽¹⁾	How we engage
Clients	<ul style="list-style-type: none"> Anticipate clients' needs and expectations Anticipate energy market trends Partner up with clients toward a net zero trajectory Develop mutual trust 	<ul style="list-style-type: none"> Environmental footprint of projects Safety & security of teams Diversity & equal opportunities Safety & quality of our solutions Low to zero-carbon technologies & solutions Corporate governance & transparency Business ethics Climate change mitigation & adaptation Employee well-being & health Integration of ESG criteria in the corporate decisions 	<ul style="list-style-type: none"> Regular industry events and trade shows Hosting technology discussions Seminars for clients Face to face and virtual meetings Joint communications with clients, e.g participation in panel discussions Customer satisfaction surveys
Shareholders, investors, credit institutions and equity analysts	<ul style="list-style-type: none"> Reduce our business risk exposure Create sustainable financial value 	<ul style="list-style-type: none"> Safety & security of teams Diversity & equal opportunities Safety & quality of our solutions Low to zero-carbon technologies & solutions Corporate governance & transparency Business ethics Climate change mitigation & adaptation 	<ul style="list-style-type: none"> Regular financial communications (financial reporting, stock exchange releases) Conference calls Roadshows, individual or group meetings Capital Markets Day
Employees (including work councils, unions and employee representatives)	<ul style="list-style-type: none"> Dialogue and engage with the key assets of the Company, its people and representatives from labor organizations, professional bodies for workplace well-being and positive work environment Support our people's development Develop feedback culture 	<ul style="list-style-type: none"> Environmental footprint of projects Safety & security of teams Diversity & equal opportunities Safety & quality of our solutions Low to zero-carbon technologies & solutions Business ethics Employee engagement & social dialogue Employee well-being & health Skills development & talent management Innovative solutions, cutting-edge technologies & digitalisation 	<ul style="list-style-type: none"> Employees development and performance leadership Continuous listening and employee feedback, team and individual discussions Support for health, safety and well-being of our people through Pulse, our global Health, Safety and Environment (HSE) culture leadership and engagement program Internal events, town hall meetings Active dialogue with employees, business line managers, employee representatives Employee engagement survey Whistleblowing system
Supply chain and partners (suppliers, contractors, subcontractors, joint venture, consortium, technology integrators)	<ul style="list-style-type: none"> Continue engagement and partnership across our value chain to co-construct and apply best practices Enhance sustainability, safety and well-being within our projects, adhering to competition laws and human rights principles 	<ul style="list-style-type: none"> Environmental footprint of projects Safety & security of teams Diversity & equal opportunities Safety & quality of our solutions Corporate governance & transparency Business ethics Employee engagement & social dialogue Employee well-being & health Skills development & talent management 	<ul style="list-style-type: none"> Communication of Technip Energies' Supplier & Subcontractor Integrity Expectations Violations or suspected violations should be reported through the suppliers' or subcontractors' company contact or via Technip Energies' Ethics Helpline Evaluating counterparty's security and reputation risks by way of an extensive sustainability assessment External and internal audits Collaborating closely with our contractors and suppliers to ensure a high level of safety, efficiency and quality
Innovation drivers (academia, universities and research organizations, incubators, industry experts, startups, professional networks)	<ul style="list-style-type: none"> Establish co-creation model to facilitate industry-oriented R&D and innovation through exchange of know-how for a low carbon future 	<ul style="list-style-type: none"> Climate change mitigation & adaptation Low to zero-carbon technologies & solutions Sustainable use of resources Protection of biodiversity Integration of ecofriendly design in our solutions Innovative solutions, cutting-edge technologies & digitalisation 	<ul style="list-style-type: none"> Longstanding partnership in sustainability, energy transition initiatives Thought leadership in support of energy sustainability initiatives Mentoring, coaching, knowledge sharing Conferences and meetings Academia tie ups Graduate program Technology licenses
Civil society (local communities, NGOs, media, public interest groups)	<ul style="list-style-type: none"> Collaborate with local communities for a better socio-economic context in our operating environment to ensure sustainability of our business activities 	<ul style="list-style-type: none"> Environmental footprint of projects Safety & security of teams Diversity & equal opportunities Safety & quality of our solutions Low to zero-carbon technologies & solutions Corporate governance & transparency Business ethics Climate change mitigation & adaptation Responsible & sustainable supply chain Stakeholder relationships & dialogue 	<ul style="list-style-type: none"> Employee volunteering program Local communities initiatives & programs Social charity donations Consultation and dialogue with different groups of people in local community

(1) Refer to ESG topics listed in section Materiality and UN SDGs: Materiality Matrix page 73.

ESG Roadmap and Performance



We are committed to accelerate the energy transition and drive solutions for the climate.



We enable people to thrive. Our performance depends on the actions of our people and our actions are guided by our Values.



We lead responsibly. Our reputation is built on our ability to deliver and our limitless drive to enhance our clients' 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.

This chapter illustrates our three pillars and the actions we have put in place in 2022 to reach our targets. The status at the end of 2022 is summarized in our ESG Scorecard below.

→ Pillar	SDG	Ambition	2021	2022	Target
CLIMATE & ENVIRONMENT	6	Reduce scope 1 & 2 emissions compared to 2019	-8%	-11%	-30% by 2025
		Net zero scope 1 & 2	18.8 ktCO ₂ eq	18.2 ktCO ₂ eq	Net zero by 2030
	7	Data centers ISO 50001 certified		41.6%	100% by 2025
	13	Report full scope 3 emissions		87% ⁽¹⁾	Completed by 2023
		R&D budget allocation to Energy transition	56%	83%	100% by 2025
	12	Main entities ISO 14001 certified	63%	81%	100% by 2025
	13	Water consumed on sites from reused sources	21%	19%	50% by 2025
PEOPLE		Waste valorized	75%	87%	85% by 2025
	3	Women hiring on yearly graduate intake	50%	51.7%	50% yearly
		Women in leadership positions	12%	18.1%	25% by 2025
	4	Main countries ⁽²⁾ have local diversity action plan		50%	100% by 2025
	5	Eligible construction sites with BBS ⁽³⁾ program	50%	100%	100% by 2025
		Entities complying with our new core benefits standard worldwide		Under development	> 90% in 2025
		Employees participating in the ESG learning		92.6%	> 90% in 2022
TRUST		International Graduate Program dedicated to Energy Transition		25%	Done by 2023
		Volunteering hours	14,360	21,660	30,000 by 2025
	10	Women on the Board of Directors	30%	30%	40% by 2024
		Link compensation to ESG Roadmap performance annually	Completed 2021	Defined for 2022	Complete yearly
		Yearly ABC training for all at risk functions and gatekeepers	75%	92.5%	>90% yearly
	17	Continued reduction of non-mandatory commercial intermediaries		-13%	-100% by 2025
		Supplier and subcontractor qualification integrates ESG criteria		60%	100% by 2023
	Key suppliers and subcontractors monitored and audited on ESG performance		Under development	100% by 2025	
	Human Rights Due Diligence undertaken on eligible projects		Under development	100% by 2025	

(1) 13 categories out of 15 (as per the Greenhouse Gas Protocol) are disclosed

(2) France, India, Italy, USA, UAE, Malaysia, Spain, United Kingdom, Netherlands, Colombia

(3) Behaviour-Based Safety

Note: Technip Energies considers all targets to be achieved and completed by the end of the year committed. With the exception, the 40% of women on the Board of Directors target is planned to be achieved and reported on or before the Company's 2024 Annual General Meeting.



Decarbonize the future

Enhance circularity and protect biodiversity

Accelerate innovation and digitalization

Technip Energies is a leader in the natural gas market, a critical transition fuel. We are positioned to unlock cleaner energy chains, improve energy efficiency, enhance performance of traditional industries, and lead the development of new sustainable energy projects. It is our responsibility to offer environmental solutions which enhance circularity and protect biodiversity. We are leveraging innovation and embracing digital to develop new sustainable energy projects and drive solutions for the climate.

2022 report includes
scope 3
upstream
 emissions

New target to help clients avoid
15 MtCO₂
 eq by 2025

83%
 of 2022 R&D expenses
 allocated to energy transition



BRUNO VIBERT
 Chief Financial Officer



Our ESG Roadmap and Scorecard capture an essential part of Technip Energies that financial reporting on its own fails to capture. It enables a new way of taking informed decisions and realigning investment priorities in a way that is more sustainable. Combining financial and extra-financial reporting provides a true and transparent picture of the value that we create as a company.”



The nature of our industry is changing faster than ever. To attract young talent and retain skills, the company purpose needs to be meaningful and aligned with peoples’ values. As an engineering and technology company our people like to find solutions and deliver results. Our pioneering spirit, our passion for the energy transition and our ambition to create a better future inspires and attracts talented professionals engaged in transforming the energy industry.”



MAGALI CASTANO
 Senior Vice-President People & Culture



Decarbonize the future

Tackling climate change requires concrete actions to meet the commitments set out in the Paris Agreement. As an engineering and technology company with the ambition to be a global leader of the energy transition, it is our responsibility to drive solutions for the climate which have a real and positive long-term impact. This is the first pillar of our ESG Roadmap which sets clear targets, actions, and performance indicators to create value and positively impact our planet. Our climate strategy is designed to leverage our key competencies.

2022 KEY FIGURES



11%

reduction in scope 1 & 2 GHG emissions compared to 2019



Scope 3 upstream GHG emissions reported one year ahead of target



7.3 million tonnes of CO₂ eq of avoided emissions

The assessment of our entire value-chain emissions is an integral part of our sustainability strategy and ESG Roadmap. We are committed to measuring our carbon footprint, including scopes 1, 2, 3, and avoided emissions, on an annual basis.

CLIMATE GOVERNANCE

Our Board 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 the long-term value creation for all stakeholders. The Board and the Executive Committee are tasked with addressing climate issues and energy transition through strategic investment, integration into the business strategy and management of risks and opportunities throughout the organization.

Scope 1 & 2

Our primary sources of greenhouse gas ("GHG") emissions, both direct (scope 1) and indirect (scope 2), are from the operations of our offices and industrial sites (manufacturing sites and R&D/lab centers). Our Vice-President of Real Estate and Facilities is responsible for collecting data, calculating scope 1 & 2 GHG emissions, monitoring and managing the energy consumption, enhancing energy efficiency, implementing strategies to optimize our buildings infrastructure GHG emissions, and ultimately reducing our carbon footprint to 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. In 2022, they improved the scope 1 & 2 GHG emissions calculations methodology, data quality and data control, and defined the scope 1 & 2 GHG emissions reduction roadmap and action plans.

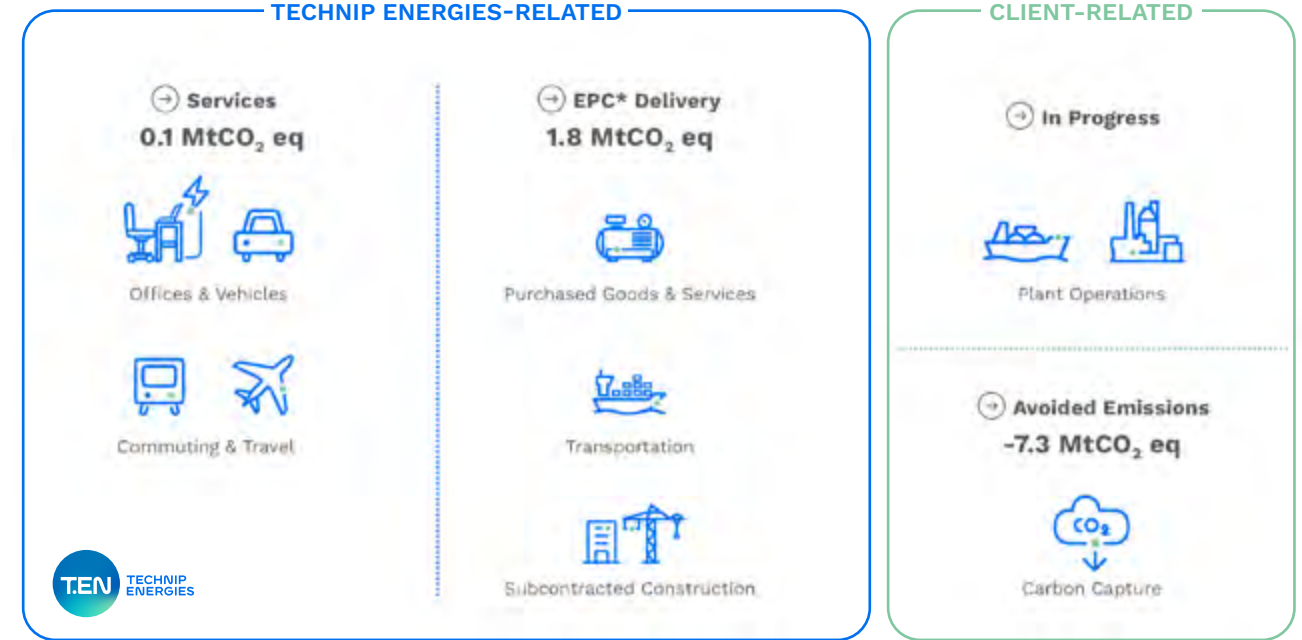
In 2022, the company significantly increased the part of renewable electricity in our portfolio (48% of the electricity purchased in 2022) and reduced the surfaces of our offices by 12%. We signed our first climate and energy performance partnership with Icade for the Origine building, our headquarters in Paris. We plan to build other partnerships with the landlords and/or building operating companies to align on common objectives.

Scope 3

In 2021, we set up a dedicated Climate Change and Actions team to develop the quantification methodologies to allow us to publish our scope 3 emissions and set the basis for reduction targets and action plans.

The Climate Change and Actions team is composed of professionals and engineers with confirmed knowledge of our activities' value chain and projects. Building on expertise and methodologies already deployed within other existing disciplines, such as project management and engineering, the team has been able to adapt, extend and combine similar processes to quantify GHG emissions accurately and efficiently.

Technip Energies Carbon Footprint Mapping and 2022 Key Figures



(*) Engineering, Procurement and Construction Projects.

For example, we have leveraged existing methodologies including cost control and cost estimation to develop the methodology for estimating the scope 3 emissions. The combination of these competencies has allowed us to achieve a leading position in carbon management services for our clients.

The carbon footprint calculation methodology and detailed figures per scope are provided in the Impact Book.

CARBON FOOTPRINT – SCOPE 1 & 2 DIRECT EMISSIONS AND ENERGY PURCHASED

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

- **SURFACES:** Optimize offices surfaces and maximize their occupancy;
- **ENERGY:** Reduce the purchased energy consumption of buildings by 15% in 2025 (in absolute terms) compared to 2021, by 40% in 2030, by 50% in 2040 and by 60% in 2050;
- **EFFICIENCY:** Select energy-efficient buildings and renovate the least efficient buildings to meet the best standards (i.e. LEED platinum or equivalent), obtain ISO 50001 certifications for owned buildings by 2025, perform energy efficiency and carbon technical audits of our buildings on a regular basis, with the target to have all buildings larger than 500 m² audited in 2025;
- **RENEWABLES:** Maximize the use of renewable energies. Replace fossil fuels with renewable or low-carbon energy in 50% of offices by 2025, and 100% of offices by 2030;
- **TRAINING/AWARENESS:** Train reference teams in energy management and decarbonization. Promote best practices and guidelines to encourage everyone's energy efficiency and reduce the use of energy-intensive and/or polluting equipment.

Our offices in Houston, the Middle East and India 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. In Houston, we plan to rationalize our legacy office spaces at lease end and we target to move to a single, low-emissions site. In the Middle East, we plan to work with the landlord and reduce our energy consumption and carbon emissions by renovating the infrastructure. In India, we have audited the sites that we own, and the plan is to renovate those sites in the next 2-3 years and maximize the production of renewable energy at site. The offices in Mumbai and Chennai have already contracted renewable electricity suppliers in 2022. The challenge is to continue to reduce our emissions and energy consumption while integrating business growth.

Energy sobriety plan

The offices of all main operating centers started to deploy an ambitious energy sobriety plan from October 2022. The preliminary results are very encouraging. These group and local initiatives are all pilot sites to help us in our learning curve to evaluate the measures having the greatest impact while maintaining comfort for the occupants and business operations. As an example, in France, the EcoWatt program was launched in 2022 to reduce the strain on the electricity network. The program alerts users to peaks in demand and recommends actions to reduce consumption and spread the load.

CARBON FOOTPRINT - SCOPE 3 INDIRECT EMISSIONS

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 relatively limited when compared to scope 3 emissions. However, the quantification of scope 3 emissions is a complex and technically challenging topic, especially for the greenhouse gas (“GHG”) emissions related to the projects developed for our clients. The dedicated Climate Change and Actions team, composed of professionals and engineers with confirmed knowledge of our value chain and project activities, developed quantification methodologies. These methodologies, which have been reviewed and validated by an external third party, allows us for the first time to publish our scope 3 upstream emissions and set the basis for future reduction targets and action plans.

Details on the methodology are provided in the Impact Book.

Approach to quantify scope 3 emissions

Building on expertise and methodologies already deployed within other existing disciplines, including project management



FRÉDÉRIQUE LE MOIGNE
Vice-President Real Estate and Facilities

In line with the EcoWatt program, we have committed to implement a series of permanent measures to reduce the energy consumption of our Paris and Lyon sites. The minimum guaranteed temperature is set to 19°C, and we are reducing or improving the use of certain equipment and raising awareness of eco-actions. We have closed one of our buildings in Paris in December 2022, with the transfer of more than 650 people to our Origine headquarters, which benefits from geothermal and solar photovoltaic renewable power. The preliminary results show a decrease of 15% to 20% in electricity consumption in Paris in November and December 2022. More savings are expected from January 2023 after the move of all Paris-based employees to Origine.”

and control, process and technology, engineering, procurement, transport, construction, digital, and HSE, the Climate Change and Actions team has been able to adapt, extend and combine similar processes to quantify GHG emissions accurately and efficiently. Using the large volume of information already collected in our databases for the needs of these activities, we can apply emissions factors to known quantities, to estimate the scope 3 indirect emissions of our activities and ensure its completeness. In this way, we use our engineering expertise to make the quantification, based on physical, quantified, actual and certified data developed and used by other disciplines. This approach guarantees a good level of accuracy of the calculated figures based on proven and reliable processes, and data sources tested internally and by our clients.

These methodologies are based on the Greenhouse Gas Protocol requirements while the ISO and EN standards have been used as guidance. An appropriate emission factors database has been developed based on available external databases, data from suppliers and in-house calculated emission factors. The methodologies involve over 30 processes, which are all documented, checked internally and reviewed by an external third-party. We can use these methodologies to estimate the carbon footprint of future projects during pre-investment stages from conceptual to FEED and 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 contributing to our sustainability offer.

Scope 3 indirect emissions have been separated into two scopes: upstream (i.e. the project development phase) and downstream (i.e. the project operation phase). Figures for each scope 3 category are available in the Impact Book.

Scope 3 Upstream

While scope 1 & 2, with the addition of business travel, employee commuting and other activities related to our own assets and people, represent Technip Energies’ carbon footprint as an engineering and services company, our scope 3 upstream represents Technip Energies’ carbon footprint as an EPC contractor. Indirect emissions, mainly from our procurement, transport and subcontracted construction activities amounted to 1.5 million tonnes of CO₂ eq (“tCO₂ eq”) in 2021 and 1.8 million tCO₂ in 2022. The increase is explained by higher EPC activities in 2022 compared to the previous year. These emissions also include business travel, which declined drastically in 2020 and 2021 due to the COVID-19 pandemic; they increased in 2022 but remain below pre-pandemic levels. For the projects that are under development, the carbon footprint reported reflects the progress achieved during the year in the same way that annual revenue is reported in our financial results.

Scope 3 Downstream

Quantification of indirect emissions from our clients’ plant operations will be reported in 2023.

EMISSIONS AVOIDED THANKS TO OUR SOLUTIONS

This measure captures the emission reductions of our clients that have been achieved through our projects. Because of the different nature and variety of the projects and solutions that Technip Energies provides, we have decided, for this year, to focus the reporting of avoided emissions on carbon capture projects only. Each of these projects are compared, as reference scenario or baseline, to the same project without the carbon capture unit. In the coming years, the types of emission reductions will be enlarged. We currently have three carbon capture projects in the EPC stage: the Qatargas NFE project in Qatar, the Hafslund Oslo Celsio project in Norway, and the ExxonMobil LaBarge Refinery Expansion project in Wyoming, US. We have calculated that these three projects have allowed clients to avoid 1.8 million tCO₂ in 2021 (thanks to one project started) and 7.3 million tCO₂ eq in 2022 (thanks to three on-going projects). By 2025, these savings are expected to reach 15 million tCO₂ eq. ●



NATHALIE BALLAND-FERRERES
Head of Climate Change and Actions

Establishing robust methodologies to quantify and calculate scope 3 emissions has been a team effort, leveraging and combining the skills and expertise from across the operations and business lines. In 2023, we’ll be looking to apply this approach to manage other environmental factors. By accurately quantifying indirect emissions and environmental impacts, we can take effective and targeted measures to reduce them. In this way, Technip Energies is committed to reducing its overall environmental footprint and that of its clients.”



Technip Energies awarded a large EPC contract by Hafslund Oslo Celsio for a world-first Carbon Capture and Storage (CCS) project at waste to energy plant in Norway



Enhance circularity and protect biodiversity

For Technip Energies, tackling climate change and protecting the environment goes beyond the scope of our own operations. It forms an integral part of the products, services, and solutions that we offer our clients. In line with our ambition to be a global leader of the energy transition, it is our responsibility to offer environmental solutions which enhance circularity and protect biodiversity.

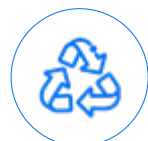
2022 KEY FIGURES



81%
of our main operating centers are certified ISO 14001



19%
of water consumed on sites comes from reused sources



87%
of waste generated on construction sites are recovered

GOVERNANCE

The Company is committed to operating in compliance with all applicable environmental regulations, laws, and international codes and standards, wherever we operate. As outlined in our Global HSE and Security Policy, environmental management is everyone's responsibility at Technip Energies. The ESG Committee advises and recommends to the Board appropriate environmental practices, initiatives and programs and oversees the Company's progress in implementing these. The effective implementation of environmental policy depends on management's commitment, the accountability of every entity, an ongoing dialog with key stakeholders and a chain of responsibility that extends across the Company workforce.

Our environmental management system and standards are the responsibility of our Chief Operation Officer ("COO"), supported by our Vice-President of Quality, Health, Safety, Environment and Security ("QHSES"). All entities and projects within the Company are managed by dedicated QHSES managers and directors, with a team of QHSES engineers and supervisors responsible for the application of environmental rules and standards in their respective areas to ensure that our environmental requirements are implemented correctly. All employees receive environmental training in accordance with our Code of Business Conduct.

A Global Environmental Manager is tasked with monitoring the performance and coordinating a network of environmental specialists from all main operating centers. The environment network designs environmental programs, supports the

enhancement of our overall environmental performance and develops global environmental initiatives involving all our countries and projects.

A SOLID ENVIRONMENTAL MANAGEMENT SYSTEM IN PLACE

A dedicated environmental team

Environment specialists from all regions and business lines assess the environmental risks and opportunities of our projects and assets, harmonize and coordinate environmental practices across our work processes and report quantitative and qualitative data from our operations. The environmental team, comprising about 130 specialists worldwide, is directly involved on projects. They notably conduct technical studies, including environmental aspects identification ("ENVID"), which is a multi-disciplinary analysis of project impacts, carried out at the design and execution stage.

Extending ISO 14001 certification across our operating centers

The ISO 14001 standard sets out the requirements for an Environmental Management System to provide global consistency in the face of increasingly complex environmental risk. At December 31, 2022, 25 (or 81%) of our main operating centers were ISO 14001 certified, including main offices, managed projects and industrial sites with more than 50 employees. We are on track to achieve ISO 14001 certification of all our main entities by 2025.

Measuring environmental performance

The scope of environmental reporting for Technip Energies includes 75 sites in 2022, of which half are temporary project sites (construction and yards) and the rest are permanent offices and industrial assets. For all of them, the following environmental data are reported on a monthly basis:

- Energy, water and material consumption (by substance and source type);
- Air, effluent and waste emissions (by substance and management type);
- Biodiversity impacts.

Detailed indicators are given in the Impact Book.

RESPONSIBLE ENERGY, WATER AND WASTE MANAGEMENT ON PROJECTS

Technip Energies is actively seeking to optimize the resources in use in all the sites that we manage and in the project designs that we offer to clients.

Energy management

Our Global HSE and Security policy includes a clear commitment to continuously improve our energy and resource efficiency whether in the designs we provide or in the way we execute projects. The annual energy consumption of our offices, industrial sites and projects we execute for our clients (construction sites and yards) is presented in the Impact Book.

The energy consumption of our projects increased in absolute value in 2022 compared to 2021. This is mostly due to few mega projects, located in remote areas, which depend on diesel generators for their energy supply, notably at decisive stage such as commissioning. In 2022, the share of clean electricity in our energy consumption continued to increase significantly due to electricity from renewables being available from the grid, or from internal production (solar or energy recovery from compressors notably).

Water management

As per our ESG Scorecard, we target 50% of water consumed by our sites to come from reuse sources (rainwater, internally treated



The Complex Wastewater Treatment Unit (CWWT) of the Long Son olefins plant in Vietnam started up in 2022 (Courtesy of Long Son Petrochemicals)

wastewater and treated wastewater coming from another organization) by 2025. In 2022, we reached 19% compared to 21% in 2021. It should be noted that for projects, the water management opportunities depend on the construction and commissioning phases. Guidelines have been developed to improve water management and reuse all waters, wherever possible, whatever the project phase. In addition, we are developing awareness initiatives to enhance the site practices regarding water management.

Hydrotesting and system cleaning

During the construction and commissioning phases of a project, hydrotesting and system cleaning represents the largest volume of water consumption. Hydrotesting involves testing the critical components of a plant such as the piping systems, gas cylinders, boilers, and pressure vessels. It is done by completely filling the components with a liquid, usually water and pressurizing the system to test for leaks. During commissioning activities, water is used to clean the systems (pipes mainly), with or without inhibitors, such as flushing, hydro-jetting, chemical cleaning, steam blowing.

- In **Singapore**, the NESTE project team took advantage of a government program to supply "certified reused water" to industries. In 2022, 80% of the water consumed by this site came from this source (note: this is defined in our reporting as wastewater coming from another organization).

In addition, the project team introduced innovative measures to collect and filter stormwater for reuse.

Waste management

As per our ESG Scorecard, we target 85% of waste to be recovered by 2025. In 2022, we reached 87% thanks to the reuse of soil, rocks and dredging materials generated by various projects during site preparation and excavation phases. These materials are fully reused directly within the construction sites, mostly for backfilling.

The volume of waste to be managed varies a lot along the different phases of project development. The early phases of site preparation involve managing huge quantities of soil and rocks which are generally easy to recycle or reuse. During the commissioning phases, there is less solid waste and more wastewater, which requires alternative recycling processes. The availability of local facilities to treat and recycle waste has also a great impact on the project ability to improve the performance of sites in terms of waste recovery.

- In **Mexico**, the ECA project site achieved a performance of 98% waste soil and rocks valorized. Crushed rocks and soil have been reused locally.
- In **Egypt**, the MIDOR project has seen its waste recovery performance improved from 68% in 2021 to 77% in 2022, mostly due to a systematic recycling of wood and scrap metal.

Environmental incident management

The prevention of environmental incidents is of the utmost importance to our Company, to our clients and to the society in general. At Technip Energies, all operating centers, assets and projects have an environmental incidents reporting system within their HSE management system, in compliance with our internal mandatory standards.

In 2021, we initiated a new program to raise awareness and speed up reparations. In 2022, we have continued this journey with our teams to ensure complete reporting of any environmental incidents that could negatively affect the environment, whether directly or indirectly. However, the number of reported incidents increased in 2022, especially due to one project entering a phase of intensification of its construction activities. Root cause analyses have been carried out and remedial action plans implemented to prevent and minimize likelihood and severity level of further incidents.

In 2023, our focus will remain to minimize likelihood and severity level of any incident.

ENHANCE CIRCULAR ECONOMY AS AN OVERALL APPROACH

Enhancing circularity means shifting from the traditional “take-make-dispose” economic model to one that is regenerative by design. The circular economic model proposes to minimize our impact on the environment by optimizing the resources in use (natural and material) in the project early phases, and by promoting recycling practices in all our business, from engineering, procurement to construction.

Energy efficiency measures taken by Technip Energies are one of the first steps in preserving resources, but we plan to consider every possible action to reduce consumption of other resources, in particular water and raw materials and we facilitate reuse practices and recycled goods whenever possible across the life

cycle of each facility we design or operate. A more circular economy will enable our industry to reduce pressure on the environment and on the society as it will improve the security of the supply of raw materials to create long-term value for all. The circular economy approach of Technip Energies is focused on the following drivers:

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

Helping clients select the best environmental solutions

At Technip Energies, we offer our clients environmental and economic solutions at every stage of their projects, by the integration of ISO 14001 requirements, from the conceptual design phase to execution phase. Analyzing our clients’ specific context and ambitions allows us to provide decision-making support to implement an environmental strategy adapted to their projects. We encourage our clients to adopt a circular economy approach when relevant, notably through eco-design which is the most effective driver to reduce the environmental impacts. By carrying out Environmental Aspects Identification (“ENVID”) at an early stage of project development, whenever it is practicable, we can assess potential impacts of each planned site activities, and make recommendations for a safer and more cost-effective design and project execution. We can also provide our clients with Best Available Techniques (“BAT”) to prevent and control industrial emissions



of pollutants, especially for the projects located in Europe.

In addition, we have in-house expertise in performing Life Cycle Assessments (“LCA”). The objective is to measure and reduce the environmental impacts of technologies, equipment or units from cradle to gate, and to address our customers’ requests in terms of environmental protection. Moreover, once the plant has been commissioned, we offer a wide range of digital services for operation and maintenance, to optimize performance, reduce downtime, and minimize utilities consumption.

PROTECT BIODIVERSITY

At Technip Energies, we are committed to protecting biodiversity. The UN Biodiversity Conference, or COP15, held in December 2022, highlighted the importance of protecting biodiversity for our well-being and the global economy. For the first time, a historic agreement was reached, setting out a Global Biodiversity Framework (“GBF”) to conserve, protect, and restore a sustainable management of biodiversity and ecosystems for the future. In 2022, our Global HSE team

conducted a biodiversity assessment of our sites (projects, manufacturing units and offices) with the support of a third-party expert from Biodiv’Corp, to map our exposure to biodiversity risk. Exposure has been qualified and ranked from low to extreme using 2 criteria:

- Physical proximity to protected areas according to the International Union for Conservation of Nature (“IUCN”) and areas of interest (i.e. biodiversity hotspots and key biodiversity areas);
 - Type of activity conducted on site.
- Based on this first evaluation, we identified that no site was concerned in 2022 by Technip Energies newly defined exclusion zones (IUCN category I). However, 5 sites have been identified as top priority where specific action plans will be developed. Next year, we will continue to roll out our biodiversity program, including:
- Refinement of our internal geographical system information tool allowing the commercial and operations teams to identify the level of biodiversity risk of our projects, including the prospects;
 - Implementation of guidelines for relevant objectives and actions according to the risk level identified;

- Preparation of new internal standards and training materials, with the aim of supporting our teams to proactively protect biodiversity wherever we operate.

As an example:

- In **Mexico** at the ECA LNG project, we trained dedicated staff on biodiversity management, including on the concrete actions to relocate sensitive species. A total of 13 people work day and night to keep animals away from the site. In 2022, as part of the site preparation phase, 662 individual fauna (79% mammals, 17% reptiles and 4% poultry) have been safely relocated and 210 individual flora species (cactus, trees) preserved in dedicated nurseries.

Act4nature International

In September 2022, Technip Energies joined Act4nature International to reinforce its action towards conservation of nature and biodiversity. Act4nature is an international alliance initiated by businesses and stakeholders, including NGOs and scientific institutions, to accelerate action in favor of nature. Since its launch in 2020, 67 companies have now joined the alliance and formally agreed to ten common commitments. To join, each member company must define its individual SMART commitments which are validated by Act4nature stakeholders and to publicly report on the actions effectively implemented within two years. By joining Act4nature International, Technip Energies is publicly committed to protect biodiversity; in particular:

- We voluntarily decided to avoid in the future any new projects inside the International Union for the Conservation of Nature (“IUCN”) most sensitive areas, i.e. categories Ia and Ib as defined and listed in the World Database of Protected Areas (“WDPA”); and
- We confirmed our will to integrate biodiversity risks in our business processes, starting at the earliest phase of project life cycle and based on specific, measurable, achievable, relevant, and time-bound commitments. ●

ZOOM

Features that reduce the environmental impact of the Qatargas NFE project in Qatar

- NFE design will emit approximately 25% less CO₂ than a normal LNG plant through:
 - A CO₂ capture and sequestration (CCS) system that will be the largest of its kind in terms of capacity in the LNG industry, and will be one of the largest ever developed anywhere in the world;
 - A better energy efficiency due to waste heat recovery facilities;
 - Electrical power from Kahramaa national grid which will include power coming from Qatar’s future solar projects.
- The project will conserve 11.1 million cubic meters of water per year by recovering 75% of the plant’s tertiary water for re-use within the plant’s fresh cooling water system.
- NFE project also includes a permanent wastewater treatment plant, with interconnecting pipelines and an irrigation network designed to treat wastewater for more than 54,000 people.
- Gas Turbine NOx emissions will be reduced by 60% through the application of Ultra Low NOx DLN1+ technology.



Accelerate innovation and digitalization

The energy transition 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 is driven by our pioneering spirit and collective intelligence and written into our DNA.

2022 KEY FIGURES



83%

of R&D budget allocated to energy transition



>350

ideas submitted for the 2022 Innovation Challenge

The contribution that digital transformation can make to the energy transition is evolving very fast which is why we are putting a lot of effort to transform Technip Energies into a data-driven company. This means promoting a data culture throughout the company, to empower people with the skills to correctly manage data and to identify areas where we can create more value from data. Having a data culture enables us to develop new digital services to help clients make carbon-conscious choices at the design phase, to monitor plant performance, or to support training by using advanced visual simulations. By adopting a digital-by-design approach to develop and scale up new energy solutions, we can accelerate the way we execute projects and reduce time to market.

TECHNOLOGY AND INNOVATION

We are increasing our R&D focus in the energy transition and establishing technology pathways for our clients to achieve their net zero ambitions. In 2022, we allocated 83% of our total R&D expenses to energy transition, amounted to €411 million on the total €49.5 million R&D expense, with the

objective to reach 100% of our R&D budget to be allocated to energy transition by 2025. Within the Technology and Innovation activities, R&D is focused on energy transition including 2 main categories: low-carbon solutions (such as blue hydrogen) and carbon-free solutions (such as green hydrogen). More than 600 employees are working on 200+ R&D programs globally, including in our 2 technology laboratories located in Frankfurt, Germany, and Weymouth, Massachusetts, USA. In 2023, we will continue to increase our Technology and Innovation portfolio, including R&D spending oriented to lower the carbon footprint of LNG. Refer to our 2022 Annual Report, section 2.1.4. Technology & Innovation for more information.

INNOVATION CHALLENGE: SHARING IDEAS FOR A SUSTAINABLE FUTURE

Daily innovation is the beating heart of Technip Energies. As the energy transition accelerates, the Innovation Challenge has been designed to offer employees across the company, whatever their role, and wherever they are based, the opportunity to express their ideas and become fully-fledged intrapreneurs.



VIRGINIE LEHNING
Corporate Innovation and Incubation Lead

This is more than just an award. For the very first time, we will reward our successful innovators with the resources to transform their ideas into reality and be recognized throughout the company as pioneers. Across all our areas of activity, this award will help to nurture new ideas and fresh thinking.”

The theme of the innovation challenge was “Let’s Say Goodbye To Carbon” and there were 3 categories for innovation: Technologies for tomorrow’s energies, Sustainable habits, Digital to green solutions.

- More than 350 ideas were submitted during the idea submission phase.
- 15 ideas (5 finalists per category) were selected by the jury for the employees vote.
- 4 winning ideas will be selected (1 per category + 1 special prize) to join the intrapreneurship program to transform ideas into reality.

DIGITAL INNOVATIONS TO DRIVE SUSTAINABLE SOLUTIONS

While decarbonization technologies exist, we need innovation and digitalization, powered by data, to accelerate and realize the full potential of the decarbonization journey. With a solution-oriented approach connecting data across the entire project life cycle, we are making sustainable changes to the way we operate, broaden opportunities, and support new business models. At Technip Energies, our digital and data-enabled solutions will help us to improve safety through virtual-reality training, improve efficiency and save energy with digital twin technology, as we journey towards a carbon-neutral future. Here are several key examples of our digital solutions. For more information refer to our 2022 Annual Report, chapter 2 Value creation, businesses and financial performance.

BirdVIGI™, an innovative digital solution to protect migrating birds

This is a unique example of how digital innovation can drive sustainable solutions in favor of biodiversity protection. Technip



Energies has developed and patented an innovative digital solution, “BirdVIGI™ by T.EN”, which predicts migrating birds as they approach industrial facilities and indicates how to lower the structure lighting accordingly. The tool uses public databases for weather and migration information, enriched with ornithological data, to create predictive models which allows operators to adapt the light intensity of their installations during migration periods of endangered birds. The solution was awarded a silver medal by RepublikIT for data innovation! Adopted at our clients’ onshore and offshore facilities located in migratory corridors, this solution mitigates disruption to bird migration.

Ultra Front End™

Developed by Genesis, the Ultra-Front-End Suite facilitates the conceptual phase of initial field development. Identifying

risks, estimating carbon emissions and comparing mitigating options from the first inception of the project helps clients to make informed decisions, facilitates investment decisions, and ensures maximum value is realized.

Plant Operator Digital Simulator (PODS)

Plant safety and productivity is a priority for our clients and integral to our designs. Combining our engineering phase 3D models and dynamic simulation models we have developed an immersive and interactive training solution for field and control room operators for safe and productive learning. Using CETO®, an interactive simulation framework for real-time simulation of Oil and Gas operations, PODS is designed to provide the most realistic interactive training in an inherently safe environment. ●



WATCH THE VIDEO TO KNOW MORE





- Safeguard people and reinforce wellbeing
- Attract and grow talents
- Advance an inclusive culture
- Contribute to local development

Technip Energies is a people company. Our performance depends on the actions of our people and our actions are guided by our Values. We don't compromise on safety. We have a passion for excellence and strive for quality and client satisfaction. We believe a diverse and inclusive workplace encourages collaboration and drives performance, so we empower people to continuously learn and develop skillsets to solve real world energy problems for our clients and for the communities around us.

Safety targets

are now formalized goals within our ESG Scorecard: 0 fatalities and TRIR <0.10

Women in leadership positions:
18%
and new targets to increase women in the workforce

Focus on training:
92.6%
of employees participated in ESG learning

Launch of Technip Energies new
International Graduate Program
dedicated to energy transition



ALAIN POINCHEVAL
Fellow Executive Project Director



Our people are vital, they are the ones that make things happen, so their safety is our top priority, embedded in our culture, our values, and our daily behavior. Our PULSE program puts HSE at the heart of our operations to ensure that we work better and safer together. Teamwork is the key to our success. By fostering a collaborative mindset and motivating people to outperform, we mobilize the best resources through our multi-center execution centers to deliver the most challenging projects.”



We cannot deliver technology and innovation without capable and talented people. A big part of a leader's role is to empower our people - to ignite the internal fire of each employee and keep it burning. We want to make Technip Energies a place where every employee can maximize their potential. To grow a strong and diverse talent pipeline requires deliberate effort. We have taken actions on multiple aspects to nurture a diverse workforce, with a company-wide focus on growing women talent, by providing various channels of mentoring, coaching, and networking opportunities. “Be confident, reach out, and never underestimate what you're capable of,” is the message that I give to all of our young engineers.”



WEI CAI
Chief Technology Officer



Safeguard people and reinforce wellbeing

Technip Energies has placed safety at the core of its values and is committed to ensuring the safety of its employees and all the people we work with. We continue to strengthen 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.

2022 KEY FIGURES



100%
of eligible construction sites with BBS program



TRIR of **0.09**
in 2022, stable compared with 2021, even as project activity and working hours increased

HEALTH AND SAFETY TRAINING, RETENTION AND AUTOMATION

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, but how much of this training is retained so that acts become automatic? Our knowledge retention program is designed to identify what has been 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.

BEHAVIOR-BASED SAFETY (BBS) PROGRAM

The behavior-based safety ("BBS") program involves training observers to observe workers on site, to identify blockers that prevent safe execution, and to then 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 see what improvements can be provided. All eligible projects, managed and controlled by Technip Energies, now have the BBS program in place. In 2022, we identified 17 eligible construction sites for the BBS program and all of them were trained and delivered the BBS program by the end of the year.

PULSE PROGRAM

PULSE is our flagship engagement program that puts HSE at the heart of our operations. Its focus is on physical as well as mental well-being and promoting a work environment that helps us to look after one another.

PULSE is for everyone, no matter what role we have. It is a 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. The program encourages everyone to identify actions in their capacity of responsibility that can influence HSE performance at all levels of the company. A new e-learning program has been designed to give a better understanding of the importance of PULSE. The program will allow us to get on the same beat, work better and safer together.



On a construction site in India: teamwork is the key to safe work

SAFETY RESULTS

All our health and safety training is designed to prevent accidents and ensure the safety of all staff at the workplace. It is a continuous process and must always be our priority. Tragically, in 2022, we were deeply saddened by the accidental death of two subcontractor employees on two of our projects in India, at the Hurl Sindri project in March and at the PP Nayara project in June. Both accidents have been investigated to identify root cause and reinforce preventive actions.

To raise visibility, our safety targets, which are not new, are now included in our ESG Scorecard. Technip Energies is essentially an engineering company, but when we carry out projects, we are onboarding a lot of operators. Once they enter the site, even if they are not employed by the company, they are our responsibility. We strive to ensure zero fatality; when a fatality happens, we have not achieved our target. All safety incidents are recorded, we target the total recordable injury rate (TRIR) to remain below 0.1 per 200,000 hours worked. These are lagging indicators, 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.

In 2022, the Total Recordable Incident Rate ("TRIR") was broadly stable at 0.09 compared to 0.08 in 2021, even as project activity and number of hours worked increased. The TRIR of 0.04 in 2020 reflects the sharp drop in project activity during the COVID-19 pandemic. The Lost Time Injury Rate ("LTIR") was stable at 0.02 in 2021 and 2022.

The track record on major projects are illustrative of this performance:

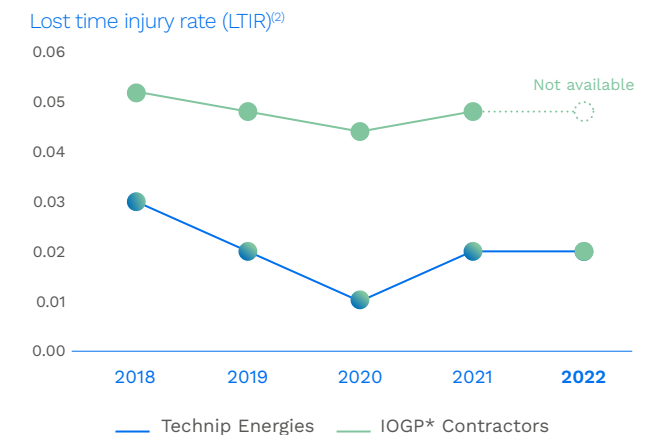
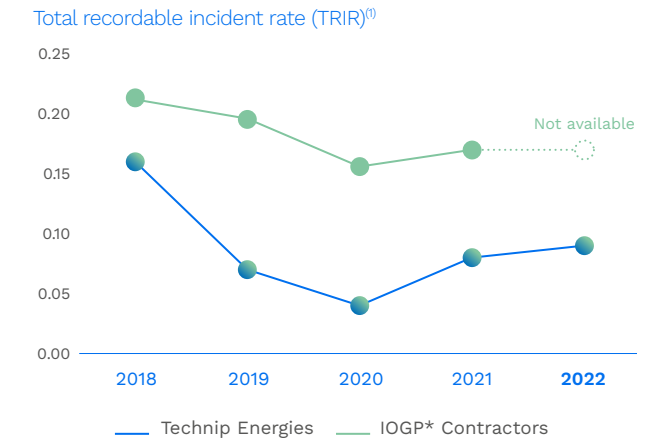
- **BAPCO Project:** 50 million man hours ("MMH") without Lost Time Injury ("LTI");
- **LONG SON Project:** 25 MMH without LTI
- **ALNG Project:** 17 MMH without LTI
- **HURL Barauni Project:** 16 MMH without LTI
- **NESTE Project:** 12 MMH without LTI
- **MIDOR Project:** 10 MMH without LTI
- **HPCL NIU Project:** 5 MMH without LTI
- **NNMY Dahej Yard:** 4 MMH without LTI
- **ECA Project:** 3 MMH without LTI



BART HAMELEERS
Global HSE Director

In 2022 we have been harmonizing all our HSE standards for safe project execution. As a "Learning Organization", we have structured a process to ensure lessons learned and best practices are structurally captured, reviewed and implemented."

Safety – 5-year records



(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.

MEDICAL – WORKING ON PROJECT SITES

Working far from home

Working on project sites involves many specific considerations. To assess and mitigate the risks involved, Technip Energies has established three important processes:

- A medical management plan (MMP) to assess the required medical facilities and trained medical staff 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
- 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.

Every project is different due to the number of people involved, location of the project, and multicultural environment. It is important to prepare in advance medical support for each project, to be able to better react in case of medical event at the work site.

Before you go... fitness to work

A medical assessment is carried out for all employees before 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 assessment covers health risks, such as asthma which can deteriorate in countries where there is high pollution. But it also covers mental health risks, because many projects are located in areas where it can be difficult for some people to work, where it is remote, or isolated and far from families. Adapting to life on the camps, living and working 24/7 with the same people for 4, 8 or more weeks can be difficult, and we are very vigilant about this. 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.



Cybernetix team on Coral FLNG construction yard



We conduct regular first aid training sessions for our employees



Reception of the Acid Gas Removal absorbers at the NFE project site in Qatar

Qatargas NFE Project

40,000+

Number of people on site (at peak in 2024-2025)

35

nationalities

300

HSE staff (including medical and paramedical)

50

Medical and paramedical staff (external provider) on site

5

primary health risks: sun, heat, dust, fatigue and mental health

Heat stress management: Technip Energies manages several EPC projects in regions with high temperatures and humidity which can be harmful to workers on construction sites, especially in Central America, India and the Middle East. To protect workers from heat stress, we perform random fatigue assessments everyday and carry out mandatory heat stress training for all personnel on site. Engineered controls, through the maximization of shaded areas, and administrative controls restricting work during the hottest hours or implementing strict work-rest cycles are also put in place to minimize the workers' exposure. We display heat index boards and flags at site and provide several heat stress mitigation facilities, such as rest shelters, industrial fans or cool rooms, water stations and water flasks.

EMPLOYEE WELL-BEING AND MENTAL HEALTH

The COVID-19 pandemic highlighted the importance of physical and mental well-being for all our employees. While digital solutions enabled employees to work from home, they also raised other challenges. Our response is called "SmartWorking", which means working differently to facilitate team collaboration, even when we are all in different locations. This company policy for working from home 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.

To support our employees with their work/life balance we offer flexible work schedules, remote working and parental leave programs. We also provide our employees with access to wellness and mental health professionals through our employee assistance program.

It is also important to raise mental health awareness at management level, to better understand the risks and provide support for their teams. Managers must learn to disconnect for themselves, to lead by example, to promote a serene team spirit, and facilitate communication to create a pleasant working atmosphere in which everyone benefits.

For some years now, we provide a mental health hotline in some countries for people to call when they need help. But it is not always easy to call a hotline when you do not feel well. So, what is a more effective way of helping staff to cope with mental health issues?

- Firstly, by understanding mental health issues as an illness that can happen to anyone and that can be treated. Anyone can suffer from stress, anxiety or depression. But there is no universal solution. Different cultures require different approaches. In some countries, a psychologist or specialist is available on-site and anyone can make an appointment and have an open discussion when necessary;
- Secondly, by training people to be alert to mental health issues, encouraging people to speak out about mental health and knowing the first steps to take to get help. Around 110 mental health and well-being ambassadors have been trained, step by step throughout the company, to pay attention to their colleagues, spot early signs and give early support;
- Thirdly, as preventive measures, by providing access to well-being activities, which may include sport, music, yoga etc, to enable staff to take breaks from their busy work schedules. These well-being activities are organized in offices but also at project sites. ●



Attract and grow talents

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.

2022 KEY FIGURES



92.6%
employees participating
in ESG learning



Graduate recruitment
multiplied by
3
with 51.7% of women
in the talent pool



WORKFORCE OVERVIEW

The table below provides an overview of the total number of both permanent and temporary employees of the Company as at years ended December 31, 2021 and 2022, subdivided by geographical areas.

GEOGRAPHICAL AREAS	December 31, 2022		December 31, 2021	
	Permanent	Temporary	Permanent	Temporary
Americas	1,423	86	1,309	34
Asia-Pacific	1,435	277	1,354	874
Europe, including Russia	5,923	364	5,926	1,260
India	2,571	489	2,429	341
Middle-East/Africa	1,287	660	1,094	965
Total	12,639	1,876	12,112	3,474
Total	14,515		15,586	

The permanent workforce increased in 2022 by 4% compared to 2021 in all geographic areas, except in Europe where the headcount decreased, due mainly to our exit from Russian operations.

The temporary workforce decreased by 46% in 2022 compared to 2021. This is due to a decrease of the temporary workforce in Europe (with a 71% headcount decrease in 2022 compared to 2021) and in Asia (-68% temporary staff decrease in 2022 compared to 2021) as these geographies (Russia and China) have been impacted by the reduction of our activities related to Russia and the Arctic LNG 2 project.

In 2022, an average of 302 employees were employed by Technip Energies in the Netherlands. Over the same period, an average of 14,213 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).

2022 AVERAGE NUMBER OF EMPLOYEES	In the Netherlands	Outside the Netherlands
Corporate	3	956
Operating Centers	299	12,228
Other centers supporting operations	0	1,029
Total	302	14,213

MAKING TECHNIP ENERGIES' EMPLOYER BRAND RECOGNIZED BY FUTURE TALENTS

In 2022, we pursued a global effort to enlarge the graduate intake into the workforce, multiplying by three their total number compared to 2021 from 131 to 393. This result has been achieved thanks to active campus partnerships across the globe, fostering Technip Energies presence as an employer of choice to initiate a purposeful career. The quality of our undergraduate offerings and internship experience has also been recognized at our French premises in Paris, ranked in the top 5 of the Happy Trainee Index for the category 100-500 interns/apprentices. We also exceeded our Women in Graduate Intake targets for the second year in a row, demonstrating our attention to diversify the future pipeline of talent.

We have introduced the Energy Transition Graduate Program to an external public; a 2-year flagship program, including job rotation to develop newly graduated people and immerse them into the

energy transition markets where Technip Energies operates and accelerate their growth as future ESG leaders. A highly selected pool of participants will join in 2023, in addition to several local graduate programs currently in place. Because the diversification of ways and practices to engage with future employees is a must in an extremely competitive and tense marketplace, all talent acquisition teams from the main locations have been gathered for a 2-day workshop in October 2022 to refresh skills and techniques to attract diverse and performing talents, to foster business partnering living our values and to drive process excellence. Similarly, all hiring managers exposed to recruitment activities have been invited to attend 5 weekly global webinars on talent acquisition to gain awareness on the need to revisit how Technip Energies performs on candidate attraction and selection process to deliver the best experience to candidates.

EMPOWER, UPSKILL AND RESKILL OUR WORKFORCE TO UNLEASH POTENTIAL AND SUSTAIN EMPLOYABILITY

1 EMPOWER PEOPLE TO GROW

To accelerate our energy transition transformation, we need the right skills and people. In 2022, we conducted a collaborative internal study to map and define the green critical skills needed. We have been able to target the business activities on top of digital where green skills development is crucial and will work on delivering the right solutions to upskill our workforce in their existing role or reskill with new pathways. As a result of this study, we will introduce in 2023 T.EN University around six learning domains: technology, commercial, leadership and management, digital, culture and project management. This is to ensure constant alignment of learning solutions with business strategies and a learning offering for all. In addition, a new ambition part of our ESG Scorecard has been set to reach an average of 40 hours of learning per employee per year by 2025.

2 EMPOWER MANAGERS TO BE PEOPLE DEVELOPERS

In 2022 we have sought to revitalize our management, leadership development programs and digital learning offer. This resulted in the kickoff on a new blended learning leadership program for junior future leaders with the intention of accelerating their development and career path. Also, we have designed and piloted a new managerial learning path in 2 modules: "People Developer 1 & 2" targeting new and experienced managers to engage and grow their teams, deploy vision and strategy and lead change. 1,500 managers will be enrolled in the next 3 years.

In addition, a data upskilling program to enhance the creation of value with data have been delivered for 20 highly selected employees. A new governance has been put in place in 2022 with a learning lab to ensure constant alignment of learning solutions with business strategies.

In 2022 we have also continued our Project Excellence Program, which was introduced the previous year. It brings project managers enhanced learning in commercial, project leadership and stakeholder management. Around 100 project managers have participated in 2022. We have enhanced our global onboarding program with our new Values, Purpose and organization to reinforce understanding of our culture.

3 ONE CAMPAIGN FOR PERFORMANCE AND DEVELOPMENT

At Technip Energies, we value and believe that every individual is a talent with their own unique journey. We help talents grow within the organization, learn new skills and advance in career. We have a continuous communication process between managers and employees that focuses on building a high-performing culture aligned with each individual's aspirations. It includes key processes such as goal setting, performance appraisal, career talk, individual development plan that allows each individual to maximize their potential, accept challenges to think differently, and develop themselves. In 2022, our performance management framework has been refined with an aim to support this major shift in the way we work. We have launched a one-campaign approach allowing identification of goals

earlier in the year. To support individuals to thrive and grow, we have also introduced discussion around how each individual lives the Company Values, project their career aspirations and learning opportunities.

4 "TALKING TALENTS" CAMPAIGN IN THE WHOLE COMPANY

We have been conducting talent reviews for many years already, and their importance has grown. Our "Talking Talents" are a unique forum for discussions about people development. The primary objective is to support a successful and sustainable future for Technip Energies by working on developing our talents and identifying the future leaders of tomorrow. Newly launched in 2022, managers and People & Culture representatives have worked during this bottom-up calibration exercise to spot the individuals in our business who are performing consistently at a high level, demonstrating a high capability to grow, the agility, drive and motivation to progress to a leadership role. The main outcome of the exercise is to strengthen succession planning for leadership and key positions through promising individual development plan and to design career paths in line with individual aspirations. In addition, a particular attention and focus has been at the center of 2022 exercise to pay attention to the development of women at an early stage in their career. In the frame of our Diversity & Inclusion strategy, the "Talking Talents" process is a key pillar to accelerate the development of women towards managerial roles and accelerate cross-functional projections in the organization.

**TOGETHER WE ARE SMARTER:
ACCELERATING TECHNOLOGY
CONNECTIONS TO GROW PEOPLE
SYNERGIES**



At Technip Energies, the Knowledge Management (“KM”) center of excellence delivers solutions and support as it drives a culture of learning and execution through social learning, innovative collaboration and knowledge transfer strategies, to unleash the potential of Technip Energies’ people - in order to improve our core business capabilities. KM is built around four primary solutions and is a key contributor to the coordination of the Technical Expertise Program and Expertise Day. By showcasing our technical expertise, employees feel more connected, motivated, and united behind our collective effort to engineer a sustainable future.

Our Technical Expertise Program



We employ people based on relevant qualifications, demonstrated skills, performance and other job-related factors. Consequently, the retention of key knowledge and skills among employees is a major identified risk. To mitigate this risk, Technip Energies is developing several initiatives such as Knowledge Management technologies and solution designs, and has deployed its new global Technical Expertise Program to recognize technical experts from all over the world who have demonstrated outstanding expertise in a technical field. Its 400 members advance Technip Energies’ technical leadership by advising, innovating, enhancing operations, sharing knowledge, and inspiring others – within the Company and across the industry. In 2023, a new nomination phase will be deployed across the organization, with a new focus on energy transition disciplines. Technip Energies will continue to enlarge the current pool of experts and with KM strategies and solutions as a foundation, it will help make Technical Expertise Program member contributions and expertise available to the entire organization.



6th edition of our Expertise Day in 2022

Expertise Day becomes a global event

In 2022, Technip Energies held its first-ever company-wide Expertise Day. An integral element to the Technical Expertise Program, the event gathers experts in a single day to engage and share knowledge with employees. As part of the event, eight global webinars were held throughout the day, covering topics

from Hydrogen Generation to LNG, attended by around 700 employees. In addition, there was an extensive range of local events at 20 locations across our business. In total we had 190 technical presentations, stands and panels, delivered by our experts. At these events, a myriad of subjects were discussed, from “Exotic Heat Exchangers” to “3D Laser Scan and Virtual Reality”.

COMPENSATION AND BENEFITS

Compensation policy: sustaining a competitive approach

Our compensation and benefits strategy ambitions to be competitive in each market we operate, in order to motivate our employees to achieve and exceed our short-term and long-term objectives (business and ESG), while keeping the focus on Technip Energies Values and Purpose, and also to align the interests of our employees with our Shareholders. The Company’s pay-for-performance philosophy, supported by a robust performance management practice, 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 at awarding to our managers, and as many to our employees as possible, short-term incentives driven by individual, team and Group performance. We provide long-term incentives to high-potential and highly valued employees, driven by long-term Company’s 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 our 2022 Annual Report, section 5.3.3. Employee share schemes.

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 global core benefits standard ambitions to provide to Technip Energies’

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 society. To achieve this high-level ambition, and to start the journey, the first step involved to clearly identify our risk portfolio and mutualizing it as much as possible through multinational pooling. In 2022, we therefore 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. This been completed, the next steps over 2023 will be to design the features of the core benefits standard in collaboration with internal and external stakeholders. It will also require to work specifically with our global broker and insurance companies to assess the impact on the existing contract base and agree on the roadmap to make it converge towards the new standard.

Our objective is minimum 90% of our employees being covered by the new core benefits standards worldwide by 2025. When you compare the social security systems for instance in India, France, the UK or the US, the way people are protected by their nation is totally different from one country to another. Therefore, we cannot treat everyone on the same terms, but we can 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 will be completed, we will define the guidelines for our entities to converge towards this core benefits standard as their existing insurance contracts expire. ●



SÉBASTIEN THIRION
Vice-President, Compensation,
Benefits & International Mobility

Defining and implementing the new core benefits standard is a voluntary commitment and signal for the well-being of our people and towards those who intend to join us, underpinned by insurance contracts which represent an annual budget superior to €50 million. It is an investment for our people and core to our employee value proposition.”



Advance an inclusive culture

Our ambitions to foster an inclusive and caring environment have been reflected in 2022 by our continuous efforts to keep our Diversity and Inclusion (“D&I”) agenda a business priority like any other. “Inclusion in Action” is Technip Energies response to developing our culture of inclusion by nurturing a genuine connection for and between every individual to feel welcome, respected and engaged. We are cultivating real behavioral change in everyday interactions and ways of working to boost innovation and collaboration, providing a complementary answer to progress on diversities representation at each level of the organization.

2022 KEY FIGURES



51.7%
women hiring on yearly graduate intake



18.1%
women in leadership positions



10
main countries with local diversity action plans

Starting 2023, Wei Cai, Chief Technology Officer, is appointed Diversity and Inclusion spokesperson of the Executive Committee to sponsor internal events in favor of the promotion of diversity representation and advancement.



To progress an inclusive culture, we are focused on the following:

- Bring tangible results on gender representation at all levels of the organization and establishing a robust governance to drive results;
- Increase leadership awareness on barriers of inclusion in the workplace and their visible accountability;
- Listen actively to our employees’ voices.

To drive our D&I dynamics, in particular, to promote gender diversity, we started by agreeing on how success would look like, acknowledging the complexity and as-is data in the 10 largest countries where we have operating centers, representing more than 80% of our workforce. As a next step, we collectively defined and set yearly internal milestones as well as key D&I enablers embedded in monthly business review routine. This approach led to a successful 2022 reaching our target for gender balance graduate intake, a substantial improvement for women in leadership positions, and an encouraging increase on women representation in the

permanent workforce compared to 2021. Resistance to achieving D&I objectives is often based on wrong assumptions. Reinforcing awareness on visible and invisible barriers, such as biases is an essential step for leadership teams to role model inclusive behaviors and systematically address risks and inclusive solutions in the decision-making process. Therefore, our senior leadership teams gathered in June 2022 for a dedicated half-day workshop to grow their capabilities of spotting bias and calling it out. This format has been extended to our 10 largest country leadership teams, gathering more than 200 leaders between September and December 2022 to recall our business case and intent for Diversity and Inclusion at Technip Energies. They worked on identifying where unconscious biases exist, putting everyone in a position to address these biases and preparing their country D&I action plan to solve these challenges.



Embracing diversity



Celebrating International Women's Day at the Midor project in Egypt

The combination of global and local initiatives in 6 areas, such as Talent Acquisition, Career Progression, Reward and Recognition, Job Satisfaction, Communications, and Learning is at the center of our Diversity and Inclusion strategy to influence the culture and drive tangible results. In 2023, the 10 largest countries will present their respective D&I action plans to support our balanced gender representation aspirations as well as other under-represented diversities to advance an inclusive culture.

We do not limit our commitment to gender diversity but we amplify our diversity representation in the respect of each country social challenges and matters. Our premises in Paris have made progress in favor of people with disability by signing in June 2022 a 3-year agreement (2023-2025) with Unions to promote professional integration and job retention for disabled workers. To raise attention in favor of various under-represented groups in our organization, in 2022, we promoted our commitments and ambitions for an inclusive culture in our

industry and our company in the occasion of several international days. In particular, we marked international women’s day, women in engineering day, women and girls in science day, day against racial discrimination and the day against homophobia, transphobia and biphobia, raising global awareness to disparities and challenges that may be faced in the workplace. Local events marking the unique benefits of a diverse workforce have further enriched brave conversations and dialogue amongst employees.

CONTINUOUS 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 2022, the company engaged in setting up a European works council which would provide a greater channel for worker involvement and representation across the EU member States about business change with cross-border implications. A significant number of our employees are represented by unions or works councils across the globe. Also, within our 10 main countries (i.e. Colombia, France, India, Italy, Malaysia, Netherlands, Spain, UAE, United Kingdom, USA), three are totally covered by collective bargaining agreements (representing 46% of the payroll workforce of our 10 main countries).



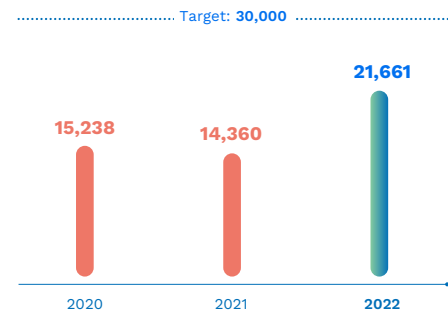
The electrical team working on NFE project in Paris



Contribute to local development

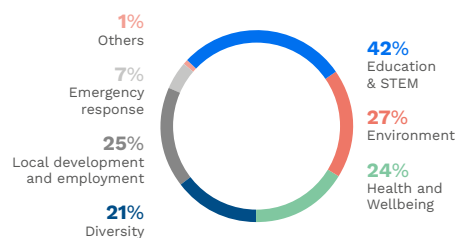
Technip Energies is an international company with approximately 15,000 employees of 108 different nationalities and with offices in 35 countries, we play an important role in the ecosystem around us. We have a responsibility that goes beyond our day-to-day work to make a positive and lasting impact on our local communities. This is why contributing to local communities' development is integral to our ESG Roadmap. Our initiatives fall into three main categories: Education, Local development, and the T.EN Relief and Development Fund ("TRDF").

Volunteering hours: Progress against target



We support employees who, on a voluntary basis, are willing to lend their time to support community development programs and initiatives. In 2022, 2,770 people were engaged in 135 local initiatives, dedicating 21,661 volunteering hours. These initiatives benefited over 420,000 people in our local communities.

Social initiatives: main fields in 2022



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

BUILDING STRONGER COMMUNITIES THROUGH VOLUNTEERISM

China in lockdown

Whilst most of the world was recovering from the COVID-19 pandemic, for most of 2022, stringent lockdown measures remained in place in China. To support the workers, our Shanghai office arranged fresh food delivery during the city lockdowns. Some employees volunteered to deliver meals to people with disabilities, to buy medicines for the elderly, and help them use mobile phones apps, and carry out PCR tests. Moreover, employees were encouraged to stay fit and healthy during lockdowns. Once restrictions were lifted, management were the first to return to the offices, to inspect the air conditioning, cleaning and disinfection of antigens, and ensure distribution of masks.

Volunteerism and giving back, Houston, USA

In Houston, our employees and families came together for community service, fostering teamwork and solidarity. In 2022, 745 volunteers participated in 25 initiatives, dedicating 9,600 hours to local communities. As a highlight, for Earth Day, over 50 volunteers joined forces to clean up Sunny Beach in Galveston. Additionally, 80 volunteers from our Houston operating center helped make the city greener by planting 200 trees at Terry Hershey Park with Livelihood LLC and Precinct 4 foresters. At the Houston Food Bank, Technip Energy volunteers assisted with preparing donated food for distribution by

packing small bags of peas into boxes for easier distribution. After 4 hours of team work, the group filled nine pallets of boxes, weighing 11,520 pounds, equivalent to 9,600 meals.

EDUCATION AND STEM

As an engineering company, Science, Technology, Engineering and Mathematics ("STEM") are part of our daily work at Technip Energies. We believe that through our capabilities and experience, we can help to empower and motivate young underprivileged students and girls to have equal opportunities and become future leaders in these fields. For many years, Technip Energies has been supporting schools and students through scholarships, mentoring, donation of educational materials and equipment, promotion of events, knowledge transfer and other STEM-oriented activities. In 2022, we supported more than 8,500 students. Here are some examples of our initiatives.

Preparing students to succeed, Kuala Lumpur, Malaysia

The sustainability team in Kuala Lumpur organized two initiatives designed to help young students succeed.

- 36 volunteers participated in a 2-day Super Camp program to prepare secondary school students for their exams. The program was designed to help students with time management, setting and achieving targets, and key tools to achieve better results in the final exams.



Technip Energies in Doha participated in the Science Exhibition at the Hope Qatar Centre

- For younger primary students, the team organized a public speaking course for students from two Technip Energies' adopted primary schools. Over a course of 6 months, a group of 20 students were trained in public speaking by experts, and at the end they participated in an interschool competition. Improving communication skills and giving students the self-confidence to express their thoughts in public is a key attribute for future leaders.

The MIT Practice School – An intense learning experience

The Technip Energies office in Boston hosted six graduate students and an industry expert as part of the MIT Practice School. For four weeks, the students worked on two different problems, both related to the recently acquired BioMEG technology (from Iowa Corn). One problem was related to data management and machine learning, the other a process design concept. In a short time, the students were able to collaborate and propose solutions for their problem, ultimately providing results that will be used in further development of the BioMEG program. The MIT Practice School

is one example of the close links Technip Energies has with major universities and research centers. Several alumni now work in our Boston office.

Encouraging young students with STEM, Houston, USA

Volunteers from the Technip Energies office in Houston organized discovery sessions at two local schools to share their enthusiasm and introduce students to some of the wonders of science, technology, engineering and math. They also delivered empowerment moments to motivate students who performed poorly in standardized school tests, the mission being to leave no student behind.

LOCAL DEVELOPMENT

Seeds of Hope, India

For Technip Energies India, Seeds of Hope is the flagship program which covers numerous social responsibility initiatives. Since its inception in 2015, the program has been running across ten states and has so far impacted more than 95,000 lives.

2022 KEY FIGURES



51%
increase in volunteering hours since 2021



x4
Number of beneficiaries from local communities multiplied by 4 since 2021



x2
Budget of T.EN Relief and Development Fund doubled



Reduce, reuse, recycle

One of these initiatives is project ACE – to Accelerate the Circular Economy. 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. One recycling company is combining this plastic waste with construction and demolition waste to create paving blocks for footpaths. All the waste is recycled, nothing goes to landfills.
• 85,000 kg of waste recycled, of which 11,000 kg is plastic waste;
• 12 sustainable livelihood opportunities created, 10 of which are for women;
• Aligned with the UN SDGs;
• Over 1,000 tonnes of CO2 emissions (scope 3) have been avoided.

Garima project, empowering women

At our manufacturing yard in Dahej, Gujarat, India, we provide vocational training for women to pursue different trades, such as sewing. In 2022, 40 women benefited from this project, 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 ₹5,00,000 Indian currency.

Working together - Employee Resource Groups, USA

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. The four main ERG are:

- **ONE Group** – the Organization of Networking Employees aim to promote a diverse and inclusive culture supporting the uniqueness of each individual to enhance the employee experience. The ONE group organized the annual Toys for Tots drive, collecting and distributing over 300 new toys so that underprivileged children in the community enjoy a gift for the holiday season.
- **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.
- **B.O.L.D.** – 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.
- **Toastmasters Club** – to develop oral communication and leadership skills, to foster self-confidence and personal growth.

T.EN RELIEF AND DEVELOPMENT FUND

The T.EN Relief and Development Fund (“TRDF”) supports social and charitable initiatives in countries where we have a permanent presence, and 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 approximately five NGOs per year for specific projects in different countries. In 2022, donations through the TRDF doubled to reach 225,840 euros. We

supported projects in Egypt, Mozambique, Senegal, Thailand, and Ukraine.

- **EGYPT:** Through the ASMAE we promote the participation, integration, and protection of young disabled people in Egypt by raising awareness and strengthening the capacities of local actors involved in this field.
- **MOZAMBIQUE:** Since 2019, through ESSOR, we help social and professional inclusion of young people in the Cabo Delgado province. Also, through INTERAIDE, we provide awareness and support regarding health, sanitation, and disease prevention to families in the Memba and Chipene areas.
- **SENEGAL:** We are supporting the Senegalese Association for the protection of children with mental disorders (ASEDEME) to raise awareness and change perceptions. Through specialized medical and educational centers, they help young adults to find work and earn a living.
- **THAILAND:** The Yuvabadhana Foundation based in Bangkok allows children to continue their education. Through the Education Scholarship Program, we are supporting nine students (ages 11 and 12) over the next six years to complete their high school education. In addition to the scholarship, volunteers are providing an active mentoring and pen-pal program.
- **UKRAINE:** We contributed to the humanitarian aid in Ukraine through the Red Cross platform. The solidarity expressed through these donations is a testimony to the Values that characterize us at Technip Energies. Through the donation of our employees and the TRDF, we were able to contribute a total of 170,840 euros. All the funds are being used to provide relief for those suffering as a result of the war in Ukraine. ●



“GoSTEM – light up your future”: STEM event with students from a secondary school in Mozambique



Integrate ESG into our business strategy

Foster integrity

Partner towards a sustainable supply chain

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.

ABC training completed by **92.5%** of people in at-risk functions

60% progress in integrating ESG criteria into supplier and subcontractor qualification

Human Rights reviews completed for selected suppliers and subcontractors



CHRISTOPHE VIRONDAUD
Senior Vice-President Commercial



We apply a selective, risk-based approach to projects – safety and security, environment, and respect of human rights are key concerns we seek to address. We have the skills to support our customers at every step of the energy transition. We're not only an EPC contractor with proven expertise in project execution, but we also provide consulting and advisory services to support customers at each stage of their asset lifecycle. Our ability to embrace change and be flexible is key to unlock future business growth."



Our legal, compliance and insurance teams play an important role to assist the Company to achieve its energy transition goals while continuing to conduct business in a respectful, sustainable, and ethical manner in all the markets in which we operate. Working with clients, partners, and suppliers, to establish standards and procedures, can bring about positive changes in areas such as traceability, environmental standards, and human rights."



MICHAEL MCGUINITY
Chief Legal Officer



Integrate ESG into our business strategy

The strategy of Technip Energies is 100% focused on the energy transition, which means supporting our clients to address the challenges that the energy transition represents for their business. How do we achieve this? By leveraging both pillars of our business: Technology, Products & Services (“TPS”) and Project Delivery. Unlike other players in our industry, Technip Energies is uniquely positioned as an EPC contractor with proven expertise in project execution, and with its own portfolio of technologies, advisory and consulting services.

2022 KEY FIGURES



X5

Energy transition portfolio increased from €200 million to €1 billion



More than
3,000
patents



2

technology centers

TECHNOLOGY, PRODUCTS & SERVICES

Technip Energies portfolio of proprietary technologies enables us to work on the supply side to decarbonize energy. Our engineering capabilities can be leveraged to accelerate time to market and take nascent technologies from laboratory prototypes to full scale industrialization. We are joining forces with innovative start-ups, universities, as well as established players from within and across different industries to bridge expertise and develop new solutions.

We are organized around three market-focused business lines to meet customer needs from energy source to end-use: gas and low-carbon energies; sustainable fuels, chemicals and circularity; and carbon-free solutions. Our focus on technologies

means that we adopt a consistent approach across all these domains, making sure that knowledge is shared around the group. We develop ideas and processes that have worked in certain markets and look to apply them globally.

In addition, our T.EN X – Consulting & Products business line provides cross-market services to support customers at each stage of their asset life, from ultra-front-end design, through project management consultancy, to asset lifecycle excellence. Technology-driven and feedstock agnostic, we integrate complex technologies, including our own, to decarbonize the energy supply, enhance circularity and leverage digital solutions. See more in our 2022 Annual Report, section 2.2.1. Technologies, Products & Services.



Loading Systems manufacturing site



Our teams on a construction yard

PROJECT DELIVERY

ESG considerations play an essential role in successful project delivery in three key areas:

- First, when we assess a project, we look at it through an energy transition lens to identify opportunities to promote our decarbonization technologies and build a proposition with the lowest environmental impact. We have a rigorous project framework, applying a very selective and risk-based assessment covering safety, security, environment and respect of human rights. By assessing all the risks at the earliest stage of a project we can propose solutions to mitigate risks to a level which is acceptable for all stakeholders involved.
- Next, we build a project team with the right competencies, skills, and experience. From the very start of the project, we formalize the execution plan, coordinate procedures and

organization, and establish overall project controls. Everyone knows how to work. For project managers, it's about leadership, fostering a collaborative mindset, being flexible and agile to make sure things are happening and motivating people to outperform that makes a difference.

- And most importantly, we ensure transparent collaboration with partners. This means having a clear code of business conduct which reflects our commitment to acting ethically, lawfully, and sustainably. We collaborate with our partners and suppliers towards a sustainable supply chain to instill a culture of social responsibility as we work towards our ESG Roadmap commitments. Working together to monitor risks, establish contractual safeguards, and share information to reach solutions is a win-win approach.

See more in our 2022 Annual Report, sections 2.1.1. Selectivity and project execution and 2.2.2. Project Delivery. ●



Foster integrity

We recognize corruption and fraud are ever-present risks for global companies such as Technip Energies. We have a 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 laws but our concept of compliance goes beyond the strict adherence to the laws and our policies and procedures, as our Values guide our decisions.

2022 KEY FIGURES



92.5%

of gatekeeper employees completed anti-bribery and corruption (ABC) training



13%

reduction of non-mandatory commercial intermediaries

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, and employees. We aspire to develop business relationships with like-minded clients, subcontractors, suppliers, and business partners who are guided by a similar set of principles of business conduct.

Our 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 Compliance program, through relevant risks assessments, data analysis, policies and procedures, and cooperation amongst key stakeholders.

Our Code of Business Conduct is available on our website [here](#).

GOVERNANCE

We do not compromise on integrity. Our Code of Business Conduct helps us recognize and address the ethical dimensions to our everyday decisions. The 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, human rights, and data privacy. Dedicated subject matter experts and compliance counsels serving geographic roles and covering company projects ensure that the Compliance program is implemented consistently across the different businesses and geographies of the organization. The Chief Compliance Officer reports to the Chief Legal Officer, and to the ESG Committee of the Board of Directors. The ESG Committee plays a key role in the oversight and continued development of our Compliance program to ensure that the Company operates in compliance with principles of ethical conduct and good governance. The Chief Legal Officer reports to the Chief Executive Officer and presents to the Audit Committee all legal and compliance matters that may have a material impact on the Company.

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. Technip Energies is, in particular, subject to the U.S. Foreign Corrupt Practices Act and 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



Visit of Technip Energies Executive Team at NFE project construction site in Qatar

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 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 ventures/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 processes into the processes run by other functions. The Internal Audit department conducts periodic, independent audits of our compliance processes to assess the effective implementation of such standards. Internal Audit reports the results of its audits to the Audit Committee of the Board and management. Such reports may include recommendations for strengthening our internal controls.

COMMUNICATION AND AWARENESS

Technip Energies uses a variety of tools to engage with employees, managers and third parties, such as face-to-face and town-hall meetings, e-learning modules, dedicated intranet webpages, articles, posters, targeted emails, short videos, messages on our internal social media “Yammer” network and dedicated introductions prior to every meeting. The Company continues to develop Microlearnings, which are e-learnings developed in-house, covering anti-bribery and corruption, trade compliance, and data privacy. A human rights module was launched in September.

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, HR 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 [here](#)). 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 investigations are closed timely and in accordance with best practices. Technip Energies has a zero-tolerance policy on retaliation against employees

for good-faith reporting of suspected violations of our Code of Business Conduct or its underlying standards, or against those who assist in investigations of suspected violations.

REPORTING AND REMEDIATION

Our employees are encouraged and expected to report violations or suspected violations of our Code of Business Conduct. Various channels are available, including the option to report concerns to managers, to anyone in the corporate compliance or legal department, to an employee’s human resources representative, or to an independent third party via Ethics Point Helpline, a dedicated reporting helpline and website. We have a zero-tolerance policy on retaliation against employees for reporting suspected violations of our policies or Code of

Business Conduct or for cooperating with an investigation. We encourage employees and others to raise questions and concerns to ensure that we are leading by example.

OTHER COMPLIANCE REQUIREMENTS

Technip Energies will seek to identify at the outset regulatory and compliance requirements, related to procurement, supply, and construction, whether of a national or supranational nature (e.g. European regulations). It will then develop a plan to ensure project development and implementation in order to maintain effective regulatory compliance management processes and deliver the work in compliance with applicable statutory requirements. The Company’s operations and construction activities are governed by international, regional, transnational, and national laws and regulations in each jurisdiction in which the Company operates relating to matters such as environmental protection, health and safety, labor and employment, import/export controls, currency exchange, bribery and corruption, 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 cost of compliance could adversely impact the Company’s financial condition, results of operations, or cash flows. Examples of government laws and regulations that may have a material effect on the Company’s business include Export Controls and Trade Sanctions Regulations. The Company is subject to export controls and trade and economic sanctions laws and regulations, including those administered by the United Nations, the European Union and, as applicable the U.S. Department of Commerce’s Bureau of Industry and Security, the U.S. Department of the Treasury’s Office of Foreign Assets Control, the U.S. Department of State and other governmental bodies having jurisdictions over the operations. These statutes may prohibit or restrict the Company’s ability to, directly or indirectly,



“Origine”, our headquarters is an innovative and eco-responsible building nearby Paris

conduct activities or dealings in countries or territories or with persons that are the target of trade sanctions-related prohibitions and restrictions. See also in our 2022 Annual Report section 4.3.4.2. Existing or future laws and regulations relating to greenhouse gas emissions and climate change and the environment may adversely affect our business for a description of environmental laws affecting the Group’s operations.

The Company 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. ●



Technip Energies Iberia, our entity in Spain, celebrated its 50th anniversary in 2022!



Partner towards a sustainable supply chain

To achieve a more sustainable supply chain means collaborating with partners, to assess and identify risks, to negotiate and implement sustainable solutions. A more sustainable supply chain seeks to reduce and eliminate external environmental and social costs which are often excluded in price negotiations. The goal is to encourage more responsible behavior within our supply chain, in line with our ESG Scorecard.

2022 KEY FIGURES



60%

progress in integrating ESG criteria into supplier and subcontractor qualification



Human Rights reviews completed for selected suppliers and subcontractors

SUSTAINABLE PROCUREMENT

Effective supply chain management is a major contributor to Technip Energies' success in project execution. At Global Sourcing & Procurement, we collaborate with our suppliers to instill the culture of ESG and deliver the associated roadmap unveiled in 2022.

Two ESG targets have been set for our supply chain:

- Supplier qualification integrates ESG criteria. Beyond the traditional focus on technical and financial aspects, we will consider Environmental, Social and Governance factors systematically in supply chain qualification process. Criteria, such as the assessment of GHG emission, human rights due diligence and business integrity, will form a critical part. During the course of 2022, efforts have been deployed from both internal and external perspectives. Internally, supplier ESG questionnaire and working procedure have been prepared in lockstep with a variety of internal stakeholders, ranging from Compliance to HSE. Externally, a communication campaign, aiming to have a better grasp of our supply chain's ESG maturity, with a prime focus on the environmental aspect, was launched in Q2 2022. About 70 suppliers across the globe were contacted and with nearly half of which we had a dialogue to exchange ESG ambitions and roadmap. Such dialogues promote our commitment to ESG and

pave the way for the deployment of ESG qualification which is scheduled to kick start in 2023. Looking ahead, ESG criteria will be incorporated as part of the supplier qualification process in 2023.

- Key suppliers monitored and audited on ESG performance. To ensure compliance, suppliers' commitment to ESG will be monitored and verified. Dedicated process and methodology will be defined in 2023 and the implementation is expected to start in the first quarter of 2024.

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" apps), integrating in the main digital questionnaire all the new defined ESG criteria, 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) is scheduled in Q1 2023, as per initial plan.

- Monitor and audit in the field our subcontractors' ESG performance. A specific work process will be defined and set up in 2023, aiming at defining and monitoring key ESG KPI's as well as auditing at job site our subcontractors during project execution lifespan. Progressive deployment and implementation of our new monitoring and auditing work process will start early 2024, reaching steady-state by Q4 2024.
- Establish an ESG council to continuously improve subcontractors' ESG performance. This ESG council aims to become the think tank for our ESG innovation and implementation. This ESG council will work for the benefit of the complete subcontractor chain, enhancing ultimately the overall ESG performance. This council will be articulated around three main pillars: collecting feedback, sharing best practice and innovation, and standardizing best ESG-proven solutions. The implementation of the ESG council is planned for 2023 with a launch in 2024.

Human rights due diligence

Protecting Human Rights lays the foundations for a more sustainable supply chain and is a fundamental Value for Technip Energies. Our goal is to put in place standards and processes to identify, prevent, and address Human Rights risks. The complexities of global supply chains highlight the importance of working hand

Safety awards ceremony at the Karish FPSO project yard



in hand with all stakeholders involved in the sector.

Our Code of Business Conduct, which reflects our commitment to acting ethically and lawfully, recognizes human rights. We do not tolerate any form of modern slavery, child, forced, indentured, or involuntary labor, regardless of where we conduct business. It is our policy that our Code of Business Conduct be shared and discussed with our clients, suppliers, and business partners to better explain our rules of conduct and reinforce our culture of accountability. We aim to develop business relationships with like-minded subcontractors, suppliers, and business partners who are guided by a similar set of 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, from prohibiting any form of child labor, forced labor or modern slavery; prohibiting discrimination in all forms; creating a working environment free from any form of harassment or



SABINA LEZZIROLI
Sustainable Development Manager

My role is to ensure that we act in compliance with the SA8000 certification. This means raising the bar on the social aspects of EPC project management in the same way that HSE has been raised in the past. It is reflected in our Purpose, our Values and our ESG Roadmap, and it can be a differentiator in the industry. Our project managers and directors are convinced. Results have shown that improvements in worker welfare can lead to improved safety and higher productivity.”

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 and is a topic 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 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 have developed a Human Rights Standard, supplemented by dedicated processes, which collectively set forth recognized human rights and worker welfare principles to ensure our operations are executed in compliance with these standards and to ensure everyone with whom we work is treated with respect and dignity.

Risk assessment and mitigation

Identifying and mapping the risks related to human rights in our operations enables us to put in place appropriate mitigation measures. We follow a risk-based approach to assess where our operations face the highest risks from a Human Rights perspective and define mitigation

measures to address the risks related to worker welfare. Subcontractors and suppliers may be subject to human rights due diligence to understand potential areas of concern and define specific actions to mitigate the concerns before the execution of work. It allows us to discuss and align standards and processes with suppliers and subcontractors involved during the tendering phase of a project and before the signature of a contract. In addition, we are working on developing processes to evaluate the implementation of human rights and workers welfare requirements by our subcontractors during the execution of the work. In some instances, a set of human rights KPIs aimed at monitoring the human rights performance of the subcontractors during operations has been developed and integrated to the contractual requirements. Also, we continue to assess how our company-wide monitoring processes could be reinforced in this area.

Collaboration

We are convinced that Human Rights are not the responsibility of one company, but of many companies working together to make a difference. This is why we endeavor to discuss and align with all stakeholders from the earliest phase of tendering. As members of the Steering Committee of Building Responsibly, an association of leading companies that promote human rights and worker welfare in engineering and construction, 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. Technip Energies is also a member of the United Nations Global Compact. 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.

Social Accountability – SA8000 Certification

Technip Energies Italy is certified to the SA8000 Standard to manifest its commitment to protecting human rights in the workplace. 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 is audited on a quarterly basis by an external and independent third party approved by Social Accountability International (SAI). In addition to the HSE team, we put a social team in place for each EPC and EPCm project managed by Rome operating center. Their job is to work with stakeholders to assess the specific welfare issues of each project and to implement actions to address the needs of the workforce. Raising awareness, establishing a grievance mechanism, and facilitating dialogue are important aspects of their role. ●

Two projects in Egypt managed by our Rome operating center demonstrate the progress that is being made to protect human rights and promote worker welfare.

Teaching workers about their rights and duties, treating them fairly and with respect, bringing their grievances to the attention of management and solving them, demonstrates to workers that we take care of people, and it provides them with a sense of belonging. It also has a positive result in terms of overall safety. Going forward, we will share these initiatives and transfer the knowledge gained from our experience on these projects to other operating centers.



Midor Refinery Expansion Project

- Contract: EPC Refinery Expansion
- Client: Egypt's state-owned Middle East Oil Refinery (MIDOR)
- Location: Alexandria, Egypt
- Description: Increase overall production capacity of the facility. Construction completion and start-up of first utility production unit in Q3 2022.

8,000
workers on site, 12,000 at peak construction

85%
local workforce (versus 60% target)

5%
women

- Control system installed to monitor site access
- Social toolbox and grievance mechanism
- Walkthroughs during site inspections in which we verify the workers' level of knowledge about their rights and their satisfaction with the welfare facilities or if they have any issue to raise; moreover an open door policy is in place to directly receive in office any request of clarification or complaint and explain rights and duties of workers/employees.



Assiut Oil Refinery Expansion and Upgrade Project

- Contract: EPC contract for Mazut Hydrocracking Complex
- Client: Assiut National Oil Processing Company (ANOPC) and state-owned oil company ENPPI
- Location: Assiut, Upper Egypt
- Description: Construction phase started early 2022

6,500
workers on site, 8,000 at peak construction

45%
local workers (versus 30% target)

- Grievance mechanism

2 social rooms: since the employees are located in a camp and the site is far from leisure facilities in the area, we installed rooms dedicated to social interaction between colleagues, including Arabic and Italian lessons, to engage employees and promote the well-being and inclusion when far from home.

Materiality and UN SDGs



Methodology

On January 28, 2021, during our Capital Markets Day event, we announced that we would be conducting an in-depth and collaborative exercise in 2021 to define Technip Energies' ESG Roadmap and the associated scorecard that would support our ESG strategy. This exercise, which has been led by a dedicated team, started with a materiality assessment, included all our stakeholders and allowed us to define our roadmap that was revealed on March 3, 2022.

The ESG materiality assessment was conducted from May 2021 to July 2021 by our project team with the assistance of a specialized outside consultant. Internally, approximately 5,800 employees (38%) from 38 countries participated in a company-wide survey. 28 interview sessions were held with Board members, Executive Committee members, business leaders and union representatives. Externally, we conducted a survey and interviews with approximately 110 participants, including clients, investors, suppliers, subcontractors, non-governmental organizations, journalists and professional organizations.

The materiality assessment and the resulting matrix are unchanged in 2022. However, the ESG Roadmap and Scorecard have been modified to focus on issues of high importance to stakeholders where Technip Energies can make a strong business impact.

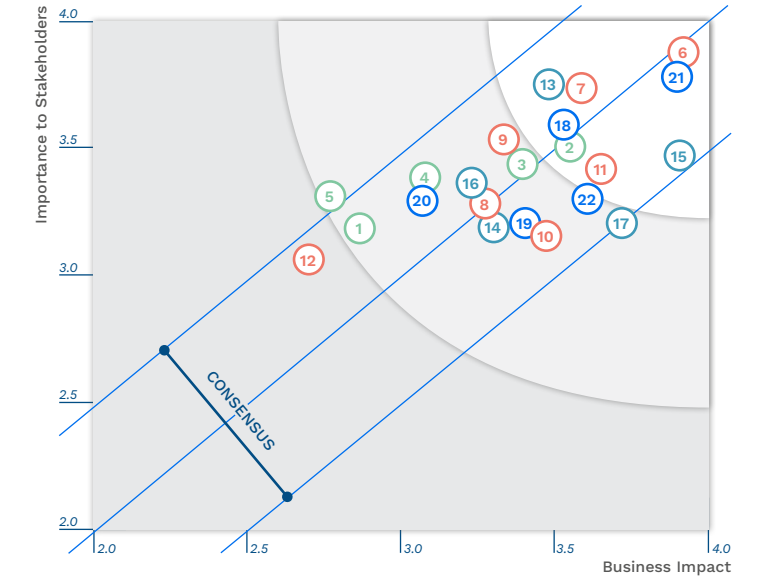
MATERIALITY MATRIX

The ESG materiality matrix (see figure) identifies our 12 ESG priority topics and our main sustainability challenges for the coming years.

These are:

1. Safety and security of teams;
2. Human rights;
3. Safety and quality of our solutions;
4. Business ethics;
5. Environmental footprint of projects through eco-design;
6. Climate change mitigation and adaptation;
7. Employee well-being and health;
8. Skills development and talent management;
9. Diversity and inclusion;
10. Low to zero-carbon solutions through innovation and digitalization;
11. Responsible and sustainable supply chain; and
12. ESG criteria in corporate governance and decision making.

Technip Energies ESG materiality matrix



Environment

- 1 Impact of our own facilities on their direct environment
- 2 Environmental footprint of projects
- 3 Climate change mitigation & adaptation
- 4 Sustainable use of resources
- 5 Protection of biodiversity

Solutions & Services to support energy transition & Sustainability

- 13 Safety & quality of our solutions
- 14 Integration of ecofriendly design in our solutions
- 15 Low to zero-carbon technologies & solutions
- 16 Responsible & sustainable supply chain
- 17 Innovative solutions, cutting-edge technologies & digitalization

People & Communities

- 6 Safety & security of teams
- 7 Human Rights
- 8 Employee engagement & social dialogue
- 9 Employee well-being & health
- 10 Skills development & talent management
- 11 Diversity & equal opportunities
- 12 Community engagement

Governance & Business model

- 18 Corporate governance & transparency
- 19 Dissemination of an ESG culture
- 20 Stakeholder relationships & dialogue
- 21 Business ethics
- 22 Integration of ESG criteria in the corporate decisions

Our contribution to UN SDGs

The United Nations Sustainable Development Goals (“UN 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.

At Technip Energies, we are taking actions and contributing to the global goals. In 2022, we mapped 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 main SDGs for Technip Energies is based on our sustainability materiality analysis. In 2021, we have engaged with our internal and external stakeholders to assess the impact 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 12 priority SDGs as the goals we most significantly contribute to.



UN SDGs

Technip Energies' contribution



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. We also defined targets: in 2022, 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. See more information in the section Safeguard people and reinforce well-being.



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. T.EN University will be launched in 2023. It will be structured around 6 main domains: Technology, Project Management, Digital, Commercial, Management & Leadership and Culture. For the 2023-2025 period, the global Learning & Development budget will be increased and we have set in our ESG Roadmap a target of 40 hours of learning per year, on average, by employee by 2025. As a part of our efforts to raise knowledge about energy transition for young talent, we will also launch an International Graduate Program dedicated to energy transition in 2023. See more information in the section Attract and grow talents.



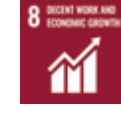
In order to promote diversity amongst all our operations around the world, we are implementing local diversity action plans in our main countries. We have ambitious targets within our ESG Scorecard to ensure diversity is within our Board, Executive Committee, leadership positions and in Technip Energies globally. In 2022, we hired 51.7% of women in graduate intake and we achieved 18% of women in leadership positions. Technip Energies is making sure that gender pay equity is effective within the Company. See more information in the section Advance an inclusive culture.



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 2022, we achieved 19% of water from reused sources in our projects and operations. See more information in the section Enhance circularity and protect biodiversity.



We are investing in carbon-free solutions, and especially in floating offshore wind, to contribute to increasing the share of renewables in the global energy mix. We are also very active in CO₂ management, and especially in carbon capture and storage ("CCS"). In addition, we also continue to improve energy efficiency of our buildings, reduce our energy consumption and maximize the use of renewables. See more information in the sections A Focus on CO₂ Management and Decarbonize the future.



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. One of our Values is "We actively listen". In November 2022, we have launched "My Voice", our first global employee engagement survey to which 71% of our employees have participated. See more information in the sections Stakeholder Engagement and Attract and grow talents.



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. We are focusing our R&D on the low-carbon solutions and establishing technology pathways for our clients to achieve their net zero ambitions. See more information in the sections A Focus on CO₂ Management, Decarbonize the future and Accelerate innovation and digitalization.



We aim to reduce inequalities in communities where we operate through our volunteering program. We always foster and encourage participation of employees. In 2022, 2,770 volunteers participated in initiatives organized by Technip Energies for the benefit of more than 420,000 people in the local communities where we operate. See more information in the section Contribute to local development.



Technip Energies continues to focus on waste valorization, which means reusing, recycling, composting, and recovering waste from our operations. In 2022, we gave economic value to 87% of waste generated in our sites through recycling and reuse. Technip Energies has joined Act4nature International in September 2022 to reinforce its action towards conservation of nature and biodiversity. See more information in the section Enhance circularity and protect biodiversity.



Our new climate targets cover the entire value chain (scopes 1, 2 & 3). We aim to become net zero scopes 1 & 2 by 2030 and net zero scope 3 by 2050. We also aim to help our clients reduce their greenhouse gas emissions at their operation sites, thanks to our low-carbon solutions including carbon capture and storage. See more information in the sections A Focus on CO₂ Management and Decarbonize the future.



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. 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. See more information in the section Foster Integrity.



We continue to partner with various companies in our ecosystem in order to achieve our mutual goals. Examples of partnerships signed or strengthened in 2022:

- With Shell Catalysts & Technologies to address the growing Carbon Capture and Storage demand;
- With Greenko Group to explore Green Hydrogen project opportunities in India;
- With Equinor to accelerate Floating Offshore Wind development.

See more information in the section Join forces and bridge expertise across industries.

ESG Risks and Opportunities

ESG risk management

ESG-RELATED RISKS

ESG risks 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 condition, respect for human rights, anti-bribery and corruption practices, and compliance to relevant laws and regulations. Our process to identify, assess and manage our risks, threats and opportunities is described in our 2022 Annual Report, sections 4.1. Risk Management overview and 4.2. Enterprise Risk Management framework where we have listed the main risks associated to the ownership of Technip Energies' shares: strategic risks, operational risks, financial risks, legal and regulatory risks, taxation risk, and ownership of Technip Energies shares. The ESG-related risks are integrated in the three main risks below:

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

For more details on our risk management system and the risks to which we are subject, refer to Technip Energies 2022 Annual Report, chapter 4. Risk and Risk Management.

CLIMATE CHANGE-RELATED RISKS

Risks related to climate change have a significant impact on the Company's activities and that of our clients throughout the entire value chain. Climate change and the energy transition have and will have impact on the Company's services and solutions provided to clients. 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.

In addition, this year, a high-level analysis has been performed to establish an exhaustive climate-related risk universe for Technip Energies. We ensured alignment of identified risks with the Task Force on Climate-Related Financial Disclosures ("TCFD") and Carbon Disclosure Project ("CDP") risks categories and subcategories (defined as "Primary climate-related risk drivers"). These risks can be found in the table below. The analysis was based on interviews with key internal stakeholders, a desktop review of existing external and internal documentation related to climate change and its associated impacts as well as a benchmark of common and best practices in the energy and oil and gas sectors.

Through the interviews of key internal stakeholders and the business strategy, risks at short-, medium- and long-term horizons were captured. However time horizons have not been fully integrated in our ESG risk assessment yet; this is work in progress and will be disclosed in the coming years. Technip Energies, as a solution developer for several major energy companies in the world, needs to consider climate-related issues throughout its entire value chain to be able to respond to the technological innovations linked to the energy transition and climate change. The part of the value chain (upstream, own operations, downstream) impacted by each risk is described in the table below.

Identifying physical climate risks

Regarding physical climate risks, in 2022, Technip Energies carried out a study, based on the 6th Intergovernmental Panel on Climate Change ("IPCC") report published in August 2021, to assess the risks of climate change for our employees, customers, and assets. The study ranks the countries where we operate according to their exposure to four specific risk factors: flooding, coastal submersion, heat stress and tropical cyclone. The aim is to provide information to site teams to conduct more local investigations, bearing in mind that different regions within a country may be affected differently. The risk rating analysis will continue to be developed in 2023 to support our projects and sites to identify and implement adaptation solutions within their respective HSES and risk management plans as early as possible in projects life cycle. ●

Below the tables with a summary of Technip Energies ESG-related risks and opportunities. For more details on the Company's risks and how they are managed, refer to Technip Energies 2022 Annual Report chapter 4. Risk and Risk Management.

Table 1 - ESG-related risks

Topic	Risk Type	Main Technip Energies Risks	Risk Impact Driver	Risk Description (Refer to Technip Energies 2022 Annual Report, section 4.3. Risks to which we are subject)	Where in the value chain the risk driver occurs
Climate	Transition risk: Emerging and current regulation	Legal and regulatory risks	Mandates on and regulations of existing products and services	Existing or future laws and regulations relating to GHG emissions and climate change, such as the EU Taxonomy regulation, may adversely affect our business. See the details in 4.3.4.2.	Direct operations, Downstream
Climate	Transition risk: Technology	Strategic risks	Substitution of existing products and services with lower emissions options	Inability to develop a sufficiently adequate technological innovation position for the business associated with energy transition. See the details in 4.3.1.1. and 4.3.1.2.	Direct operations
Climate	Transition risk: Legal	Operational risks	Exposure to litigation	Our operations require us to comply with numerous regulations, violations of which could have a material adverse effect on our financial condition, results of operations, or cash flows. See the details in 4.3.2.7.	Direct operations, Downstream
Climate	Transition risk: Market	Strategic risks	Uncertainty in market signals	Trends in the energy markets and changes in demand for certain products and services are directly affecting our business, such as: <ul style="list-style-type: none"> Oil and gas demand and prices Renewable energy profitability CO₂ storage and hydrogen demand Ability to access capital/financing See the details in 4.3.1.2., 4.3.1.4., and 4.3.1.5.	Downstream
Climate	Transition risk: Market	Operational risks	Price volatility and reduced material availability	The low carbon transition could lead to increased prices as companies providing raw materials (clays, rock, sands...) and processed materials (cement, concrete, metals) are also committed to climate trajectories. Indeed, their investments to reduce their carbon footprint and their willingness to develop "green" offers can lead to cost increases for their clients, including Technip Energies. See the details in 4.3.2.1.	Upstream, Direct operations
Climate	Transition risk: Reputation	Strategic & Operational risks	Stigmatization of oil & gas sector and increased stakeholder concern or negative stakeholder feedback	Our activity continues to focus on a very large extent on oil and gas sector, an emissive sector that can be stigmatized. This could affect: <ul style="list-style-type: none"> Talent attraction and retention (difficulties in recruiting certain expert profiles in energy transition and low carbon solutions) Investors' perception of oil, gas and renewables investments Negative public opinion, demonstrations See the details in 4.3.1.2. and 4.3.2.5.	Direct operations
Climate	Physical Risk: Acute	Strategic, Operational, & legal and regulatory risks	Increased severity of extreme weather events such as: <ul style="list-style-type: none"> Cyclone, hurricane, typhoon Flood (coastal, fluvial, pluvial, groundwater) Heat wave Heavy precipitation (rain, hail, snow/ice) 	Increased severity of extreme weather events could impact Technip Energies in several ways: <ul style="list-style-type: none"> Delays and costs on construction projects due to disruption on the site and in the supply chain, Health and safety of employees and potential liabilities arising from these events, Contract margins (unforeseen additional costs due to disruption in supply chain, additional costs to implement climate-resilient design and construction). See the details in 4.3.1.3., 4.3.2.2., 4.3.2.3., and 4.3.4.4.	Upstream, Direct operations, Downstream
Climate	Physical risk: Chronic	Strategic, Operational, & legal and regulatory risks	<ul style="list-style-type: none"> Changing precipitation patterns and types (rain, hail, snow/ice) Temperature variability Precipitation and/or hydrological variability Water scarcity 	Chronic changes (such as temperatures and precipitations) could impact Technip Energies in several ways: <ul style="list-style-type: none"> Health and safety of employees with adverse working conditions, Contract margins (additional costs to ensure efficiency and performance of the plant designed in evolving climate conditions). See the details in 4.3.1.3., 4.3.2.2., 4.3.2.3., and 4.3.4.4.	Upstream, Direct operations, Downstream

Environmental	Biodiversity	Legal and regulatory risks	Biodiversity loss, nature deteriorating worldwide, water scarcity	Without proper assessment, mitigation and prevention measures, the natural habitats of flora and fauna could be negatively impacted by our projects. See the details in 4.3.4.2.	Direct operations
Social	Employees	Operational risks	<ul style="list-style-type: none"> Highly dynamic labor market and instability Need of specialized skills and experience in the workforce Specific growing need of Green skills across the industries Inflation and increase of wage rates 	We may be unable to employ and retain a sufficient number of skilled and qualified workers. See the details in 4.3.2.5.	Direct operations
Social	Safety	Operational & Legal and regulatory risks	Serious or fatal employee injury or illness <ul style="list-style-type: none"> Loss of, or impact to, employees Loss of productivity Property damage Reputational impact Clients' confidence 	Our ability to ensure the safety, health and well-being of our people. See the details in 4.3.2.7. and 4.3.4.4.	Direct operations
Social	Supply Chain and Human Rights	Operational risks	Supply chain disruption due to increase of climate-related risks as well as the evolution of international trade and market barriers <ul style="list-style-type: none"> Delays in production and delivery, incurring important costs Impact on clients experience if delays are too long Violations of human rights and fundamental freedoms Reputation and brand image Legal impact Health & well-being impact for our employees, suppliers and sub-contractors 	We face risks relating to our reliance on subcontractors, suppliers, joint venture and consortium partners and our operations require us to comply with numerous regulations, violations of which could have a material adverse effect on our financial condition, results of operations, or cash flows. We can operate in regions where the risk of human rights, such as forced and compulsory labor, work conditions, and discrimination are high, and we need to invest financial and managerial resources to ensure the human rights for all the workers in all projects and operations. See the details in 4.3.2.4. and 4.3.2.7.	Upstream
Governance	Ethics and Compliance	Operational risks	Our international operations are subject to anti-corruption laws and regulations	As a result of doing business in foreign countries, including through partners and agents, we are exposed to a risk of violating anti-corruption laws and sanctions regulations. We may be exposed to the risk of damage to our image and reputation due to non-ethical business behavior. See the details in 4.3.2.7.	Upstream, Direct operations
Governance	Cybersecurity	Operational risks	<ul style="list-style-type: none"> Dependency on information technology ("IT") systems Risk of cyber-attacks 	A failure of our IT infrastructure, including as a result of cyber-attacks, could adversely impact our business and results of operations. See the details in 4.3.2.6.	Direct operations

Table 2 - ESG-related opportunities

Topic	Opportunity Type	Opportunity Impact Driver	Opportunity Description	Where in the value chain does the opportunity driver occur?
Climate	Products and services	Development and/or expansion of low emission goods and services & Shift in consumer preferences	Technip Energies has placed the challenges of energy transition at the heart of its strategy, orienting its new organization and businesses towards sustainable and low carbon solutions. Increased demand for sustainable and low carbon solutions are expected from "historical" clients engaging in their energy transition journey and also from new clients. Energy transition opportunities, excluding LNG, which are accelerating with a near doubling of the commercial pipeline since the start of 2022. See more in our 2022 Annual Report, section 2.3.1.	Direct operations, Downstream
Climate	Products and services	Development of new products or services through R&D and innovation	Technip Energies' investments in R&D related to low carbon solutions is key to ensure that reliable solutions to the energy transition are provided to its clients. Through its investments to improve the resilience of materials used and of products designed, Technip Energies also intends to continue to provide resilient technologies, products and services to climate change.	Direct operations
Climate	Products and services	Ability to diversify business activities	Through its new organization towards sustainable and low carbon solutions, Technip Energy identifies the opportunity to reach a wider range of clients, and therefore to depend less on a minority of major clients.	Direct operations
Climate	Markets	Access to new markets	Global agenda to mitigate impacts of climate change has taken center stage and Technip Energies has the opportunity to reach new markets related to the energy transition and the climate by two means: through its traditional markets (such as liquefied natural gas, downstream and offshore) which are themselves evolving towards lower carbon solutions, and through high growth new markets (such as hydrogen, sustainable chemistry and CO ₂ management).	Direct operations, Downstream
Climate	Resilience	Participation in renewable energy programs and adoption of energy-efficiency measures	Technip Energies is expanding its technologies and process portfolio to carbon-free energy chains including "green hydrogen" produced from renewable energy. See the markets we have been focused and partnerships we have developed during 2022 in our 2022 Annual Report, section 1.5. Our Markets - from traditional to emerging.	Direct operations
Climate	Resource efficiency	Move to more efficient buildings	The Company's ambition to play a decisive role in the energy transition can be illustrated with its actions on its own buildings and facilities. The move to more efficient buildings is an opportunity for Technip Energies to show design, construction and composition approach of buildings that fits with the Company's energy transition positioning and commitments in terms of carbon footprint reduction. The best example is the new headquarter inaugurated in 2021 in Paris-La Défense area that illustrates well the Company's intentions in terms of energy transition.	Direct operations
Climate	Energy source	Use of lower-emission sources of energy & Use of new technologies	With more than 80 buildings including offices and industrial sites, and many construction sites all around the world where our engineering, project management and construction activities are developed, the use of lower-emission sources of energy is an opportunity to demonstrate our strategy on energy transition, and, in a more concrete way, to reduce certain costs and risks related to energy supply. Our ESG Roadmap (see page 13) includes targets related to scope 1, 2, 3 and avoided emissions. See more details in section Decarbonize the future.	Direct operations
Environment	Circular economy	Provide a recycling technology for each of Technip Energies' polymer technologies	As one of the world's major providers of proprietary technologies and services in the field of plastics producing plants, ranging from polyesters, polyamides to polyolefins, we are now using our expertise to provide plastic recycling solutions. Our aim is to provide a recycling technology for each of Technip Energies' polymer technologies. See more in our 2022 Annual Report, section 1.5.2. Sustainable Fuels, Chemicals and Circularity.	Direct operations, Upstream, Downstream

Environment	Protection of the biodiversity	Join Act4nature International to reinforce its action towards conservation of nature and biodiversity	As part of joining Act4nature International, Technip Energies individually committed to notably: <ul style="list-style-type: none"> • Integrate biodiversity into its global strategy and activities • Not participate in any new projects inside International Union for Conservation of Nature (IUCN) most sensitive areas • Report the exposure of Technip Energies sites to biodiversity risk, and adapt its management practices. 	Direct operations
Social	People development	Make Technip Energies Employer Brand recognized and attractive	We are working in our employer branding strategy in order to attract talent, engage people and reduce employee turnover. See more in section Attract and grow talents.	Direct operations
Social	People development	Empower, upskill and reskill our workforce to unleash potential and sustain employability	Our aim is to enable our people to build knowledge that matches business needs and enhance learning mindset. See more in section Attract and grow talents.	Direct operations
Social	People development	Advance an inclusive culture	Our ambitions to foster an inclusive and caring environment have been reflected in 2022 by our continuous efforts to keep Diversity and Inclusion (D&I) agenda a business priority like any other. To progress an inclusive culture, we are focus on several axes: bring tangible results on gender representation at all levels of the organization establishing a robust governance to drive results, increase leadership awareness on barriers of inclusion in the workplace and their visible accountability and listen actively to our employees' voices. See more in section Advance an inclusive culture.	Direct operations

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 has been audited and is aligned with EU Taxonomy and international frameworks (TCFD, SASB, and GRI Standards). 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.



Definitions and Methodologies

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



SCOPE 1: TECHNIP ENERGIES' DIRECT GHG EMISSIONS

Direct GHG emissions occur from sources that are owned, or long-term rented, according to IFRS 16 regulation, by the company. Activity data and emissions include on-site stationary combustion of fossil fuel burning equipment (e.g. heating boilers) or process-based emissions (e.g. backup electricity generators). Also included, are refrigerants for heating, ventilation, and air conditioning purposes, and emissions from service vehicles for our own operations (owned and leased).

SCOPE 2: TECHNIP ENERGIES' INDIRECT GHG EMISSIONS

Scope 2 accounts for GHG emissions consumed by the company in its owned or long-term rented assets. It comprises emissions associated with the consumption of purchased or acquired electricity, heating and cooling. Activity data and emissions include the purchase of electrical power, heat and/or cooling from the utility local district network.

SCOPE 3: TECHNIP ENERGIES' OTHER INDIRECT GHG EMISSIONS

Scope 3 emissions are a consequence of the activities of the company but occur from sources not owned by the company. Some examples of scope 3 activities are extraction and production of purchased materials; transportation; and use of sold products and services. Scope 3 emissions are all indirect emissions (not included in scope 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions. Scope 3 emissions are divided into 15 different categories, such as purchased goods and services (category 1), the use of sold products (category 11, not reported this year), and the end-of-life treatment of sold products (category 12, not reported this year). Please see schema on page 86 - Overview of life cycle stages for typical onshore/offshore EPC

projects - which provides a clear split between scope 3 upstream and scope 3 downstream.

NET ZERO EMISSIONS

The reporting company reaches a state of net zero emissions when (a) reducing its scope 1, 2 and 3 emissions to zero or to a residual level that is consistent with reaching net zero emissions at the global or sector level in eligible 1.5°C scenarios or sector pathways and; (b) neutralizing any residual emissions at the net zero target date and any GHG emissions released into the atmosphere thereafter.

TECHNIP ENERGIES' AVOIDED GHG EMISSIONS

Avoided GHG emissions are direct or indirect GHG emissions reductions or removals or sequestration that occur outside of Technip Energies services or project's life cycle or value chain, but as a result of the use of that sold service or project. The point of view is that of the clients, 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, e.g. without carbon capture units).

CARBON FOOTPRINT

The total amount of greenhouse gases expressed in metric tonnes of CO₂ equivalent listed in GHG Protocol for a defined perimeter.

R&D BUDGET ALLOCATION TO ENERGY TRANSITION

Research and development R&D) budget allocated to our energy transition domains : Liquefied Natural Gas (LNG), sustainable chemistry, carbon-free energy solutions, and decarbonization from January 1 to December 31 of reporting year.

MAIN ENTITIES ISO 14001 CERTIFIED

All main operating centers, above 50 permanent employees, as the Technip Energies organization, certified ISO 14001: Environmental Management System.

WATER CONSUMED ON SITES FROM REUSED SOURCES

Water consumed whose source type is rainwater collected and stored for use, wastewater treated and reused internally, and/or wastewater from another organization.

WASTE VALORIZED

Waste, under Technip Energies ownership, whose management type is classified as diverted from disposal.



WOMEN HIRING ON YEARLY GRADUATE INTAKE

Newly graduated employees hired on payroll (college, bachelor, master, PhD) with up to 2 years of professional experience.

WOMEN IN LEADERSHIP POSITIONS

Permanent women employees in positions classified as band 15 or above (internal job classification).

MAIN COUNTRIES HAVE LOCAL DIVERSITY ACTION PLAN

Countries, where Technip Energies has the biggest headcount (France, India, Italy, the USA, United Arab Emirates, Malaysia, Spain, United Kingdom, the Netherlands, and Colombia), need to develop their own action plans to improve diversity based on local context.

ELIGIBLE CONSTRUCTION SITES WITH BBS PROGRAM

HSE accountable projects with EPC activities and having a peak manpower above 500 workers that implemented Behavior-based Safety Program.

EMPLOYEES PARTICIPATING IN THE ESG LEARNING

Permanent employees who completed the e-learning Together by T.EN about Technip Energies ESG strategy and roadmap.

TOTAL RECORDABLE INCIDENTS RATE (TRIR)

Total number of Recordable cases (RC) x 200,000 / Worked hours.

VOLUNTEERING HOURS

Hours spent 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.

LINK COMPENSATION TO ESG ROADMAP PERFORMANCE ANNUALLY

ESG targets and key performance indicators as part of Technip Energies remuneration policies: Annual Performance Bonus and Long-term incentive programs.

YEARLY ABC TRAINING FOR ALL AT RISK FUNCTIONS AND GATEKEEPERS

Identified risk functions in the company who completed the e-learning Anti-bribery and Corruption: the Basics in 2022.

CONTINUED REDUCTION OF NON-MANDATORY COMMERCIAL INTERMEDIARIES

Eliminate commercial consultants or distributors interacting on Technip Energies behalf in a sales capacity with our clients in countries where is not mandatory per national law.

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). Since 2021, we have reshaped our approach regarding climate change adaptation and mitigation. With the mobilization of a fully dedicated Climate Change and Actions team, our approach has been reviewed and confirmed with the support of well-recognized third parties in order to ensure a fully transparent and consistent approach, sound follow-up and tracking of our reduction objectives. In 2022, we have developed our set of methodologies and calculation guidelines and are expanding our reporting to cover our entire scope 3 for both upstream and downstream emissions, our scope of avoided emissions, set a scope 3 emissions reduction and avoided emissions maximization targets.

We have aligned our methodologies and calculation guidelines as much as possible to the Greenhouse Gas Protocol requirements while the ISO and EN standards have been used as guidance even if initially, these two sets of standards have not been developed neither for an engineering company nor for an EPC contractor. Specificities and reasons are highlighted and described below.

REPORTING BOUNDARIES

Technip Energies generates GHG emissions through its various activities:

- 1 Activities related to buildings, offices, factories, employees and associated commodities;
- 2 Activities related to projects or “sold products”:
 - a. Project management services, assistance to client, sales of process licenses, engineering and design activities mainly in our offices throughout the world;
 - b. Procurement, manufacturing, 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 and start-up;
 - c. Manufacturing activities of equipment (such as loading systems and ethylene furnaces) 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. Technip Energies’ GHG emissions related to all scopes are consolidated and reported as per the following boundaries:

- equity share approach;
- where Technip Energies’ equity share is marginal (under 15%), related carbon footprint is reported under category 15 – Investment. Only very few legal entities fall down into this category while for other cases, the emissions are reported in the appropriate scope 3 categories

SCOPE 1 & 2

Following equity share approach and aligned with our financial reporting under IFRS 16, only emissions related to our own use of permanent assets are reported in scopes 1 and 2 as part of Technip Energies assets 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 of “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 “CO₂ eq”) 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. GWPs 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, N₂O are used for all sites worldwide using DEFRA emissions dataset.

Technip Energies’ inventory follows the location-based accounting method to calculate scope 2 emissions. 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 (US only) > National production. For the 2022 inventory, we collected financial and operational data from each site greater than 500 m² 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. One site in Houston, which is 100% subleased and does not contribute to our business operations, is accounted in scope 3.13. The data management process includes the collection of electricity, heat, cooling and fuels consumption as well as refrigerants leakages, that is monthly fulfilled by data owners. Data is controlled by the regional Real Estate 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 m² and a non-active site), we have voluntarily and conservatively added a contingency of 3% to the total volume of GHG emissions related to our buildings. One of the main tools used in Technip Energies for data consolidation, analytics, visualization and monitoring of our CO₂ emissions has been developed internally. This 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 evidences (procurement

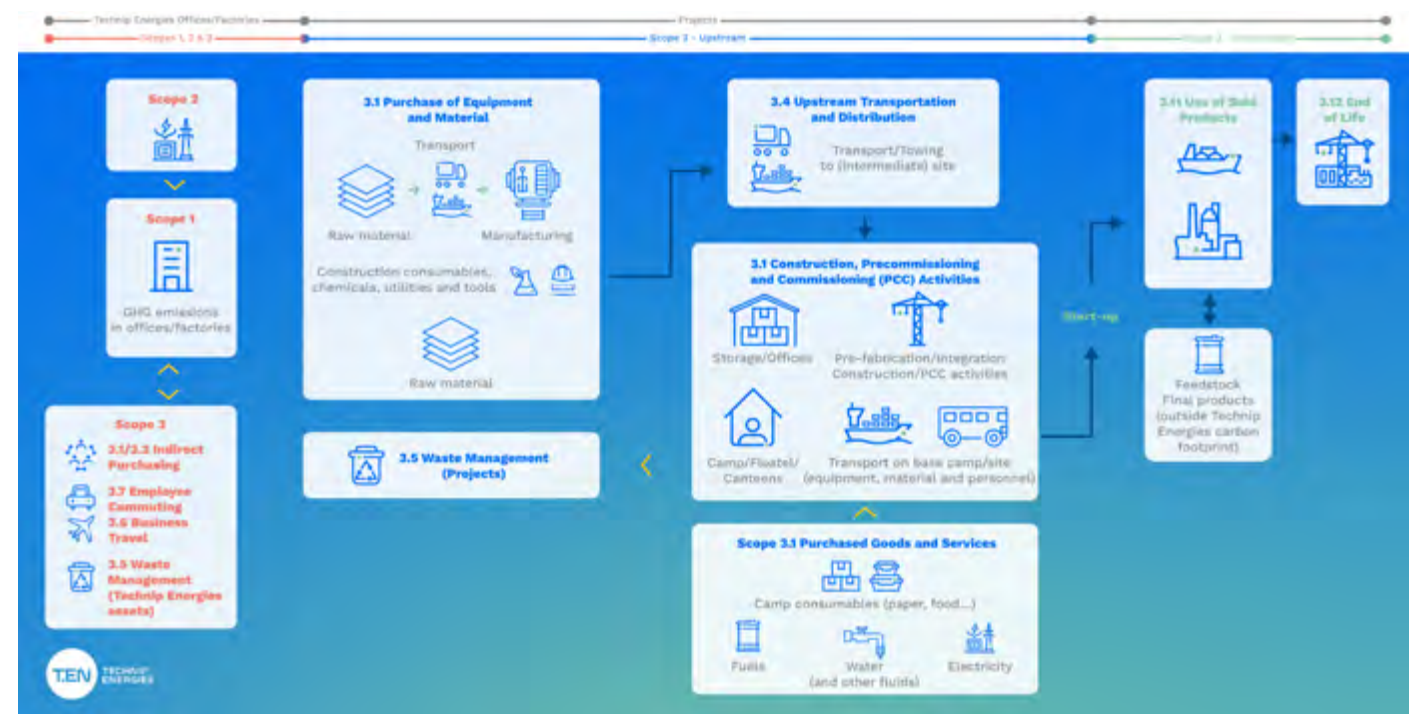
reports, extracts from the third-party providers' reports, etc.) for quality control and assurance purposes. Same process of data collection was followed for the few external data centers. Data collected in 2022 is not as accurate as originally expected and includes some key assumptions especially for scope 1 emissions. The process will continue to be improved in 2023. Emissions from the data centers that are hosted in our buildings are accounted in the building's emissions. Regarding the fleet of vehicles (service cars) attached to the buildings and used for our direct operations, the calculation methodology is being revised and these emissions are not reported in 2022, they will be carried over to 2023. Company cars and vehicles used for home-to-worksite transport is 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, accurate and maintaining continuous improvement and performance of any ongoing environmental sustainability reporting programs, KPIs and/or targets.

SCOPE 3

Scope 3 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 our scope 3 represents life-cycle emissions of our projects

which are our "sold products" according to the Greenhouse Gas Protocol. 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 calculations boundary limits (system boundaries) are the same as for our general contractual project scope (including by definition our subcontractors), which can be only a part of a larger project developed by our clients. Life-cycle emissions that are accounted are only those from projects that are in our portfolio; contracts that we did not win are excluded from the calculation. For both scopes, upstream and downstream, GHG emissions are calculated for the entire project lifetime from cradle to grave as a whole, including all Technip Energies partners' scope of work (subcontractors, consortium partners, joint venture partners). If Technip Energies contract does not cover the full EPC scope (e.g. joint ventures or consortium partnerships), the whole project carbon footprint is assessed and only Technip Energies' equity share is reported, while subcontracted activities are included in Technip Energies' reporting into category 1 – Purchased goods and services. 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 with existing GHG emissions). For brownfield plants, Technip Energies GHG emissions shall only be representative of the overall Technip Energies scope, which means that only the GHG emissions induced by Technip Energies project scope are considered.

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



KEY ACCOUNTING PRINCIPLES

The approach of GHG emissions calculation and assessment 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 are not fully available (remaining or planned work).

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 the small projects.

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 is achieved. This approach is aligned with IFRS 15 related to revenue progress and recognition and allowed to align 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

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. We have used our 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.

For this first year of reporting, the Climate Change and Actions teams has ensured the completeness of the reporting through centralized actions. In the future, decentralization will be deployed

in order to make each project and each function owner of the process and responsible for the quality of data reported, and for the reduction actions to be implemented and tracked to meet our reduction ambitions.

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 also worked on defining our avoided emissions and its related methodology and guidelines. 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). Because of the different nature and variety of the solutions and projects that Technip Energies provide, we have decided, for this year, to focus this scope on carbon capture projects only. A similar calculation methodology as developed for scope 3 downstream, Use of sold product category, has been implemented for avoided emissions.

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, our decision-making processes and contributing to our sustainability offer.

METHODOLOGICAL NOTES REGARDING SCOPE 3 GHG EMISSIONS (REFER TO SECTION ESG INDICATORS)

Scope 3.1 - Purchased goods and services:

- out of projects, calculation is based on actual quantities purchased during the year;
- for manufacturing of goods on projects:
 - calculation is partially based on actual and forecasted quantities (55% of total carbon footprint value); and
 - completed by revenue-based extrapolation for other projects (45% of total carbon footprint value);
- prorata annual progress.
- for construction activities on projects:
 - calculation is partially based on actual and forecast quantities (74% of total carbon footprint value); and
 - completed by revenue-based extrapolation for other projects (26% of total carbon footprint value);
- prorata annual progress.

Scope 3.2 - Capital goods: Calculation is based on annual actual quantities of materials purchased for manufacturing of physical capital assets. For construction of building capital assets owned or rented with a long-term lease over 12 months, although this approach is not presented in the GHG Protocol, emissions are smoothed over the lifetime of the building and calculation is based on actual building square meters and theoretical annual ratio for construction, refreshment, renovation and restructuring.

Scope 3.3 - Fuel-and energy-related activities (not included in scope 1 and scope 2): Extraction, production and transport of energy related to scope 1 based on ratio (22.2%).

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 (30% of total carbon footprint value); and
- completed by revenue-based extrapolation for smaller projects (70% of total carbon footprint value);
- prorata annual progress.

Scope 3.5 - Waste generated in operations: Calculation is based on actual quantities completed by in-house quantification based on past experience.

Scope 3.6 - Business travel: Air business travel only. Calculation is based on actual mileage and type of haul (short, medium and long). Value for year 2019 before COVID-19 crisis was 31,712 tonnes CO₂ eq. Rail, road and hotel nights are included in scope 3.1.

Scope 3.7 - Employee commuting: Calculation is based on actual number of employees (15,586 in 2021 and 14,515 in 2022) x 40 km/day average and average split transportation type per operating center and country.

Scope 3.8 - Mandatory parts of upstream leased assets are 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 "plants" which are not subject to transportation and distribution. Applicable only for Technip Energies industrial sites (Loading Systems, Cybernetix and Dahej).

Scope 3.10 - Processing of sold products: Not applicable. Technip Energies' "sold products" are composed of the plants or loading arms or furnaces which are not subject to intermediate processing.

Scope 3.11 - Use of sold products (operation of our clients' plants and manufactured equipment by Technip Energies): in progress.

Scope 3.12 - End-of-life treatment of sold products (our clients' plants): in progress.

Scope 3.13 - Downstream leased assets (leased or sub-leased 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 in this category in 2022 (was included in scope 1 & 2 emissions in 2021).

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 the same way as other engineering services.

Scope 3.15 - Investments: For Technip Energies, this scope includes the annual GHG emissions of Technip Energies' legal entities with equity share under 15%. Number, size and share of these entities are very limited and considered as negligible compared to the other scopes. ●

ESG Indicators

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 has been audited and is aligned with EU Taxonomy and international frameworks (TCFD, SASB, GRI Standards⁽¹⁾). An independent practitioner performed procedures on a selection of sustainability information for the year ended December 31, 2022, identified in the tables with an asterisk (*), and issued a limited assurance report on it. The sustainability report encompasses the same entities as the consolidated financial statement, which can be found in our 2022 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 the previous section Definitions and Methodologies, as well as notes on tables below related to Environmental indicators, Social indicators, and Governance indicators. Our sustainability performance is presented in the following tables:

Indicator	Unit	2022	2021	2020
ENVIRONMENT				
GREENHOUSE GAS EMISSIONS – EQUITY SHARE APPROACH⁽²⁾				
Scope 1 (direct)*	tonnes CO₂ eq	2,468	2,824	2,129
› Offices	tonnes CO ₂ eq	1,637	2,142	1,596
› Industrial sites	tonnes CO ₂ eq	664	682	533
› Data centers	tonnes CO ₂ eq	167	--	--
Scope 2 - Location based (indirect)*	tonnes CO₂ eq	15,711	16,014	16,409
› Offices	tonnes CO ₂ eq	13,813	14,969	15,061
› Industrial activities	tonnes CO ₂ eq	1,517	1,045	1,348
› Data centers	tonnes CO ₂ eq	380	--	--
Total scope 1 (direct) & scope 2 (indirect)*	tonnes CO₂ eq	18,179	18,838	18,538
Absolute scope 1 & 2 reduction versus base year (2019 with 20,460 tCO ₂ eq)	%	-11.1%	-7.9%	-9.4%
Scope 3 (indirect) – Upstream*	tonnes CO₂ eq	1,842,969	1,478,309	
1. Purchased goods and services	tonnes CO ₂ eq	1,335,422	1,051,671	--
2. Capital Goods	tonnes CO ₂ eq	10,313	11,922	--
3. Fuel-and energy-related activities (not included in scope 1 and scope 2)	tonnes CO ₂ eq	976	1,064	--
4. Upstream transportation and distribution	tonnes CO ₂ eq	376,572	329,737	--
5. Waste generated in operations	tonnes CO ₂ eq	85,299	69,848	--
6. Business travel	tonnes CO ₂ eq	26,315	5,399	--
7. Employee commuting	tonnes CO ₂ eq	8,072	8,668	--
8. Upstream leased assets (not included in scope 1 or 2)	tonnes CO ₂ eq	0	0	--
Scope 3 (indirect) – Downstream*	tonnes CO₂ eq	In progress	In progress	--
9. Downstream transportation and distribution	tonnes CO ₂ eq	1,081	Not assessed	--
10. Processing of sold products	tonnes CO ₂ eq	Not applicable	Not applicable	--
11. Use of sold products (our clients' plants operation)	tonnes CO ₂ eq	In progress	--	--
12. End-of-life treatment of sold products (our clients' plants)	tonnes CO ₂ eq	In progress	--	--
13. Downstream leased assets (leased or sub-leased assets not included in scope 1 or 2)	tonnes CO ₂ eq	605	0	--
14. Franchises	tonnes CO ₂ eq	Not applicable	Not applicable	--
15. Investments (legal entities with equity share under 15%)	tonnes CO ₂ eq	0	0	--
Avoided GHG emissions*	tonnes CO₂ eq	-7,325,458	-1,798,038	--
Carbon Capture and Storage (CCS) projects only	tonnes CO ₂ eq	-7,325,458	-1,798,038	--
Other types of projects	tonnes CO ₂ eq	In progress	--	--

(*) An independent practitioner performed procedures on a selection of sustainability information for the year ended December 31, 2022, identified in the table with an asterisk (*), and issued a limited assurance report on it.

(1) TCFD: Task force on Climate Related Financial Disclosure, SASB: Sustainability Accounting Standards Boards, GRI Standards: GRI Sustainability Reporting Standards.

(2) Refer to the methodology detailed in GHG Protocol – A Corporate Accounting and Reporting Standard – Revised Edition March 2004.

Indicator	Unit	2022	2021	2020
ENVIRONMENT				
R&D*				
R&D budget allocation to energy transition	%	83	56	--
ENERGY				
Energy within Technip Energies (offices and industrial sites)*				
Energy consumption	MWh	55,288	57,373	51,688
› Renewable	%	38	--	--
› Non-renewable	%	62	--	--
Energy consumption per activity				
› Offices	MWh	45,525	49,622	44,118
› Industrial sites	MWh	7,798	7,751	7,570
› Data Centers	MWh	1,965	--	--
Energy consumption per type				
› Fuel (excluding feedstock)	MWh	7,143	--	--
› Purchased or acquired electricity	MWh	41,443	--	--
• Renewable	MWh	20,400	--	--
• Non-renewable	MWh	21,043	--	--
› Purchased cooling	MWh	4,086	--	--
› Purchased heating	MWh	2,219	--	--
› Self-generated renewable energy	MWh	397	--	--
Fuel consumption per type				
› Diesel	MWh	374	--	--
› Gasoline	MWh	In progress	--	--
› Liquid Petroleum Gas (LPG)	MWh	In progress	--	--
› Natural Gas	MWh	6,768	--	--
› Biofuel	MWh	1.3	--	--
Energy outside the organization*				
› Energy consumption on construction sites and yards	MWh	2,259,685	592,294	286,629
Energy management				
Data centers certified ISO 50001	%	41.6	--	--

(*) An independent practitioner performed procedures on a selection of sustainability information for the year ended December 31, 2022, identified in the table with an asterisk (*), and issued a limited assurance report on it.

Indicator	Unit	2022	2021	2020
ENVIRONMENT				
WATER*				
Water withdrawal	m³	2,337,469	1,983,789	882,949
Water withdrawal per activity				
› Offices	m³	182,588	173,677	121,331
› Industrial sites	m³	22,089	15,316	17,490
› Construction sites and yards	m³	2,132,791	1,794,796	744,128
Water withdrawal by source				
› Percentage from recycled or reused sources ³	%	18.8	21.3	6.2
› Percentage from water supply or other water utilities (municipal water)	%	62.4	--	--
› Percentage from other sources (surface water, ground water, seawater)	%	18.8	--	--
WASTEWATER				
Wastewater generated	m³	1,873,921	1,199,769	846,780
Wastewater generated per activity				
› Offices	m³	128,023	128,575	100,350
› Industrial sites	m³	9,217	6,888	5,479
› Construction sites and yards	m³	1,736,680	1,064,306	740,951
Wastewater generated by destination				
› Percentage discharged into the environment after quality control	%	38.2	26.8	33.8
› Percentage sent to external wastewater treatment plant	%	34.7	47.5	39.6
› Percentage recycled or reused internally	%	21.6	25.6	19
WASTE*				
Waste generated	tonnes	221,524	65,513	299,963
Waste generated by activity				
› Offices	tonnes	791	1,406	585
› Industrial sites	tonnes	737	624	786
› Construction sites and yards	tonnes	219,994	63,483	298,592
Waste generated by type				
› Percentage of hazardous waste ⁴	%	1.4	3.4	0.12
› Percentage of non-hazardous waste ⁵	%	98.6	96.6	99.88
Waste generated by destination				
› Percentage of waste diverted from disposal (reuse, recycling, recovery and composting)	%	87.2	76.0	96.2
› Percentage of waste directed to disposal (sent to landfill or mass burn incineration)	%	12.8	23.5	3.7

(*) An independent practitioner performed procedures on a selection of sustainability information for the year ended December 31, 2022, identified in the table with an asterisk (*), and issued a limited assurance report on it.

(3) Wastewater from another organization, wastewater treated and reused internally, and rainwater collected and stored for reuse.

(4) Hazardous waste: contaminated soil, medical waste, photocopier/printer toner, electrical equipment, batteries, waste paints, solvents and other hazardous waste.

(5) Non-hazardous waste: concrete, food waste, glass, mixed domestic waste, soil, rock, dredging material, paper, cardboard, plastic, scrap metal, wood and other non-hazardous waste.

Indicator	Unit	2022	2021	2020
ENVIRONMENT				
ENVIRONMENTAL MANAGEMENT				
Number of main operating centers certified ISO 14001*	number	25	21	--
Number of operating center eligible to ISO 14001 certification*	number	31	33	--
Percentage of main operating centers certified ISO 14001*	%	81	64	--
Percentage of projects and assets with an ENVID completed	%	80	67	60
Environmental incidents per significance				
› Adverse impact (significant incident) ⁶	number	13	2	0
› Limited impact (significant incident) ⁷	number	37	6	2
› Spill of non-significant incidents (negligible) ⁸	number	15	--	--
Environmental incidents per substance				
› Spill of hazardous liquid (oil, diesel)	number	64	2	0
› Spill of waste (concrete)	number	1	6	2
Volume of significant spills ⁹	m ³	2.52	--	--
Number of incidents of non-compliance with environmental permits, standards, and regulations	number	0	--	--
AIR EMISSIONS¹⁰				
Nitrogen Oxides (NOx)	tonnes	10,902	7,323	4,864
Sulphur Oxides (SOx)	tonnes	826	597	393
BIODIVERSITY				
Number of sites located in protected areas IUCN Cat.Ia/Ib	number	0	--	--
Number of top priority sites (i.e. located in sensitive areas)	number	5	--	--
Percentage of top priority sites with systematic action plans	%	20	--	--

(*) An independent practitioner performed procedures on a selection of sustainability information for the year ended December 31, 2022, identified in the table with an asterisk (*), and issued a limited assurance report on it.

(6) Adverse Impact: Short-term (3 months) non-persistent change or pollution with reversible effects on the environment.

(7) Limited Impact: Non-persistent change or pollution with reversible effects on the environment and short duration (less than 1 week).

(8) Minor non-persistent change or pollution with short duration (less than 1 day) and reversible effects on the environmental domain.

(9) In 2022, 87% of the spills impacted the soil, surface and/or undergrounds and 7% impacted the seawater (the remaining 6% is unknown). Regarding the substances released, 64% of the spills are related to lubricant oil, 10% to diesel and the remaining 26% to firewater, sewage or waste.

(10) Scope of air emissions reporting includes construction sites and yards located in Bahrain, China, Egypt, Mozambique, Qatar, Russia and Singapore.

Social

Indicator	Unit	2022	2021	2020
SOCIAL				
SAFETY¹				
Number of Lost Time Injuries (LTI)*	number	30	25	7
Lost Time Injuries Rate (LTIR)*	ratio per 200,000 hours worked	0.02	0.02	0.01
Lost Time Injuries Rate (LTIR)*	ratio per 1 million hours worked	0.10	0.10	0.05
Number of Total Recordable Incidents (TRI)*	number	116	94	23
Total Recordable Incidents Rate (TRIR)*	ratio per 200,000 hours worked	0.09	0.08	0.04
Total Recordable Incidents Rate (TRIR)*	ratio per 1 million hours worked	0.45	0.40	0.20
Number of fatalities*	number	2	3	1
Serious Incident and Fatality Rate (SIFR)*	ratio per 200,000 hours worked	0.02	0.01	0.03
Serious Incident and Fatality Rate (SIFR)*	ratio per 1 million hours worked	0.10	0.05	0.15
Number of worked man-hours	hours	252,061,945	228,248,194	126,340,251
Number of lost workdays	days	985	1,197	493
Number of HSE leadership visit ²	number	515	382	385
Risk Reduction Project ³	number	109	167	40
SIF Control Index ⁴	ratio	3.31	3.67	3.60
Number of eligible construction sites with BBS program* ⁵	number	17	--	--
Percentage of eligible construction sites with BBS program*	%	100	--	--
Number of main operating centers certified ISO 45001*	number	23	--	--
Number of operating center eligible to ISO 45001 certification*	number	31	--	--
Percentage of main operating centers certified ISO 45001*	%	74	--	--
QUALITY				
Customer Satisfaction Survey (CSS) rating	ratio	8.7/10	8.6/10	8.8/10
Number of Customer Satisfaction Survey (CSS)	number	205	209	242
Number of main operating centers certified ISO 9001	number	39	--	--
Number of operating center eligible to ISO 9001 certification	number	39	--	--
Percentage of main operating centers certified ISO 9001	%	100	--	--

(*) An independent practitioner performed procedures on a selection of sustainability information for the year ended December 31, 2022, identified in the table with an asterisk (*), and issued a limited assurance report on it.

(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.

(4) SIF Control Index: Average of the highest implemented corrective action level for each Serious Incident and Fatality (SIF) Incidents. Level refers to the HSE Hierarchy of Controls.

(5) 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.

Indicator	Unit	2022	2021	2020
SOCIAL				
EMPLOYMENT				
Total number of permanent and temporary employees (including apprentices and excluding trainees)*	number	14,515	15,586	14,657
› In the Netherlands	number	302	344	--
• Corporate	number	3	8	--
• Operating Centers	number	299	336	--
• Other centers supporting operations	number	0	0	--
› Outside the Netherlands	number	14,213	14,677	--
• Corporate	number	956	746	--
• Operating Centers	number	12,228	10,919	--
• Other centers supporting operations	number	1,029	3,010	--
Breakdown of payroll workforce by geographical areas				
› Americas	number	1,509	1,343	1,504
• Permanent	number	1,423	1,309	--
• Temporary	number	86	34	--
› Asia-Pacific	number	1,712	2,228	2,320
• Permanent	number	1,435	1,354	--
• Temporary	number	277	874	--
› Europe, including Russia	number	6,287	7,186	6,487
• Permanent	number	5,923	5,926	--
• Temporary	number	364	1,260	--
› India	number	3,060	2,770	2,640
• Permanent	number	2,571	2,429	--
• Temporary	number	489	341	--
› Middle East/Africa	number	1,947	2,059	1,706
• Permanent	number	1,287	1,094	--
• Temporary	number	660	965	--

(*) An independent practitioner performed procedures on a selection of sustainability information for the year ended December 31, 2022, identified in the table with an asterisk (*), and issued a limited assurance report on it.

Indicator	Unit	2022	2021	2020
SOCIAL				
Breakdown of payroll workforce by country (the most significant countries)				
› France	%	22.4	--	--
› India	%	21.1	--	--
› Italy	%	10.1	--	--
› USA	%	6.4	--	--
› UAE	%	4.0	--	--
› Malaysia	%	5.1	--	--
› Spain	%	4.8	--	--
› United Kingdom	%	2.4	--	--
› The Netherlands	%	2.1	--	--
› Colombia	%	3.3	--	--
Breakdown of payroll workforce by type of contract				
› Permanent contract	%	87.1	77.7	--
› Temporary contract	%	12.9	23.3	--
Breakdown of payroll workforce for permanent contract by seniority				
› ≤ 5 years	%	45.4	40.7	--
› 6-10 years	%	14.6	22.0	--
› 11-15 years	%	16.0	18.2	--
› ≥ 16 years	%	24.1	19.1	--
Total number of new hires in the payroll	number	2,390	2,938	--
› Women	%	24	19	--
› Men	%	76	81	--
Pay ratio ⁽⁶⁾	ratio	46	71	--
Percentage of payroll workforce of our 10 main countries covered by collective bargaining agreements				
› France	%	100	--	--
› Italy	%	100	--	--
› Spain	%	100	--	--

(*) An independent practitioner performed procedures on a selection of sustainability information for the year ended December 31, 2022, identified in the table with an asterisk (*), and issued a limited assurance report on it.

(6) Calculated by dividing the total remuneration cost of the CEO by the average Technip Energies employee payroll cost.

Indicator	Unit	2022	2021	2020
SOCIAL				
PEOPLE DEVELOPMENT				
Total hours of learning hours of permanent employees*	hours	123,242	102,445	--
Average hours of training per year per permanent employee	hours per employee	10	8.5	--
Total hours learning for Legal and Compliance	hours	6,955	5,293	--
Total hours learning for Diversity and Inclusion	hours	1,402 ⁷	16,373	--
Percentage of employees who completed the ESG e-learning*	%	92.6	--	--
Percentage of employees who completed the Code of Business Conduct e-learning*	%	92	94	--
DIVERSITY AND INCLUSION				
Percentage of women on total payroll workforce*	%	28.1	27	27
Percentage of men on total payroll workforce*	%	71.9	73	73
Percentage of women with permanent contract	%	29.7	29	--
Percentage of men with permanent contract	%	70.3	71	--
Percentage of women into graduate intake*	%	51.7	50	--
Percentage of men into graduate intake*	%	48.3	50	--
Percentage of women in leadership positions (band 15 and above in our grading system)*	%	18.1	12	--
Percentage of men in leadership positions (band 15 and above in our grading system)*	%	81.9	88	--
Percentage of women in managerial roles ⁸	%	26	26	--
Percentage of men in managerial roles ⁸	%	74	74	--
Breakdown of payroll workforce by age				
> ≤ 30 years	%	12.2	10.8	--
> 31-40 years	%	29.9	32.6	--
> 41-50 years	%	33.3	32.8	--
> ≥ 51 years	%	24.5	23.8	--
Number of nationalities represented in the payroll workforce	number	108	108	104

(*) An independent practitioner performed procedures on a selection of sustainability information for the year ended December 31, 2022, identified in the table with an asterisk (*), and issued a limited assurance report on it.
 (7) In 2021, the Diversity & Inclusion training was mandatory for all employees and completed by 94% of them. From 2022, the Global Inclusion Course became part of our standard global onboarding for new lines. Other D&I training sessions became optional for all employees according to the needs.
 (8) All managers with at least one direct report.

Indicator	Unit	2022	2021	2020
SOCIAL				
COMMUNITIES				
Number of local community initiatives*	number	137 (incl. 25 STEM)	159 (incl. 34 STEM)	121 (incl. 33 STEM)
Number of people acting as volunteers*	number	2,770	2,371	6,874
Number of volunteering hours*	number	21,661	14,360	15,238
Number of countries where we had local initiatives	number	17 (incl. 7 STEM)	19 (incl. 10 STEM)	21 (incl. 9 STEM)
List of countries	--	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, the United Arab Emirates, United Kingdom, USA, Vietnam	--
Number of people from the community who benefited from the initiatives	number	424,451	112,436	--

(*) An independent practitioner performed procedures on a selection of sustainability information for the year ended December 31, 2022, identified in the table with an asterisk (*), and issued a limited assurance report on it.

Governance

Indicator	Unit	2022	2021	2020
GOVERNANCE				
DIVERSITY OF THE BOARD OF DIRECTORS¹				
Number of women on the Board of Directors*	number	3	3	--
Number of men on the Board of Directors*	number	7	7	--
Percentage of women on the Board of Directors*	%	30	30	--
Percentage of men on the Board of Directors*	%	70	70	--
BUSINESS ETHICS				
Number of employees at risk functions and gatekeepers*	number	534	--	--
Number of employees at risk functions and gatekeepers that have received training on anti-corruption and anti-bribery*	number	494	--	--
Percentage of employees at risk functions and gatekeepers that have received training on anti-corruption and anti-bribery*	%	92.5	75	--
Number of non-mandatory commercial intermediaries*	number	13	15	--
Percentage of reduction of non-mandatory commercial intermediaries*	%	13	0	--
SUPPLY CHAIN				
Progress in integrating ESG criteria into supplier and subcontractor qualification	%	60	0	--
Human Rights Due Diligence undertaken on eligible projects	%	In progress	0	--

(*) An independent practitioner performed procedures on a selection of sustainability information for the year ended December 31, 2022, identified in the table with an asterisk (*), and issued a limited assurance report on it.
 (1) Refer also to section 5.4.2. Diversity Policy.

EU Green Taxonomy

Our ESG Roadmap has been published in March 2022 and 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 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 adaptation (the ‘Climate Delegated Act’) was published in the EU Official Journal in December 2021. In accordance with Article 8 of the Taxonomy Regulation and Article 10-(2) of the Article 8 Delegated Act, we set forth in this section the share of our Group’s revenue, capital expenditure (“CAPEX”) and operating expenditure (“OPEX”) for the reporting period 2022, which are associated with Taxonomy-eligible economic activities defined in the first delegated act concerning the first two environmental objectives (climate change mitigation and climate change adaptation) adopted on 4 June 2021 (the “Climate Delegated Act”). The reporting requirements for 2022 are extended to the disclosure of Taxonomy-aligned economic activities, i.e. sustainable activities, according the aforementioned Climate Delegated Act. 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.

SUMMARY

Based on an exhaustive analysis performed during 2022, 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, the CAPEX to be reported also include those that are related to the purchase of output from Taxonomy-aligned economic activities (such as some real estate activities) and enable us to consider a part of our leasing of buildings, our leasing of passenger cars and our investments related to the replacement of energy efficient equipment as Taxonomy-aligned. Regarding our total OPEX that comply with the EU Taxonomy, they are non-significant in comparison with our total consolidated operating expenses and we chose to use the materiality exemption option offered by the regulation. Consequently, the indicators related to our revenue and our OPEX are not disclosed, we only report the following indicator related to our CAPEX:

	Capital expenditures (CAPEX)
Proportion of Taxonomy – Eligible economic activities (in %)	48%
Proportion of Taxonomy – Aligned economic activities (in %)	8%

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, decarbonization projects including low-carbon hydrogen and carbon capture utilization and storage as well as carbon-free energy (see more in Technip Energies 2022 Annual Report, section 1.5 Our Markets - from traditional to emerging). 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 Technip Energies 2022 Annual Report, section 1.5 Our Markets - from traditional to emerging. We are an enabler 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”. 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. That does not exclude that in the future, new projects type 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”, “4.3 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. Therefore, according to the Climate Delegated Act, we did not identify any Taxonomy-eligible or Taxonomy-aligned economic activities among those contributing to our 2022 annual consolidated revenue.

Capital expenditures (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 2022 Annual Financial 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. These

CAPEX concern purchases of output related to taxonomy-eligible and aligned economic activities: refer to the CAPEX table presented in pages 100 and 101.

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 87% of our Taxonomy-aligned CAPEX. We have performed the analysis of the alignment and assessed that our headquarters complies with the technical screening criteria, this alignment has been confirmed by the lessor. In a lesser extent, our Taxonomy-aligned CAPEX also comprised the increase in right-of-use related to our leasing of passenger cars, our investments in replacement of energy-efficient equipment, our installation of charging stations for electric vehicles and 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;
- acquisitions of infrastructure for data processing services, hosting, and related activities, including lease contracts in relation with the activity “8.1. Data processing, hosting and related activities” of the Taxonomy regulation;
- acquisitions of data-driven solutions for GHG emissions reductions, including CAPEX under construction in relation with the activity “8.2. Data-driven solutions for GHG emissions reductions” of the Taxonomy regulation;
- research and development solution 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.

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 94% of the total consolidated OPEX in 2022 (refer to section 8.1.1. Consolidated statement of income of our 2022 Annual Financial Report). Consequently, our total operating expenses that comply with the EU Taxonomy (denominator), as detailed above, represents for the 2022 financial year around €90 million and 1.6% 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. ●

CapEx - Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities - disclosure covering year 2022

Code(s)	Absolute CapEx (M€)	Proportion of CapEx (%)	Substantial contribution criteria						
			Climate change mitigation (%)	Climate change adaptation (%)	Water and marine resources (%)	Circular economy (%)	Pollution (%)	Biodiversity and ecosystems (%)	
ECONOMIC ACTIVITIES									
A. TAXONOMY-ELIGIBLE ACTIVITIES									
A.1. Environmentally sustainable activities (Taxonomy-aligned)									
6.5 Transport by motorbikes, passenger cars and commercial vehicles	6.5	0.3	3.90	100	0	N/A	N/A	N/A	N/A
7.3 Installation, maintenance and repair of energy efficiency equipment	7.3	0.4	4.87	100	0	N/A	N/A	N/A	N/A
7.4 Installation, maintenance and repair of charging stations for electric vehicles in buildings	7.4	0.1	0.83	100	0	N/A	N/A	N/A	N/A
7.6 Installation, maintenance and repair of renewable energy technologies	7.6	0.2	2.74	100	0	N/A	N/A	N/A	N/A
7.7 Acquisition and ownership of buildings	7.7	7.8	87.66	100	0	N/A	N/A	N/A	N/A
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)	8.9	8.22	100	0					
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)									
6.5 Transport by motorbikes, passenger cars and commercial vehicles	6.5	1.6	3.66						
7.7 Acquisition and ownership of buildings	7.7	12.2	27.85						
8.1 Data processing, hosting and related activities	8.1	26.5	60.64						
8.2 Data-driven solutions for GHG emissions reductions	8.2	0.3	0.72						
9.1 Close to market research, development and innovation	9.1	3.1	7.13						
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)	43.7	40.26	0	0					
TOTAL CAPEX OF TAXONOMY-ELIGIBLE ACTIVITIES (A.1 + A.2) (A)	52.6	48.48	100	0					
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES									
CapEx of Taxonomy-non-eligible activities (B)	55.9	51.52							
TOTAL (A + B)	108.5	100.00	--						

DNSH Criteria						Minimum safeguards (Y/N)	Taxonomy aligned proportion of CapEx Year 2022 (%)	Taxonomy aligned proportion of CapEx Year 2021 (%)	Category (enabling activity) E	Category (transitional activity) T
Climate change mitigation (Y/N)	Climate change adaptation (Y/N)	Water and marine resources (Y/N)	Circular economy (Y/N)	Pollution (Y/N)	Biodiversity and ecosystems (Y/N)					
N/A	Y	N/A	Y	Y	N/A	Y	0.32		-	T
N/A	Y	N/A	N/A	Y	N/A	Y	0.40		E	-
N/A	Y	N/A	N/A	N/A	N/A	Y	0.07		E	-
N/A	Y	N/A	N/A	N/A	N/A	Y	0.22		E	-
N/A	Y	N/A	N/A	N/A	N/A	Y	7.2		-	-
							8			

Activities listed under A2 may be filled in on a voluntary basis by non-financial undertakings
 Non applicable for the 2022 reporting (1st year of full reporting)

TCFD Correspondence Table

Climate Change has been identified as a material topic to Technip Energies' stakeholders during the materiality assessments that took place in 2021. Overall, transformations linked to climate change are a source of opportunities for Technip Energies, the main risk being to fail leading by example and thereby lose traction with clients, investors, new talents and collaborators in the company. Concrete climate-related programs to either grab opportunities, or mitigate risks are deployed in our ESG Scorecard, aligned with a 1.5°C trajectory. We present below our main climate-related disclosures in line with TCFD recommendations.

Theme	Recommended Disclosure	Reference in Technip Energies 2022 Annual Report
Governance	a) Describe the board's oversight of climate-related risks and opportunities.	3.2.1. ESG Governance 5.1.8. 2022 Board of Directors Meetings 5.1.9. 2022 Board Committee Meetings
Governance	b) Describe management's role in assessing and managing climate-related risks and opportunities.	3.2.1. ESG Governance
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	3.5.2. ESG Risks and Opportunities 3.1.5. A Focus on CO2 Management
Strategy	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	3.5.2. ESG Risks and Opportunities
Strategy	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	3.3.1.1. Decarbonize the future 3.5.2. ESG Risks and Opportunities
Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks.	3.4. Materiality and UN SDGs 3.5.2. ESG Risks and Opportunities 4.1. Risk Management overview 4.2. Enterprise Risk Management framework
Risk Management	b) Describe the organization's processes for managing climate-related risks.	3.3.1.1. Decarbonize the future 3.5.2. ESG Risks and Opportunities 4.1. Risk Management overview 4.2. Enterprise Risk Management framework
Risk Management	c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	3.5.2. ESG Risks and Opportunities 4.1. Risk Management overview 4.2. Enterprise Risk Management framework
Metrics and Targets	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	3.3.1.1. Decarbonize the future 3.5.2. ESG Risks and Opportunities 3.6.2. ESG indicators
Metrics and Targets	b) Disclose scope 1, scope 2 and, if appropriate, scope 3 greenhouse gas (GHG) emissions, and the related risks.	3.3.1.1. Decarbonize the future 3.5.2. ESG Risks and Opportunities 3.6.2. ESG Indicators
Metrics and Targets	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	3.1.2. ESG Roadmap and Scorecard 3.3.1.1. Decarbonize the future

SASB Correspondence Table

Technip Energies followed the Sustainability Accounting Standard: Engineering and Construction Services version 2018-10 as recommended by the Sustainability Accounting Standards Board ("SASB").

Topic	Accounting metric	Category	Code	Reference in Technip Energies 2022 Annual Report
Environmental Impacts of Project Development	Number of incidents of non-compliance with environmental permits, standards, and regulations	Quantitative	IF-EN-160a.1	Information unavailable
	Discussion of processes to assess and manage environmental risks associated with project design, siting, and construction	Discussion and Analysis	IF-EN-160a.2	3.3.1.2 Enhance circularity and protect biodiversity
Structural Integrity & Safety	Amount of defect- and safety-related rework costs	Quantitative	IF-EN-250a.1	Information unavailable
	Total amount of monetary losses as a result of legal proceedings associated with defect- and safety-related incidents	Quantitative	IF-EN-250a.2	Information unavailable
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Quantitative	IF-EN-320a.1	See Safety indicators at section 3.6.2. ESG Indicators
Lifecycle Impacts of Buildings & Infrastructure	Number of (1) commissioned projects certified to a third-party multi-attribute sustainability standard and (2) active projects seeking such certification	Quantitative	IF-EN-410a.1	See ISO certifications indicators on the sections Environmental Management, Safety and Quality at 3.6.2. ESG Indicators
	Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design	Discussion and Analysis	IF-EN-410a.2	3.3.1.1. Decarbonize the future 3.3.1.2 Enhance circularity and protect biodiversity
Climate Impacts of Business Mix	Amount of backlog for (1) hydrocarbon-related projects and (2) renewable energy projects	Quantitative	IF-EN-410b.1	Information unavailable
	Amount of backlog cancellations associated with hydrocarbon-related projects	Quantitative	IF-EN-410b.2	Information unavailable
	Amount of backlog for non-energy projects associated with climate change mitigation	Quantitative	IF-EN-410b.3	Information unavailable
Business Ethics	(1) Number of active projects and (2) backlog in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Quantitative	IF-EN-510a.1	Information unavailable
	Total amount of monetary losses as a result of legal proceedings associated with charges of (1) bribery or corruption and (2) anticompetitive practices	Quantitative	IF-EN-510a.2	Information unavailable
	Description of policies and practices for prevention of (1) bribery and corruption, and (2) anti-competitive behavior in the project bidding processes	Discussion and Analysis	IF-EN-510a.3	3.3.3.2. Foster Integrity
Activity Metrics	Number of active projects	Quantitative	IF-EN-000.A	Information unavailable
	Number of commissioned projects	Quantitative	IF-EN-000.B	Information unavailable
	Total backlog	Quantitative	IF-EN-000.C	2.3.2. Consolidated results of operations

GRI Content Index



For the Content Index - Essentials Service, GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the Standards, and that the references for disclosures 2-1 to 2-5, 3-1 and 3-2 are aligned with the appropriate sections in the body of the report. The service was performed on Technip Energies 2022 Annual Report.

Statement of use	Technip Energies has reported in accordance with the GRI Standards for the period of January 1 st 2022 to December 31 st 2022
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard	GRI 11: Oil and Gas Sector 2021

GRI 2: General disclosures 2021

GRI Standard Reference	Disclosure	Reference in Technip Energies 2022 Annual Report
2.1	Organizational details	1. Presentation of Technip Energies - page 6 3.1.1. 2022 Sustainability Highlights and Key Figures - page 81
2.2	Entities included in the organization's sustainability reporting	The sustainability report encompasses the same entities as the consolidated financial statement, which can be found in Annual Report Note 31. Companies included in the scope of the consolidated financial statements (page 308). Exceptions or further information on the reported ESG indicators are provided in section 3.6.1. Definitions and Methodologies (page 131), as well as notes on tables in the section 3.6.2. ESG Indicators (page 136).
2.3	Reporting period, frequency and contact point	Reporting period: 1 January 2022 to 31 December 2022 Frequency: Annually Contact: https://www.technipenergies.com/en/contact
2.4	Restatements of information	Technip Energies did not do any restatement in this report.
2.5	External assurance	8.3. Independent Auditor's report - page 339
2.6	Activities, value chain and other business relationships	3.1.4. Technip Energies Business Model - page 86
2.7	Employees	3.3.2. People - page 106 Social indicators at 3.6.2. ESG Indicators - page 136
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	3.2.1. ESG Governance - page 91 5.1. The Technip Energies Board - page 186
2.10	Nomination and selection of the highest governance body	5.1. The Technip Energies Board - page 186
2.11	Chair of the highest governance body	5.1. The Technip Energies Board - page 186
2.12	Role of the highest governance body in overseeing the management of impacts	3.2.1. ESG Governance - page 91 5.1. The Technip Energies Board - page 186
2.13	Delegation of responsibility for managing impacts	3.2.1. ESG Governance - page 91 5.1.8. 2022 Board of Directors Meetings - page 198 5.1.9. 2022 Board Committee Meetings - page 201

2.14	Role of the highest governance body in sustainability reporting	3.2.1. ESG Governance - page 91 5.1.8. 2022 Board of Directors Meetings - page 198 5.1.9. 2022 Board Committee Meetings - page 201
2.15	Conflicts of interest	5.1.7.3. Conflicts of interest - page 196
2.16	Communication of critical concerns	5.1. The Technip Energies Board - page 186
2.17	Collective knowledge of the highest governance body	5.1.4. Board skills and experience matrix - page 193
2.18	Evaluation of the performance of the highest governance body	5.1. The Technip Energies Board - page 186
2.19	Remuneration policies	6. Remuneration report - page 216
2.20	Process to determine remuneration	6. Remuneration report - page 216
2.21	Annual total compensation ratio	6. Remuneration report - page 216
2.22	Statement on sustainable development strategy	Message from the Chairman - page 2 Message from the Chief Executive Officer - page 4
2.23	Policy commitments	3.2.2. ESG Policies and Certifications -page 92
2.24	Embedding policy commitments	3.2.2. ESG Policies and Certifications -page 92
2.25	Processes to remediate negative impacts	3.3.3.2. Foster Integrity - page 116
2.26	Mechanisms for seeking advice and raising concerns	3.3.3.2. Foster Integrity - page 116
2.27	Compliance with laws and regulations	3.4.3.2. Foster Integrity - page 116
2.28	Membership associations	2.1.4. Technology & Innovation - page 44 3.1.3. ESG Commitments and Ratings - page 84
2.29	Approach to stakeholder engagement	3.2.3. Stakeholder Engagement - page 94
2.30	Collective bargaining agreements	3.3.2.3. Advance an inclusive culture - page 111

GRI 3: Material topics 2021

GRI Standard Reference	Disclosure	Reference in Technip Energies 2022 Annual Report
3.1	Process to determine material topics	3.4. Materiality and UN SDGs - page 121
3.2	List of material topics	3.4.2. Materiality Matrix - page 121
3.3	Management of material topics	3.4. Materiality and UN SDGs - page 121 GRI 11 Content Index at 3.6.6. GRI Content Index - page 153 Note : Information unavailable for the material topics (13) Safety & quality of our solutions, (14) Integration of ecofriendly design in our solutions, (17) Innovative solutions, cutting-edge technologies & digitalization, (18) Corporate governance & transparency, (19) Dissemination of an ESG culture and (22) Integration of ESG criteria in the corporate decisions. These topics are not related to GRI 11 Oil and Gas Sector 2021. Technip Energies will perform a new materiality assessment in the coming years.

GRI 11: Oil and gas sector 2021

GRI Standard Reference	Disclosure	Reference in Technip Energies 2022 Annual Report
11.1 GHG EMISSIONS		
11.1.1	GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics
11.1.2	GRI 302: Energy 2016	Disclosure 302-1 Energy consumption within the organization
11.1.3		Disclosure 302-2 Energy consumption outside of the organization
11.1.4		Disclosure 302-3 Energy intensity
11.1.5	GRI 305: Emissions 2016	Disclosure 305-1 Direct (Scope 1) GHG emissions
11.1.6		Disclosure 305-2 Energy indirect (Scope 2) GHG emissions
11.1.7		Disclosure 305-3 Other indirect (Scope 3) GHG emissions
11.1.8		Disclosure 305-4 GHG emissions intensity
11.2 CLIMATE ADAPTATION, RESILIENCE, AND TRANSITION		
11.2.1	GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics
11.2.2	GRI 201: Economic Performance 2016	Disclosure 201-2 Financial implications and other risks and opportunities due to climate change
11.2.3	GRI 305: Emissions 2016	Disclosure 305-5 Reduction of GHG emissions
11.2.4	Additional Sector Disclosure	Describe the organization's approach to public policy development and lobbying on climate change.
11.3 AIR EMISSIONS		
11.3.1	GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics
11.3.2	GRI 305: Emissions 2016	Disclosure 305-7 Nitrogen oxides (NOx), Sulfur oxides (Sox), and other significant air emissions
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

11.4 BIODIVERSITY			3.4. Materiality and UN SDGs - refer to (5) Protection of biodiversity - page 121
11.4.1	GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	3.3.1.2. Enhance circularity and protect biodiversity - page 102
11.4.2	GR 304: Biodiversity 2016	Disclosure 304-1 Operational sites owned, leased, management in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	3.3.1.2 Enhance circularity and protect biodiversity - page 102
11.4.3		Disclosure 304-2 Significant impacts of activities, products, and services on biodiversity	3.3.1.2 Enhance circularity and protect biodiversity - page 102 3.5. ESG Risks and Opportunities
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 it in the coming years.
11.5 WASTE			3.4. Materiality and UN SDGs - refer to (1) Impact of our own facilities on their direct environment and (2) Environmental footprint of projects - page 121
11.5.1	GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	3.3.1.2 Enhance circularity and protect biodiversity - page 102
11.5.2	GRI 306: Waste 2020	Disclosure 306-1 Waste generation and significant waste-related impacts	3.3.1.2 Enhance circularity and protect biodiversity - page 102 3.5. ESG Risks and Opportunities - page 125
11.5.3		Disclosure 306-2 Management of significant waste-related impacts	3.3.1.2 Enhance circularity and protect biodiversity - page 102 3.5. ESG Risks and Opportunities - page 125
11.5.4		Disclosure 306-3 Waste generated	3.3.1.2 Enhance circularity and protect biodiversity - page 102 Waste indicators in the section 3.6.2. ESG Indicators - page 136
11.5.5		Disclosure 306-4 Waste diverted from disposal	3.3.1.2 Enhance circularity and protect biodiversity - page 102 Waste indicators in the section 3.6.2. ESG Indicators - page 136
11.5.6		Disclosure 306-5 Waste directed from disposal	3.3.1.2 Enhance circularity and protect biodiversity - page 102 Waste indicators in the section 3.6.2. ESG Indicators - page 136

11.6 WATER AND EFFLUENTS			3.4. Materiality and UN SDGs - refer to (1) Impact of our own facilities on their direct environment and (2) Environmental footprint of projects (4) Sustainable use of resources - page 121
11.6.1	GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	3.3.1.2 Enhance circularity and protect biodiversity - page 102
11.6.2	GRI 303: Water and Effluents 2018	Disclosure 303-1 Interactions with water as a shared resource	3.3.1.2 Enhance circularity and protect biodiversity - page 102
11.6.3		Disclosure 303-2 Management of water discharge-related impacts	3.3.1.2 Enhance circularity and protect biodiversity - page 102
11.6.4		Disclosure 303-3 Water withdrawal	3.3.1.2 Enhance circularity and protect biodiversity - page 102 Water & wastewater indicators in the section 3.6.2. ESG Indicators - page 136
11.6.5		Disclosure 303-4 Water discharge	3.3.1.2 Enhance circularity and protect biodiversity - page 102 Water & wastewater indicators in the section 3.6.2. ESG Indicators - page 136
11.6.6		Disclosure 303-5 Water Consumption	3.3.1.2 Enhance circularity and protect biodiversity - page 102 Water & wastewater indicators in the section 3.6.2. ESG Indicators - page 136
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			3.4. Materiality and UN SDGs - refer to (1) Impact of our own facilities on their direct environment and (2) Environmental footprint of projects - page 121
11.8.1	GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	3.3.1.2 Enhance circularity and protect biodiversity - page 102
11.8.2	GRI 306: Effluents and Waste 2016	Disclosure 306-3 Significant spills	3.3.1.2 Enhance circularity and protect biodiversity - page 102 Environmental management indicators in the section 3.6.2. ESG Indicators - page 136

11.9 OCCUPATIONAL HEALTH AND SAFETY			3.4. Materiality and UN SDGs - refer to (6) Safety & security of teams - page 121
11.9.1	GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	3.3.2.1. Safeguard people and reinforce well-being - page 106
11.9.2	GRI 403: Occupational Health and Safety 2018	Disclosure 403-1 Occupational health and safety management system	3.3.2.1. Safeguard people and reinforce well-being - page 106
11.9.3		Disclosure 403-2 Hazard identification, risk assessment, and incident investigation	3.3.2.1. Safeguard people and reinforce well-being - page 106
11.9.4		Disclosure 403-3 Occupational health services	3.3.2.1. Safeguard people and reinforce well-being - page 106
11.9.5		Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety	3.3.2.1. Safeguard people and reinforce well-being - page 106
11.9.6		Disclosure 403-5 Worker training on occupational health and safety	3.3.2.1. Safeguard people and reinforce well-being - page 106 People development indicators in the section 3.6.2. ESG Indicators - page 136
11.9.7		Disclosure 403-6 Promotion of worker health	3.3.2.1. Safeguard people and reinforce well-being - page 106
11.9.8		Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	3.3.2.1. Safeguard people and reinforce well-being - page 106
11.9.9		Disclosure 403-8 Workers covered by an occupational health and safety management system	3.3.2.1. Safeguard people and reinforce well-being - page 106 Safety indicators in the section 3.6.2. ESG Indicators - page 136
11.9.10		Disclosure 403-9 Work-related injuries	3.3.2.1. Safeguard people and reinforce well-being - page 106 Safety indicators in the section 3.6.2. ESG Indicators - page 136
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			3.4. Materiality and UN SDGs - refer to (8) Employee engagement & social dialogue, (9) Employee well-being & health, and (10) Skills development & talent management - page 121
11.10.1	GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	3.3.2. People - page 106
11.10.2	GRI 401: Employment 2016	Disclosure 401-1 New employee hires and employee turnover	Employment indicators in the section 3.6.2. ESG Indicators - page 136
11.10.3		Disclosure 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	3.3.2.2. Attract and grow talents - page 109
11.10.4		Disclosure 401-3 Parental leave	Employment indicators in the section 3.6.2. ESG Indicators - page 136
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 it in the coming years.
11.10.6	GRI 404: Training and Education 2016	Disclosure 404-1 Average hours of training per year per employee	People Development indicators in the section 3.6.2. ESG Indicators - page 136
11.10.7		Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs	3.3.2.1. Attract and grow talents - page 109
11.10.8	GRI 414: Supplier Social Assessment 2016	Disclosure 414-1 New suppliers that were screened using social criteria	3.3.3.3. Partner towards a sustainable supply chain - page 118
11.10.9		Disclosure 414-2 Negative social impacts in the supply chain and actions taken	3.3.3.3. Partner towards a sustainable supply chain - page 118

11.11 NON-DISCRIMINATION AND EQUAL OPPORTUNITY			3.4. Materiality and UN SDGs - refer to (11) Diversity & equal opportunities - page 121
11.11.1	GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	3.3.2.3. Advance an inclusive culture - page 111
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 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 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 3.6.2. ESG Indicators - page 136
11.11.5	GRI 405: Diversity and Equal Opportunity 2016	Disclosure 405-1 Diversity of governance bodies and employees	3.3.2.3. Advance an inclusive culture - page 111 5.4.2. Diversity Policy - page 212
11.11.6		Disclosure 405-2 Ratio of basic salary and remuneration	Information unavailable. Technip Energies is developing this KPI and will report 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 it in the coming years.
11.12 FORCED LABOR AND MODERN SLAVERY			3.4. Materiality and UN SDGs - refer to (7) Human Rights - page 121
11.12.1	GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	3.3.3.3. Partner towards a sustainable supply chain - page 118
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	Information unavailable. Technip Energies is developing this KPI and will report it in the coming years.
11.12.3	GRI 414: Supplier Social Assessment 2016	Disclosure 414-1 New suppliers that were screened using social criteria	Information unavailable. Technip Energies is developing this KPI and will report it in the coming years.
11.13 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING			3.4. Materiality and UN SDGs - refer to (7) Human Rights - page 121
11.13.1	GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	3.3.3.2. Foster Integrity - page 116 3.3.3.3. Partner towards a sustainable supply chain - page 118 3.3.2.3. Advance an inclusive culture - page 111
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	Information unavailable. Technip Energies is developing this KPI and will report it in the coming years.

11.14 ECONOMIC IMPACTS			3.4. Materiality and UN SDGs - refer to (15) Communities Engagement and (16) Responsible & sustainable supply chain - page 121
11.14.1	GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	Information unavailable. Technip Energies is developing this KPI and will report it in the coming years.
11.14.2	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 it in the coming years.
11.14.3	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 it in the coming years.
11.14.4	GRI 203: Indirect Economic Impacts 2016	Disclosure 203-1 Infrastructure investments and services supported	Information unavailable. Technip Energies is developing this KPI and will report it in the coming years.
11.14.5		Disclosure 203-2 Significant indirect economic impacts	Information unavailable. Technip Energies is developing this KPI and will report it in the coming years.
11.14.6	GRI 204: Procurement Practices 2016	Disclosure 204-1 Proportion of spending on local suppliers	Information unavailable. Technip Energies is developing this KPI and will report it in the coming years.
11.15 LOCAL COMMUNITIES			3.4. Materiality and UN SDGs - refer to (12) Communities engagement (20) Stakeholder relationships & dialogue - page 121
11.15.1	GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	3.3.2.4. Contribute to local development - page 113
11.15.2	GRI 413: Local Communities 2016	Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs	3.3.2.4. Contribute to local development - page 113
11.15.3		Disclosure 413-2 Operations with significant actual and potential negative impacts on local communities	Information unavailable. Technip Energies is developing this KPI and will report it in the coming years.
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 it in the coming years.

11.16 LAND AND RESOURCE RIGHTS			During the materiality assessment, this topic was not identified as material based on the importance to our stakeholders and the impact of our business.
11.17 RIGHTS OF INDIGENOUS PEOPLES			During the materiality assessment, this topic was not identified as material based on the importance to our stakeholders and the impact of our business.
11.18 CONFLICT AND SECURITY			During the materiality assessment, this topic was not identified as material based on the importance to our stakeholders and the impact of our business.
11.19 ANTI-COMPETITIVE BEHAVIOR			3.4. Materiality and UN SDGs - refer to (21) Business ethics - page 121
11.19.1	GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	3.3.3.2. Foster Integrity - page 116
11.19.2	GRI 206: Anticompetitive Behavior 2016	Disclosure 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	3.3.3.2. Foster Integrity - page 116
11.20 ANTI-CORRUPTION			3.4. Materiality and UN SDGs - refer to (21) Business ethics - page 121
11.20.1	GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	3.3.3.2. Foster Integrity - page 116
11.20.2	GRI 205: Anticorruption 2016	Disclosure 205-1 Operations assessed for risks related to corruption	3.3.3.2. Foster Integrity - page 116 4.3. Risks to which we are subject - page 167
11.20.3		Disclosure 205-2 Communication and training about anti-corruption policies and procedures	3.3.3.2. Foster Integrity - page 116 People Development and Business Ethics indicators in the section 3.6.2. ESG Indicators - page 136
11.20.4		Disclosure 205-3 Confirmed incidents of corruption and actions taken	Information unavailable. Technip Energies is developing this KPI and will report it in the coming years.

11.21 PAYMENT TO GOVERNMENTS			3.4. Materiality and UN SDGs - refer to (20) Stakeholder relationships & dialogue and (21) Business ethics - page 121
11.21.1	GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	3.3.3. Trust page 115
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 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	GRI 207: Tax 2019	Disclosure 207-1 Approach to tax	Technip Energies Code of Business Conduct 3.2.2. ESG Policies and Certifications - page 92
11.21.5		Disclosure 207-2 Tax governance, control, and risk management	4.3.5. Taxation risks page 179
11.21.6		Disclosure 207-3 Stakeholder engagement and management of concerns related to tax	Technip Energies Code of Business Conduct 4.3.5. Taxation risks page 179
11.21.7		Disclosure 207-4 Country-by-country reporting	Information unavailable. Technip Energies is developing this KPI and will report it in the coming years.
11.21.8	Additional Sector Disclosures	For oil and gas purchased from the state, or from third parties appointed by the state to sell on their behalf, report: a. Volumes and types of oil and gas purchased; b. Full names of the buying entity and the recipient of the payment;	Not applicable. Technip Energies do not sell oil and gas.
11.22 PUBLIC POLICY			During the materiality assessment, this topic was not identified as material based on the importance to our stakeholders and the impact of our business.



Limited assurance report from the Independent Auditor on a selection of information included in the Technip Energies N.V.'s Sustainability report as for the year ended December 31st, 2022

To the Directors of Technip Energies N.V.

In our capacity as Independent Auditor of Technip Energies N.V. (hereinafter the "Company") and in accordance with your request, we have undertaken a limited assurance engagement on the selected key sustainability performance indicators as for the year ended December 31st, 2022 (the "identified Sustainability Information") presented below and included in the Sustainability report presented in the section "3.6.2. ESG Indicators" of the Technip Energies N.V.'s 2022 Sustainability report (hereinafter "Sustainability report"):

Quantitative information

- Number of main operating centers certified ISO 14001
- GHG emissions scopes 1 (direct) and scope 2 (indirect)
- GHG emissions scope 3 (indirect) - Upstream
- Avoided GHG emissions
- Energy consumption
- Waste generated
- Water withdrawal
- Wastewater generated
- R&D budget allocation to Energy Transition
- Total Recordable Incidents Rate (TRIR)
- Lost Time Injury Rate (LTIR)
- Serious Incident and Fatality Rate (SIFR)
- Number of main operating centers certified ISO 45001
- Number and percentage of eligible construction sites with a BBS (behavior-based safety) program
- Total number of permanent and temporary employees (including apprentices and excluding trainees)
- Percentage of women on total payroll workforce
- Percentage of women into graduate intake
- Percentage of women in leadership positions (band 15 and above in our grading system)
- Percentage of employees who completed the ESG e-learning
- Percentage of employees who completed the Code of Business Conduct e-learning
- Total hours of learning hours of permanent employees
- Average hours of training per year per permanent employee
- Number of local community initiatives
- Number of people acting as volunteers
- Number of volunteering hours



- Number and Percentage of employees at risk functions and gatekeepers that have received training on anti-corruption and anti-bribery
- Number and percentage of women on the Board of Directors
- Number of non-mandatory commercial intermediaries
- Percentage of reduction of non-mandatory commercial intermediaries

Qualitative information

- Carbon footprint methodology for GHG emissions scopes 1, 2 and 3 + Reduction action plans
- Technip Energies' Code of Business Conduct
- Membership of UN Global Compact
- Membership of the steering committee of the "Building Responsibly" body
- Human Right Standards
- Ethics point helpline
- Compensation policy
- Link compensation to ESG Roadmap performance annually
- Main countries* have local diversity action plan Colombia, France, India, Italy, Malaysia, Netherlands, Spain, UAE, UK, USA
- Eligible projects with Human Rights Management System

Our assurance does not extend to information in respect of earlier periods or to any other information included in the Sustainability report.

Our Limited Assurance Conclusion

Based on the procedures we have performed as described under the section 'Summary of the Work we Performed as the Basis for our Assurance Conclusion' and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Company's Identified Sustainability Information as for the year ended December 31st, 2022 is not prepared, in all material respects, in accordance with the Global Practice Standard on Sustainability Reporting and the basis of preparation set out in the section '3.6.1 Definitions and methodologies' of the Sustainability report.

We do not express an assurance conclusion on information in respect of earlier periods or on any other information included in the Identified Sustainability Information.

Understanding how the Company has Prepared the Identified Sustainability Information

The absence of a commonly used generally accepted reporting framework or a significant body of established practice on which to draw to evaluate and measure Identified Sustainability Information allows for different, but acceptable, measurement techniques that can affect comparability between entities and over time.

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Consequently, the Identified Sustainability Information needs to be read and understood together with the Global Practice Standard on Sustainability Reporting and the basis of preparation set out in section '3.6.1 Definitions and methodologies' of the Company Sustainability report (together 'the Reporting Criteria'), which the Company has used to prepare the Identified Sustainability Information.

Inherent Limitations in Preparing the Identified Sustainability Information

As indicated in the Company's Sustainability report, the Identified Sustainability Information may be subject to inherent uncertainty because of incomplete scientific and economic knowledge and the quality of external data used.

In addition, greenhouse gas quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

The Company's Responsibilities

Management of the Company is responsible for:

- selecting or establishing suitable criteria for preparing the Identified Sustainability Information, taking into account applicable law and regulations related to reporting the Identified Sustainability Information;
- the preparation of the Identified Sustainability Information in accordance with the Reporting Criteria;
- designing, implementing and maintaining internal control over information relevant to the preparation of the Identified Sustainability Information that is free from material misstatement, whether due to fraud or error.

Our Responsibilities

We are responsible for:

- planning and performing the engagement to obtain limited assurance about whether the Identified Sustainability Information is free from material misstatement, whether due to fraud or error;
- forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
- reporting our conclusion to the Directors of the Company.

As we are engaged to form an independent conclusion on the Identified Sustainability Information as prepared by management, we are not permitted to be involved in the preparation of the Identified Sustainability Information as doing so may compromise our independence.



Professional Standards Applied

We performed our limited assurance engagement in accordance with the professional guidance issued by the French chartered accountants Institute (Conseil National de l'Ordre des Experts-Comptables) applicable to such engagement and the International Standard on Assurance Engagements 3000 (Revised), *Assurance Engagements other than Audits or Reviews of Historical Financial Information* and in respect of greenhouse gas emissions included in the Identified sustainability information, in accordance with the International Standard on Assurance Engagements 3410, *Assurance Engagements on Greenhouse Gas Statements*, issued by the International Auditing and Assurance Standards Board.

Our Independence and Quality Control

We have complied with the independence and other ethical requirements of the French Code of Ethics for chartered accountants (*Code de Déontologie*) as well as applicable legal and regulatory requirements and the *International Code of Ethics for Professional Accountants (including International Independence Standards)* issued by the International Ethics Standards Board for Accountants (IESBA Code) which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Our work was carried out by an independent and multidisciplinary team with experience in sustainability reporting and assurance.

Summary of the Work we Performed as the Basis for our Assurance Conclusion

We are required to plan and perform our work to address the areas where we have identified that a material misstatement of the Identified Sustainability Information is likely to arise. The procedures we performed were based on our professional judgement. In carrying out our limited assurance engagement on the Identified Sustainability Information, we:

- obtained an understanding of the Company's business activities;
- assessed the appropriateness of the Criteria for producing the Identified Sustainability Information, with respect to its relevance, completeness, reliability, objectivity and understandability, with due consideration of industry best practices when appropriate;
- interviewed Company personnel in order to gain an understanding of the Company's control environment and the information systems used for producing the Identified Sustainability Information;
- used sampling to evaluate the process of collecting and compiling the Identified Sustainability Information to determine the completeness and accuracy of this information in relation to the Protocol;



- used sampling to verify that the data and calculations used to prepare the Identified Sustainability Information are accurate and consistent with the Protocol;
- assessed the overall consistency of the Identified Sustainability Information based on our knowledge of the Company.

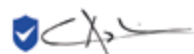
The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement.

Neuilly-sur-Seine, March 10, 2023

The Independent Auditor
PricewaterhouseCoopers Audit



Edouard Demarcq
Partner



Aurélie Castellino-Cornetto
Sustainable Development Director

Glossary

A

ABC: Anti-Bribery and Corruption.

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.

C

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.

CO₂: Carbon dioxide.

COP27: The 27th Conference of the Parties to the United Nations Framework Convention on Climate Change.

D

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.

ERG: Employee Resource Group.

ERM: Enterprise Risk Management.

ESG materiality assessment: A methodology used to identify and prioritize ESG issues that are the most critical and/or relevant for an organization.

ESG: Environmental, Social and Governance.

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.

F

FEED (Front-End Engineering Design): Covers mechanical data sheets of the main equipment, starting from the process specifications issued during the Basic Engineering Design and incorporating the specific requirements of codes and standards to be applied to the project. It also includes, amongst other items, the reparation of tender packages for the main equipment as well as all studies to be performed before ordering the main equipment.

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.

Glossary

G

GBF: Global Biodiversity Framework.

General Meeting: A general meeting of the shareholders of the Company.

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.

Greenhouse Gas (GHG) emissions: 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.

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.

H

H₂: Hydrogen.

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.

Hydrogen: 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.

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.

L

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

MMH: Million Man Hours.

Mtpa: Million Tonnes per Annum.

MWh: Megawatt-hour.

N

NFE: The North Field East Project carried out in Qatar by the Company.

NOx: Nitrous oxides, atmospheric pollution.

O

OPEX: Operating Expenditure.

P

Petrochemicals: Industry relating to chemical compounds derived from hydrocarbons.

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.

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.

SASB: Sustainability Accounting Standards Board.

STEM: Stands for Science, Technology, Engineering and Mathematics; it is a broad term used to group together these academic disciplines.

T

TCFD: Task Force on Climate-related Financial Disclosures.

tCO₂ eq: tonnes of CO₂ equivalent.

TPA: tonnes per annum.

TPS: Technology, Products and Services.

TRDF: T.EN 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 10 universal principles relating to human rights, labor, and the environment.

UN SDG: The United Nations Sustainable Development Goals.

W

Waste valorized: Waste reused, recycled, composted, and recovery (including energy recovery).

WDPA: World Database of Protected Areas.

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