



Our ESG pledge for a sustainable future.



Global cooperation and collaboration are more vital than ever. At Technip Energies, we believe our role goes beyond business.

Our ambition is to foster a sustainable industry ecosystem by using our abilities to unleash talents to resolve complexity and overcome challenges.

In 2021, we started this new journey. Together with our stakeholders, we built our Environmental, Social, and Governance Roadmap.

*Together by T.EN* is our ESG pledge for a sustainable future.




# Collaborative ESG Roadmap construction



**5,800** 

38%  
Employees  
participated in the  
**survey**

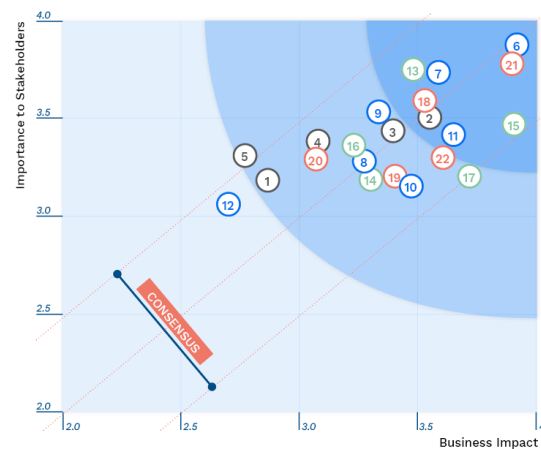
**150+** 

Employees from  
different departments  
and countries to define  
the ESG Roadmap

  
**100+**

External stakeholders<sup>1</sup>  
participated through **survey**  
and **interviews**

## ESG materiality Matrix



## Robust ESG Roadmap

•  
**4** Pillars

•  
**12** Ambitions

•  
**23** Targets

Involvement and validation from Executive Committee and Board of Directors in all phases

# Technip Energies' DNA

## Our Purpose

Breaking boundaries *together* to engineer a sustainable future

## Our Values

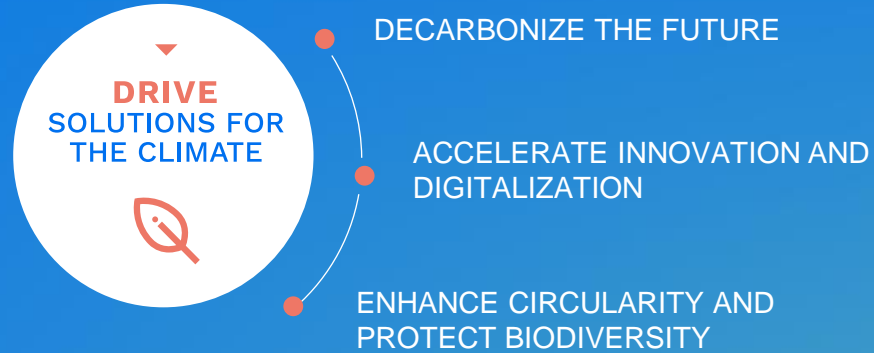


## Our ESG Roadmap



## Our ESG Roadmap







## UN SDGs



### DECARBONIZE THE FUTURE

By investing to decarbonize our solutions and reduce our own greenhouse gas emissions, in line with the Paris Agreement.

### ACCELERATE INNOVATION AND DIGITALIZATION

By connecting data across the entire project lifecycle, we make sustainable changes to the way we operate, broaden opportunities, and support new business models.

### ENHANCE CIRCULARITY AND PROTECT BIODIVERSITY

By building a sustainable-by-design offering, our solutions and technologies will consider social and environmental impact as key success parameters.

DRIVE  
SOLUTIONS FOR  
THE CLIMATE



# ESG Scorecard



**DRIVE**  
SOLUTIONS FOR  
THE CLIMATE



## Ambition

## 2021 Status

## Target

• Reduce scope 1 & 2 GHG emissions <sup>1</sup>	-8%	-30%	2025
• Net Zero <sup>2</sup> scope 1 & 2	18.8 kT CO <sub>2</sub>	Net Zero	2030
• Data centers zero carbon footprint certified	in progress	100%	2025
• Report full scope 3 emissions	in progress	100%	2023
• R&D budget allocation to our Energy Transition Domains	68%	100%	2025
• Main entities ISO 14001 certified	63%	100%	2025
• Water consumed on sites from reused sources	21.3%	50%	2025
• Waste valorized	75%	85%	2025

<sup>1</sup> Baseline year: 2019

<sup>2</sup> Baseline emissions: 20.5 kT CO<sub>2</sub>



# Our Carbon Footprint Mapping

## Scope 1 & 2

Our direct emissions and energy purchased



Offices



Vehicles



Plant and yard

## Scope 3 Upstream

Indirect emissions, mainly from our construction activities and procurement



Employee commuting



Business travel



Waste management



Purchase of services, equipment & materials



Transportation



Subcontracted construction activities

## Scope 3 Downstream

Indirect emissions, mainly from our clients' plant operations



Clients' plant operations

## Scope 4

Emissions saved or avoided due of our solutions



**Saved Emissions**

Reduction of emissions from our **brownfield awards**

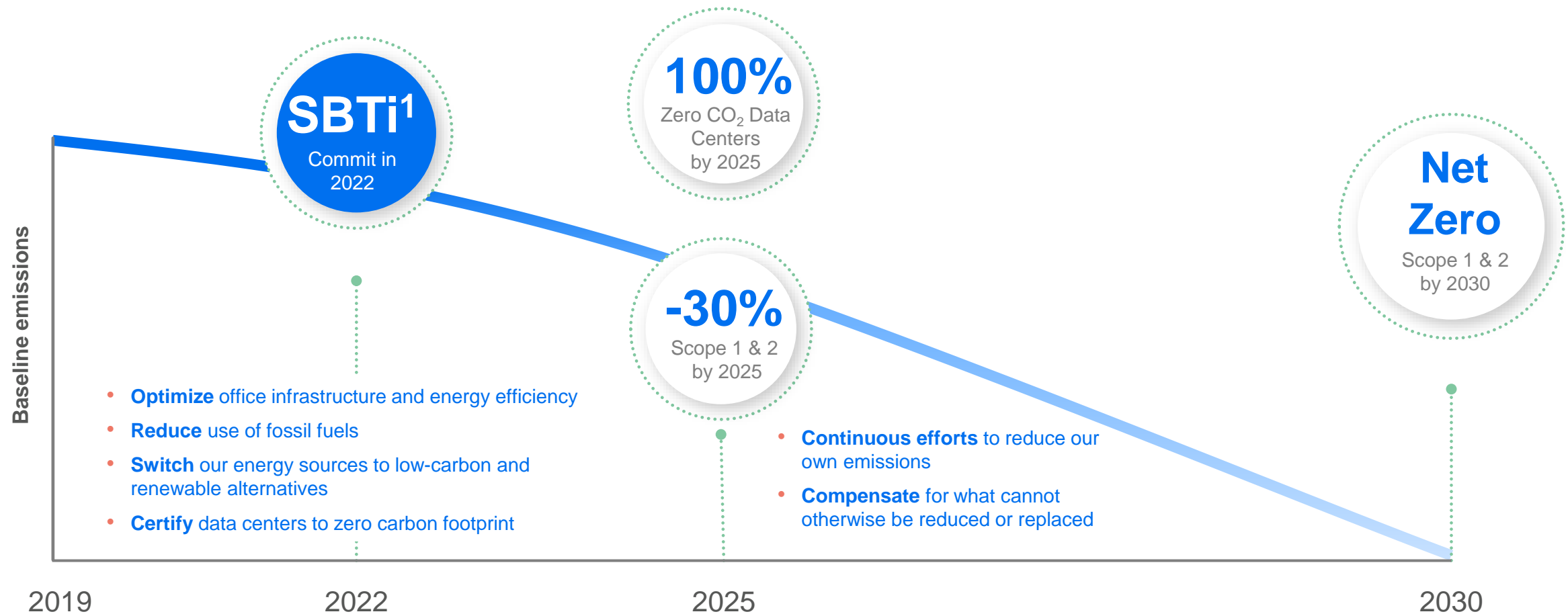


**Avoided Emissions**

Avoidance of emissions from our **greenfield awards**

# Decarbonize the future

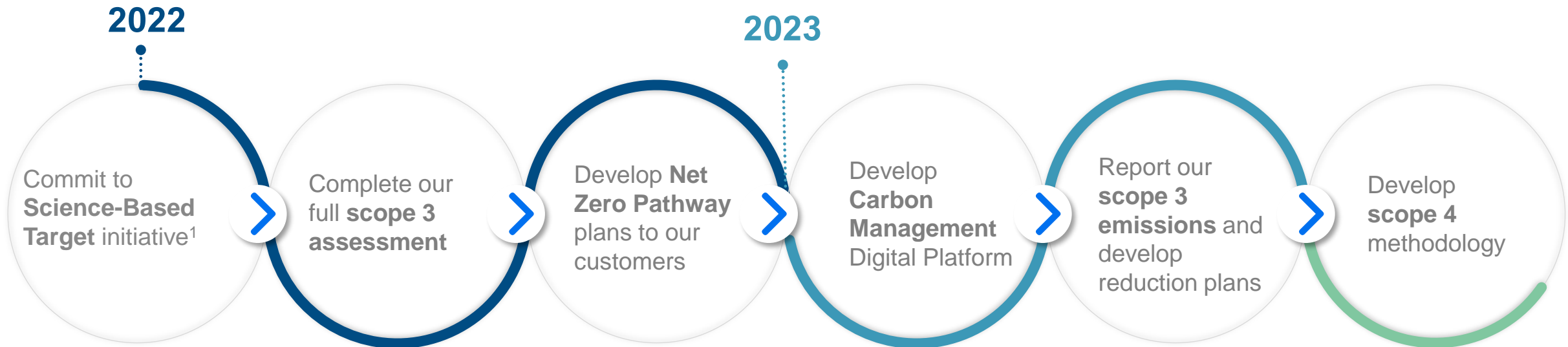
## Scope 1 & 2 reduction plan aligned with the Paris Agreement



## Scope 3 & 4: Action Plan



### CO<sub>2</sub> reduction



Empower clients to make carbon-conscious choices

To advance towards Net Zero

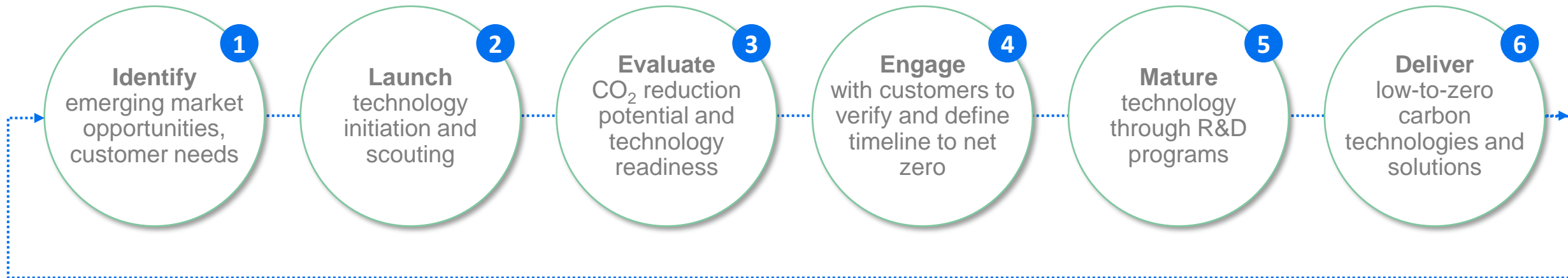
# Accelerate innovation & digitalization

## Technologies to enable Net Zero Pathways

### Our approach

### Market tested R&D

Establish customized pathways through organic growth, partnerships and acquisitions



# Technologies to enable Net Zero Pathways

## Our Technology Lines

Sustainable Chemicals & Fuels

CO<sub>2</sub> Management

Liquified Natural Gas

Hydrogen

Floaters

## Our Strategy

Lower carbon footprint for existing industrial processes via **efficiency improvement**



Develop new processes for **sustainable fuels**, chemicals, and **circularity**



Mature **carbon capture, utilization and sequestration** solutions



**Electrify** critical equipment and process steps



Accelerate low-carbon or carbon free **hydrogen** applications

**BlueH<sub>2</sub>**  
by T.EN

Expand floating **offshore wind** technology portfolio



## Energy Transition is our business

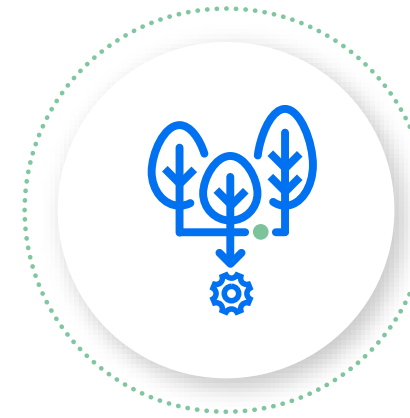
### Targeted investments aligned with our transformation ambitions



**R&D budget**  
allocation to our  
Energy Transition  
Domains by 2025



**CAPEX and  
M&A** supporting  
our Energy  
Transition  
Domains



Increase number  
of **energy  
transition  
technologies**  
developed and  
acquired by 2025



# Enhance circularity & protect biodiversity



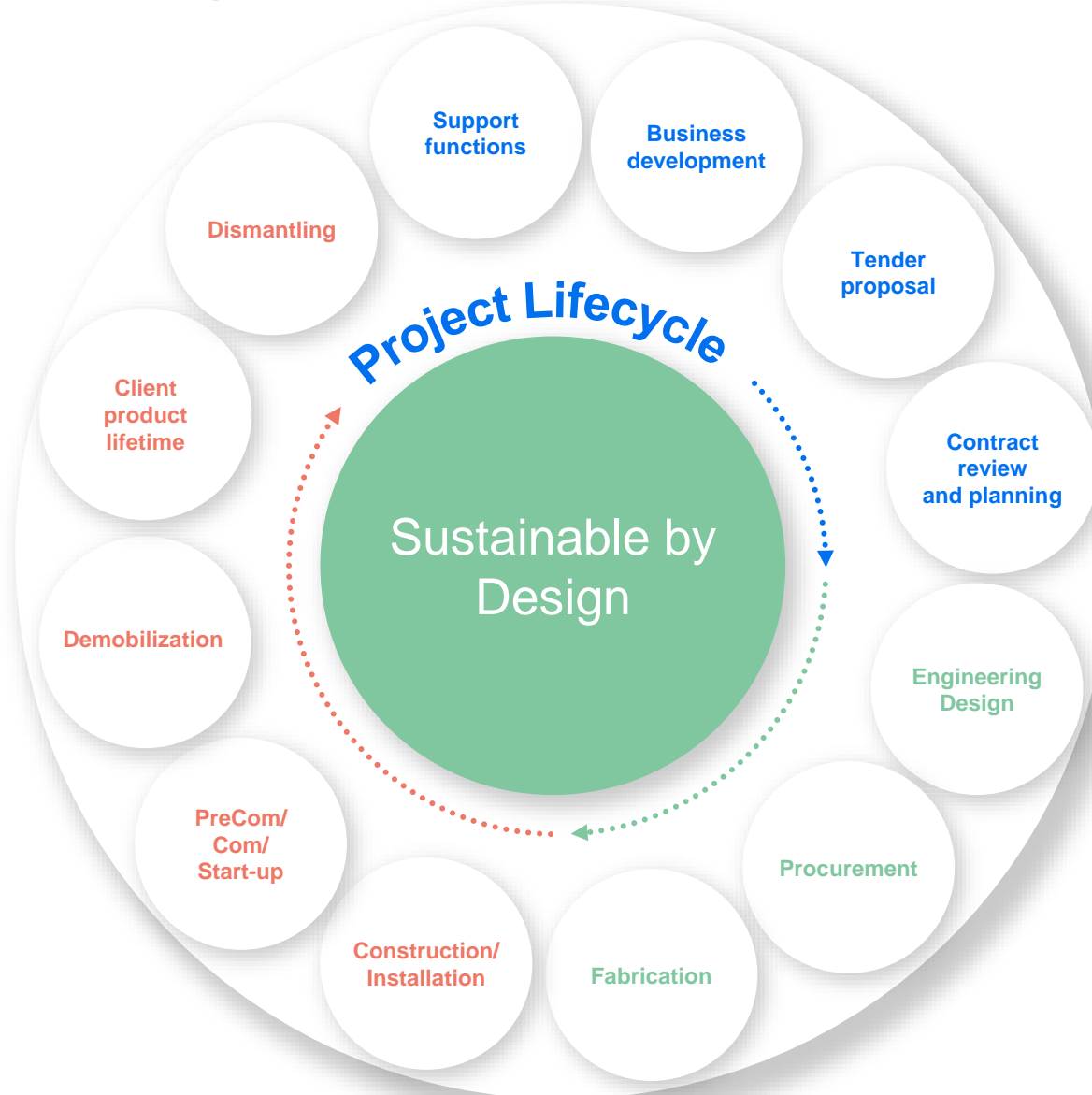
## Risk approach

Conduct Environmental Risk Assessments on all EPC projects and assets by 2025.



## Protect Biodiversity

Establish Biodiversity Management Plans on all high environmental risk projects by 2025.



## Sustainable Alternatives

Develop a catalogue of sustainable alternatives for clients.



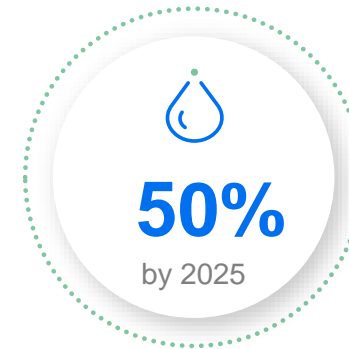
## Enhance Circularity

Perform lifecycle assessments for key technologies and equipment.  
Focus on local development.

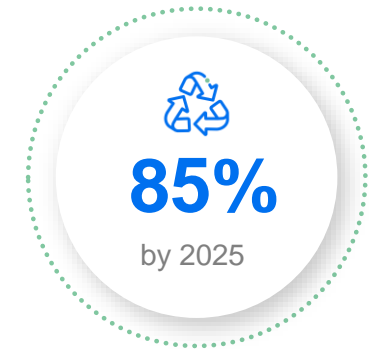
## Improve environmental performance of our operations



Main entities  
ISO 14001<sup>1</sup>  
certified



Water consumed  
on site from reused  
sources by 2025



Waste are  
valorized<sup>2</sup>

▼  
**ENABLE  
PEOPLE  
TO THRIVE**



**ADVANCE AN INCLUSIVE CULTURE**

By promoting an inclusive and caring environment that encourages our people to perform, innovate and grow.

**SAFEGUARD PEOPLE AND REINFORCE WELLBEING**

By adhering to the very highest standards to create a safe, healthy and agile work environment.

**ATTRACT AND GROW TALENTS**

By creating unique opportunities and equipping our teams to create pioneering sustainable solutions and accelerate the energy transition.

**UN SDGs**



# ESG Scorecard



ENABLE  
PEOPLE  
TO THRIVE



## Ambition

## 2021 Status

## Target

• Women hiring on yearly graduate intake	50%	50%	yearly
• Women in leadership positions <sup>1</sup>	12%	25%	2025
• Main countries <sup>2</sup> have local diversity action plan	Starts in 2022	100%	2025
• Eligible construction sites with BBS <sup>3</sup> program	50%	100%	2025
• Entities complying with our new core benefits standard worldwide	Starts in 2022	>90%	2025
• Employees participating in the ESG learning	Starts in 2022	>90%	2022
• International Graduate Program dedicated to Energy Transition	Starts in 2022	100%	2023

<sup>1</sup> Band grade 15 and above based on our internal classification system

<sup>2</sup> France, India, Italy, USA, UAE, Malaysia, Spain, United Kingdom, Netherlands, Colombia

<sup>3</sup> Behavior Based Safety



# Talented global workforce across 34 countries

Working together to overcome challenges



**15,000**

Highly qualified  
employees



**27%**

Women



**108**

Nationalities



**~870**

Project Managers<sup>1</sup> &  
Top Technical Experts

## Multi-center approach

# Advance an inclusive culture

## Our journey



Remove barriers and prevent discrimination by advancing the **Inclusion in Action** journey

### Step 1

Understand the foundations of inclusion in a diverse and global environment

### Step 2

Recognize and act to remove unhelpful biases from our ways of working

### Step 3

Take everyday actions to promote a culture of inclusion and belonging

## Our 4 gold standards



We challenge our biases and embrace diversity of thought.



No one has all the knowledge and solutions, collectively we do.



We foster a caring environment where people are respected, comfortable to share and be heard.



We promote active listening for effective decision and action.



## Our journey to enhance Diversity


### Progress

#### Gender Diversity &


#### Women in Leadership

Gender pay equity,  
certified by  
external audit

Sponsoring and  
mentoring programs  
for women

  
**50%**  
Per annum

Women hiring  
on graduate  
intake

  
**25%**  
By 2025

Women  
in leadership  
positions<sup>1</sup>

### Advance Diversity

#### based on

#### Local Context

Covering 80%  
of our global  
workforce

  
**100%**  
By 2025

Main countries<sup>2</sup>  
with local diversity  
action plan

# Safeguard people

## Lead the Beat

The beat is our health.

Our safety.

The environment.

The beat is at the heart of our Pulse Program.

It's how we create HSE leaders.

**We are the beat!**

Designed to support a strong HSE culture.

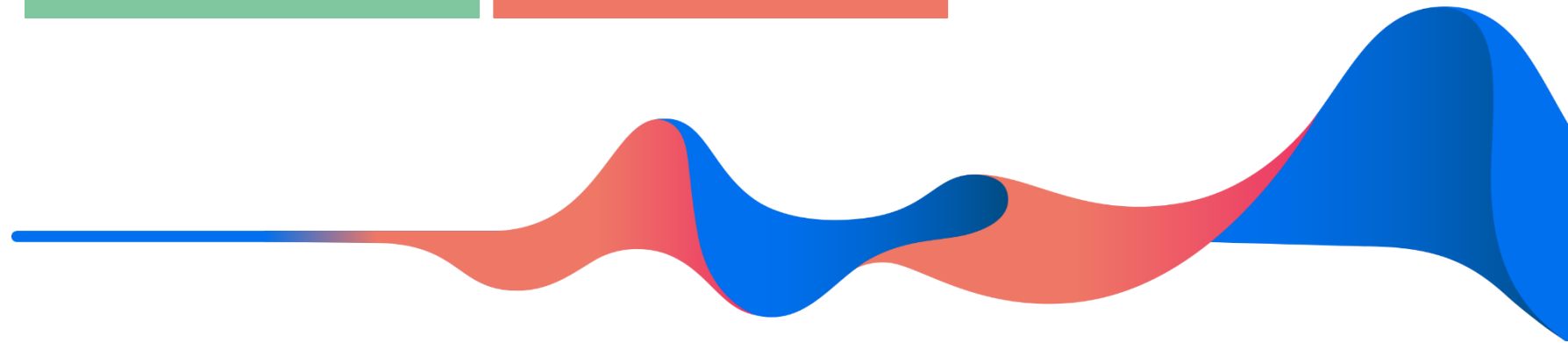
Focused on developing employees to adopt a positive mindset and HSES leadership behaviors.

Supports our HSES policy and makes our HSE processes and tools more effective.

Helps us to align behaviors and work collectively and collaboratively to foster an incident-free working environment.



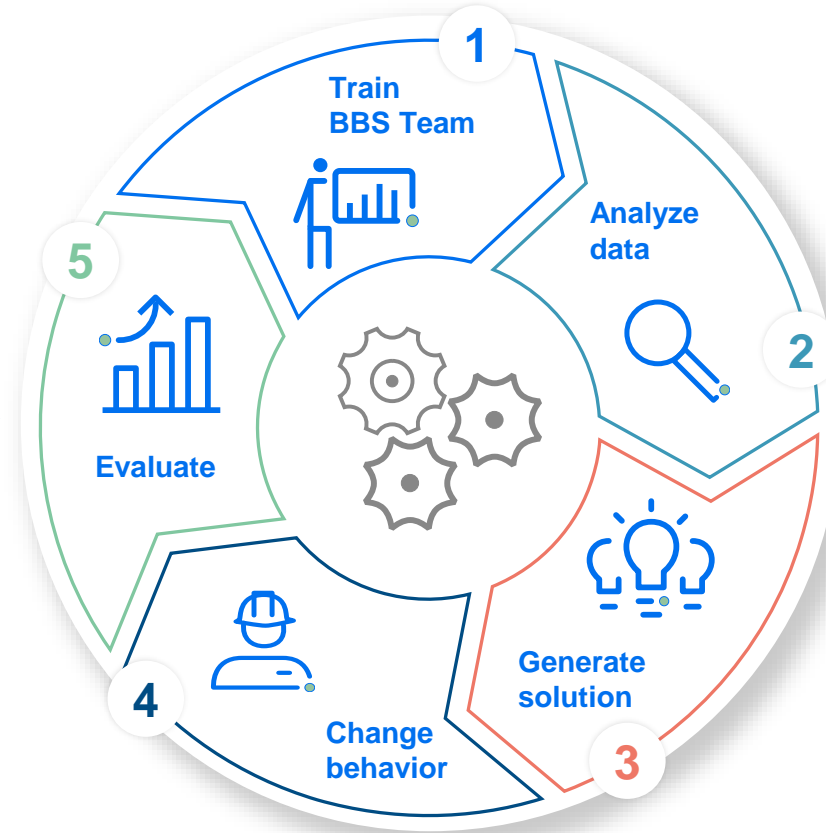
## Pulse



## Behavior Based Safety (BBS)



**Pulse**  
Enriching our  
Pulse Program  
with BBS



### Our Target



Eligible construction sites with BBS program by 2025



**From workers to workers:** proactive approach focused on safe behaviors

## Reinforce wellbeing



### Reshape Engagement

Annual engagement survey for all employees from 2022

### Core benefits standard

Leverage our benefits by developing a new global core benefits standard

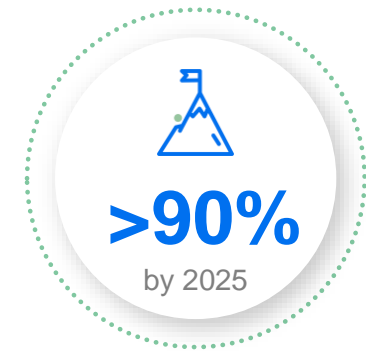
### Wellbeing Support

Wellbeing ambassadors and psychological assistance

### Leadership awareness

To improve our teams' mental fitness and wellbeing.

### Our Target



Entities complying  
with our new core  
benefits standard  
worldwide

## Our actions to create a healthy work environment

## Reinforce wellbeing

# Smart Working

We are always discovering **new ways of working**, and **continuously adapt** how we do business

Our strategy for a more **agile culture** with new ways of working and collaborating, enabling us to be fully empowered and efficient.

### Our target



Smart Working policy implemented across all our entities



Flexible working options and environments



Behavioral change to enable agility and innovation



New forms of remote collaboration



Maximizing data-driven processes

# Attract and grow talents

Bringing together expertise and innovative learning methods

## Focus on project management, engineering and technology

Development programs – from entry level to advanced – for project management, engineering and technology.

## Accelerate the Energy Transition

Dedicated energy transition learning and an **International Graduate Program** to evolve skills and attract the very best talent.



## Digital Education Plan

Enhance data skills of all our people and introduce a new development path for Data Science including a Data Upskilling Program.

## > 90% of employees participate in ESG learning by 2023

New dedicated ESG learning to empower and generate ideas as active citizens in our ESG culture.

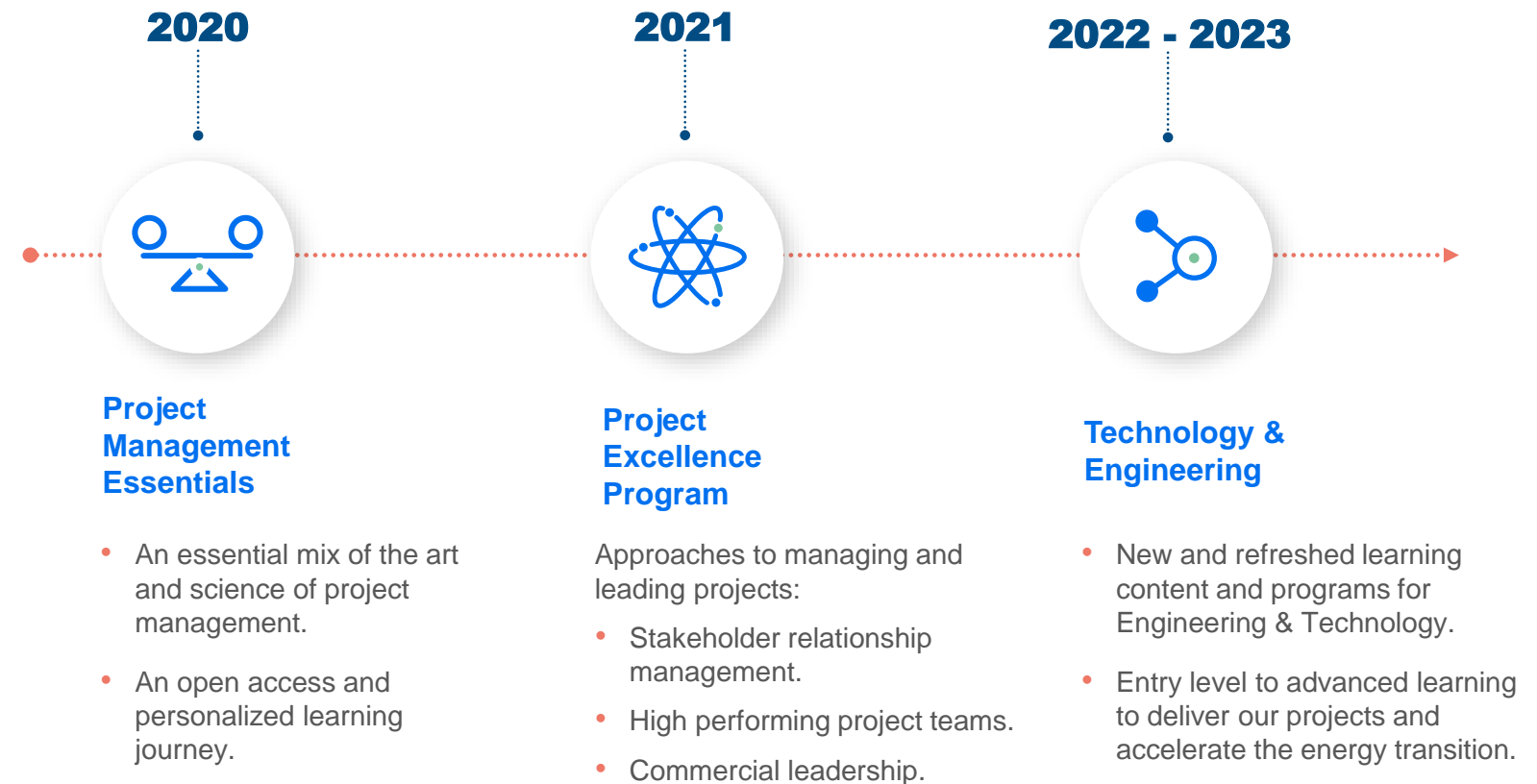


# Give equal development opportunities and enhance skills for core disciplines

## Learning programs for our current context and needs

- Team-based learning
- Designed for us; focused on core areas for maximum impact
- Maximising use of our internal know-how and expertise

## Full change and investment plan, delivered over four years



## Our Data Science Learning Pathway

### Learning programs to develop employees' data science skills

- To **accelerate** our transformation into a data-driven company.
- To **develop** internal skills, build commitment and develop employability.
- To **increase** attractiveness on the market.

#### Data Awareness

Align on a common language and data **basics for all employees**.

Develop skills on Cloud basics, cybersecurity, data compliance, etc.

Additional **skills to adapt** to the digital landscape changing.

#### Advanced Data

**Reskilling** to bring deep expertise and advance learning.

#### Data Upskilling Program

Upskilling in data management and data science.

The program is open to **motivated volunteers** who wish to upskill on Data Science.

Build an internal **pool of data science talents**.

**In 2021**, the program were launched, and **20 employees** were selected to participate.



▼  
**LEAD  
RESPONSIBLY**



**INTEGRATE ESG INTO OUR BUSINESS STRATEGY**

By incorporating ESG criteria into our decision-making process.

**STRENGTHEN ESG ACCOUNTABILITY & TRANSPARENCY**

By ensuring that ESG matters are overseen at all levels of our organization.

**FOSTER INTEGRITY**

By adhering to the highest integrity principles and compliance standards.

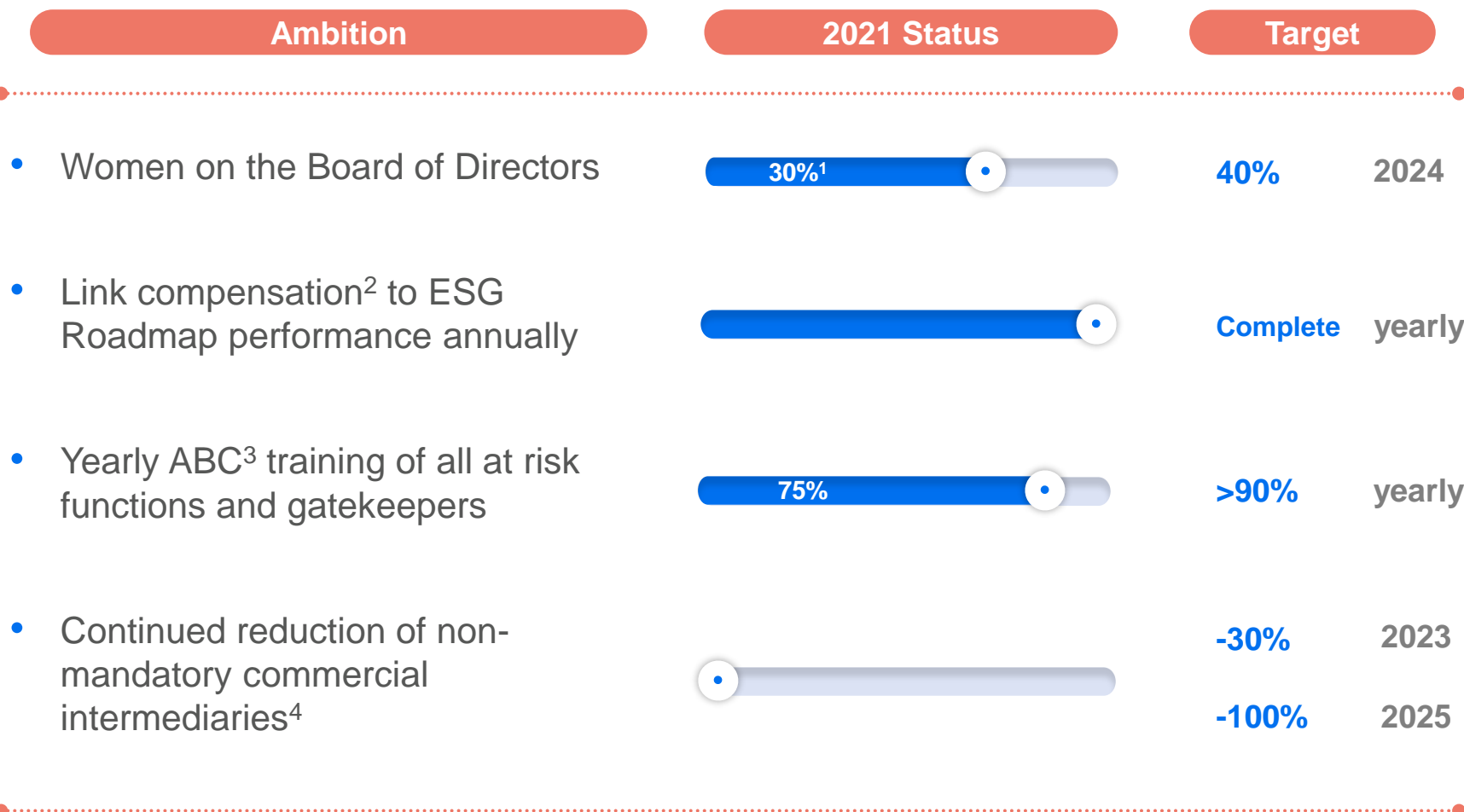
UN SDGs



# ESG Scorecard



LEAD  
RESPONSIBLY



<sup>1</sup> Including the board observer nominated in October 2021 and to be appointed at the AGM 2022

<sup>2</sup> CEO, Executive Committee Members and all eligible employees

<sup>3</sup> Anti-Bribery and Anti-Corruption

<sup>4</sup> Baseline year 2021 with 12 non-mandatory commercial intermediaries

# Strengthening our ESG culture

## ESG cascading through the organization



# Integrate ESG into our business strategy

Business lines oriented to a low-carbon agenda

## Gas & Low Carbon Energies



## Sustainable Fuels, Chemicals & Circularity



## Carbon Free Solutions



## T.EN X Consulting & Products



Engage on projects where there is a low carbon agenda



Diversify to expand opportunities



Drive Business Development & Tendering activities



Grow revenue streams in our business lines



Define Markets strategy & Offerings



# Integrate ESG into our business strategy

ESG becomes integral to commercial selectivity

## Commercial selectivity

Engage on projects where there is a **low-carbon agenda**



**Bidding strategy:** prioritize opportunities with decarbonization scope and high energy efficiency



## Promoting sustainable solutions to clients

Provide **cleaner solutions** for LNG, downstream and offshore markets; brownfield and greenfield



Assess **project's potential** to integrate sustainable development and contribute to Paris goals



Promote decarbonized solutions in **front-end design and tender phases**



Collaborate with customers and partners to **scale and commercialize new energy technologies**



# Strengthen ESG accountability & transparency

Provide effective oversight of ESG matters



**Board  
Agenda**

Regular ESG  
discussion at Board  
level since company  
inception



**40%**

At least 40%  
women on the  
Board at AGM  
2024<sup>1</sup>



**Reinforce  
skills**

ESG in the Board Skills  
Matrix and dedicated  
trainings for Board and  
ExCom



**Reporting**

Sustainability Report  
audited and aligned to  
international frameworks  
(TCFD<sup>2</sup>, SASB<sup>3</sup>, CDP<sup>4</sup>...)



**25%**

Compensation<sup>5</sup>  
linked with ESG  
KPIs from 2022

<sup>1</sup> Planned to be achieved and reported on or before the Company's 2024 AGM

<sup>2</sup>TCFD: Task Force on Climate-related Financial Disclosures

<sup>3</sup> SASB: Sustainability Accounting Standards Board

<sup>4</sup> CDP: Carbon Disclosure Project

<sup>5</sup> 25% of the Annual Bonus Performance and 25% of Performance Stock for the CEO, Executive Committee Members and all eligible employees

# Compensation linked with strong ESG performance indicators

## Annual Performance Bonus

ExCom<sup>1</sup> and all eligible employees



### 2022 ESG Targets

- Zero Fatalities
- Report 100% of scope 3 GHG emissions
- > 90% of employees participating in the ESG learning
- 50% of women hiring on graduate intake

## Long-term incentives

ExCom<sup>1</sup> and all eligible employees



### ESG Targets

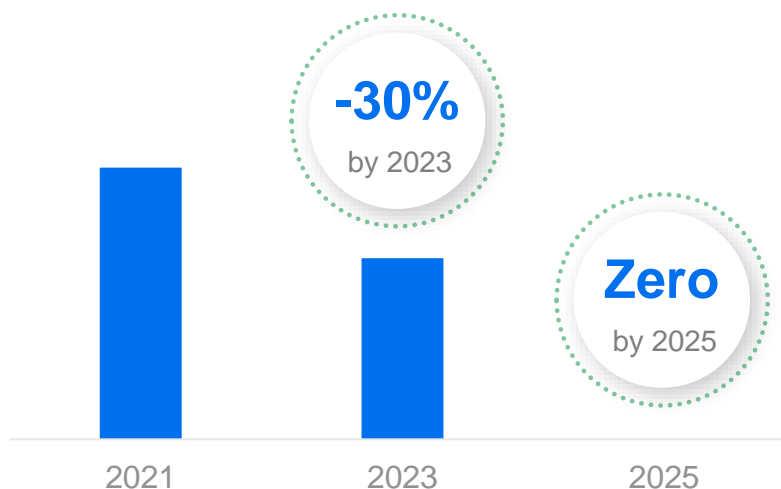
- -30% Scope 1&2 by 2025 compared with 2019
- 25% women in leadership positions by 2025
- Zero non-mandatory commercial intermediaries by 2025

# Foster integrity

## Advancing our world-class compliance program

### Commercial Intermediary Program

- Continued reduction of non-mandatory commercial intermediaries
- Specific training for key stakeholders
- Local and Subject Matter Expert Compliance Counsel support



### Encouraging a speak-up culture



- Zero tolerance for retaliation
- Ethics Point Helpline - independent third-party reporting tool
- Internal awareness campaigns
- Employees have access to allegations statistics and lessons learned through quarterly updates

## A multi-step Anti-Bribery & Anti-Corruption learning approach



### ABC learning Program

#### 1 Identification

Identification of risk functions based on job categories and inputs from regular risk assessments

#### 2 Multi-faceted approach

e-learning, live-training, refreshers, communications and reminders

#### 3 Periodic assessment

To assess effectiveness of training through surveys, audits and company-generated data

#### 4 Continuous improvement

Training and communication adapted based on the periodic assessment

# COLLABORATE TO IMPACT



## JOIN FORCES AND BRIDGE EXPERTISE ACROSS INDUSTRIES

By intensifying our partnerships to unlock innovative value-enhancing opportunities.

## PARTNER TOWARDS A SUSTAINABLE SUPPLY CHAIN

By working with our supply chain to foster sustainable practices on human rights, safety, climate, and environment.

## CONTRIBUTE TO LOCAL COMMUNITIES' DEVELOPMENT

By encouraging our employees to volunteer in community development programs and local initiatives.

## UN SDGs



# ESG Scorecard



**COLLABORATE  
TO IMPACT**



## Ambition

## 2021 Status

## Target

- Supplier and subcontractor qualification integrates ESG criteria



**100%** **2023**

- Key suppliers and subcontractors monitored and audited on ESG performance



**100%** **2025**

- Eligible projects with Human Rights Management System



**100%** **2025**

- Volunteering hours



**30,000** **2025**





“

I am a firm believer in open collaboration, within and among companies, governments, businesses, investors and citizens; within and across industries.

Collaboration is vital across industries to accelerate the energy transition. It reinforces our position as a partner of choice and will create business opportunities for years to come.

Arnaud Pieton,  
Chief Executive Officer  
Of Technip Energies

# Join forces and bridge expertise across industries

Bringing external and internal energies together



Incubating and developing technologies



Supporting scale-up of breakthrough technologies



Collaborating with institutions on R&D



Indian Institutes of Technology

Play an active role in global initiatives



# Partner towards a sustainable supply chain

## Onboarding our supply chain in our ESG journey

### ESG Councils

#### Our think tank for ESG innovation & implementation

We aim to set ESG councils with our suppliers and subcontractors for the benefit of our full Supply Chain

**Enhance**  
ESG Performance



**Share**  
best practices  
and innovations

**ESG  
Council**

*Shared Vision  
and Targets*

**Deploy**  
initiatives and  
encourage feedback



**Standardize**  
solutions

### Our Target

**100%**

Supplier and subcontractor qualification integrates ESG criteria from 2023

**100%**

Key suppliers and subcontractors monitored and audited on ESG performance by 2025

## Focus on Human Rights

We endeavor to embed respect for human rights in our operations and supply chain following the UN Guiding Principles on Business & Human Rights



Collaborative work with business partners in the industry



The protection of human rights principles is an essential business principle

### Our target

100%

Eligible projects have a **Human Rights Management System** by 2025





# Contribute to local communities' development

## Volunteering Program

### Actions focused on

STEM<sup>1</sup> Education

Health

Environment

Inclusion

Enhance solidarity wherever we operate

## 30,000 volunteering hours by 2025



Our ESG Scorecard





# ESG SCORECARD

Pillar	Ambition	2021 Status	Target <sup>1</sup>
 <b>DRIVE</b> SOLUTIONS FOR THE CLIMATE	Reduce Scope 1 & 2 emissions compared to 2019	-8%	-30% by 2025
	Net Zero scope 1 & 2	18.8 kt CO <sub>2</sub> eq	Net Zero by 2030
	Data centers zero carbon footprint certified		100% by 2025
	Report full scope 3 emissions		Complete by 2023
	R&D budget allocation to our Energy Transition domains	68%	100% by 2025
	Main entities ISO 14001 certified	63%	100% by 2025
	Water consumed on sites from reused sources	21.3%	50% by 2025
	Waste valorized	75%	85% by 2025
	Women hiring on yearly graduate intake	50%	50% yearly
	Women in leadership positions	12%	25% by 2025
 <b>ENABLE</b> PEOPLE TO THRIVE	Main countries <sup>2</sup> have local diversity action plan		100% by 2025
	Eligible construction sites with BBS program	50%	100% by 2025
	Entities complying with our new core benefits standard worldwide		> 90% by 2025
	Employees participating in the ESG learning		> 90% by 2022
	International Graduate Program dedicated to Energy Transition		Done by 2023
	Women on the Board of Directors	30%	40% by 2024 <sup>1</sup>
	Link compensation to ESG Roadmap performance annually	Completed 2021	Complete yearly
 <b>LEAD</b> RESPONSIBLY	Yearly ABC training for all at risk functions and gatekeepers	75%	>90% yearly
	Continued reduction of non-mandatory commercial intermediaries		-100% by 2025
	Supplier and subcontractor qualification integrates ESG criteria		100% by 2023
	Key suppliers and subcontractors monitored and audited on ESG performance		100% by 2025
	Eligible projects with Human Rights Management System		100% by 2025
	Volunteering hours	14,360	30,000 by 2025
 <b>COLLABORATE</b> TO IMPACT			

<sup>1</sup> Technip Energies consider 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 is planned to be achieved and reported on or before the Company's 2024 AGM.

<sup>2</sup> France, India, Italy, USA, UAE, Malaysia, Spain, United Kingdom, Netherlands, Colombia





Find more information here

Sustainability

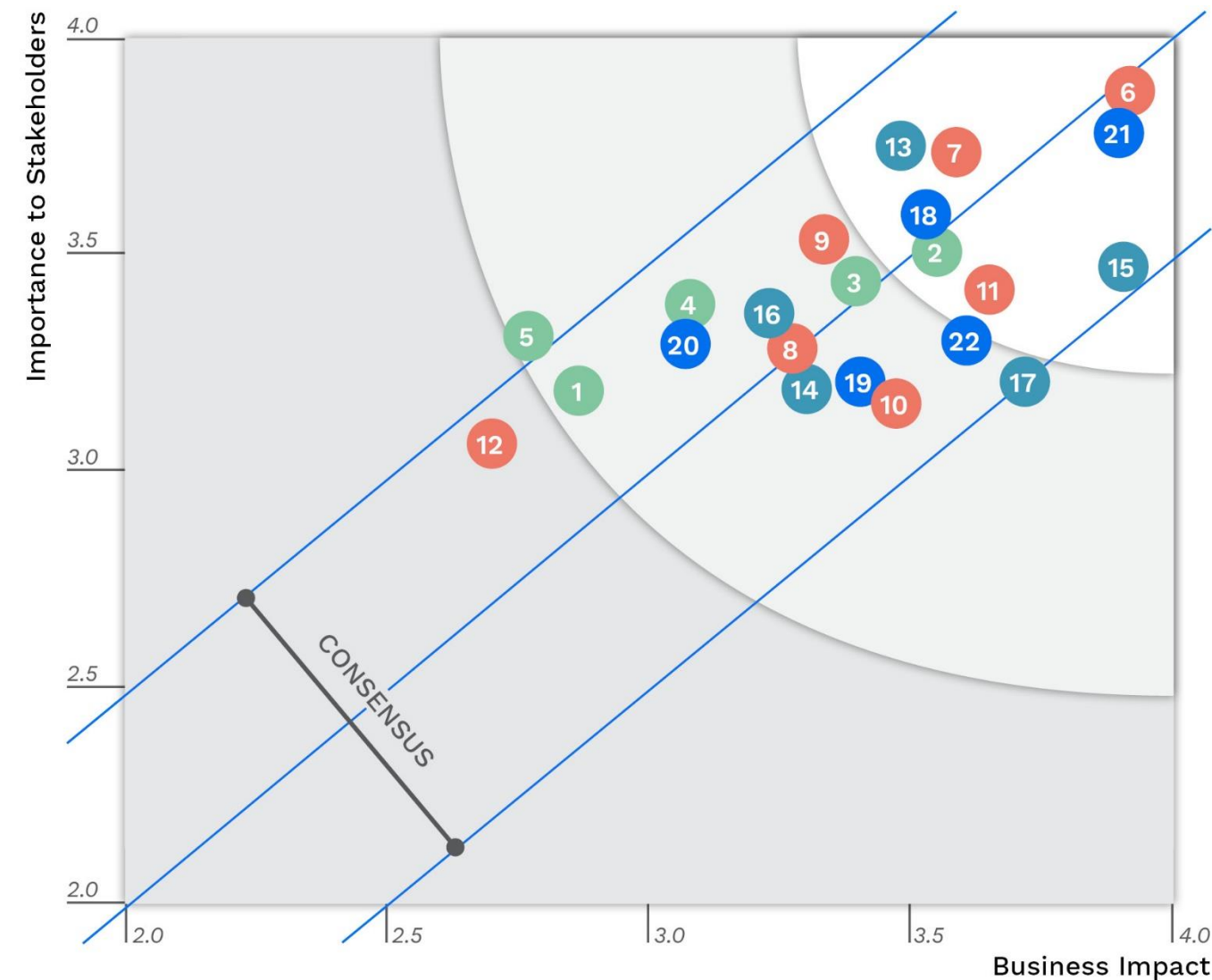
[investor.relations@technipenergies.com](mailto:investor.relations@technipenergies.com)

[sustainability@technipenergies.com](mailto:sustainability@technipenergies.com)

Three large, semi-transparent circles are positioned horizontally across the middle of the slide. The leftmost circle is blue, the middle one is red, and the rightmost one is also red. They overlap each other, creating a gradient effect.

# Appendices

# 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 sustainability & Energy Transition

- 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 & digitalisation

## 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

# Glossary

1. **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.
2. **CAPEX:** Capital expenditures company's major, long-term expenses.
3. **CI:** Commercial Intermediaries.
4. **CDP** is a not-for-profit organization that runs the global environmental disclosure system. More information at <https://www.cdp.net/en>
5. **ExCom:** Executive Committee. Meet the Technip Energies ExCom at <https://www.technipenergies.com/about/executive-team>
6. **ESG:** Environmental, Social and Governance.
7. **ESG Materiality Assessment:** A methodology used to identify and prioritize ESG issues that are the most critical and/or relevant for an organization.
8. **GHG emissions:** Greenhouse gas emissions.
9. **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. More information at <https://ghgprotocol.org/>
10. **ISO 14001:** Environmental management systems ISO standard. More information at <https://www.iso.org/iso-14001-environmental-management.html>
11. **KPI:** Key Performance Indicator.
12. **SASB:** International standards to guide the disclosure of financially material sustainability information by companies to their investors. Available for 77 industries, the Standards identify the subset of environmental, social, and governance (ESG) issues most relevant to financial performance in each industry. More information at <https://www.sasb.org/>
13. **SBTi:** The Science Based Targets initiative (SBTi) drives ambitious climate action in the private sector by enabling companies to set science-based emissions reduction targets aligned with the Paris Agreement. More information at <https://sciencebasedtargets.org/>
14. **STEM:** Stands for Science, Technology, Engineering and Mathematics and it is a broad term used to group together these academic disciplines.
15. **Targets deadline:** Technip Energies consider 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 is planned to be achieved and reported on or before the date immediately following the Company's 2024 AGM.
16. **TCFD:** Task Force on Climate-related Financial Disclosures. More information at <https://www.fsb-tcfd.org/>
17. **Technip Energies 10 Main Countries:** They are the countries where our main workforce are located. In the date of publication of this document they are France, India, Italy, USA, UAE, Malaysia, Spain, United Kingdom, Netherlands, and Colombia.
18. **UN SDG:** The United Nations Sustainable Development Goals. More information at <https://www.unglobalcompact.org/sdgs>
19. **Waste valorized:** Waste reused, recycled, composted, and recovery (including energy recovery).