



CONFLICT OF INTERESTS POLICY

POL-COR-015-03-Rev.0-Sep 2024

This policy defines Technip Energies' commitment to avoiding and mitigating actual, potential or perceived Conflicts of Interests.

At Technip Energies, we:

- Implement fair and objective employment practices and basing all employment decisions only on qualifications, performance, skills, and experience, and ensuring that such employment decisions are not influenced by familial or friendly relations.
- Ensure that recruitment decisions, including in the context of implicit or explicit hiring requests made by a third party, are made based upon the sole needs and determination of Technip Energies and in compliance with standard processes.
- Ensure no recruiting or reporting lines between individuals having close personal relations (including family or friend relationships).

All employees must:

- Annually complete a declaration on the existence or absence of conflicts of interests.
- Make informed business decisions in the best interest of Technip Energies without influence on personal benefit or detriment.
- Always act in Technip Energies' interest when conducting professional activities on behalf of Technip Energies.
- Refrain from taking advantage of any situation, either directly or through a third party, for personal gain or for the gain of a third party.
- Ensure that their activities do not compete with the interest or business of Technip Energies.
- Disclose all Conflicts of Interests to management and implement advice on how to avoid such situation, remove themselves from it, or protect themselves and Technip Energies from the consequences of any Conflict of Interests.

Preventing Conflict of Interests is everyone's responsibility. Every employee is encouraged and expected to decline or stop work if they consider their actions to be against the best interest of Technip Energies.

Any violation of this policy may result in disciplinary action, up to and including termination.

A handwritten signature in black ink, appearing to be 'Arnaud Pieton', written over a horizontal line.

Arnaud Pieton
Chief Executive Officer
September 2024

A handwritten signature in black ink, appearing to be 'Yann Aubin', written over a horizontal line.

Yann Aubin
Chief Compliance Officer
September 2024