Bridging Prosperity & Sustainability

TECHNIP ENERGIES

2024 Sustainability Report

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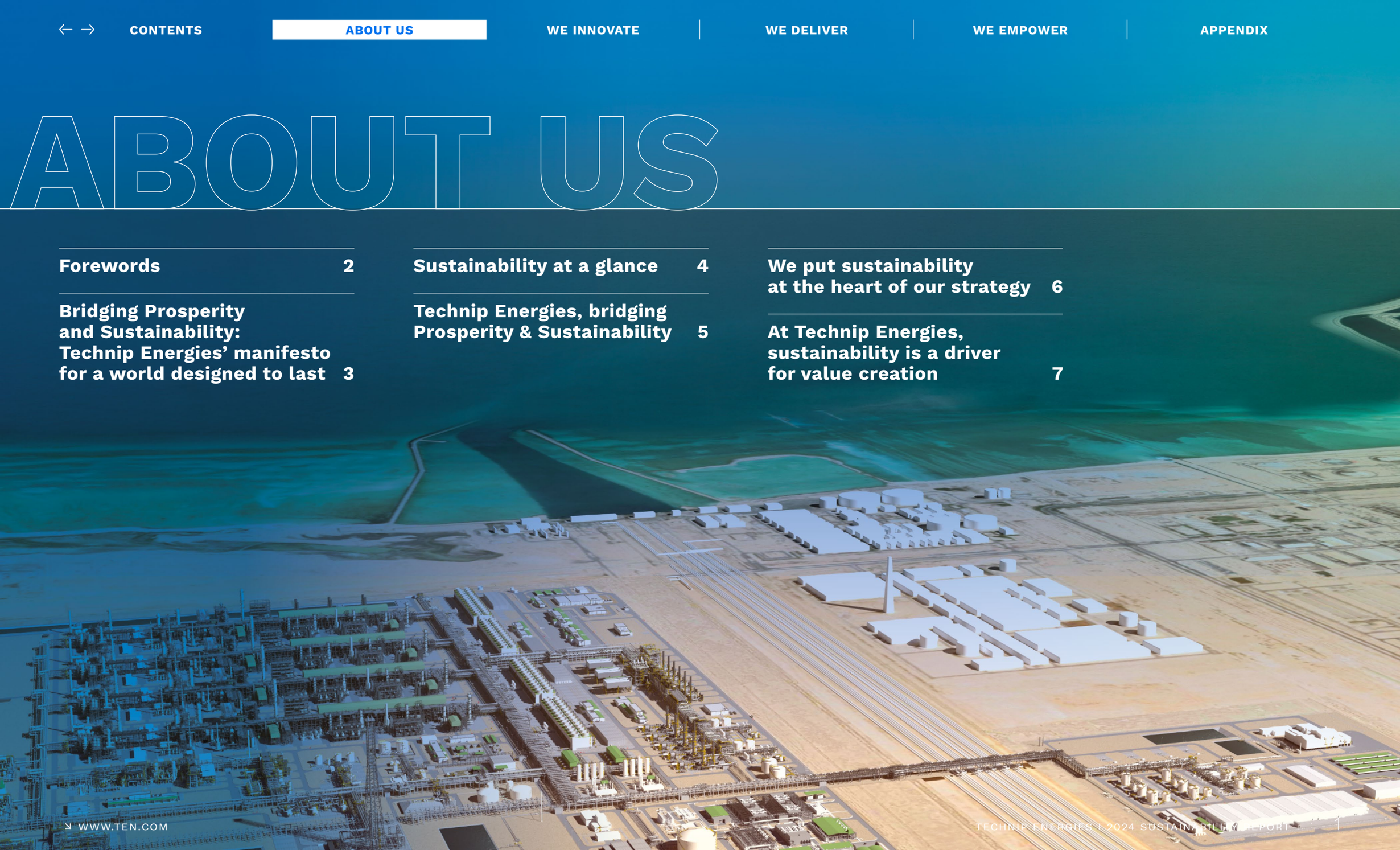
ABOUT US



Forewords

Colette Cohen,
Chair of Sustainability Committee

"2024 has been a year of significant achievements for Technip Energies, and we are excited about the opportunities that lie ahead."

Dear stakeholders,

As chair of the Sustainability Committee, I am pleased to share with you the significant strides Technip Energies has made in advancing our sustainability agenda, reflecting on the achievements of 2024 and looking forward to the future. This year has been marked by important progress in our commitment to innovation, environmental stewardship, and sustainable growth.

SUSTAINABILITY IN ACTION

Sustainability is embedded in the purpose and core values of Technip Energies, driving value creation through all activities of the organization. In 2024, I am pleased to report that progress has been made across all three pillars of the scorecard, thanks to the dedication and motivation of the more than 17,000 talented professionals that make up Technip Energies.

The Company's scope 1 & 2 emissions decreased by 41% compared to 2021. Additionally, our Technology & Innovation Research and Development efforts have intensified and remain fully directed toward creating technologies that support our clients in their decarbonization journey.

We continue to make substantial progress by setting impactful targets and being intentional in our activity and investment decisions. Our 2024 achievements reflect our commitments, supported by new partnerships driving change in sustainable solutions and major low-carbon contract awards, particularly the Net Zero Teeside Power project.

As we transition to a decarbonized future, attracting, engaging, and retaining top talents, while developing skills and competencies, is a priority for the Company. 2024 saw a renewed focus on our Integrity @ the core initiative which reflects our commitment to excellence in how we perform every day. In that spirit, a series of deep dives on sustainability were incorporated into the Sustainability Committee as part of the ongoing Board training program.

We look forward to 2025 and continuing our mission, driving economic sustainable growth in partnership with our customers and suppliers.

BRIDGING PROSPERITY AND SUSTAINABILITY

TECHNIP ENERGIES' MANIFESTO

The world is changing faster than ever, with disruptive events happening at an unprecedented pace. Rapid change has become the norm, and acceleration feels like a constant. By 2050, nearly 2 billion more people will inhabit the Earth[1], urbanization will intensify, and economic activity is expected to double. This will make energy infrastructure needs more critical than ever, posing a significant challenge to ensure efficient and accessible energy supply.

At the same time, climate change demands that we decarbonize our lifestyles, production, and consumption methods. Stakeholders must embrace innovative energy systems that combine sobriety and resilience. Historically, this challenge seemed to force a choice between prosperity and sustainability.

At Technip Energies, we firmly believe that these two imperatives are fundamentally interconnected.

SUSTAINABILITY creates value and offers economic opportunities, crucial for corporate longevity.

PROSPERITY ensures better living conditions for all people, irrespective of their geographical location.

This is why, as a leading technology and engineering powerhouse, we strive to integrate prosperity and sustainability as the core elements of value creation, ensuring they benefit the widest possible audience.

Thus, in collaboration with our clients and partners, we engage at every stage of their project lifecycle: by designing and implementing facilities dedicated to energy production or by providing innovative products and services. This dual approach not only optimizes their industrial performance but also significantly reduces their environmental impact.

However, we recognize that this transition will not occur overnight. It is a long-term process that demands collaborative efforts at all levels, along with a clear vision and steadfast commitment at each stage. We approach this transition with humility and determination, fully aware of the challenges ahead. We remain unwavering in our conviction that every action we take today, each solution we implement, brings us one step closer to a more sustainable and prosperous future.

This ambition is shared by our 17,000+ employees across 34 countries worldwide. Every day, each of them plays a crucial role, regardless of their function. This ambition is more essential than ever to meet the challenges of our century. By innovating, operating, and empowering everyone to act, we drive progress and sustainability.

To create a world designed to last.

FOR A WORLD DESIGNED TO LAST

1 IMF and Goldman Sachs Economic Paper.

Sustainability at a glance

17,000+
employees worldwide

operating across
34
countries

100+
nationalities

31.8%
women in the workforce

My Voice
86%
employees answered our engagement survey (vs. 82% in 2023)

Pulse
10,000+
participants in our HSE Culture and engagement program

We volunteer
29,200+
volunteering hours

41%
GHG emissions reduction in scope 1 & 2 vs. 2021

100%
R&D effort dedicated to energy transition

57
solutions in our catalog of decarbonization solutions

11.2 $MtCO_2eq$
GHG emissions avoided for our clients

100%
new suppliers and subcontractors qualified with sustainability criteria

100,000+
workers reached in our projects by human rights actions

2024 Recognition and Awards

S&P Global
Sustainability Yearbook Member

MSCI
AAA
leadership rating

PLATINUM Top 1% ecovadis Sustainability Rating AUG 2024

SUSTAINALYTICS
TOP 4%
in our industry group

Corporate ESG Performance Prime
RATED BY ISS ESG

Technip Energies, bridging Prosperity & Sustainability

Technip Energies designs and delivers some of the energy world's largest and most complex engineering and construction projects. Technip Energies is a global technology and engineering powerhouse. With leadership positions in LNG, hydrogen, ethylene, sustainable chemistry, and CO_2 management, we are contributing to the development of critical markets.

OUR MARKETS

- Energy
- Energy derivatives
- Decarbonization
- Circularity

OUR GOALS

- Prosperity
- Sustainability

OUR EXPERTISE

- Technology
- Scale
- Ecosystems
- Physical infrastructure

Arnaud Pieton, Chief Executive Officer

"Technip Energies' goal is to bridge the benefits of prosperity with the challenges of sustainability. Through continuous innovation, smart engineering and excellence in execution, I am absolutely convinced that we will continue to deliver sustainable solutions for a world designed to last."

We put sustainability at the heart of our strategy

We are positioned to play a critical role in assisting our clients reach their net zero targets and deliver an affordable, reliable and sustainable energy supply. The energy transition covers different realities depending on our clients' countries, their existing energy mix, economic maturity, and transition ambitions.

Both electrical energy and chemical energy will be essential in the energy mix. They will need to coexist and be integrated effectively to ensure a balanced and efficient energy supply.

At Technip Energies, **we design and deliver added-value solutions for our clients** around the world with the technologies, expertise and know-how that will enable the energy transition to take place at the best possible pace. It requires improving existing technologies, lowering costs, and implementing large-scale industrialization processes. It calls for replicable models and a major standardization effort that we are able to provide.

Benjamin Lechuga,
Chief Strategy & Sustainability Officer

"Our business strategy is intrinsically linked to sustainability. By investing in sustainability, we secure our future and that of future generations, while enhancing our competitiveness and resilience in the face of global challenges."

At Technip Energies, sustainability is a driver for value creation

For Technip Energies, sustainability means guiding our actions with a new way of thinking and a wider definition of value for people and the planet.

Spotlight

WE INNOVATE

→ Through **innovation**, Technip Energies pioneers cutting-edge technologies and solutions that drive the energy transition, ensuring a sustainable future.

100%

R&D effort dedicated to energy transition

WE DELIVER

→ We create **shared value** for clients by delivering reliable, efficient energy solutions and consistently enhancing our global performance through excellent project execution.

28%

commercial pipeline on decarbonization*

* Commercial pipeline through end-2026.

WE EMPOWER

→ **Empowerment** is at the core of Technip Energies' spirit, fostering a culture of inclusivity and collaboration that empowers employees, partners, and communities to achieve shared sustainability objectives.

82%

of our employees felt a sense of personal accomplishment

Sandra Melki,
Vice President Sustainability

"We have structured our sustainability actions and value creation around three core areas: **Innovate, Deliver, and Empower**. We believe in driving market innovation, implementing sustainable business practices, and empowering our entire ecosystem."

WE INNOVATE

We innovate to offer decarbonization solutions for our clients

From our key offers...

Our standardized solutions simplify supply chains, reduce risk, and speed up market entry, aligning with our decarbonization strategy.

Canopy™ by T.EN | Powered by Shell CANSOLV®

Canopy by T.EN™ offers flexible, integrated post-combustion carbon capture solutions for various emitters, powered by Shell CANSOLV® CO_2 Capture System. It ensures high CO_2 recovery rates, energy efficiency, and minimal emissions, helping industries meet emission reduction targets quickly and affordably.

→ Click here to learn more

BlueH2™ by T.EN

Technip Energies' BlueH_2 by T.EN™ offers low-carbon hydrogen solutions using SMR (Steam Methane Reforming) and ATR (Auto Thermal Reforming) technologies with up to 99% carbon capture. This integrated approach helps decarbonize industries and heavy transportation, providing cost-effective hydrogen production with a minimal carbon footprint.

→ Click here to learn more

SnapLNG™ by T.EN

Technip Energies launched SnapLNG by T.EN™ in 2023 to meet the demand for small to mid-size LNG projects. This modular 2.5 Mtpa LNG plant is electrically driven, pre-commissioned, and ready for delivery and installation. It ensures schedule certainty, cost competitiveness, and low emissions, treating various gas compositions in onshore environments.

→ Click here to learn more

57 solutions

in our catalog of Decarbonization solutions

→ Green cooling tower, industrial waste concrete, sustainable building, etc.

→ Decarbonization studies for refineries, recycling solutions for industrial effluents, flare gas recovery unit, etc.

and much more...

We innovate to offer decarbonization solutions for our clients

... to new companies

A JOINT-VENTURE WITH JOHN COCKERILL TO ACCELERATE GREEN HYDROGEN AND POWER-TO-X INDUSTRIALIZATION

- Focusing on efficient, low-carbon hydrogen production for industrial applications
- Leveraging cutting-edge technology and extensive expertise to drive the energy transition and sustainability

FOCUS ON CLEAR100+

In 2024, Rely launched Clear100+, a standardized, configurable 100 MW green hydrogen plant. It features pre-assembled alkaline electrolyzers and treatment units, ensuring cost-effective, reliable, and safe hydrogen production with reduced implementation time and an optimized footprint.

→ Learn more at **relysolutions.com/**

A MATERIALS REGENERATION COMPANY FOCUSED ON CREATING INNOVATIVE SOLUTIONS FOR REGENERATING POLYESTER TEXTILES AND PET WASTE

- Focusing on recycling PET from post-consumer textile waste
- Using innovative technology originating from IBM Research
- Aiming to address the growing demand for recycled polyester, reduce textile waste and establish a global textile recycling circular ecosystem for the industry

REGENERATION HUB ZERO

In 2024, Reju opened its first textile-to-textile hub, Regeneration Hub Zero, in Frankfurt, Germany. This hub aims to produce a lower carbon polyester from textile waste.

→ Learn more at **reju.com/**

A 50/50 JOINT-VENTURE WITH SBM OFFSHORE, OFFERING A WIDE RANGE OF SOLUTIONS FOR FLOATING OFFSHORE WIND (FOW)

- Offering full EPCI services and proprietary technologies: INO, INOC, and Float4Wind
- Bringing 65+ years of combined supply chain expertise from its parent companies
- Core team of 40+ specialists

Driven by experience and delivery certainty, Ekwil is advancing the future of floating wind.

INO AND FLOAT4WIND

Created in 2024, Ekwil combines two state-of-the-art technologies: Float4Wind Tension Leg Platforms, which offer unique motion performance similar to fixed locations, and INO semi-submersible platforms, which provide secure and efficient support for any turbine size at any site.

→ Learn more at **ekwil.com/**

We innovate through our technologies

Our technologies are enabling molecule transformation processes for a world designed to last.

→ Deep **expertise** in commercializing **groundbreaking technologies**

→ Enhance **clients' projects** and **support decarbonization goals**

→ **Develop, design, commercialize,** and **integrate** a wide range of **technologies**

100%
R&D efforts
dedicated to energy transition

As there can be no energy transition without sustained, long-term investments in technology and innovation, our commitment is to invest 1% of revenues in R&D activities.

We are establishing technology pathways for our clients to achieve their net zero ambitions.

Wei Cai,
Chief Technology Officer

"Our technology strategy and position is unique among our peers and our approach brings technologies to market much faster, at scale, and with the right economics to reconcile prosperity and sustainability."

Technip Energies' technology proof points driving sustainable value for our clients

HUMMINGBIRD®

SUSTAINABLE FUELS

Opening a pathway to SAF

- Ethanol-to-ethylene technology
- Utilized in world's first commercial scale AtJ[1] SAF facility

1 Alcohol-to-Jet – Freedom Pines, Georgia, USA

BIO-2-GLYCOLS™

BIOCHEMICALS

Enabling green polyester

- A bio-solution to produce MEG[2] from glucose
- Pilot plant running
- Commercialization in 2025

2 Mono ethylene glycol

EARTH®

HYDROGEN

A recuperative reforming solution

- Enhanced Annular Reforming Tube for Hydrogen
- Reduces fuel costs by 30% and CO_2 emissions by up to 10%
- Fully proven with at least 3 applications

SCALING UP OUR EFFORT WORLDWIDE

500+
recognized technical experts in the Technical Expertise Program

~2,800
patents

60+
proprietary technologies

40+
technology alliances

We innovate through external collaborations and partnerships

Collaboration with industry partners and technology startups represents a substantial portion of our technology and innovation portfolio. These collaborations and partnerships bring together unique and complementary expertise and accelerate the development and commercialization of new technology solutions to advance the energy transition.

2024 key collaboration agreements and partnerships

BIOFUELS

Collaboration with Enerkem Inc. to accelerate the deployment of its technology platform for biofuels and sustainable chemical products from non-recyclable waste materials into sustainable methanol or marine fuel, which after further processing will be able to produce biofuels, such as sustainable aviation.

CCUS

Technip Energies and Shell Catalysts & Technologies strengthened their relationship towards global exclusivity for the delivery of amine-based post-combustion carbon capture based on Shell's cutting-edge CANSOLV®* CO_2 Capture System.

*CANSOLV is a Shell trademark.

PLASTIC CIRCULARITY

Technip Energies, Alterra and Neste signed a collaboration agreement to advance the circularity of plastics by providing the industry a standardized technology solution for chemical recycling, also referred to as "advanced recycling".

Technip Energies and Anellotech, Inc. signed a global joint development agreement to work cooperatively to further develop and then license Anellotech's Plas-TCat™ process, a one-step thermal-catalytic recycling technology that converts mixed plastic wastes back into their constituent basic chemicals.

Low-emission furnace

Pioneering sustainable ethylene production

THE CHALLENGE

Ethylene is a fundamental building block for thousands of chemicals and materials used in everyday products. However, traditional ethylene production methods are significant sources of CO_2 emissions, contributing to climate change, especially for the ethylene cracking furnaces. The challenge was clear: How can we meet the growing global demand for ethylene while significantly reducing CO_2 emissions from its production? Furthermore, can we innovate to make the production process more energy-efficient and sustainable?

TECHNIP ENERGIES' RESPONSE

Technip Energies has developed the Low-Emission Furnace (LEF) design, a groundbreaking technology aimed at reducing the carbon footprint of ethylene production. This innovative approach demonstrates Technip Energies' decades of effort on cracking furnace thermal efficiency improvement to address the challenge of meeting global demand for ethylene while significantly reducing CO_2 emissions. The LEF design can reduce furnace CO_2 emissions by 30% by maximizing flue gas combustion air preheating. The feed effluent Transfer Line Exchanger (TLE) is a critical piece of equipment that integrates feed and dilution steam preheating with cracking effluent quenching. Last year, the double pipe feed effluent TLE test was completed at our pilot testing facility in the Netherlands, resulting in a contract with CPChem for their facility in Sweeny, Texas. This project includes furnace detailed engineering and proprietary TLE equipment supply. Additionally, the shell and tube feed effluent TLE test is ongoing, with projects such as CSPC III low-emission mixed feed cracker in China, and IOCL low-emission mixed feed cracker in India. Through these efforts, Technip Energies keeps pioneering sustainable solutions in ethylene production, demonstrating a commitment to innovation and environmental responsibility.

THE IMPACT

The Low-Emission Furnace represents a significant advancement in sustainable ethylene production. By integrating this innovative technology into existing and new ethylene production facilities, we can achieve a substantial reduction in global CO_2 emissions.

- **Environmental benefits:** The LEF design reduces CO_2 emissions by 30%, contributing to the fight against climate change and supporting global sustainability near-term goals. The technology can further reduce CAPEX and OPEX to achieve carbon neutral goals with 100% H_2 firing or carbon capture implementation on the furnace in the future.
- **Economic and social benefits:** This technology will create jobs and boost economic growth. For instance, the CPChem Sweeny project highlights significant investment and job creation potential.
- **Scalability and replication:** The successful implementation of the TLE technology in projects such as the 1600KTA CSPC III and 1500KTA IOCL low-emission mixed feed crackers shows its scalability and potential for global replication.

Technip Energies' Low-Emission Furnace is a testament to our commitment to innovation and sustainability, driving the energy transition and ensuring a sustainable future for the chemical industry.

WE DELIVER

We deliver value to our clients and society

SOME ICONIC CONTRACT AWARDS

In 2024, Technip Energies was awarded major low-carbon innovative contracts. Such contracts are pivotal for Technip Energies' sustainability strategy and encourage the development and implementation of cutting-edge technologies that significantly reduce carbon emissions while supporting local economic development.

Business cases

MARSA LNG BUNKERING PROJECT

One of the lowest GHG emissions intensity LNG plants ever built worldwide.

EPC contract awarded by TotalEnergies and OQ in Oman.

1 Mtpa
yearly LNG production capacity

100%
electrically driven and supplied with solar power

LNG produced
to be used as marine fuel, reducing the shipping industry's carbon footprint

Local Content
initiatives encourage the employment of the local workforce and the sourcing of services and goods locally

LOW-CARBON RUWAIS LNG PROJECT

First LNG export facility in the Middle East and North Africa region to run on clean power.

EPC contract[1] from ADNOC in Al-Ruwais Industrial City, Abu Dhabi.

9.6 Mtpa
yearly LNG production capacity

Electrified LNG trains
powered with nuclear energy

55% ICV[2]
target improvement plan for the development of Ruwais City Area

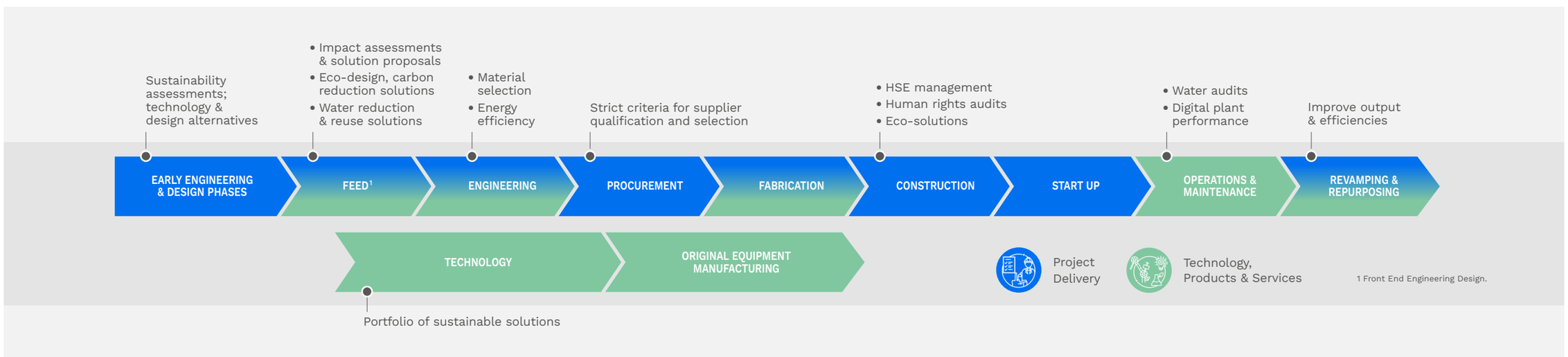
1 Joint Venture led by Technip Energies, with JGC Corporation and NMDC Energy.
2 In-Country Value.

We deliver sustainability at every step of the project lifecycle

From the framing phase to execution, we develop sustainable and competitive solutions.
Our objective is to support clients with the best products and services in their decarbonization journey while positively contributing to the environment and society.

Loïc Chapuis,
Chief Operating Officer

"While in the past we were the one pushing for new ideas, over the last two years our clients' mindset has shifted and now our sustainability offering is in demand up front."



Net Zero Teesside Power
Pioneering carbon capture and boosting the local economy

THE CHALLENGE

As the world transitions to cleaner energy, the challenge is to deliver reliable and efficient power while significantly reducing carbon emissions. The goal was to create the world's first commercial-scale gas-fired power station with carbon capture and storage (CCS), setting a new standard for sustainable energy solutions. Our mission is to support the UK Government's Clean Power 2030 ambition by generating flexible, dispatchable low-carbon power, boosting energy security, backing industries, and creating thousands of highly skilled jobs in Teesside and the North East.

OUR COMMITMENT TO DELIVERY

Technip Energies, leading a consortium with GE Vernova alongside construction partner Balfour Beatty and technology partner Shell Catalysts & Technologies, is at the forefront of this groundbreaking initiative. The Net Zero Teesside (NZT) Power project in the UK aims to capture up to 2 million tonnes of CO_2 annually, which will be transported and permanently stored by the Northern Endurance Partnership. This innovative project, backed by the UK Government's £21.7 billion pledge to advance carbon capture projects, will produce up to 742 megawatts of low-carbon power, meeting the annual electricity needs of over one million UK homes.

THE IMPACT

By prioritizing sustainability, Technip Energies remains dedicated to amplifying the positive impact of the project. It is expected to create and support over 3,000 construction jobs and generate 1,000 jobs annually during operations, driving economic growth and supporting local communities. This landmark development will also attract private investment and help the UK achieve its climate goals, aligning with the long-term objective of achieving net zero by 2050.

2 Mtpa
of CO_2 to be captured

£21.7 bn
pledged by the UK government for carbon capture projects

3,000+
jobs during construction
1,000+ annual jobs during operations

We deliver by leveraging our partners for positive impact

OUR ESG PROCESS ON SUPPLY CHAIN

QUALIFY Building partnerships

- Assess sustainability through eVPM and QualifyMe
- Embed our values in suppliers and subcontractors' qualification
- Register 100% of key subcontractors with QualifyMe and EcoVadis by end of 2025

MONITOR Addressing ESG impacts

- Audit and report on supplier and subcontractor ESG performance
- Focus on carbon footprint, waste, water, human rights and worker safety
- Mitigate risks and ensure progress toward sustainability goals

ENGAGE Driving progress

- Partner with suppliers and subcontractors to drive innovation in the energy transition
- Integrate cutting-edge technologies and sustainable solutions
- Align with shared sustainability goals and global standards

BUILDING A SUSTAINABLE VALUE CHAIN TOGETHER

2nd ESG Suppliers Council
November 2024

30+
major suppliers

100+
participants

1st ESG Subcontractors Webinar
November 2024

21
major subcontractors

50+
participants

Discuss practices

Address pain points

Share expertise

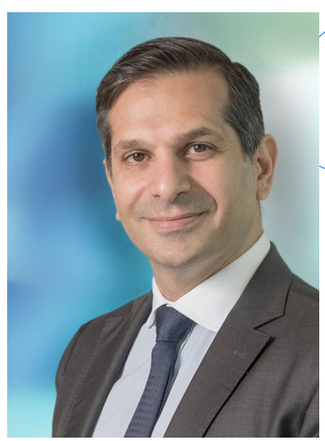
- In Time Charter Parties with vessel owners
- Requirement for consolidation of cargoes and limiting air freight
- Monthly monitoring of GHG emissions by type of transport
- ESG criteria as part of selection criteria for future contracts

PROGRESS TRACKER

100%
new suppliers and subcontractors qualified with sustainability criteria

63%
key subcontractors monitored on ESG performance

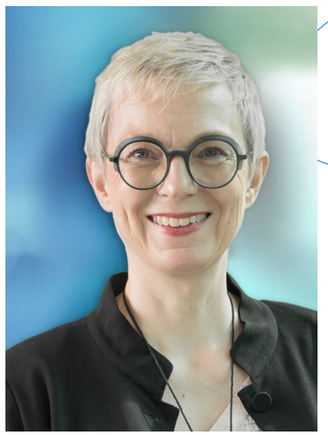
64%
key suppliers monitored on ESG performance



David Tadbir,
VP Global Sourcing & Procurement

"The collaborative approach is certainly the best way to engage more partners in the ESG journey, including our sub-suppliers. We expect our supply chain to 'Commit, Invest, Deliver' not only in terms of products but also in demonstrating their dedication to ESG matters on a broader scale to build a more sustainable future together."

We deliver industry-leading HSE culture



Valentina Gabriel,
Vice President QHSES

"At Technip Energies, one of our core values is no compromise on safety and integrity. We prioritize Health, Safety, and Environment (HSE), believing in collective responsibility for a safe workplace and environmental protection. Protecting people and putting environmental excellence first is our mission and duty."

QHSES LEADERSHIP VISITS

The QHSES Leadership Visits program underscores the importance of leadership in driving safety excellence. During these visits, senior leaders engage directly with teams on-site to promote open dialogue, address risks, and recognize safe practices. This approach reinforces the organization's QHSES culture and aligns all levels of leadership with our goals.

OUR HSE CULTURE AND ENGAGEMENT PROGRAM

Pulse

Safety is central to Technip Energies' values, guiding all our actions. The Pulse program aims to enhance our HSE culture across the Company by influencing employee and partner behaviors through dedicated workshops. Pulse is a program by the people, for the people, making everyone a leader in HSE.

Pulse program modules

- Pulse HSE Leadership
- Pulse for Engineering
- Pulse for Managers & Supervisors
- Pulse for the Office
- Pulse for Frontline Supervision

COLLABORATING THROUGH OUR VALUE CHAIN

Reinforcing our commitment to safety and human rights

In 2024, we are proud to have joined the first Contractor Safety Partnership (CSP) established by our client ADNOC Group, to commit to safety excellence through advancing AI-enabled HSE solutions, promoting worker welfare standards, and standardizing safety procedures.

Second Main Contractors HSE Summit held in November 2024

The event in Paris brought together senior HSE representatives from 13 global contractors. They discussed AI developments, zero incidents, and collaboration, with workshops on Zero Harm, Holistic HSE Learning, and Advanced Safety AI.

PROGRESS TRACKER

Pulse

694
sessions

10,000+
participants

95%
participation in QHSES Leadership Visits

92%
of our employees believe that Technip Energies provides a safe work environment

84%
of our employees covered by the ISO 45001 certification

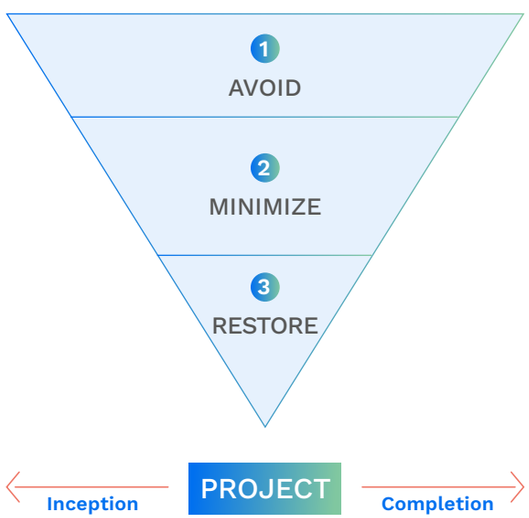
We deliver forward-looking practices for environmental protection

OUR COMMITMENTS TO PRESERVE BIODIVERSITY

At Technip Energies, we endeavor to minimize our environmental footprint, conserve natural habitats, and protect and restore ecosystems.

We implement a global approach to biodiversity management, encompassing all project phases from inception to completion, and applying a management philosophy based on a mitigation hierarchy.

MITIGATION HIERARCHY PRINCIPLE



Our commitments with act4nature international

- Integrate biodiversity topics at Group level
- Assess risks and impacts
- Avoid and reduce pressures on biodiversity
- Develop partnerships and raise awareness among our stakeholders about biodiversity topics

For more details, please refer to **act4nature.com**

PROGRESS TRACKER

Zero
projects in IUCN protected area management categories I and II locations

4,100+
employees have completed biodiversity e-learning courses

96%
total waste diverted from disposal
(within Technip Energies and third parties' sites)

OUR WATER-SAVING INITIATIVES

We have implemented several initiatives to strengthen our sustainability commitments on water consumption. It starts with raising awareness at all levels of the company. Through internal communications and dedicated posters inspired by the "Eco d'Eau" initiative by Veolia, we encourage our people to adopt water-saving practices in their daily lives. Then, at offices and projects sites we have put into action water-saving measures. They range from reusing treated sewage water and harvesting rain in India, to repurposing water for various reuses in Qatar, and to installing aerators to reduce water consumption in the Doha and Paris Offices.

We deliver to reduce our carbon footprint

2024 ACHIEVEMENTS FIVE-POINT ACTION PLAN

RENEWABLES

→ 53% of our electricity consumption from renewable sources, reducing GHG emissions. Key sites in Europe, India, and Malaysia produced renewable electricity via photovoltaic panels.

SURFACES

→ To align with business needs, we opened satellite offices in India, UAE, Belgium and the US. Our Kuala Lumpur, Houston and Claremont offices significantly reduced their surface, enhancing efficiency and collaboration.

ENERGY CONSUMPTION

→ In 2024, we consumed 13% less energy compared to 2021 thanks to the implementation of energy-saving plans like LED lighting, timer panel, motion sensors and upgrading HVAC systems in several buildings.

BUILDINGS

→ When relocating our offices, we prioritize sustainable certifications like LEED Platinum for Houston offices and BREEAM Excellent for Lyon offices.

PARTNERSHIP

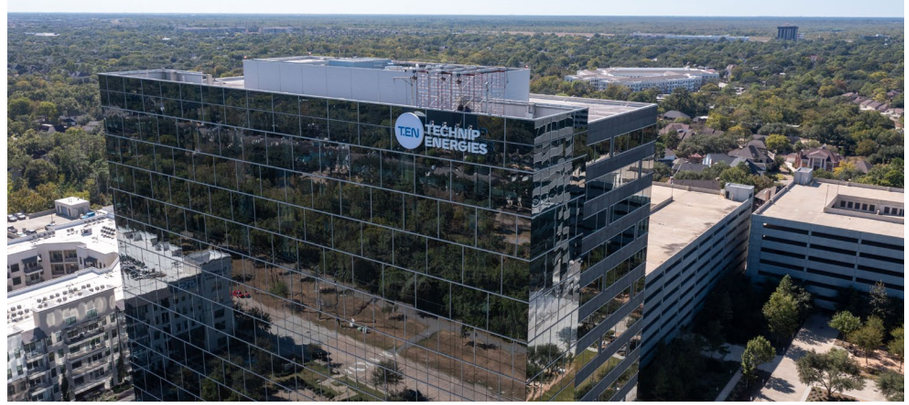
→ In 2024, green clauses were signed with the landlord in Qatar. Collaborating with landlords allows us to implement energy-saving measures and ensure our leased spaces are energy efficient.

RELOCATION OF HOUSTON OFFICES: EMBRACING SUSTAINABILITY AND WELL-BEING

Frédérique Le Moigne,
VP Real Estate & Facilities

"Technip Energies is building a better future after undertaking multiple real estate developments in 2024, such as our Houston operations. And there are more to come in 2025. All Technip Energies' main operating centers are expected to be modern and sustainable in 2027."

HOUSTON OFFICE



PROGRESS TRACKER

41%

GHG emissions reduction in scope 1 & 2 (market-based) vs. 2021

Thanks to our Five-Point Action Plan and the 2024 achievements, we have exceeded our original target of a 30% reduction in Scope 1 & 2 emissions by 2025. We are on track for 90% reduction by 2030 (Net Zero).

We have reduced our emissions per employee by 50% since 2021.

In some countries, we have significantly exceeded our emissions reduction targets: Italy and France achieved an 81% reduction, followed by India with a 50% reduction, and Malaysia with a 44% reduction compared to 2021.

WE EMPOWER

We empower our people to be part of the solution

Our Employee Value Proposition: Be part of the solution

At Technip Energies, we are committed to building an inclusive workplace focused on collaboration, well-being and personal development. Our call to action **“Be part of the solution”** invites each employee to contribute individually and collectively, promote excellence in all business and work aspects, eliminate discrimination, and make a positive impact inside and outside the Company.

This commitment is reflected in our Employee Value Proposition (EVP), launched in 2023 with the promise: **“Become an energy game-changer and engineer a sustainable future.”** Developed through employee feedback, leadership insights, and stakeholder engagement, the EVP underscores our role in accelerating the energy transition.

6 pillars

SUSTAINABLE FUTURE
Implementing renewable energy projects to reduce carbon footprints.

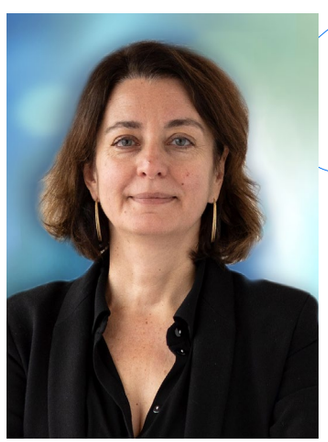
MANY VOICES, ONE TEAM
Driving cross-regional projects that embrace diversity.

SKILLS FOR TOMORROW
Offering tailored training programs and certifications.

INCLUSIVE CULTURE
Celebrating cultural richness through diversity sessions.

SAFE ENVIRONMENT
Implementing tailored safety protocols and wellness programs.

INNOVATIVE MINDSET
Launching local challenges to develop and test new technologies.



Magali Castano,
Chief People Officer

“At Technip Energies, you can come to work as yourself, surrounded by talented individuals from different backgrounds, cultures, and disciplines, who make you feel welcome, respected, and engaged to enjoy a safe and caring professional environment, spark new ideas and reimagine the future.”

PROGRESS TRACKER

17,000+
employees worldwide

100+
nationalities

~3,500
new hires in the headcount

540+
new graduates recruited

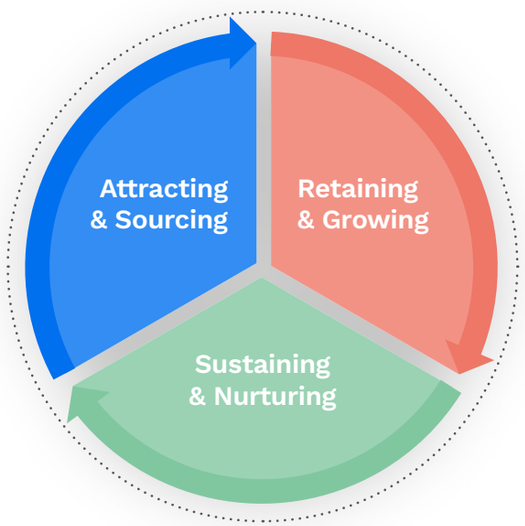
My Voice

86%
employees answered our engagement survey (vs. 82% in 2023)

We empower an inclusive workplace culture

Be yourself: building a thriving and inclusive workplace for all

At Technip Energies, our Diversity & Inclusion (D&I) roadmap is built on 3 foundational pillars:



These pillars guide our efforts to create a workplace where every individual feels valued and empowered. Our ambition is to foster an inclusive environment that not only embraces diversity but also leverages it to drive innovation and excellence.

PROGRESS TRACKER

LEVERAGING GENDER DIVERSITY

31.8%
of women in the workforce (vs. 30.5% in 2023)

23.6%
of women in leadership positions (vs. 22% in 2023)

INCLUSIVE COLLABORATION FOR EMPLOYEES

50+
Inclusive collaboration classroom sessions for all employees

INCLUSIVE LEADERSHIP FOR MANAGERS

8
Classroom sessions, with a self-assessment of inclusive behaviors

CHAMPIONING A CULTURE OF INCLUSION

70
Employees part of the D&I champions network from 17 countries

We empower our teams to lead with skills and purpose

T.EN University

We provide development opportunities and diverse career paths to support our people to be part of the solution.

T.EN University is our international learning center designed to foster a growth mindset and upskill our workforce to meet business ambitions and support a fair energy transition. Built around key learning domains, it empowers employees to build, learn, evolve, and contribute to our shared purpose of breaking boundaries together to engineer a sustainable future.

PROGRESS TRACKER

27.4
learning hours per employee (average)

4,000+
employees participated in Expert Explain webinars

Learning pathways across 7 domains:

Future Ready PROGRAM
- A learning pathway **for all** to accelerate our journey

Technology LEARNING
- Skills for a **low-carbon future** & to empower **technological career** aspirations

Sustainability LEARNING
- A growing learning offer to put **sustainability in action**

We volunteer...

At Technip Energies, our “We Volunteer” program empowers employees to give back to communities, offering two paid hours annually for meaningful causes. Focused on science, technology, engineering, and mathematics (STEM) education, renewable energy, and sustainability, it fosters social inclusion and aligns with the United Nations Sustainable Development Goals (UN SDGs).

By contributing their skills, employees create lasting impacts, strengthen community connections, and help build a sustainable, inclusive future while embedding social responsibility into our business.

PROGRESS TRACKER

29,200+
volunteering hours

10,700+
volunteers in diverse fields

... across our operating centers and in diverse fields:

MALAYSIA
15 inititatives
>900 volunteers
in Kuala Lumpur

INDIA
36 initiatives
with a focus
on local
development
and environment

FRANCE
81 initiatives
with a focus
on education
and diversity

USA
47 initiatives
>2,800
volunteers

And so much more!

We empower a culture of openness and trust

Integrity is doing the right thing each time, every time

LIVE

Read and understand our Code of Business Conduct and our policies and live them every day.

REPORT

Report any deviations from our Code of Business Conduct and our policies through the available reporting options, allowing us to implement appropriate mitigation actions.

LEAD

Help team members follow our Code of Business Conduct. Lead by example, provide training, and encourage open communication on the issues we face.

STOP

Stop any activity that conflicts with our Code of Business Conduct or our policies or that creates undue risk.

SUPPORT

Foster an environment where every employee feels safe reporting issues, and promote fair treatment, courtesy, and respect of individual rights.

Yann Aubin,
Chief Compliance Officer

"The purpose of our Integrity @ the core program, is to enable each employee to be an active participant in Technip Energies' success, with Integrity being a critical element in that achievement. Our message to all employees, is that 'Integrity starts with you'."

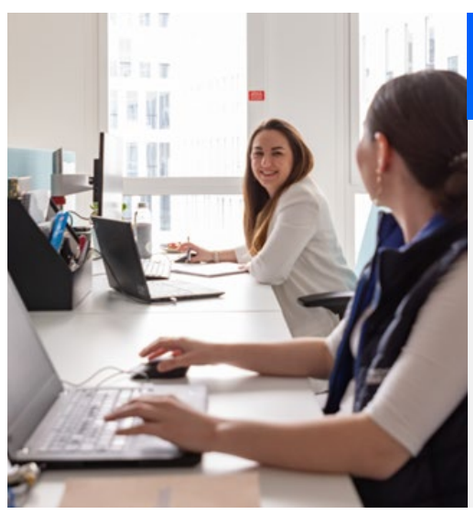
PROGRESS TRACKER

84%

of our employees completed the Code of Business Conduct e-learning

0

number of convictions for violation of anti-corruption and anti-bribery laws



SpeakUp

- For all employees and stakeholders
- Zero-tolerance policy for any form of retaliation
- Guiding principles of confidentiality, privacy, impartiality and fairness
- Integrity line available 24/7
- Anonymous reporting
- Multiple reporting channels
- Global investigation network

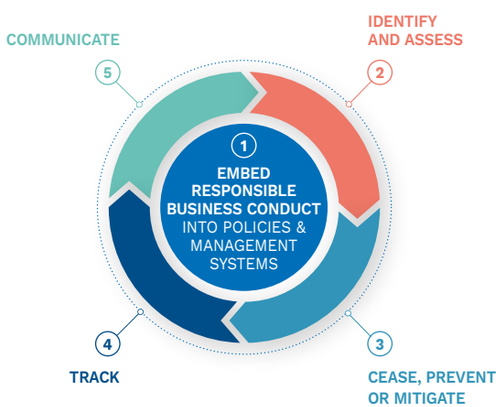
We empower respect for human rights across our value chain

Ensuring human rights are respected all along our value chain is a priority for Technip Energies.

Our human rights Due Diligence Program consists of policies and procedures aligned with the:

- United Nations Guiding Principles on Business and human rights
- Universal Declaration of Human Rights
- International Labour Organization Declaration on Fundamental Principles and Rights at Work

Due diligence process & supporting measures



HUMAN RIGHTS AND LABOR MANAGEMENT SUCCESS

Assiut Hydrocracking Complex EPC project in Egypt

- Client: Assiut National Oil Processing Company (ANOPC)
- 10,000 workers at peak of construction
- 42% local workers (vs. 30% target)
- 5% female (vs. 3% target)
- 492 total grievances received
- 6,000+ workers reached through social toolboxes

COOPERATION OVER WORKER WELFARE IN OUR INDUSTRY

Building Responsibly

As part of Building Responsibly, we are committed to promoting workers' welfare and human rights by sharing principles with stakeholders to protect and enhance worker rights, dignity, and respect through collective business action.

In 2024, we hosted the bi-annual member meeting of Building Responsibly, on November 18 and 19 with 33 representatives of 16 companies.

PROGRESS TRACKER

100,000+
workers reached in our projects by human rights action

3,800+
employees followed our human rights awareness e-learning

Charlene Collison, BSR Director

"BSR appreciates Technip Energies' significant contributions as an active member of Building Responsibly and the steering committee. Their efforts, including knowledge sharing, active participation in webinars, and hosting our bi-annual meeting, have greatly enhanced our engagement and added value to the initiative."

MIDOR Refinery Expansion project
Empowering communities

THE CONTEXT

How can we ensure that our projects not only deliver sustainable energy solutions but also significantly contribute to local content and community development? The MIDOR refinery expansion project in Alexandria, Egypt, exemplifies this challenge. The goal was to enhance local employment, provide tailored training and upskilling, and improve local infrastructure, all while maintaining transparent communication and engagement with the community.

OUR ACTIONS

To address these challenges, Technip Energies established a Community Advisory Panel (CAP) at the early stage of the project. The CAP, consisting of representatives from the local community, MIDOR company, and Technip Energies, was created to ensure transparent communication and engagement. Officially nominated during a consultation dedicated to the local community, the CAP held quarterly meetings from 2019 to 2024 to disseminate project information, manage grievances, and address stakeholder concerns.

→ Local Employment

Leveraging CAP meetings, job opportunities were communicated to local residents, resulting in a local employment rate of 85%, exceeding the 60% target set under the Employment Plan.

→ Local training and upskilling

To enhance employability and facilitate knowledge transfer for future projects in Egypt, Technip Energies invested $6 million in training local workers, leading to the completion of almost 500,000 training hours.

→ Infrastructure development

Driven by community feedback during CAP meetings, Technip Energies, along with subcontractors Petrojet and Enppi, rehabilitated two clinics in the local community. These clinics now offer diverse medical services, including pediatrics, dentistry, and gynecology, ensuring that the local community has access to essential healthcare services.

THE IMPACT

The MIDOR refinery expansion project has had a profound impact on the local community. By prioritizing local content and community development, Technip Energies has not only delivered a successful project but also created lasting benefits for the local population. The project has provided significant employment opportunities, enhanced skills and knowledge through extensive training programs, and improved local infrastructure, contributing to the overall well-being and development of the community.

APPENDIX

Progressing towards our sustainability goals

Our **ESG Scorecard** aims to make a real and positive long-term impact, while integrating sustainability in everything we do and in all the choices we make. It allows us to translate our sustainability priorities into tangible objectives and targets.

Each impact-driven target contributes to the United Nations Sustainable Development Goals (UN SDGs). In our journey towards sustainability, we actively collaborate with all our stakeholders aligned with our Purpose and Values.

"Together by T.EN" encapsulates our shared sense of responsibility.

→ Pillar	Ambition	Target	2024	2023
CLIMATE & ENVIRONMENT	1. Reduce scope 1 & 2 emissions compared to 2021	-45% by 2025 (updated) Net zero by 2030(1)	-41%	-28%
	2. Report Scope 3 emissions	Net zero by 2050(2)	87%	87%
	3. Avoid GHG emissions for our clients	-15 $MtCO_2$ eq by 2025	-11.2	-10.5
	4. Technology and innovation R&D efforts dedicated to sustainability	100% by 2025	100%	100%
	5. Reused water	50% by 2025	18%	18%
	6. Recovered waste	85% by 2025	96%	91%
	7. Biodiversity: Zero project in IUCN management categories I and II	Zero yearly	Zero project	Zero project
PEOPLE	8. Women on the permanent workforce (employees)	35% by 2030 50% by 2050	31.77%	30.50%
	9. Women in leadership positions (permanent employees)	25% by 2025	24%	22%
	10. Zero fatalities	Zero yearly	1 fatality	Zero fatalities
	11. Total Recordable Incidents Rate (TRIR) per 200,000 hours worked	<0.10 yearly	0.16	0.11
	12. Average number of learning hours per employee per year	30 hours by 2025	27.4	22.9
	13. Volunteering hours	30,000 by 2025	29,228	24,343
	14. Number of lives benefited from social initiatives since 2021	750,000 cumulated by 2025	813,974	683,392
TRUST	15. Women on the Board of Directors	40% by 2024	40%	40%
	16. Eliminate non-mandatory commercial intermediaries	-100% by 2025	-67%	-40%
	17. Key suppliers and subcontractors monitored on ESG performance	100% by 2025	64%	0%
	18. Human Rights Due Diligence program and mitigation plans on eligible projects	100% by 2025	67%	40%

(1) Net Zero by 2030: this ambition is composed of our target to reduce Scopes 1 and 2 emissions by 90% by 2030 and our target to compensate the 10% remaining emissions by investing in carbon offset projects.

(2) Net Zero by 2050: this ambition is composed of our target to reduce Scope 3 emissions by 90% by 2050 and our target to compensate the 10% remaining emissions by investing in carbon offset projects. 87% of the Scope 3 emissions categories are reported (13 out of 15 categories).

GLOSSARY

→ BlueH$_2$ by T.EN™
Technip Energies' unique suite of fully-integrated, low-carbon hydrogen technology and EPC solutions. It is part of the Capture.Now™ strategic platform.

→ Blue hydrogen or blue H$_2$
Is produced when natural gas is split into hydrogen and CO_2 either by Steam Methane Reforming (SMR) or Auto Thermal Reforming (ATR), but the CO_2 is captured and then stored.

→ Canopy by T.EN™
Technip Energies' flexible, integrated suite of post-combustion carbon capture solutions for any type of emitter. It is powered by Shell CANSOLV® CO_2 Capture System.

→ CCS (Carbon Capture and Storage)
CCS is a solution for reducing greenhouse gas emissions from industrial installations in response to global warming.

→ Ekwil
Launched in July 2024, Ekwil is a 50/50 joint venture between Technip Energies and SBM Offshore, dedicated to delivering scalable Floating Offshore Wind solutions. By combining the EPCI capabilities and offshore expertise of two global energy leaders, Ekwil offers a comprehensive range of solutions designed for large-scale deployment.

→ EPC (Engineering, Procurement, Construction)
Type of contract comprising management and engineering services, procurement of equipment and materials, and construction.

→ ESG
Environmental, Social, and Governance.

→ eVPM
Digital tool for Vendor Performance Management.

→ Feasibility studies
Engineering study based on engineering analysis which presents enough information to determine whether or not the project should be advanced to the final engineering and production/ construction stage.

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

→ HSE (Health, Safety and Environment)
Defines all measures taken by a company 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.

→ ILO
International Labour Organization.

→ 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.

→ IUCN protected area management categories
International Union for Conservation of Nature.

→ 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.

→ Power-to-X
Refers to the conversion of essentially renewable electricity, which is by nature intermittent, into another storable and transportable energy carrier such as green hydrogen, green ammonia or other sustainable fuels.

→ QualifyMe
Technip Energies' database to reference construction companies and to perform subcontractor qualification for project execution. Subcontractors update their data on QualifyMe annually.

→ Rely
New company formed in 2023 by Technip Energies and John Cockerill, to provide integrated and competitive green hydrogen solutions.

→ Reju
Wholly owned innovative company launched by Technip Energies in November 2023, focused on creating new solutions at scale to address the vast amount of plastic PET (polyethylene terephthalate or PET) fiber in textiles that is unrecycled and ends up as waste.

→ UN
United Nations.

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