

Where energies make tomorrow ●

2025 Sustainability Report



TECHNIP
ENERGIES



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At Technip Energies, sustainability is a driver for value creation

For Technip Energies, sustainability means driving our business with innovative thinking and a broader definition of value for people and the planet.

Since our creation in 2021, we have remained committed to driving decarbonization and circularity, positioning Technip Energies as a leader in advancing solutions to reduce the carbon intensity of energy and essential products. Demonstrating this commitment, we have accelerated the low-carbon transition through pioneering technologies, innovative solutions, and strong partnerships. Across our operations, we contribute to social development in local communities and uphold human rights in our projects.

At the heart of our journey are our people – their expertise, commitment, and continuous development have been essential to our progress. We foster a workplace where all can thrive and create positive impact through their work.



“We are advancing sustainability as a lever for performance, innovation, and long-term value creation for our clients, shareholders, and society.”

Arnaud Pieton
Chief Executive Officer



Commitments

WE SUPPORT



Since 2021, Technip Energies has been committed to the UN Global Compact corporate responsibility initiative and its principles in the areas of human rights, labor, environment, and anti-corruption.



Technip Energies became a member in 2019 and joined the Steering Committee in 2021, collaborating with industry leaders to strengthen human rights standards.



Technip Energies has been participating in Act4nature international since 2022. This underlines our dedication to nature conservation and pragmatic corporate commitments to biodiversity.

Recognition and awards

In 2025, Technip Energies' sustainability performance was recognized by leading ESG rating agencies, reflecting the strength of our environmental, social, and governance practices.



Discover our sustainability stories at [Sustainability in Action](#)

Four years, one story

Our sustainability journey from 2021 to 2025

We innovate for impact



100%

R&D efforts dedicated to the energy transition



69

solutions in our decarbonization and sustainability catalog

Key decarbonization solutions and strategic partnerships

Canopy™
by TEN

Powered by Shell CANSOLV®

hummingbird



NESTE



We empower for a fair and responsible future



18,000+

employees worldwide



33%

women in
the workforce

**Future
Ready**
PROGRAM

31

learning hours
per employee



120

nationalities



50%+

women graduate
intake for five
consecutive years

My Voice

84%

response rate on
our engagement
survey

WeCare.

Our global benefits and well-being program

We volunteer

Our global volunteering program



34,000+

Volunteering hours



949,000+

People benefited since 2021



Discover our
[2025 Annual
Report](#)

We deliver sustainability at the core

Iconic contracts and projects



Low-carbon LNG

Civil works under way for two LNG plants in the Middle East, Ruwais, and Marsa, using electric-driven motors



Circularity

Services contracts award by Repsol for first-of-its-kind waste-to-methanol Ecoplanta project, Spain



Carbon capture

Site preparation and CO₂ absorber fabrication under way for NZT Power, which aims to be the world's first gas-fired power station with CCS



Sustainable aviation fuel

World-first SAF produced from non-oil-based feedstock by LanzaJet, using Hummingbird™ technology



15.6

million tCO₂eq avoided for our clients in 2025



46%

reduction in scope 1 & 2 emissions since 2021



Biodiversity

Zero projects in IUCN management Cat. I and II



13

suppliers signed our Biodiversity Charter



Pulse

27,600

people participated in Pulse, our global HSE culture and engagement program, since 2023



92%

of employees trained on our Code of Business Conduct



100,000+

workers supported in our projects through Human Rights actions



72

companies are part of our Sustainability Councils for suppliers and subcontractors



Evolve – accelerating sustainable transformation

Technip Energies is preparing for the future through **Evolve, our new sustainability program** designed to accelerate change across our business and deliver lasting value.

Evolve mobilizes our entire ecosystem – employees, clients, suppliers, and partners – around a shared purpose: building a more sustainable and resilient future.



A business-focused approach based on three strategic drivers:

- **Innovate:** We develop cutting-edge technologies and solutions that accelerate decarbonization and enable circularity, shaping the energy systems of tomorrow.
- **Deliver:** We create shared value for our clients through reliable, efficient energy solutions, and world-class project execution.
- **Empower:** We invest in people, support thriving communities, and strengthen partnerships to build a better future for all.

Evolve also relies on uncompromising principles embedded in our values and DNA:

- **Zero fatalities**
- **No compromise on human rights**
- **Zero projects in IUCN management categories I & II**
- **Zero tolerance for corruption**

Our new 2030 scorecard

Impact-driven and business-focused, the 2030 scorecard translates our strategic ambitions into concrete and measurable actions.

7 AFFORDABLE AND CLEAN ENERGY



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Innovate

AMBITION
Drive Technology & Innovation toward sustainability



INDICATOR
 Technology & Innovation R&D dedicated to sustainability

TARGET 2030
>75% yearly

AMBITION
Offer affordable technologies in circularity & decarbonization



INDICATOR
 Contract awards including technologies enabling decarbonization or circularity

TARGET 2030
+100% (2026-2030)

3 GOOD HEALTH AND WELL-BEING



7 AFFORDABLE AND CLEAN ENERGY



8 DECENT WORK AND ECONOMIC GROWTH



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



Deliver

AMBITION
Support our clients' carbon reduction journey



INDICATOR
 Avoided emissions as per WBCSD*

TARGET 2030
18 MtCO₂eq yearly

AMBITION
Advance our decarbonization trajectory

INDICATOR
 Reduction trajectory for offices since 2021 (scopes 1 & 2)

TARGET 2030
-90% offset on residual 10%

INDICATOR
 Reduction trajectory for industrial sites (scopes 1 & 2)

TARGET 2030
Plan ready in 2026

4 QUALITY EDUCATION



5 GENDER EQUALITY



10 REDUCED INEQUALITIES



Empower

AMBITION
Foster a workplace for people to thrive



INDICATOR
 Women in the permanent workforce (including 25% in leadership positions)

TARGET 2030
35%

INDICATOR
 Invest in the future workforce

TARGET 2030
1,000 career opportunities yearly

INDICATOR
 Average learning hours per permanent employee

TARGET 2030
>20 hours yearly

* WBCSD: World Business Council for Sustainable Development.
 ** The science-based sectoral decarbonization trajectories follow the Science Based Targets initiative (SBTi) methodology.

AMBITION

Accelerate the adoption of sustainable innovative solutions



INDICATOR

Commercial offers with a completed sustainability assessment and customer-funded workshop

TARGET 2030

80%



INDICATOR

Sold products in line with science-based decarbonization trajectories** (scope 3)

TARGET 2030

60%
(2026-2030)

AMBITION

Leverage a responsible supply chain



INDICATOR

Average EcoVadis (or equivalent) score of rated key suppliers and subcontractors

TARGET 2030

>60

AMBITION

Prioritize safety and working conditions



INDICATOR

TRIR

TARGET 2030

<0.20 yearly

INDICATOR

EPC projects with exposure to human rights that have a mitigation plan

TARGET 2030

100% yearly



AMBITION

Cultivate integrity

INDICATOR

Employees trained on our Code of Business Conduct and cybersecurity

TARGET 2030

95% yearly

AMBITION

Boost socioeconomic impacts on local communities



INDICATOR

Individuals benefiting from socioeconomic initiatives and programs worldwide

TARGET 2030

1 million people
(2026-2030)

INDICATOR

Volunteering hours given to communities

TARGET 2030

150,000 hours
(2026-2030)

