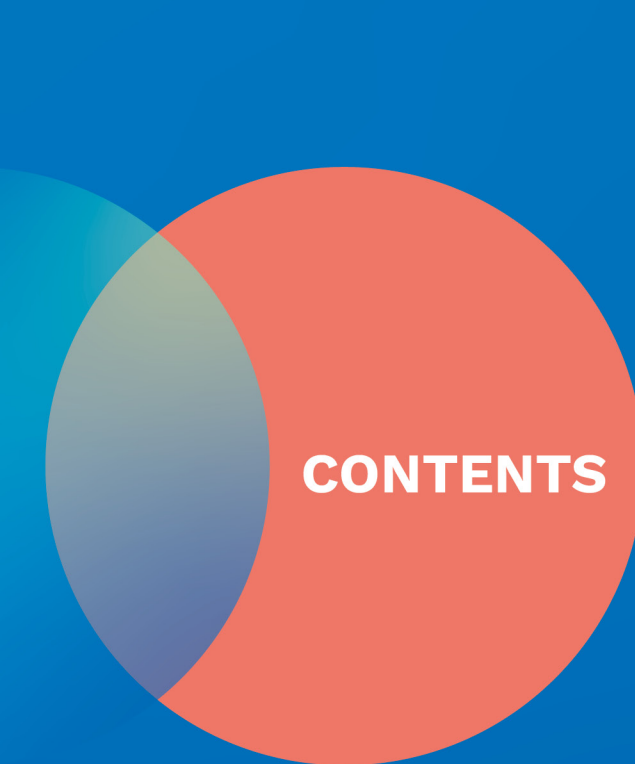


Diversity and Inclusion Policy

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1. Introduction

The Company's strategy focuses on creating sustainable long-term value and takes into account the impact that the Company's actions have on people and the environment; in this respect, diversity and inclusion are essential components of the Company's strategy and performance.

This Diversity and Inclusion Policy (the "**Policy**") has been established in accordance with best practice provision 2.1.5 of the Dutch Corporate Governance Code (the "**Governance Code**") and Dutch law. The Policy sets out the principles regarding diversity in the Company's workforce composition as well as diversity in the composition of the Board of Directors of the Company. The Policy also promotes an inclusive culture.

2. Diversity and Inclusion at Technip Energies

What is Diversity?

The Company defines "Diversity" as all personal characteristics in which people may differ, including sex and gender identity, age, ethnicity, nationalities, occupational disabilities, sexual orientation, marital status, as well as education background, experiences, faith, and religion.

What is Inclusion?

The Company defines "Inclusion" as the Company's ability to create a culture in which every employee feels valued and respected, ensuring equal opportunities for all regardless of their personal characteristics. Inclusion also covers social and psychological safety within the Company.

3. Policy Statement

As Diversity cannot produce any tangible benefits for people and the business without Inclusion, the Company recognizes that an inclusive culture cannot be ignited without a diverse workforce. For this reason, Technip Energies addresses its ambitions regarding Diversity and Inclusion jointly.

The Company Inclusion Statement adopted by the Company's Executive Committee in 2021 provides the framework for the Company's ambitions and practices in respect of Diversity and Inclusion:

"It is important to nurture a culture that encourages transparency and collaboration to the benefit of our people and our business."

To do this, we want to promote an inclusive and caring environment that encourages our people to perform, innovate and grow. In this way, we leverage our diversity for a stronger and more successful Company."

The Company addresses the challenges related to promoting an inclusive culture and progressing on gender equity and develops targets and action plans both at global and local level in the organization.

4. Implementation

The Policy aims to ensure that the Board of Directors and the Company's senior management have sufficient diversity of views and expertise which is essential for a good understanding of current affairs and longer-term risks and opportunities related to the Company's business. The nature and complexity of the Company's business is considered when assessing optimal diversity, as well as the social and environmental context in which the Company operates.

The selection of candidates for appointment to the Board of Directors and senior management will be based on merit. With due regard to the above, the Company seeks to fill vacancies by considering candidates that bring a diversity of (amongst others) nationality, age, gender, and educational and professional backgrounds.

Board of Directors

The Company's aim is to have a Board of Directors comprised of members with diverse backgrounds (nationality, working experience or otherwise). The Board of Directors periodically determines appropriate and ambitious diversity targets for the Company in respect of the percentage of female Directors, consistent with applicable law and reflecting the Board's ambition to promote a balanced and diverse composition over time and having regard to the nature and complexity of the Company's business, as well as the social and environmental context in which the Company operates. Progress towards such targets is monitored and reported in accordance with applicable requirements.

As the Company has one executive director no gender diversity target is applicable to the executive director position.

The composition of the Board of Directors also corresponds to the profile set out in the Company's Board Rules, which call for an appropriate combination of knowledge and experience among board members encompassing technology, financial, economic, social, environmental, and legal aspects of international business in relation to the global character of the Company's businesses.

Senior Management

The Board of Directors has approved specific diversity targets set by the Company in respect of the number of women in senior management positions. These targets are included in the Company's Sustainability Scorecard. Senior management is defined as employees in band 15 and above in the Company's internal grading system.

The Company

To nurture an inclusive workplace and assist the Company achieve its long-term Diversity and Inclusion ambitions, internal governance initiatives, including Executive Committee sponsorship and a network of local ambassadors, as well as public targets have been implemented to drive change in a sustainable manner.

The Company has set long-term Diversity targets in addition to local regulations requirements as a step towards achieving the goal of creating a diverse and inclusive work environment at all levels of the organization.

Milestones are set on a yearly basis to guarantee a continuous focus on the Company's targets as well as to monitor progress. In addition, the Company establishes both global and local yearly Diversity and Inclusion plans, aimed at:

- mitigating unconscious bias and systematically removing barriers to diversity representation in critical decision-making processes such as hiring, promotion, pay and retention; and
- systematically offering Diversity and Inclusion learning solutions in development programs or through internal communication campaigns to raise employees' and managers' awareness.

The Company does not tolerate any form of harassment and takes measures aimed at ensuring that inappropriate behaviors are identified and addressed appropriately.

The selection of candidates will consider job description requirements and will be based on merit. With due regard to the above, the Company seeks to fill vacancies by considering candidates that bring a diversity of, amongst others, nationality, age, gender, and educational and professional backgrounds.

As an equal opportunity employer, the Company employs people based on relevant qualifications, demonstrated skills, performance, and other job-related factors. In line with the Policy, the Company will not discriminate against individuals based on race, color, religion, gender, age, ethnic origin, nationality, sexual orientation, marital status or disability, and any other dimensions of Diversity.

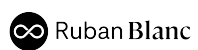
5. Miscellaneous

The Policy has been approved by the Company's Board of Directors and is effective as of the date below.

The Policy may be amended by a resolution of the Company's Board of Directors. Unless the announcement specifies otherwise, amendments to the Policy enter into force from the moment that they are announced.

The Policy is governed by Dutch law.

Adopted on October 31, 2023 and last amended on July 28, 2026, effective as of July 28, 2026.



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