

## **TechnipFMC in the UK - Supporting Statement**

### ***What is Gender Pay Gap Reporting?***

UK Gender Pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing the pay and bonus gap between male and female employees.

These calculations are based on the difference between the gross hourly earnings grouped for ALL men and the gross hourly earnings grouped for ALL women.

In this reporting, all employee earnings are grouped together. For example, salaries of positions at all levels will be grouped together to calculate mean and median pay gap figures.

### ***Equal Pay for Equal Work***

The gender pay gap is not the same as equal pay. Gender pay gap is concerned with the differences in the average pay between men and women over a period of time regardless of their role. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. We are confident that at TechnipFMC, we have equal pay.

### ***TechnipFMC in the UK***

TechnipFMC in the UK has three entities (Technip UK Limited, FMC Technologies Limited and TechnipFMC Umbilicals Ltd) which are required to publish Gender Pay Reporting data and these results are detailed on the following pages.

### ***Understanding the gender pay gap at TechnipFMC in the UK***

Whilst we are confident that we operate equal pay for equal work, TechnipFMC in the UK has a gender pay gap when reporting the difference in the hourly rates in accordance with the government requirements for Gender Pay Gap Reporting.

This pay gap is not a reflection of TechnipFMC's policies and approach to job grading and pay bandings.

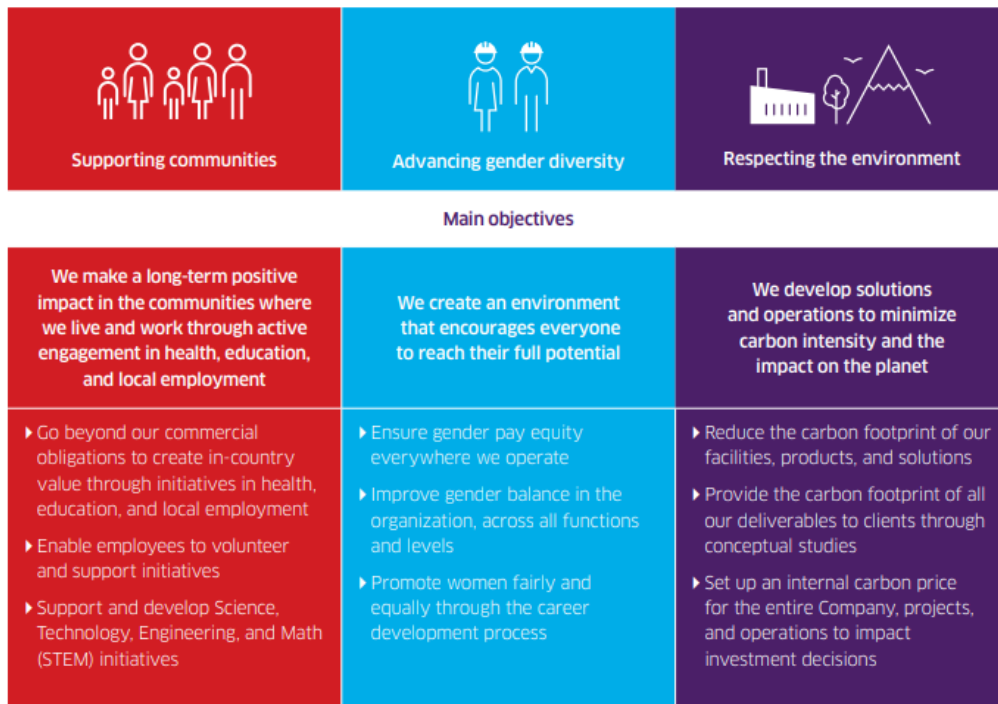
The gender pay gap continues to reflect the demographics within the business and industry wide. The industry has a higher representation of males in specialist engineering and technical disciplines which traditionally women have not selected as a career and this trend continues. TechnipFMC in the UK is focussed on encouraging and attracting females into the business and in particular within these disciplines, recognising that further attraction and development of females will assist in improving the gender pay gap within the business and the industry in the long term.

These specialist engineering and technical disciplines generally, in this industry, attract higher salary levels than support services roles. This in turn explains why, when you compare the gross hourly earnings for all men and the gross hourly earnings for all women, we see a gender pay gap. We regularly review salaries as part of our commitment to ensuring equal pay. Compensation of roles is measured against industry benchmarking, economic climate and external market. We continue to integrate gender pay gap considerations into future remuneration reviews and there is no intention to promote or hire any specific gender.

### Focus on Advancing Gender Diversity at TechnipFMC

As disclosed in the TechnipFMC plc Annual Report and Accounts for the year ending 31 December 2020, Advancing Gender Diversity is a key pillar of focus in our commitment to corporate responsibility and sustainability.

#### Corporate Responsibility and Sustainability Pillars



## Advancing Gender Diversity



Advancing Gender Diversity is our second sustainability pillar, and we believe it is not only a matter of responsibility, but also a business imperative for our success. We do not tolerate unlawful discrimination related to employment, and our Code of Business Conduct requires that employment decisions related to recruitment, selection, evaluation, compensation, and development, among others, are not influenced by race, color, religion, gender, age, ethnic origin, nationality, sexual orientation, marital status, or disability. We also ensure that our suppliers, customers, and business partners are aware of our goal of creating a diverse and tolerant workforce.

Our global framework and key performance indicators for 2018 through 2020 and beyond aim to promote and accelerate the development of women in all functions of our global organization.

## Advancing Gender Diversity – Objectives

Our Advancing Gender Diversity objectives included the following:

- |   |   |   |
|---|---|---|
| <p>▶ <b>Ensure gender pay equity</b> everywhere we operate and review all jobs to ensure gender pay equity and monitor them through a full review every three years</p> | <p>▶ <b>Improve gender balance in the organization, across all functions and levels</b></p> | <p>▶ <b>Promote women fairly and equally</b> through the career development process</p> |
|---|---|---|

## Ensure gender pay equity

100%

of jobs reviewed to ensure pay equity;  
salary adjustments completed in 2019



In 2018, we reviewed 100% of our Company job functions to ensure pay equity. We identified areas for improvement and completed all necessary salary adjustments in 2019 to ensure fair compensation for all of our employees.

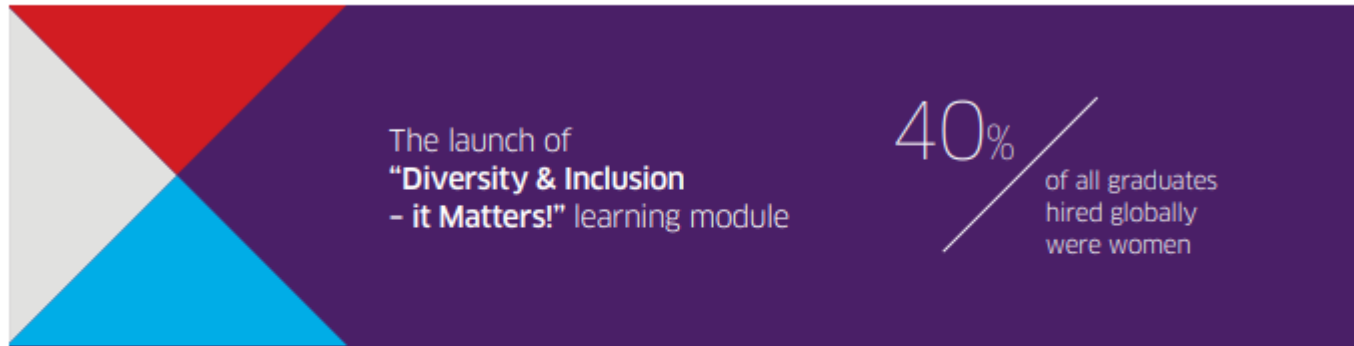
For 2020 and beyond, we will continuously monitor our compensation programs with respect to pay equity. During our annual salary review process, we review average salary adjustments by gender, taking into account performance ranking and salary market competitiveness, in order to identify and address any discrepancies by gender. We perform similar analyses for the annual individual performance payout under the annual cash incentive plan, as well as long-term equity grants. For long-term equity grants, we aim for the gender distribution to reflect the gender distribution in the Company.

As part of our commitment to inclusion and diversity, employee well-being, and work-life balance, we announced a Global Parental Leave Policy in 2020 that became effective in 2021. Our core values and Foundational Beliefs support an atmosphere where employees can thrive professionally without sacrificing essential family obligations and well-being. For parents, we recognize and support the need to care for and bond with a newborn or newly adopted child. Through our Global Parental Leave Policy, our aim is that our employees experience an inclusive working environment and feel welcome and comfortable working at TechnipFMC as a parent.

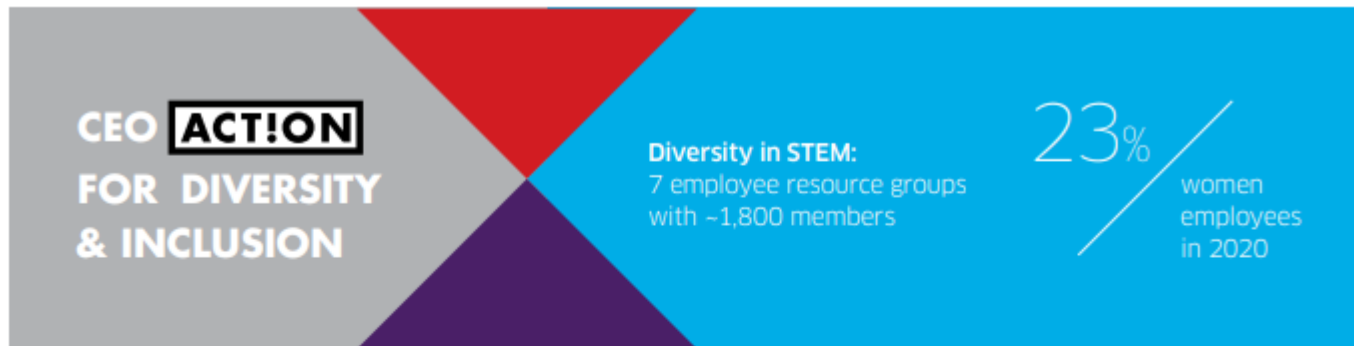
Guidelines in the Global Parental Leave Policy include minimum levels of caregiver leave for birth/adoption, compensation, benefits and career development during caregiver leave, job protection during leave, working schedule and workplace adaptation, support of breastfeeding mothers, and time off for infant care. The policy is designed with gender equity and same-sex parents in mind and is defined using the terms "primary caregiver" and "secondary caregiver" in lieu of more traditional definitions. We recognize that every family is different and believe that our policies should apply consistently, whoever the primary caregiver is in a given family.

The policy provides global principles aimed at helping the countries design their own local parental leave policies, compliant with local legislation. The policy sets a minimum standard across the Company, and where local guidelines require additional benefits, the local guidelines are implemented.

### Improve gender balance



In 2019, to foster a diverse and inclusive culture, we launched our "Diversity & Inclusion - it Matters!" e-learning module with an aim to raise awareness of our differences and help our employees improve as people and professionals. This e-learning module was added to New Hire Orientation in 2020 to promote our commitment to advancing gender diversity and an inclusive culture where all employees can reach their full potential. We also continued to improve gender balance in 2020 with a focus on increasing the representation of women hired as new graduates. In 2020, 40% of all graduates hired globally were women, surpassing our goal of 30%.

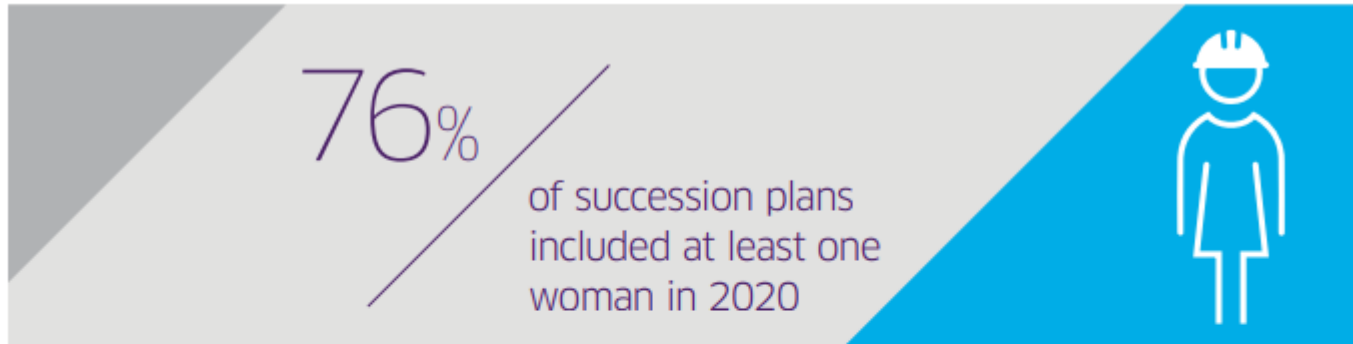


TechnipFMC has developed a culture that is based on the values of trust, mutual respect, and dialogue. In accordance with local legislation, regular meetings with trade union-appointed and/or works council representatives are organized for information and/or consultation. The European Works Council (“**EWC**”) meets at least twice a year and all of our European entities had joined the EWC by the end of 2019 with the EWC agreement signed by participants’ representatives by the end of 2019. In the first quarter of 2020, the EWC elected its new member and held two meetings in 2020, the first in May and the second in December.

The Company also fosters Employee Resource Groups (“**ERGs**”), which are voluntary, employee-led focus groups dedicated to a diverse and inclusive work environment. We currently have seven active ERGs with approximately 1,800 members in the United States, the United Kingdom, and Australia, covering IDEA – Inclusion, Development, and Equality for All; Parents Network; Supporting TechnipFMC to Reach Its Vision of Equity; Black Organization for Leadership & Development; Young Professionals Group; Military Veterans & Friends Network; and Organization of Networking Employees. ERGs discuss and promote topics related to inclusion and diversity, develop and organize events internally and externally, support local initiatives, and propose actions to improve accessibility and inclusivity for all at the workplace. TechnipFMC provides executive support to our ERGs to help strengthen employee relations and improve the well-being of our people.



### Promote women fairly and equally



Continuous discussions around improving representation of women in the organization helps us promote women fairly and equally throughout their career development process within our Company. In 2020, our People and Culture team reviewed all senior management succession plans to ensure that female candidates were considered and included. As a result, 76% of our succession plans in 2020 included at least one woman, which exceeded our 2020 objective to increase representation of women in succession plans by 5%.

The representation of women executives in 2020 increased by 2% compared to 2019. The representation of women in senior managers dropped from 22% to 19% in 2020 compared to 2019, respectively. We are committed to improving this dimension and took necessary steps in strengthening our succession plans and graduate intake in 2020. We have also developed an inclusive leadership curriculum, which, along with our executives' commitment and systemic changes to policy and talent standards, should help improve female representation in senior manager roles in the medium to long term.



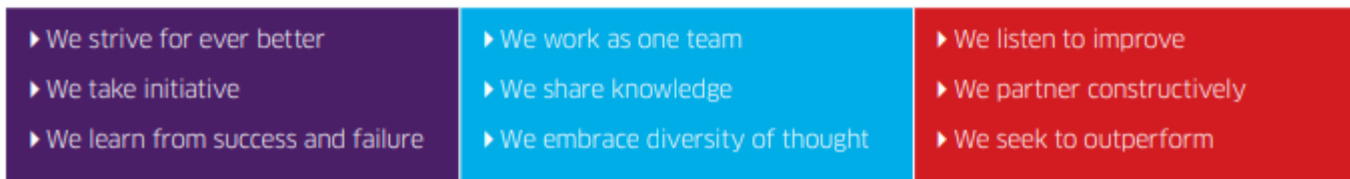
## Core Values and Foundational Beliefs

Our decisions regarding corporate responsibility, governance, and sustainability are founded on the principles that guide our Company. Our core values provide the framework for all of our decision making and are based on our foundational beliefs ("**Foundational Beliefs**").

### Our core values



### The heart of everything we do



Our Foundational Beliefs are the cornerstone of our values that describe how we fundamentally do business and what we never compromise on, no matter the circumstances.

## Safety

We will not compromise on health, safety, and security.

## Respect

We treat everyone honestly, fairly, and courteously.

## Integrity

We hold ourselves to the highest moral and ethical principles.

## Sustainability

We act responsibly, always considering our impact on the planet, people, and communities in which we operate.

## Quality

We deliver the highest quality in everything we do.

### Written statement

Signed on behalf of Technip UK Limited, FMC Technologies Limited and TechnipFMC Umbilicals Ltd:



Alison Hunter, Human Resources Director, UK

## TechnipFMC in the UK - Published Results

### Pay and Bonus Gap

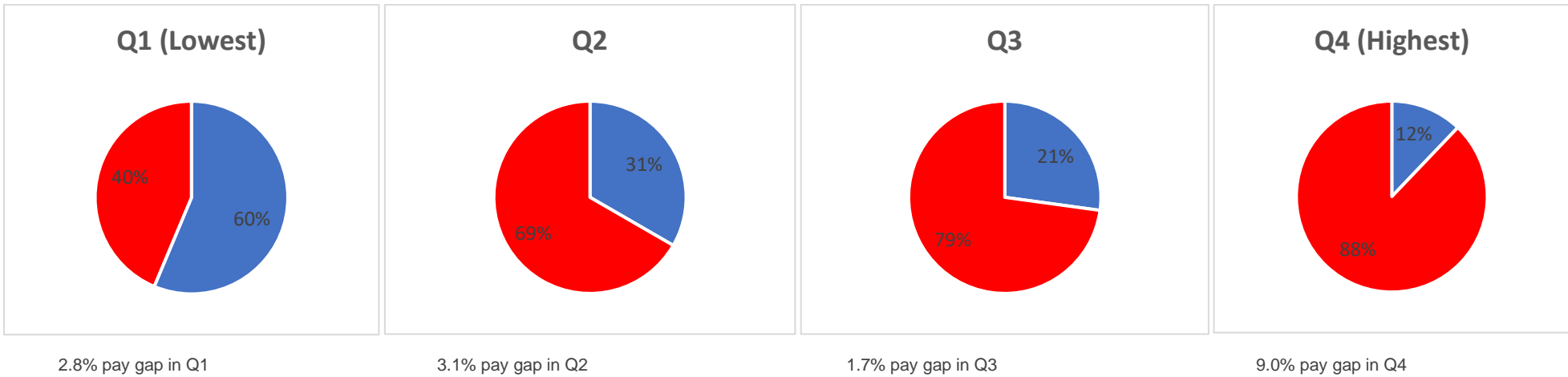
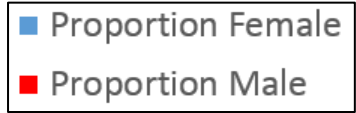
The tables below show:

- the overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (5th April 2020)
- the mean and median between all bonuses paid to men and women in the year up to 5th April 2020 (for 2019 performance)

<b>Technip UK Ltd</b>		
	<b>Difference between men and women</b>	
	<b>Mean</b>	<b>Median</b>
<b>Hourly fixed pay</b>	<b>32%</b>	<b>38.1%</b>
<b>Bonus paid</b>	<b>39.5%</b>	<b>33.8%</b>
<b>FMC Technologies Ltd</b>		
	<b>Difference between men and women</b>	
	<b>Mean</b>	<b>Median</b>
<b>Hourly fixed pay</b>	<b>21.9%</b>	<b>19.4%</b>
<b>Bonus paid</b>	<b>29.3%</b>	<b>2.3%</b>
<b>TechnipFMC Umbilicals Ltd</b>		
	<b>Difference between men and women</b>	
	<b>Mean</b>	<b>Median</b>
<b>Hourly fixed pay</b>	<b>-6.0%</b>	<b>-2.4%</b>
<b>Bonus paid</b>	<b>-56.7%</b>	<b>0.7%</b>

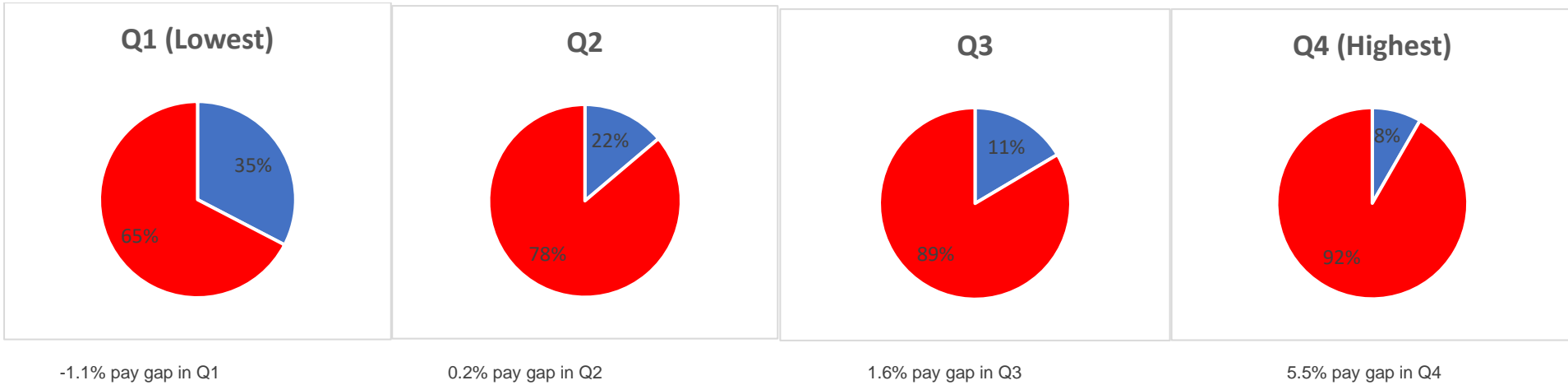
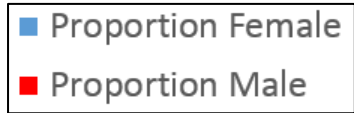
Pay Quartiles

**Technip UK Ltd**



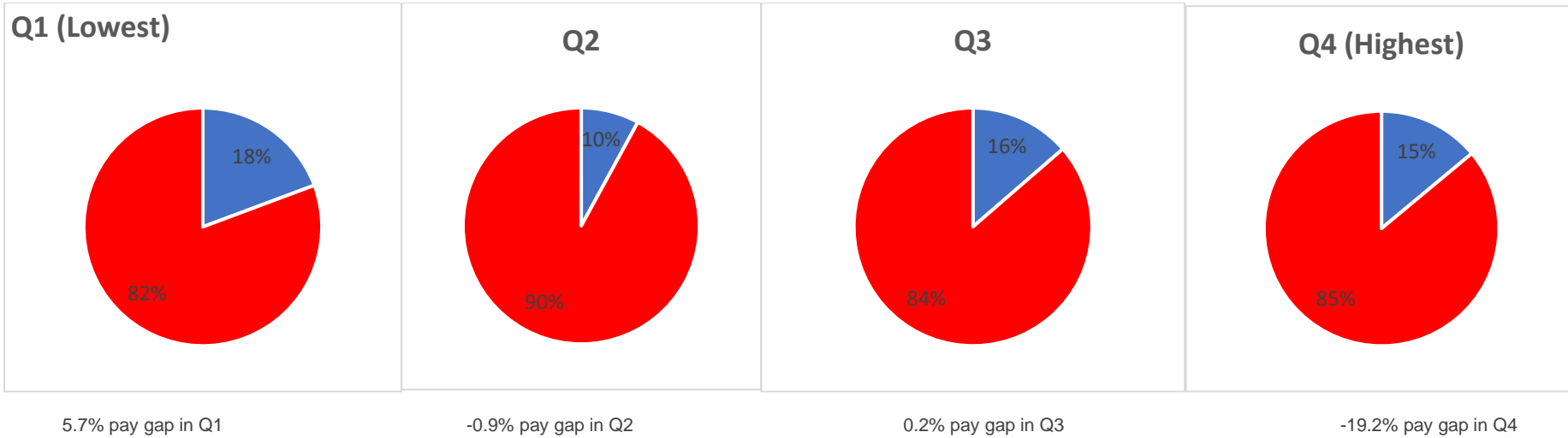
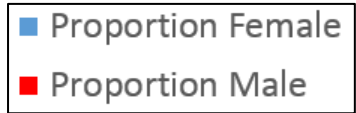
The above pay quartile pie charts illustrate the gender distribution at Technip UK Ltd across four equally sized quartiles, each containing c.188 employees.

**FMC Technologies Ltd**



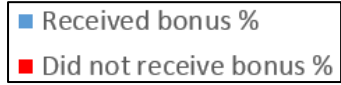
The above pay quartile pie charts illustrate the gender distribution at FMC Technologies UK Ltd across four equally sized quartiles, each containing c.227 employees.

### TechnipFMC Umbilicals Ltd

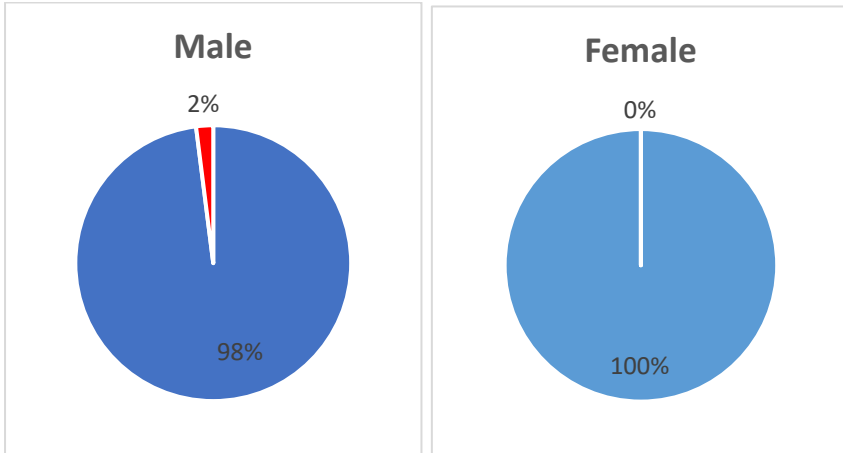


The above pay quartile pie charts illustrate the gender distribution at Technip Umbilicals Ltd across four equally sized quartiles, each containing c.86 employees.

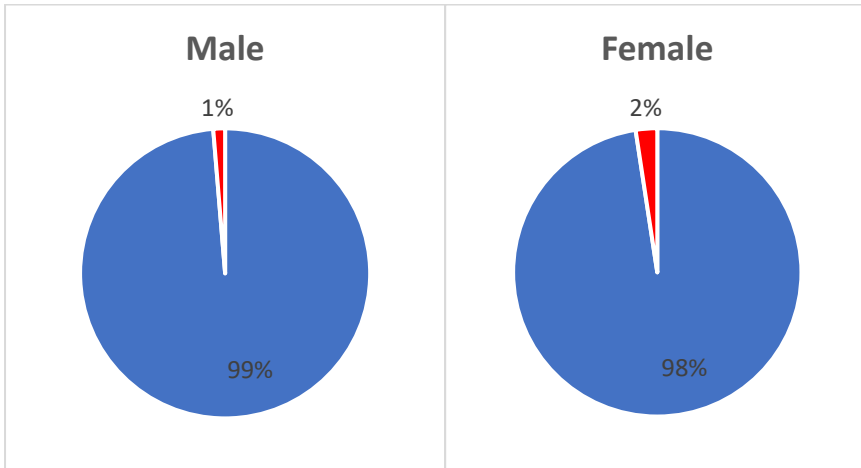
**Proportion of colleagues awarded bonuses**



**Technip UK Ltd**

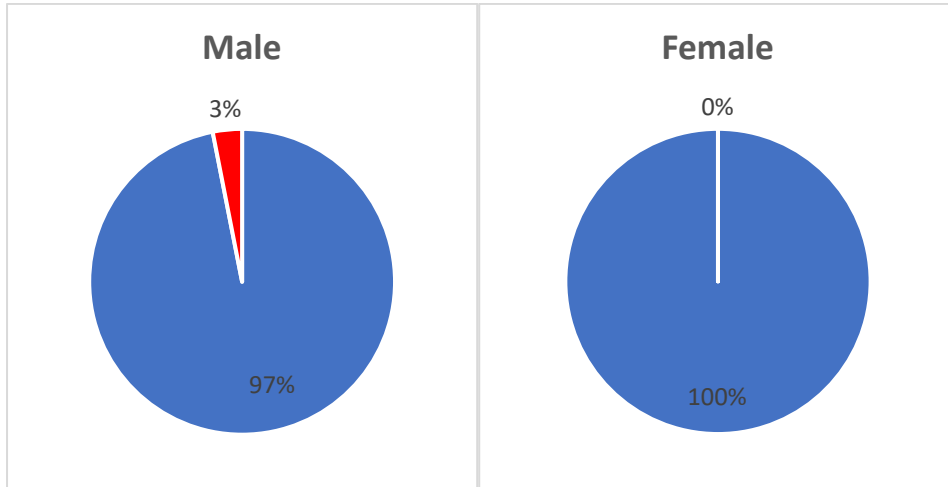


**FMC Technologies Ltd**





### TechnipFMC Umbilicals Ltd



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