

Consolidated Account of Labor Rights and Worker Welfare 2023

Published: April 23, 2024

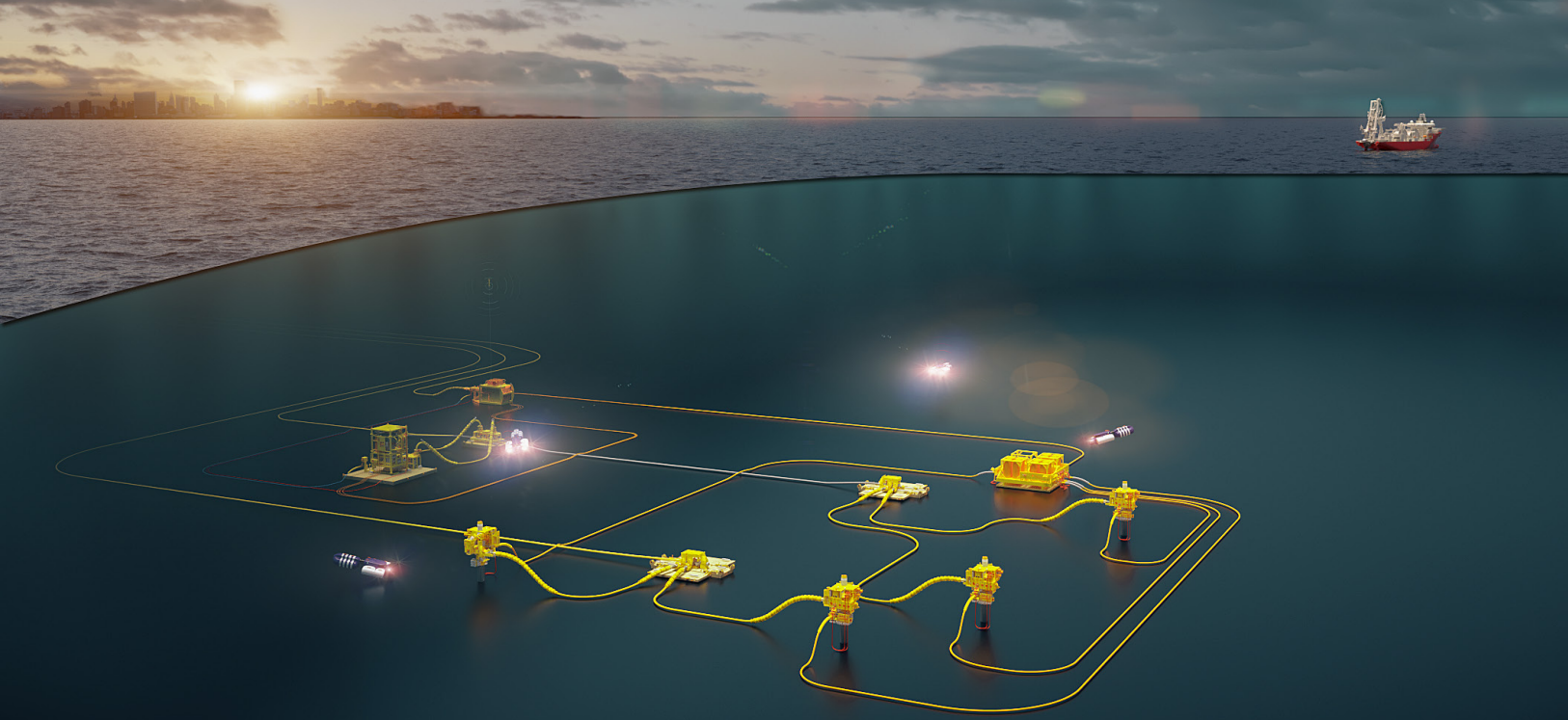


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**TechnipFMC Consolidated Account of Labor Rights and Worker Welfare 2023
(the “Consolidated Account”)**

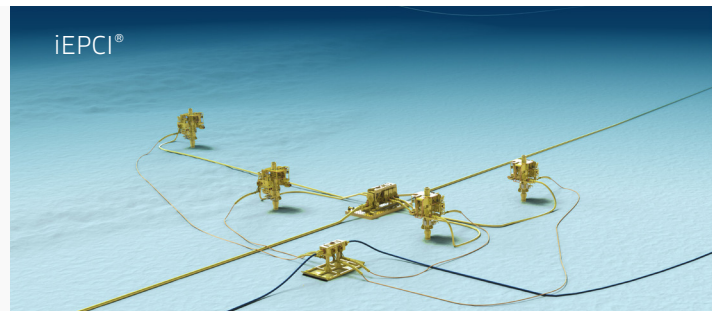




Company Operations

Subsea

Our Subsea segment provides integrated design, engineering, procurement, manufacturing, fabrication, installation, and life of field services for subsea systems, subsea field infrastructure, and subsea pipeline systems used in oil and natural gas production and transportation.



Surface Technologies

Our Surface Technologies segment designs, manufactures, and services fully integrated products and systems used by companies involved in land and shallow water exploration and production of crude oil and natural gas, as well as specialized equipment supporting integrated carbon transportation and storage ("iCTS™"), hydrogen storage, and geothermal production. Surface Technologies provides integrated solutions for onshore applications in drilling, stimulations, production, measurement, digital, and services globally.



We are uniquely positioned to deliver greater efficiency across project life cycles, from concept to project delivery and beyond. Through innovative technologies and improved efficiencies, our offering unlocks new possibilities for our customers in developing their energy resources and in their positioning to meet the energy transition challenge.

Enhancing our performance and competitiveness is a key component of our strategy, which is achieved through technology and innovation differentiation, seamless execution, and reliance on simplification to drive costs down. We are targeting profitable and sustainable growth by seizing market growth opportunities and expanding our range of services, including opportunities arising through the energy transition. We are managing our assets efficiently to ensure we are well-prepared to drive and benefit from the opportunities in many of the markets we serve.¹

Unique worldwide footprint

North America

Canada
Mexico
United States

South America

Argentina
Brazil
Colombia
Guyana

Europe

France
Italy
Netherlands
Norway
Poland
Portugal
United Kingdom

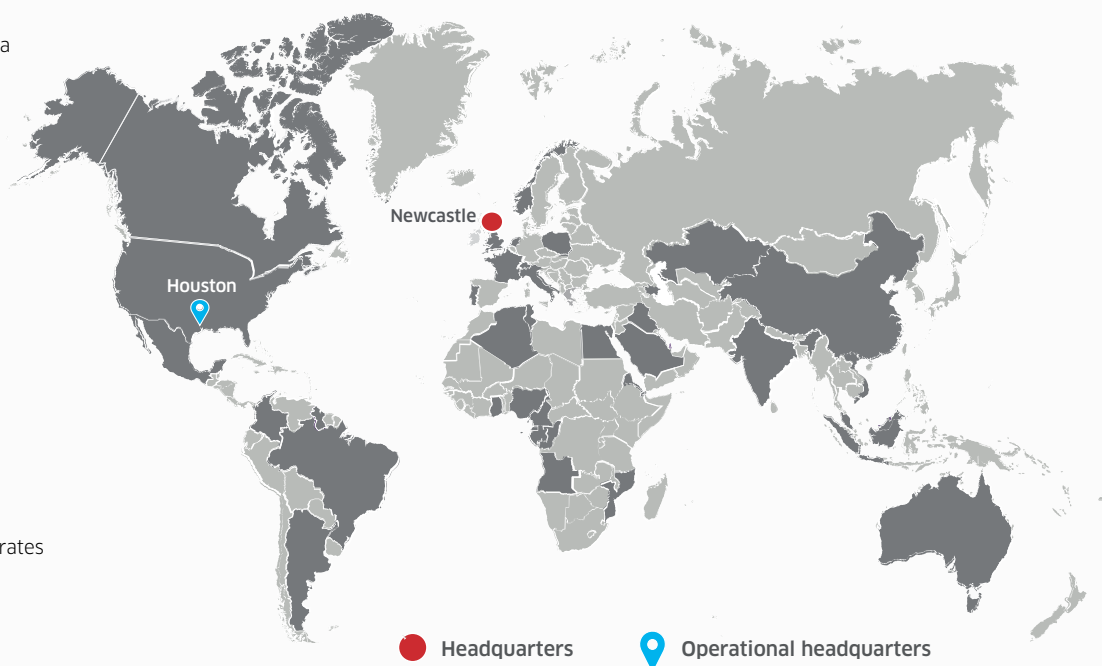
Africa

Algeria
Angola
Cameroon
Congo

Egypt
Equatorial Guinea
Gabon
Ghana
Mozambique
Nigeria
Tunisia

Asia, Australasia and Middle East

Australia
Azerbaijan
China
India
Indonesia
Iraq
Kazakhstan
Malaysia
Saudi Arabia
Singapore
United Arab Emirates
Vietnam
Oman
Qatar



¹TechnipFMC Canada's activities are those described for both the Company's Subsea and Surface business segments.

Supply chain 2023²

Employees in procurement:
~1,000

Direct and indirect suppliers:
~11,000

Number of countries procured
from: 65



We aspire to develop business relationships with like-minded clients, subcontractors, suppliers, and business partners who are guided by a similar set of principles of business conduct. Our goal is to build and sustain long-lasting relationships with customers, partners, suppliers, and local communities where we have operations. Stakeholder considerations are embedded throughout our discussions and decisions, including those of our board of directors. The supply of goods and services is critical to our success as a business. We implement processes and procedures to enable us to manage our supply chain and supplier relationships effectively. As part of these processes and procedures, we work to identify and engage suppliers who can meet the demands of our business at a competitive cost and with integrity.

Our local procurement teams are essential in this process and facilitate regular dialogue with our suppliers, while navigating local cultural, language, and time-zone differences.

We regularly assess the performance of our suppliers to ensure they meet our standards and expectations in the delivery, quality, and response to supply chain matters. We are committed to operating our business with a focus on Safety, Integrity, Quality, Respect, and Sustainability and we aspire to work with suppliers who are guided by a similar set of principles of business conduct. We actively assess and monitor our suppliers' compliance with rules, regulations, principles, and guidelines relating to modern slavery, sustainability, human rights, anti-bribery, tax evasion, and data protection, amongst others.

²The Company employs a global supply chain, which services all of the Company's subsidiaries, including TechnipFMC Canada.



Human Rights at TechnipFMC

Respect is one of our Foundational Beliefs. It fundamentally guides how we do business and what we never compromise on, no matter the circumstances. We believe that everyone is entitled to honest, fair, and courteous treatment. We express a strong commitment for respecting human rights, and we do not tolerate any form of modern slavery or the use of prohibited child, forced, indentured, or involuntary labor, regardless of where we conduct business.

At TechnipFMC, our operations are guided by the principles set out in the 1948 Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organization's Fundamental Conventions. We implement processes according to these principles in order to ensure the health, safety, and welfare of those in the TechnipFMC ecosystem.

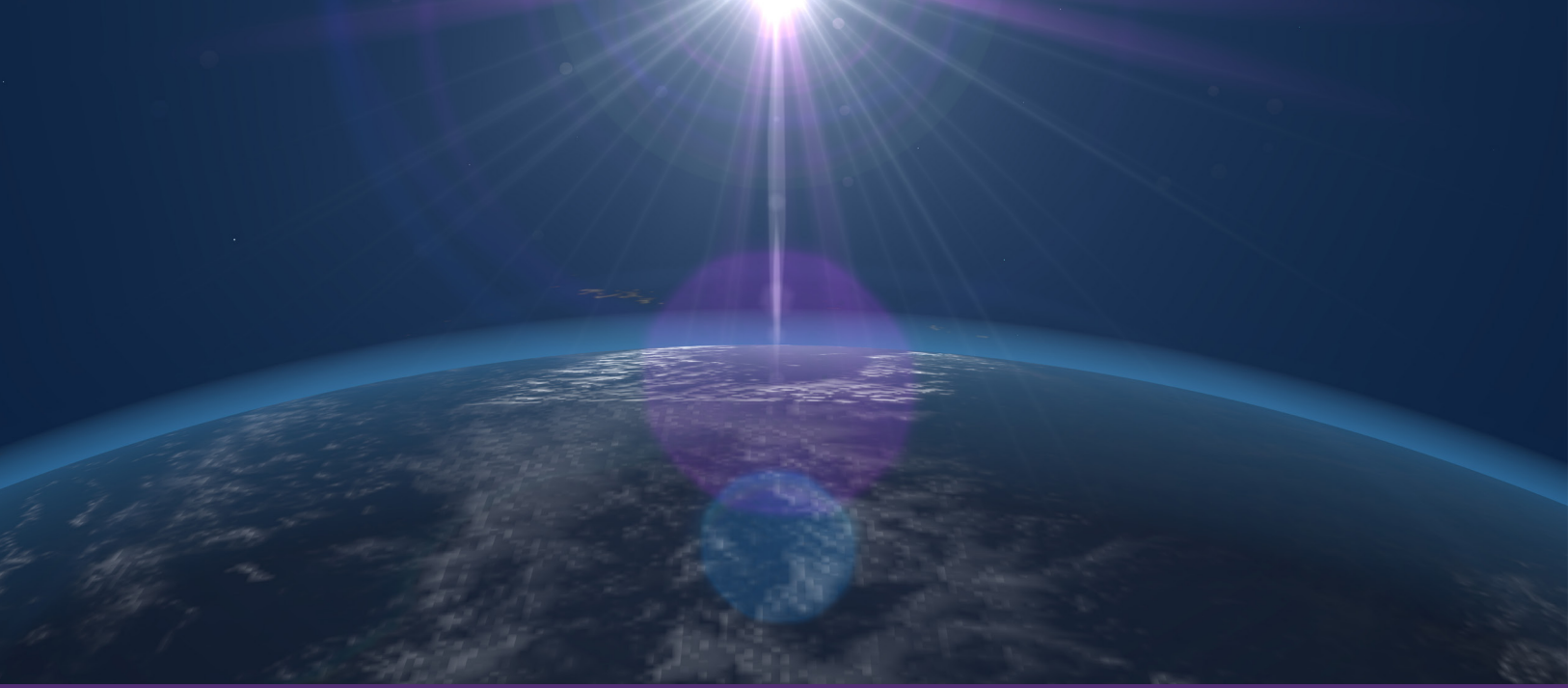
Integrity Awards

In March 2023, we launched the inaugural TechnipFMC Integrity Awards, which are designed to recognize employees whose actions go above and beyond in demonstrating our Foundational Belief of Integrity. The awards are intended to foster a culture that values integrity by honoring those who demonstrate their commitment to doing the right thing. In May of that year, we honored 17 winners, out of 122 nominations, who went above and beyond in helping our company maintain the highest degree of Integrity in everything we do.

Driving Change Awards

At the Company's internal 2023 Driving Change Awards, our human rights program received the Chair and CEO Prize, which is awarded to an initiative for overall exceptional achievement and impact to our business. The program achieved tangible impacts such as:

- ▶ Immediate return of migrant workers' passports and identity documents so that they have freedom to leave work as they choose;
- ▶ Repayment to workers of backpay;
- ▶ Implementation of grievance mechanisms and improvement in human rights policies and procedures; and
- ▶ Training of suppliers and engagement on TechnipFMC expectations.



Human Rights affiliations

TechnipFMC values its collaboration with the United Nations Global Compact (the “UNGC”) and the industry group Building Responsibly.

United Nations global compact



TechnipFMC supports the Ten Principles of the UNGC, and we integrate these principles in the areas of human rights, labor, environment, and anti-corruption into our business strategy, culture, and daily operations.

The UNGC is also a call for action to achieve its 17 Sustainable Development Goals (“SDGs”). These societal goals are at the heart of the UN’s 2030 Agenda for Sustainable Development and are aimed at ending poverty, protecting the planet, and ensuring that all people enjoy peace and prosperity by 2030. At TechnipFMC, our targets are designed to align with the SDGs for which we believe we can achieve the greatest positive impact, given their relevance to our business and sustainability strategy.

Building Responsibly



TechnipFMC is also a member of Building Responsibly, a group of companies that work together to raise the bar in promoting the rights and welfare of workers’. Building Responsibly member companies collaborate and benchmark on development of common objectives, practices, and processes for improving human rights in the engineering and construction industry.



Human Rights governance

Board oversight of Environment, Social and Governance (“ESG”)



- ▶ Policies, programs, and strategies related to environmental stewardship, responsible investment, corporate citizenship, human rights, and ESG risk management
- ▶ Development and implementation of targets, standards, metrics, and methodologies related to ESG
- ▶ Public disclosures with respect to ESG matters
- ▶ Policies that support integrity in everything we do, including respect for humanity

- ▶ Review global strategy and initiatives related to diversity, equity, and inclusion efforts and to contributions to the world around us
- ▶ Executive compensation structure which includes ESG performance as a performance measure in our Annual Incentive Plan

- ▶ Along with the ESG Committee, systems and controls for the prevention of bribery and receive reports on non-compliance

At TechnipFMC, all Board members participate in oversight of ESG matters, which includes human rights matters.

Oversight is concentrated in the ESG committee which, as set forth in its charter, has principal responsibility for overseeing ESG matters, which includes reviewing and monitoring the development and implementation of targets, standards, metrics, or methodologies to track the Company's ESG performance, and reviewing the Company's engagement with stakeholders and public disclosures with respect to ESG matters.

In addition to oversight by the ESG Committee, the Audit and Compensation and Talent Committees also oversee certain ESG matters that align with their areas of responsibility as detailed in each committee's charter.

Management oversight

TechnipFMC's Executive Leadership Team sets the overall direction and approach toward our ESG efforts, including for human rights. The ESG Steering Committee, which includes the Chief Legal Officer who is directly responsible for human rights compliance, is responsible for the specific Company initiatives toward corporate responsibility and sustainability and actions to further those initiatives. TechnipFMC also employs a Human Rights Working Group and a Human Rights Leadership Network.

Management oversight for human rights



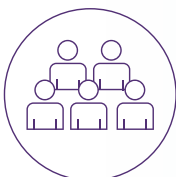
ESG Steering Committee

- ▶ Responsible for the specific Company initiatives toward corporate responsibility, sustainability, climate-related risks, and opportunities and actions aimed to further such initiatives.
- ▶ Sets the direction and long-term strategy to achieve our ESG-related plans, the development and implementation of targets, standards, and metrics, or methodologies to achieve our ESG goals, and publication of our external communication on ESG topics.
- ▶ Regularly receives updates and provides guidance to subject-matter experts in each of the ESG pillars that coordinate activity across the Company that underpins our ESG strategy.



Working Group

- ▶ Brings together key stakeholders to develop and promote practices that foster human rights and worker welfare in the TechnipFMC ecosystem.
- ▶ Has assessed our human rights risk, and our human rights standards and processes against international standards, and managed the human rights metric in the Company's ESG Scorecard.



Leadership Network

- ▶ Brings together our support functions, commercial teams, and operations teams to facilitate communication and collaboration on human rights initiatives and requirements and to effect process improvement and standardization across the Company.



Policies and procedures

To ensure an educated, aware, and engaged workforce and supply chain, TechnipFMC maintains policies and procedures that address human rights. These policies apply for the Company and all subsidiaries and affiliates and apply to all Company employees, officers, directors. These policies and procedures include:

<p>Code of Business Conduct³</p>	<p>Our Code of Business Conduct (the “Code”) is built on our Foundational Beliefs of Safety, Integrity, Quality, Respect, and Sustainability, and gives us a common language and playbook for decisions and actions that help us live our Core Values. Our Code helps us recognize and address the ethical dimensions to our everyday decisions.</p> <p>The Code acknowledges our commitment to recognizing human rights and our prohibition of forced, indentured, or involuntary labor, human trafficking, and the use of prohibited child labor.</p> <p>The Code also establishes the responsibility of any TechnipFMC employee, customer, supplier, or business partner to report a violation of our Code or policies.</p>
<p>Human Rights Standard</p>	<p>Our Human Rights Standard (the “Standard”) sets forth TechnipFMC’s principles related to human rights across the entire TechnipFMC group to ensure that everyone we work with is entitled to honest, fair, and courteous treatment.</p> <p>The Standard is based on the principles found in the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work.</p>

<p>Human Rights Standard</p>	<p>The Standard prohibits any form of child labor⁴, forced labor⁵, or modern slavery; prohibits discrimination and ensures fair working conditions; ensures a healthy, safe, and secure environment; ensures respect for the freedom of association and collective bargaining; encourages workers' to report concerns and ensures remediation, where appropriate; and ensures the respect of the rights of local communities.</p>
<p>Allegation Management Standard</p>	<p>Our Allegation Management Standard establishes that our employees have a responsibility to report all compliance concerns including violations of the Company's Code, policies, laws, or Foundational Beliefs and Core Values. TechnipFMC takes all allegations of misconduct seriously and is determined to ensure that all reports are treated confidentially, investigated fully, and that employees are treated consistently and fairly.</p>
<p>Global Sourcing & Procurement Policy</p>	<p>Our Global Sourcing & Procurement Policy establishes that we are committed to our customers success by providing a competitive advantage through leverage, value creation, and strategic supplier management ensuring safety, quality, on-time delivery, and cost performance by, among other things, developing the supply chain to sustain the business in the long term, and delivering consistent global performance in all aspects of safety, quality, ethics, delivery and cost and operating in compliance with our Core Values and Foundational Beliefs.</p>
<p>Supplier & Subcontractor Integrity Expectations</p>	<p>Our Supplier & Subcontractor Integrity Expectations, which are a condition of any business relationship with the Company, require that any supplier or subcontractor of the Company agrees to follow the applicable laws of each country in which the supplier or subcontractor operates and to observe the principles of the Code and the Supplier & Subcontractor Integrity Expectations.</p> <p>This includes conducting business in compliance with all internationally recognized human rights standards including those set out in the Universal Declaration of Human Rights and the International Labor Organisation Declaration on Fundamental Principles and Rights at Work and have an approach to human rights consistent with the United Nations Guiding Principles on Business and Human Rights.</p>
<p>Supplier Human Rights Due Diligence Assessment and Auditing Global Standard Operating Procedure (the "Audit SOP")</p>	<p>This Audit SOP defines how supplier human rights due diligence assessments and audits shall be prepared, executed, and recorded. This Audit SOP covers both due diligence assessments and onsite audits and assesses suppliers operating in high-risk countries and executing high-risk scopes of work.</p> <p>Both due diligence assessments and onsite audits cover areas relating to: (1) policies and procedures relating to employment of children and young workers' and prohibition of slavery; (2) freedom of association; (3) contract requirements for employees, suppliers and customers; (4) fair wages and working conditions; (5) non-discrimination policies; (6) safe, healthy, and secure workplaces and environments; (7) fair compensation; (8) freedom of assembly; (9) grievance mechanisms; (10) incident reporting and</p>

<p>Supplier Human Rights Due Diligence Assessment and Auditing Global Standard Operating Procedure (the “Audit SOP”)</p>	<p>investigations; (11) training; (12) supplier outreach; and (13) due diligence of new and existing suppliers.</p> <p>The Audit SOP also requires, where an onsite audit results in findings associated with the ILO forced labor indicators, prompt notice and remediation and implementation of a long-term resolution plan, which includes mandatory re-audit within 18 months of remediation.</p>
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³ In addition to the Company’s employees, directors, and officers, the Code should be shared and discussed with our clients, suppliers and our business partners to better explain our rules of conduct and reinforce our culture of accountability. We aspire to develop business relationships with like-minded clients, subcontractors, suppliers, and business partners who are guided by a similar set of principles of business conduct.

⁴ Work that deprives children of their childhood, potential, and dignity, and is harmful to physical and mental development.

⁵ Work or service extracted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily.

General Terms and Conditions

In addition to the aforementioned policies, our General Terms & Conditions (the “GTC”) set forth our requirements and expectations regarding our contractors, subcontractors, vendors, and other suppliers’ respect for human rights and decent working conditions. The GTC are the Company’s standard terms and conditions for procurement of goods and services. The GTC requirements for human rights and decent working conditions are based on the Building Responsibly Worker Welfare Principles.



Uncovering Human Rights deficiencies

As a cornerstone of TechnipFMC's human rights program, we assess our supply chain through various mechanisms in order to identify, prevent, mitigate, and resolve potential and actual adverse human rights impacts. We recognize that human rights risk in connection with our business largely depends on the nature of our activities and the countries in which we operate. Certain sectors and jurisdictions present a disproportionate human rights risk, and our commitment to ethical business practice requires a concerted, ongoing effort to better understand and respond to those risks.

Our risk factors include:

Value chain operations in high-risk geographies.

A global supply chain that:

- ▶ Is comprised of multiple tiers, up to and exceeding five tiers at times; and
- ▶ Includes supply of high-risk scopes of work, such as labor supply, cleaning services, and construction.

Worker demographics that include differing workforce skill levels, use of recruitment agencies, and migrant workers'.

Global projects with subcontracting relationships, which may result in diminished visibility into subcontractors' practices to ensure worker welfare.

When assessing the company's potential risks with respect to human rights, we take these risk factors into account and rely on international standards and industry practices to define the specific risks, and to develop or maintain responsive policies and procedures.



Supply chain due diligence

At TechnipFMC, we aim to develop business relationships with like-minded subcontractors, suppliers, and business partners, and we aspire to only do business with counterparties who respect human rights and uphold labor laws.

We require that our Code of Business Conduct be shared and discussed with our suppliers and business partners to explain our rules of conduct and reinforce our culture of accountability, and our suppliers must accept and abide by contractual provisions addressing a range of ethics issues, including human rights requirements. We also assess our supply chain's compliance with labor laws and international human rights standards via multiple avenues in the supply chain lifecycle.



Onboarding

During our supplier onboarding process, all potential suppliers are required to complete a standard ethics questionnaire that includes questions on human rights compliance. Suppliers that operate from a high-risk country or who will provide TechnipFMC a high-risk scope of work are also required to complete an additional elevated human rights-specific questionnaire.



Global supply chain

Each year, TechnipFMC analyses its supply chain under its ESG Scorecard to identify suppliers for human rights assessment. This analysis considers factors such as operating from a high-risk country, providing a high-risk scope of work, and amount of spend over the preceding two years. In addition to such factors, and in an effort to broaden its assessment pool, TechnipFMC also randomly selects suppliers for assessment who did not meet the aforementioned criteria.



Project supply chain

Certain TechnipFMC clients require the Company to establish a human rights plan on a project basis. These project plans involve a risk assessment of the project's suppliers and, in consultation with the client, identification of suppliers to be subject to assessment and/or audit.



Ethics reports and Integrity Helpline

TechnipFMC also makes its grievance mechanisms available to its employees, suppliers, subcontractors, business partners, and other third parties for the reporting of ethics concerns or violation of TechnipFMC's Code of Business Conduct or other policies, which includes violation of TechnipFMC's human rights requirements. Those mechanisms for reporting include an employee's direct manager or Human Resources representative, someone in the Company's management, our Chief Compliance Officer, a member of the Company's Corporate Compliance organization, any officer of the Company, the regional legal department, or the Company's designated independent third-party reporting helpline - the 'Integrity Helpline', which facilitates anonymous reporting and is available to third parties working with the Company or for such third parties. In May, we conducted our annual global Speak-up campaign to raise awareness about the Company's Integrity Helpline, highlight our culture of ethics and transparency, and emphasize that we have zero tolerance for retaliation. Such ethics reports have given rise to ad hoc human rights assessment and driven broader country-specific assessments where it is thought that the reported concern is symptomatic of larger concerns within a country.

Program data: potential adverse impacts

In 2023, TechnipFMC identified the following adverse impacts, which are known to exist in the environment in which we operate, and could, therefore, potentially exist within our value chain:

- ▶ payment of recruitment costs;
- ▶ restricted access to identity documentation;
- ▶ provision of unsuitable living and sleeping accommodations;
- ▶ employment of underaged workers';
- ▶ improper wages;
- ▶ lack of grievance mechanisms;
- ▶ excessive overtime;
- ▶ continuous work without proper rest periods; and
- ▶ lack of human rights policies and procedures.



Promoting labor rights and worker welfare

Protection of human rights is an essential business principle that we promote for our employees in the workplace and across our supply chain, with the ultimate goal of improving the standard of human rights in the TechnipFMC ecosystem. To this end, we aim to work with like-minded subcontractors, suppliers, and business partners to cease or mitigate adverse impacts on human rights. We achieve this through preventative measures such as internal training and community and stakeholder outreach and through corrective action on identified adverse impacts.

Internal training

Employee training is an important component of communicating and embedding our commitment to human rights within our business. In 2023, we executed the following training initiatives for human rights:

In-person training sessions

- ▶ Norway and UK offices
- ▶ Extended Legal Leadership Conference
- ▶ Three supplier owner trainings⁶
- ▶ Latin America Legal & Compliance and Sourcing & Procurement teams.⁶

Experts Explain⁷

- ▶ Webinar on Human Rights

iLearn⁸

- ▶ First training module on forced labor

United Nations Human Rights Day

- ▶ Message to all employees on integrity from our Chief Legal Officer.

⁶Indirect Procurement, Eastern Hemisphere Direct Procurement, Western Hemisphere Direct Procurement.

⁷Employees in all regions can access knowledge management social learning tools such our Experts Explain webinar series to increase their knowledge about business and technical topics, and to share their own knowledge.

⁸Our iLearn learning platform continues to be the main hub for delivering our formal learning initiatives to all employees such as eLearning courses, videos, instructor-led training, and resource materials.

Community and stakeholder outreach

We strive to collaborate with key external stakeholders for the purpose of improving the standard of human rights in the TechnipFMC ecosystem. In 2023, we participated in the following outreach initiatives:

- ▶ Truckers Against Trafficking event
- ▶ Building Responsibly annual conference
- ▶ Poland Supplier Quality Day
- ▶ Asia Pacific supplier engagement
- ▶ Houston Supplier Quality Day

In April 2023, TechnipFMC partnered with the non-profit organization Truckers Against Trafficking to host the industry summit 'Combating Human Trafficking - How the Energy Industry Can Make a Difference.' This summit brought together 50 representatives from 15 energy companies, four trucking/logistics companies, and five law enforcement agencies to learn about human trafficking in the community, discuss engagement strategies for energy companies, and devise shared strategies to combat human trafficking.



Resolving Human Rights findings

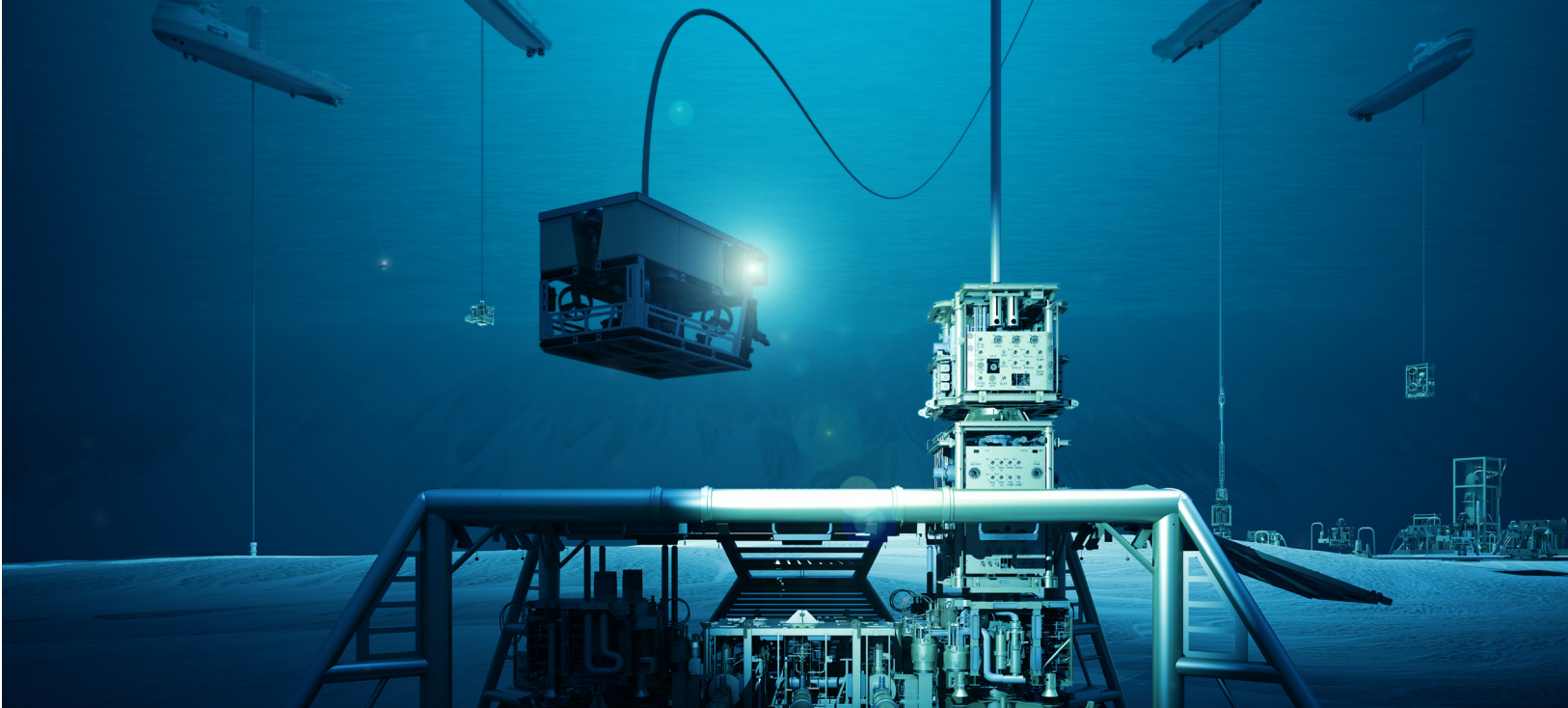
Corrective action plans

Where a supplier is found to have deviated from TechnipFMC's human rights standards, that supplier is required to complete a corrective action plan to meet the Company's human rights requirements. Each such corrective action plan is tailored to the individual circumstances.

TechnipFMC also believes that education plays a key role at all stages in preventing human rights abuses and therefore may provide human rights education and training as part of the corrective action process. While the Company aims to work alongside its suppliers to improve the standard of human rights in the TechnipFMC ecosystem, we will reevaluate our business relationship with a supplier that declines to follow the guidelines outlined in our terms and conditions, fails to engage in the human rights assessment process, or chooses not to implement appropriate remedial action as outlined in a corrective action plan.

Program data: actual adverse impacts

In Appendix 2, we set out the actual adverse impacts on human rights that we identified in our operations in 2023 and the status of those adverse impacts.



TechnipFMC Consolidated Account overview

The TechnipFMC Consolidated Account is published to illustrate:

- ▶ the steps the Company and its applicable subsidiaries⁹ have taken during 2023 to ensure that slavery and human trafficking is not taking place in our supply chain and in any part of our business pursuant to Section 54 of the Modern Slavery Act 2015, and as acknowledged by the Company's Chair and Chief Executive Officer, on behalf of our Board of Directors, in Appendix 1;
- ▶ the Company and its applicable subsidiaries¹⁰ (individually and collectively, "TechnipFMC Norway") respect for fundamental human rights and decent working conditions in connection with the production of goods and the provision of services and to ensure the general public access to information regarding how enterprises address adverse impacts on fundamental human rights and decent working conditions pursuant to Section 5 of Norway's act relating to enterprises' transparency and work on fundamental human rights and decent working conditions as acknowledged by TechnipFMC Norway's Board(s) of Directors; and
- ▶ the measures taken by the Company and its applicable subsidiaries¹¹ (individually and collectively, "TechnipFMC Canada"), in accordance with the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, to prevent and reduce the risk that forced labor or child labor is used by TechnipFMC Canada and its supply chain, and as acknowledged by the Company's Chair and Chief Executive Officer, on behalf of our Board of Directors, in Appendix 1.

⁹TechnipFMC plc, FMC Kongsberg Services Limited, FMC Technologies Limited, Technip UK Limited, TechnipFMC Umbilicals Ltd., Magma Global Limited, TechnipFMC Island Offshore Subsea UK Limited, Technip Ships One Limited, and West Africa Subsea Services Limited.

¹⁰AGAT Technology AS, Deep Purple AS, Technip Chartering Norge AS, Technip Coflexip Norge AS, Technip Norge AS, Technip Deepocean PRS JV DA, TIOS AS, TIOS Crewing AS, and Techdof Brasil AS.

¹¹ TechnipFMC Canada Ltd., Technip UK Limited, and TechnipFMC International Holdings BV.

TechnipFMC publishes this Consolidated Account for the financial year ending December 31, 2023, on our website at www.technipfmc.com.

Appendix 1

On behalf of the Company's Board



Douglas J. Pferdehirt
Chair and Chief Executive Officer
April 23, 2024

In accordance with the requirements of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, for the reporting year listed above herein. By signature, I acknowledge that I have the authority to bind TechnipFMC Canada.

Appendix 2

Country	Scope of Work	Findings	Status
Angola	Catering	Overtime in disagreement with local laws and/or international standards; Non-compliance with proper compensation or social security laws or fines applicable to workers'; Lack of adequate human rights policies and procedures; Insufficient grievances mechanisms.	■
China	Marine & ROV consumables	Overtime in disagreement with local laws and/or international standards; Continuous work without appropriate resting periods; Lack of adequate controls on workers' attendance, overtime or payments.	■
	Manufacturing	Overtime in disagreement with local laws and/or international standards; Continuous work without appropriate resting periods.	■
India	Manufacturing	Insufficient grievances mechanisms; Insufficient workers' representation structures.	■
Indonesia	Marine & ROV consumables	Lack of adequate controls on workers' attendance, overtime and payments; Lack of adequate human rights policies and procedures; Insufficient workers' representation structures.	■
Malaysia	Marine & ROV consumables	Lack of adequate human rights policies and procedures; Insufficient grievances mechanisms; Insufficient workers' representation structures.	■
	Insurance	Lack of adequate human rights policies and procedures; Insufficient grievances mechanisms.	■
	Freight and Logistics	Insufficient grievances mechanisms; Lack of adequate hiring process of migrant workers'.	■
	Engineering services	Lack of adequate controls on workers' attendance, overtime and payments; Lack of adequate human rights policies & procedures; Lack of adequate hiring process of migrant workers'.	■
	Engineering services	Overtime in disagreement with local laws and/or international standards; Continuous work without appropriate resting periods; Lack of adequate human rights policies and procedures; Insufficient grievances mechanisms; Lack of adequate hiring process of migrant workers'; Dormitories do not follow local and/or international standards.	■
		Controlled passport retention	■
	Manufacturing	Payment of recruitment fees by migrant workers'; Overtime in disagreement with local laws and/or international standards; Continuous work without appropriate resting periods; Lack of adequate controls on workers' attendance, overtime or payments; Lack of adequate human rights policies and procedures; Lack of adequate hiring process of migrant workers'; Dormitories do not follow local and/or international standards.	■
		Controlled passport retention	■
	Machining	Payment of recruitment fees by migrant workers'; Overtime in disagreement with local laws and/or international standards; Continuous work without appropriate resting periods; Lack of adequate human rights policies and procedures; Insufficient grievances mechanisms; Lack of adequate hiring process of migrant workers'; Dormitories do not follow local and/or international standards.	■
		Controlled passport retention	■
	Marine & ROV consumables	Lack of adequate controls on workers' attendance, overtime or payments; Lack of adequate human rights policies and procedures.	■
	Manufacturing	Payment of recruitment fees by migrant workers'; Overtime in disagreement with local laws and/or international standards; Continuous work without appropriate resting periods; Lack of adequate human rights policies and procedures; Dormitories do not follow local and/or international standards.	■
		Controlled passport retention	■
	Outsourced services	Lack of adequate human rights policies & procedures; Insufficient grievances mechanisms.	■
	Marine & ROV consumables	Non-compliance with proper compensation or social security laws, or fines applicable to workers'; Lack of adequate human rights policies and procedures.	■
Marine services	Overtime in disagreement with local laws and/or international standards; Lack of adequate human rights policies and procedures; Lack of adequate hiring process of migrant workers'.	■	
Manufacturing	Continuous work without appropriate resting periods; Noncompliance with proper compensation or social security laws or fines applicable to workers'.	■	
Fabrication	Payment of recruitment fees by migrant workers'; Overtime in disagreement with local laws and/or international standards; Continuous work without appropriate resting periods; Lack of adequate human rights policies and procedures; Lack of adequate hiring process of migrant workers'; Dormitories do not follow local and/or international standards.	■	
Mexico	Machining	Non-compliance with proper compensation or social security laws or fines applicable to workers'; Lack of adequate controls on workers' attendance, overtime or payments; Insufficient grievances mechanisms; Lack of adequate hiring process of migrant workers'.	■
Saudi Arabia	Machining	Access denied to documentation; Overtime in disagreement with local laws and/or international standards; Continuous work without appropriate resting periods; Lack of adequate controls on workers' attendance, overtime or payments; Lack of adequate human rights policies and procedures; Insufficient grievances	■
		Controlled passport retention	■
Singapore	Manufacturing	Payment of recruitment fees by migrant workers'; Overtime in disagreement with local laws and/or international standards; Continuous work without appropriate resting periods; Lack of adequate controls on workers' attendance, overtime or payments.	■
UAE	Pipeline, process piping, valves	Lack of adequate controls on worker' attendance, overtime or payments.	■
	Machining	Overtime in disagreement with local laws and/or international standards; Continuous work without appropriate resting periods; Insufficient workers' representation structures.	■
		Controlled passport retention	■
UK	Vessel personnel and services	Failure to pay employees according to applicable minimum wage.	■

TechnipFMC plc, a public limited company incorporated and organized under the laws of England and Wales, with registered number 09909709, and with registered office at Hadrian House, Wincomblee Road, Newcastle upon Tyne, NE6 3PL, United Kingdom (“TechnipFMC,” the “Company,” “we,” or “our”) is a leading technology provider to the traditional and new energy industries, delivering fully integrated projects, products, and services. With our proprietary technologies and comprehensive solutions, we are transforming our clients’ project economics, helping them unlock new possibilities to develop energy resources while reducing carbon intensity and supporting their energy transition ambitions. We have operational headquarters in Houston, Texas, United States, and we operate across two business segments: Subsea and Surface Technologies. The Company directly or indirectly owns and controls all entities reporting hereunder.