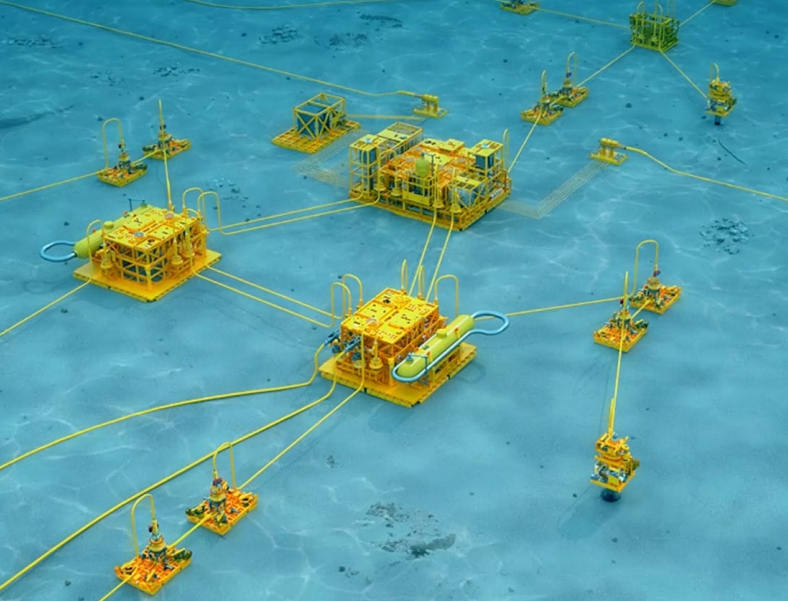


Consolidated Account of Labor Rights, Worker Welfare, and Modern Slavery Report 2025

April 30, 2026

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Introduction

Modern slavery and human trafficking remain significant global risks that can arise within complex international supply chains. As a responsible business, we recognize our role in preventing exploitation and promoting fair, safe, and ethical working conditions across our operations and value chain. Our approach is grounded in respect for human rights and a commitment to identifying, mitigating, and addressing risks associated with forced labor, child labor, deceptive recruitment practices, and other forms of exploitation.

This document presents TechnipFMC's ("TechnipFMC," the "Company," "we," "us," or "our") Consolidated Account of Labor Rights, Worker Welfare, and Modern Slavery for the financial year 2025 (1 January 2025–31 December 2025). It describes the policies, governance structures, due diligence processes, and practical measures implemented across the Company to manage labor-related and human rights risks within our operations and supply chains.

The Company maintains a zero-tolerance position on modern slavery and child labor. We recognize that identifying and managing these risks within a global organization operating multi-tier supply chains requires sustained focus, transparency, and continuous improvement.

Our efforts are supported by robust internal controls, targeted training, regular internal and external audits, and the expertise of both in-house specialists and independent subject matter experts.

This Consolidated Account reflects our ongoing commitment to upholding high ethical standards and complying with applicable legal requirements, including the Australian Modern Slavery Act 2018 (Cth), the United Kingdom Modern Slavery Act 2015, the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023, and the Norwegian Transparency Act 2022.

While compliance with legal requirements is essential, our approach is designed to go beyond minimum regulatory expectations and focus on continuous improvement and prevention.

The Company actions are guided by our Core Values and Foundational Beliefs. In everything we do, we never compromise on safety, integrity, quality, respect, or sustainability. These principles underpin our approach to labor rights and worker welfare and inform how we engage with our employees, suppliers, business partners, and the communities in which we operate.

Our Core Values



Realizing possibilities



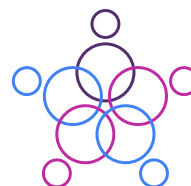
Achieving together

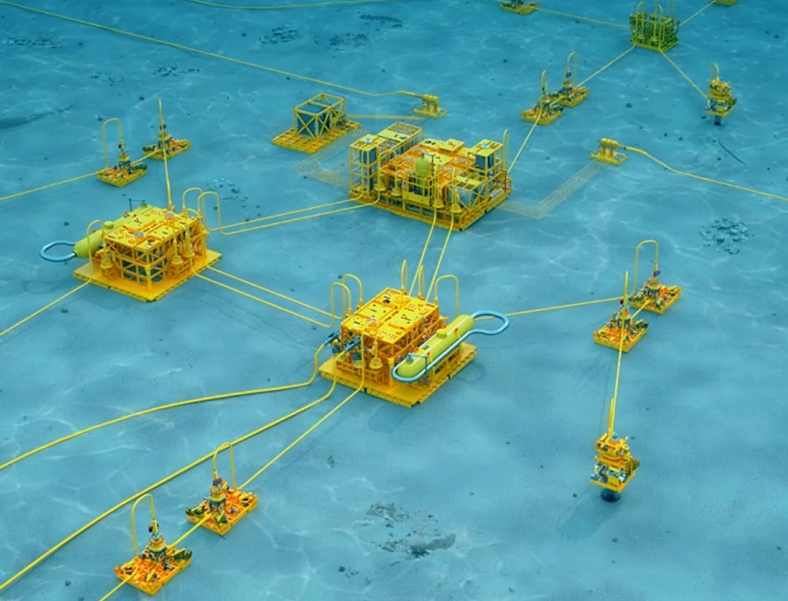


Building trust

Our Foundational Beliefs

In everything we do, we never compromise on:
Safety | Integrity | Quality | Respect | Sustainability





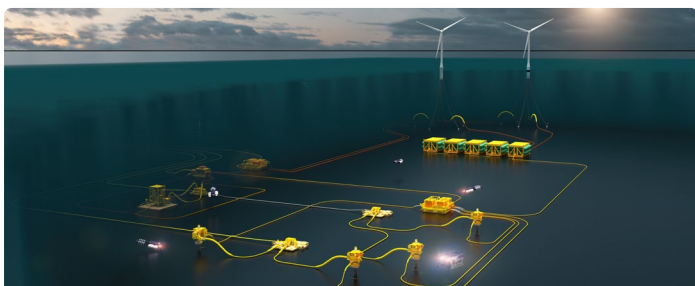
Structure, Activities, and Supply Chains

Company Overview

TechnipFMC 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.

The Company's worldwide team powers our success – our people use their skills to design, engineer, manufacture, and install the systems used by the energy industry to access resources on land and at sea.



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 conventional and unconventional land and shallow water exploration and production of oil and natural gas, as well as specialized equipment supporting integrated carbon transportation and storage, hydrogen storage, and geothermal production.

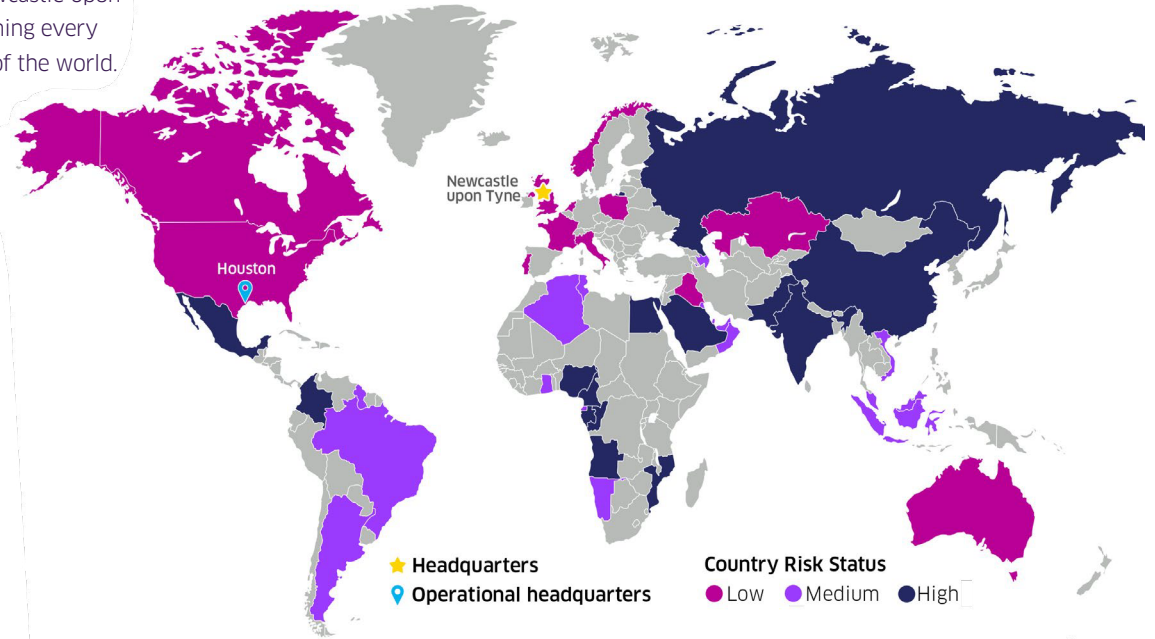
Capitalizing on the Energy Transition

We are uniquely positioned to deliver greater efficiency across project life cycles, from concept to delivery and beyond. Through innovative technologies and improved efficiencies, our offering unlocks new possibilities for our clients in developing their energy resources and positioning them to meet the energy transition challenge. We target profitable and sustainable growth by expanding our services, including opportunities arising through the energy transition.

Unique Worldwide Footprint

TechnipFMC maintains operational headquarters in Houston, Texas (USA), and Newcastle upon Tyne (UK), with operations spanning every major energy-producing region of the world.

- North America**
- Canada
- Mexico
- United States
- South America**
- Argentina
- Brazil
- Colombia
- Guyana
- Europe**
- France
- Italy
- Netherlands
- Norway
- Poland
- Portugal
- Russia
- United Kingdom
- Africa**
- Algeria
- Angola
- Cameroon
- Congo
- Egypt
- Equatorial Guinea
- Africa**
- Gabon
- Ghana
- Mozambique
- Namibia
- Nigeria
- Tunisia
- Asia, Australasia, & Middle East**
- Australia
- Azerbaijan
- China
- India
- Indonesia
- Iraq
- Kazakhstan
- Kuwait
- Malaysia
- Oman
- Pakistan
- Qatar
- Saudi Arabia
- Singapore
- Thailand
- United Arab Emirates
- Vietnam



Country risk levels for human rights are based on scores from the Country Risk Scoring Tool developed in-house, classifying countries as low, medium, or high risk. The scoring is derived from eight international benchmark indices:

1. Ratification of eight ILO Conventions on Workers' Rights
2. Ratification of 18 UN Human Rights Treaties
3. World Bank Governance Indicators
4. UNDP Human Development Index
5. Transparency International Corruption Perceptions Index
6. U.S. Trafficking in Persons Report
7. ITUC Global Rights Index
8. Global Slavery Index

Our People

We are firmly committed to upholding fundamental human rights and conducting our business with integrity, transparency, and respect. Guided by our sustainability principles, we integrate respect for human dignity and fairness throughout our operations and business relationships, reflecting our responsibility to our people, our partners, and the communities in which we operate.



Total number of employees:

21,901

Contracted workforce:

2,199

Temporary workers (including apprentice, interns, and fixed-terms):

1,104

Supply Chain Structure

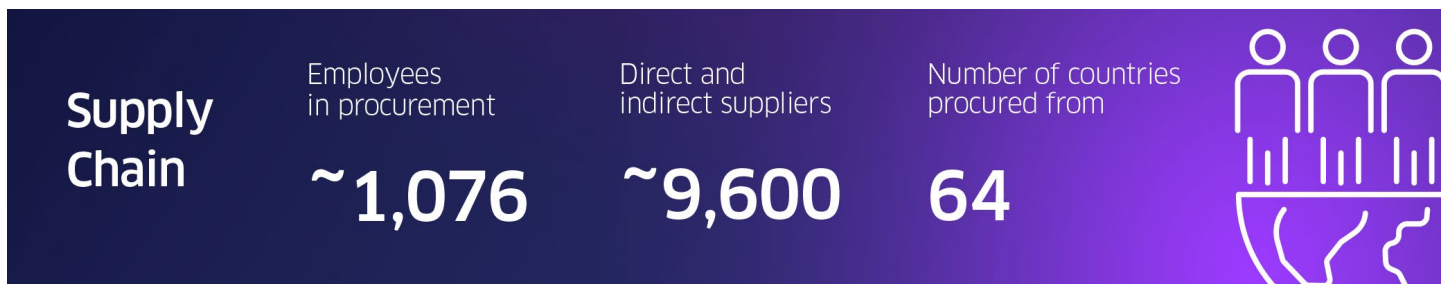
We aspire to develop business relationships with like-minded clients, subcontractors, suppliers, and business partners who are guided by a shared commitment to ethical business conduct.

Our goal is to build and sustain long-term relationships with our clients, partners, suppliers, and the local communities in which we operate. Stakeholder considerations are embedded throughout our discussions and decision-making processes, including at the level 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 the effective management of our supply chain and supplier relationships. As part of these processes, we seek to identify and engage suppliers that can meet the demands of our business at a competitive cost and with integrity.

Our local procurement teams facilitate regular communication with suppliers and manage differences in culture, language, and time zones. Supplier performance is routinely assessed to ensure alignment with the Company's expectations relating to quality, delivery, and responsiveness to supply chain requirements.

In addition, we actively assess and monitor suppliers' compliance with applicable laws, regulations, and standards relating to modern slavery, human rights, sustainability, anti-bribery, tax evasion, data protection, and other relevant areas.



Supply Chain Understanding

At TechnipFMC, we recognize that effective action against modern slavery requires a strong understanding of our supply chains and the risks that may exist within them. Like many global organizations operating across complex, multi-tier supply networks, we acknowledge that inherent limits to visibility remain, particularly where goods and services pass through multiple subcontractors, intermediaries, or upstream suppliers.

To address these challenges, the Company is strengthening due diligence and oversight in areas of elevated risk, including upstream visibility beyond Tier-1 suppliers, particularly where temporary labor or recruitment intermediaries are involved. These efforts focus on enhanced supplier engagement, clearer accountability, and improvements to governance systems and data quality.

We maintain a supply chain risk management process that follows a structured, ISO-aligned framework that identifies, documents, assesses, mitigates, and monitors supplier-related risks, with a strong emphasis on early detection, transparency, and continuous improvement across the global supply chain.

We recognize that transparency is a journey rather than a destination, and we remain committed to continually strengthening our safeguards against modern slavery and upholding our responsibility to protect human rights.



Policies and Due Diligence

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 to 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.

Our operations and business actions 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 (UNGPs), and the International Labour Organization's (ILO) Core Conventions and Declaration on Fundamental Principles and Rights at Work.

2025 Program Highlights

In 2025, we developed and launched a bespoke internal human rights audit program tailored to the specific needs of our business to support regular human rights due diligence. The program is aligned with international human rights frameworks and recognized auditing standards, including SA8000. This initiative has reduced our reliance on external audit providers and enables a more targeted, consistent, and robust approach to assessing and managing human rights compliance.

The program was implemented with selective suppliers in India, China, and Brazil. Notably, 2025 saw the completion of corrective action plans for all suppliers audited within the year, representing a significant achievement in proactive supplier engagement and timely remediation.

We also enhanced our supplier pre-qualification process within our internal Enterprise Resource Planning (ERP) system by incorporating expanded data fields to enable more comprehensive human rights and data privacy screening for all new suppliers. These enhancements further strengthened alignment between our procurement practices and evolving global compliance requirements.

Demonstrating our ongoing commitment to worker welfare, we held a Human Rights Awareness Week at our manufacturing facility in Hyderabad, India, and established our first worker welfare committee, dedicated to the oversight of subcontractor labor. This committee provided a formal mechanism for subcontractor employees to share their perspectives, ensuring their voices are embedded in site operations.

We republished and refreshed our Integrity Helpline communications to strengthen awareness of the grievance mechanisms across our global operations. Updated Integrity Helpline posters were rolled out across our worksites worldwide and displayed prominently for employees, contractors, and subcontractor personnel. The posters provide clear information on available reporting channels, including access via a QR code, reinforcing the multiple ways concerns can be raised confidentially and without fear of retaliation.

Human Rights Governance

We take pride in serving as a steering committee member of Building Responsibly – a group of leading engineering and construction companies working together to raise the bar in promoting the rights and welfare of workers globally.

Board Oversight

All Board Members participate in oversight of corporate sustainability matters. Oversight is concentrated within the Nominating and Governance Committee (NomGov), which has principal responsibility for overseeing the Company's strategic sustainability initiatives, including human rights. The NomGov Committee oversees the implementation of targets, standards, metrics, and methodologies to track sustainability performance and reviews the Company's stakeholder engagement and public disclosures.

Day-to-Day Management

Our Executive Leadership Team sets the overall direction and approach toward our environmental, social, and governance efforts, including human rights. The Chief Legal Officer, in conjunction with the Vice President, Ethics and Compliance, is responsible for executing the Human Rights Program. The Sustainability Steering Committee is responsible for specific Company initiatives toward corporate responsibility and sustainability.

Sustainability Steering Committee

Sets long-term direction and strategy for sustainability-related plans, oversees external sustainability communications, and provides guidance to subject matter experts across environmental, social, and governance pillars.

Human Rights Compliance Team

Employs subject matter experts to manage the human rights strategy and due diligence process across operations and supply chain and provides training and implements human rights standards and standard operating procedures (SOP).

Human Rights Working Group & Leadership Network

Brings internal stakeholders together across global functions to support human rights initiatives and promote a better working environment for employees and workers in the supply chain.

Policies and Procedures Combating Modern Slavery

Our governance framework, alongside a strong human rights management system that includes standards and supporting policies, reflects our commitment to responsible business conduct, ethical integrity, and legal compliance. These policies apply to the Company, including all subsidiaries, affiliates, employees, officers, and directors.

Key Policies and Standards Supporting Our Human Rights Program

Policy/Standard	Scope and Commitments
Policy/Standard	Built on our Foundational Beliefs of Safety, Integrity, Quality, Respect, and Sustainability, the Code provides a common language for ethical decision-making. It acknowledges our commitment to recognizing human rights and prohibits forced, indentured, or involuntary labor; human trafficking; and child labor. It establishes reporting obligations for employees, clients, suppliers, and business partners.
Global Compliance Standard for Human Rights	Sets forth our principles related to human rights across the entire Company, grounded in the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the ILO's Declaration on Fundamental Principles and Rights at Work. Prohibits child labor, forced labor, and modern slavery and ensures fair working conditions, freedom of association, collective bargaining, grievance access, and respect for local community rights.
Allegation Management Standard	Establishes employees' responsibility to report all compliance concerns, including violations of the Code, policies, laws, or Core Values. Ensures all allegations of misconduct are treated confidentially and investigated fully and that employees are treated consistently and fairly.
Fatigue Management Policy	Outlines minimum requirements for managing employee fatigue to ensure safety, quality of work, and personal security. Applies to all business units and projects and includes guidance on risk assessments, control measures, training, and reporting.
Global Sourcing & Procurement Policy	Establishes our commitment to competitive advantage through leverage, value creation, and strategic supplier management, ensuring safety, quality, on-time delivery, and cost performance in full compliance with our Core Values and Foundational Beliefs.
Supplier & Subcontractor Integrity Expectations	A condition of any business relationship with the Company that requires suppliers and subcontractors to follow applicable local laws, observe the principles of the Code, and conduct business in compliance with all internationally recognized human rights standards, including the Universal Declaration of Human Rights (UDHR), the ILO's Declaration on Fundamental Principles and Rights at Work, and the UN Guiding Principles on Business and Human Rights.
Supplier Human Rights Due Diligence Audit SOP	Defines how supplier human rights due diligence assessments and on-site audits are prepared, executed, and recorded. Covers suppliers in high-risk countries and high-risk scopes of work, addressing fourteen key areas including modern slavery prohibitions, freedom of association, fair wages, grievance mechanisms, and incident reporting. Requires prompt notice and remediation where ILO Forced Labour Indicators are identified.
General Terms & Conditions (GTC)	Sets forth requirements regarding contractors', subcontractors', vendors', and suppliers' respect for human rights and decent working conditions that are based on the Building Responsibly Worker Welfare Principles.



Risk Identification

Modern Slavery Risk Assessment in the Supply Chain

Our human rights due diligence approach is aligned with the OECD Guidelines for Multinational Enterprises and the United Nations Guiding Principles on Business and Human Rights. It is designed to identify, prevent, mitigate, and remediate actual and potential adverse human rights impacts within our supply chain.

We acknowledge that human rights risks are context-specific, influenced by the nature of our activities, operational geographies, and sector-specific vulnerabilities. Certain industries and jurisdictions present heightened risks, requiring a proactive, risk-based approach to ensure responsible business conduct.

As part of our supplier risk identification process, new suppliers operating in high-risk sectors and geographies undergo enhanced screening for human rights and modern slavery risks. For existing suppliers, an annual risk assessment is based on six key parameters:

<p>01 Country Risk Rating</p>	<p>02 Scope of Work</p>	<p>03 Spend</p>
<p>04 Strategic Importance</p>	<p>05 Single/Sole Supplier Status</p>	<p>06 Manufacturing Process Risk</p>

Suppliers are classified as High, Medium, or Low Risk based on predefined risk-weighting criteria. Tailored mitigation measures are then applied to Medium- and High-risk suppliers to proactively address and reduce potential human rights concerns.

Key Risk Factors

- ▶ Value chain operations in high-risk geographies, particularly where rule of law is weak or labor regulations are inadequately enforced.
- ▶ A complex, multi-tiered global supply chain that sometimes extends beyond five tiers, including high-risk scopes of work such as labor supply, cleaning services, and construction
- ▶ Diverse workforce profiles, including varying skill levels, employment through recruitment agencies, and a significant presence of migrant workers who may be particularly vulnerable to exploitation.
- ▶ International project structures with subcontracting relationships, which can reduce direct visibility into worker welfare practices at lower supply chain tiers.
- ▶ Exposure to ILO Forced Labour Indicators including restriction of movement, document retention, debt bondage, deceptive recruitment, and wage manipulation, etc.

ILO Forced Labour Indicators – Areas of Monitoring

TechnipFMC does not tolerate any form of forced labor. In line with the ILO's Special Action Programme to Combat Forced Labour, our human rights program is structured around the 11 internationally recognized indicators of forced labor. These indicators represent the most common signs that a person may be trapped in a forced labor situation and serve as the primary lens through which our auditors, procurement staff, and compliance teams assess risk across our operations and supply chains.

ILO Indicator	What TechnipFMC Looks For
1. Abuse of Vulnerability	Exploitation of migrant workers, those with irregular immigration status, or workers who lack knowledge of local language or laws.
2. Deception	False promises about working conditions, location, pay, or job type made during recruitment by employers with agents.
3. Restriction of Movement	Workers confined to workplaces or accommodation, denied freedom of movement, or surveilled to prevent them from leaving employment.
4. Isolation	Workers cut off from contact with their families, communities, or support networks, often in remote or controlled accommodation settings.
5. Physical and Sexual Violence	Physical harm or sexual abuse used as a mechanism of control over workers, or threats thereof to compel continued work.
6. Intimidation and Threats	Threats of dismissal, deportation, denunciation to immigration authorities, or harm to family members used to coerce continued labor.
7. Retention of Identity Documents	Confiscation of passports, visas, or other identity documents by employers or recruiters to prevent workers from leaving.
8. Withholding of Wages	Systematic non-payment, delayed payment, or deduction of wages without consent, creating financial dependency that traps workers in employment.
9. Debt Bondage	Workers compelled to work to repay inflated or fabricated recruitment fees, transport costs, or other debts imposed by employers or agents as a condition of employment.
10. Abusive Working and Living Conditions	Extremely hazardous workplaces or deeply degrading accommodation that falls far below acceptable safety and dignity standards, particularly where workers have no ability to refuse or leave.
11. Excessive Overtime	Hours of work regularly and substantially exceeding legal limits without consent, breaks, or compensation.

Our Due Diligence Framework: Aligned with the OECD

TechnipFMC's human rights due diligence approach is formally aligned with the OECD Due Diligence Guidance for Responsible Business Conduct (2018), which itself is calibrated with the United Nations Guiding Principles on Business and Human Rights and the ILO Tripartite Declaration. The OECD framework defines due diligence as an ongoing, risk-based process through which companies identify, prevent, mitigate, and account for actual and potential adverse impacts in their operations, supply chains, and business relationships.

Crucially, the OECD framework characterizes due diligence as primarily preventative – its purpose is first and foremost to avoid causing or contributing to adverse human rights impacts, rather than simply to respond to them after the fact. It also recognizes that a company's relationship to an adverse impact is not static: failure to identify and prevent supplier harms over time can escalate a company's degree of responsibility from being "directly linked" to an impact to "contributing to" it. We take this dynamic responsibility seriously and structure our program accordingly.

The OECD framework outlines six sequential steps, which together form a continuous cycle of improvement. Our program maps directly to each of these steps, as illustrated below.

Step	OECD Step	How TechnipFMC Applies This Step
1	Embed Responsible Business Conduct	Our Code of Business Conduct, Human Rights Standard, Supplier and Subcontractor Integrity Expectations, GTC, and Audit SOP embed human rights expectations into all relevant policies, contracts, and management systems across the Company and its supply chain.
2	Identify and Assess Adverse Impacts	Our annual risk-based supplier assessment using six parameters (country risk, scope of work, spend, strategic importance, supplier status, and manufacturing process risk) identifies High-, Medium-, and Low-risk suppliers. Enhanced screening applies to new suppliers in high-risk sectors and geographies.
3	Cease, Prevent, or Mitigate Adverse Impacts	Tailored mitigation measures apply to Medium- and High-risk suppliers. Human rights clauses are flowed down through contracts. Our bespoke human rights audit program, informed by ILO indicators, investigates and surfaces violations requiring corrective action.
4	Track Implementation and Results	Corrective Action Plans (CAPs) are monitored to completion. In 2025, we achieved 100% CAP closure for all suppliers audited during the year. A dedicated PowerApp is being developed to systematically track CAP progress across our supplier base.
5	Communicate How Impacts Are Addressed	This Consolidated Account constitutes TechnipFMC's annual public disclosure, fulfilling obligations under the UK Modern Slavery Act, Australian Modern Slavery Act, Canadian Fighting Against Forced Labour Act, and the Norwegian Transparency Act. Appendix 2 discloses specific audit findings and their remediation status.
6	Provide for or Cooperate in Remediation	When adverse impacts are confirmed, TechnipFMC requires suppliers to complete tailored CAPs addressing root causes – including restoring confiscated documents, eliminating recruitment fees, reducing excessive overtime, and establishing functioning grievance mechanisms. The Integrity Helpline provides an accessible reporting channel for all workers.

Source: OECD Due Diligence Guidance for Responsible Business Conduct (2018), aligned with the UN Guiding Principles on Business and Human Rights and the ILO Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy.



Supply Chain Due Diligence

We aspire to do business only with counterparties who respect human rights and uphold labor laws. We require that our Code and Integrity Expectations are shared and discussed with our suppliers and business partners to reinforce our culture of accountability. Our suppliers must accept and abide by contractual provisions addressing a full range of ethical issues, including human rights requirements.

1. Supplier Selection and Pre-Qualification

During our supplier onboarding process, all potential suppliers are required to complete a standard ethical business practice questionnaire covering compliance areas including human rights, sanctions, anti-corruption, and cybersecurity. Suppliers operating from a high-risk country who also provide a high-risk scope of work trigger an enhanced human rights risk screening, which includes further assessment of a supplier's policies and risk management practices prior to advancing with the contracting process.

In 2025, key enhancements were made to our ERP system's supplier pre-qualification module, incorporating mandatory fields to capture supplier human rights and data privacy compliance data at the outset of qualification. This strengthens early-stage Human Rights Due Diligence controls.

2. Contracting and Onboarding

Depending on the risk level identified, we ensure a proper flow-down and mandatory compliance of human rights clauses that are legally binding on relevant suppliers and their sub-suppliers. This includes our Human Rights Standard, Supplier and Subcontractor Integrity Expectations, and General Terms & Conditions.

3. Ongoing Monitoring and Performance Tracking

Each year, we analyze our supply chain to identify suppliers for human rights assessment using our annual risk-based methodology. To broaden our assessment pool, we also randomly select suppliers for assessment based on inputs from business and clients and conduct self-assessments of facilities we own.

4. Grievance Mechanism and Worker Voice

Integrity Helpline

The Company's grievance mechanisms are available to employees, suppliers, subcontractors, business partners, and other third parties for the reporting of ethical concerns or human rights violations. Mechanisms include an employee's direct manager or People & Culture representative, the Chief Compliance Officer, the Corporate Compliance organization, the regional legal department, or the designated independent third-party Integrity Helpline – which facilitates anonymous reporting 24 hours a day, seven days a week, to anyone inside or outside the Company.

Amplifying Worker Voice

In 2025, we engaged with more than 190 workers across 12 on-site audits, directly through structured interviews and anonymous surveys, to gather candid feedback about working and living conditions. This engagement helped us identify areas for improvement in worker welfare, develop a more granular picture of site conditions, surface potential forced labor risks, and evaluate the effectiveness of preventative measures in place at company-owned facilities and supplier sites.



Remediation Measures

Remediation and Corrective Actions

Remedy is a fundamental component of our human rights due diligence and is addressed through collaborative corrective action with suppliers. We recognize that due diligence extends beyond risk identification – it requires ensuring effective, meaningful remediation for any adverse human rights impacts identified in our supply chain.

Our approach prioritizes collaborative corrective action to drive long-term, systemic improvements. Whenever a supplier is found to have deviated from our human rights standards, that supplier is required to complete a Corrective Action Plan (CAP) tailored to the individual circumstances and findings.

Remediation Measures Implemented

1. Restoring Worker Rights

Supporting suppliers in returning workers' confiscated passports and identity documents, ensuring freedom of movement and the ability to leave employment voluntarily.

3. Aiding Fair Recruitment Practices

Eliminating recruitment fees charged to workers and ensuring transparent, ethical hiring processes that comply with ILO principles on responsible recruitment.

5. Strengthening Supplier Governance

Working directly with suppliers to improve and strengthen their human rights governance and management systems, embedding sustainable compliance culture.

2. Improving Working Conditions

Working with suppliers to reduce excessive working hours, align with international labor standards, and establish proper overtime management systems.

4. Strengthening Grievance Mechanisms

Establishing accessible, worker-centered complaint channels with clear resolution pathways that workers can trust and use without fear of retaliation.

6. Supporting Awareness and Training

Providing human rights education and training as an integral part of the corrective action process, equipping suppliers with the knowledge to sustain improvements.

While the Company is committed to working in close partnership with its suppliers to continuously improve human rights standards across the TechnipFMC ecosystem, we may review our business relationship where a supplier is unable or unwilling to align with the expectations set out in our GTC, does not participate meaningfully in the human rights assessment process, or does not take reasonable steps to address identified issues through an agreed Corrective Action Plan.



Training and Awareness

Safeguarding human rights is a core business principle for the Company. We are committed to promoting these rights for our employees in the workplace and throughout our supply chain, with the ultimate goal of elevating human rights standards across our entire ecosystem. Our approach includes preventative measures such as internal training and community and stakeholder outreach, as well as corrective actions to address identified adverse impacts.

Internal Training

The Company reinforces its commitment to respecting human rights through comprehensive employee training, which is crucial for embedding our human rights principles within our business operations. Our Code of Business Conduct is integral to the onboarding process for new employees and is reiterated and communicated to all employees annually.

In 2025, we delivered the following human rights training initiatives:

Training Initiative	Details
In-Person Training Sessions	Held in Hyderabad, India, and Singapore – delivered directly to local teams to build on-the-ground capability and embed human rights awareness at operational sites where risk exposure is greatest.
Experts Explain Webinar Series	A dedicated webinar on Human Rights enabling employees across all regions to access knowledge management and social learning tools to deepen understanding of business and technical human rights topics.
iLearn eLearning Platform	Human Rights is embedded annually within our mandatory Code of Business Conduct training. The 2025 completion rate was 98% for employees and 100% for managers.
UN Human Rights Day	A dedicated communication to all employees from our Vice President, Ethics & Compliance, marking International Human Rights Day and reinforcing our organizational commitment.
Human Rights Awareness Week	Held at our manufacturing facility in India, including the launch of our first worker welfare committee for subcontractor labor oversight.
Middle East Supplier Day	Held in the UAE, with a dedicated Sustainability and Human Rights session tailored to strategic suppliers in the Middle East, reinforcing responsible sourcing expectations that support our human rights commitments.

Community and Stakeholder Outreach

We strive to collaborate with key external stakeholders to continuously improve human rights standards across the TechnipFMC ecosystem. In 2025, we participated in the following outreach initiatives:

- ▶ Building Responsibly Annual Conference – continuing our active role as a steering committee member
- ▶ Middle East supplier engagement – direct engagement with regional suppliers on human rights expectations and standards



Assessing Effectiveness

We monitor supplier progress and track performance metrics to ensure accountability and continuous improvement. We regularly review and strengthen our due diligence practices to stay aligned with evolving human rights standards and operational realities. Where adverse human rights impacts or priority non-conformances are identified, we take prompt action to remediate them in accordance with our responsibility to respect human rights.

Program Data: Human Rights CAP Status

- ▶ For 2024 supplier audits, we achieved a 96% closure rate of CAPs, reflecting steady progress in our remediation efforts. We remain committed to reaching 100% closure on all corrective actions.
- ▶ In 2025, we initiated on-site human rights audits for at least 50% of new suppliers identified for assessment. Appendix 2 outlines the adverse impacts identified through new supplier audits, along with the status of their remediation.
- ▶ Significantly, 2025 saw 100% completion of CAPs for all suppliers audited within the year – a milestone that demonstrates our proactive approach to supplier engagement and timely remediation.

Future Plan and Action

We are committed to eliminating modern slavery and labor rights violations across our operations and supply chains. Looking forward, we will continue improving our processes through stakeholder consultation, industry benchmarking, automation and standardization, ongoing training, and the establishment of additional avenues for worker engagement.

	Priority	How TechnipFMC Applies This Step
1	Collaboration	Continue our leadership role in Building Responsibly, supporting the development of worker welfare benchmark practices and improving labor and human rights standards through multi-stakeholder partnerships. Continue working with clients to address labor and human rights issues throughout the supply chain.
2	Driving Standardization, Simplification, and Industrialization	Develop an internal PowerApp to systematically track and monitor supplier and self-assessment Corrective Action Plans. Standardize and automate procedures for consistency and efficiency. Continue webinars and targeted training for employees and suppliers. Conduct ongoing self-assessments to capture all salient human rights risks and implement appropriate mitigation measures.
3	Supply Chain Engagement	Enhance human rights training programs to build employee and supplier awareness, understanding, and response capabilities. Continue to audit high-risk suppliers with the goal of improving CAP closure rates and reducing non-conformities, with particular focus on zero-tolerance findings. Expand the ERP-based human rights pre-qualification screening to additional supplier categories.



Other Relevant Information

TechnipFMC Consolidated Account Overview

The TechnipFMC Consolidated Account for the financial year ending 31 December 2025 is published to illustrate:

- ▶ The steps the Company and our applicable subsidiaries¹ have taken during 2025 to ensure that slavery and human trafficking are not taking place in our supply chain or 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 our applicable subsidiaries² (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's 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 Boards of Directors.
- ▶ The measures taken by the Company and our applicable subsidiaries³ (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 or its supply chain and as acknowledged by the Company's Chair and Chief Executive Officer, on behalf of our Board of Directors, see Appendix 1.

¹ TechnipFMC 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.

² Technip Coflexip Norge AS, Technip Norge AS, Technip Deepocean PRS JV DA, TIOS AS, TIOS Crewing AS, and Techdof Brasil AS.

³ TechnipFMC Canada Ltd.

Appendix 1 – CEO Attestation

On behalf of the Company's Board



Douglas J. Pferdehirt

Chair and Chief Executive Officer

April 30, 2026

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 – 2025 Audit Findings Summary

The findings summarized below reflect issues identified through proactive supplier audits designed to surface gaps and drive improvement. None involved confirmed cases of forced labor or human trafficking, and all were addressed through completed Corrective Action Plans.

S. No.	Country	Scope of Work	Findings	Status
1	China	Fabrication & Insulation	Absence of SEC policy flowdown across the supply chain and inadequate management on workers' overtime attendance	
2	Bahrain	Base OEM & Services	Absence of Human Rights Policy & EPP clause; minor gaps in OSH practices	
3	Angola	Driving Site Facilities	Inadequate attendance & time management systems; poor communication of wages, incentives, and benefits	
4	China	Structural Fabrication (Primary Weldments)	Incomplete wage and payroll records; lack of clear wage policy and employee awareness; minor gaps with OSH practices	
5	Brazil	Structural Fabrication (Primary Weldments)	Improper grievance mechanism; poor site housekeeping	
6	Brazil	Structural Fabrication (CS Pipe & Clad Pipe/Fittings)	Lack of proper overtime management; minor gaps with OSH practices	
7	Brazil	Structural Fabrication (Pressure Containers)	Improper grievance mechanism, minor gaps in OSH system	
8	Brazil	Structural Fabrication (Primary Weldments)	Improper grievance mechanism, minor gaps in OSH system	
9	Brazil	Surface Treatment	Lack of trainings and awareness on grievance mechanism	
10	Estoria	Structural Fabrication (Pressure Containers)	Lack of adequate controls on workforce planning and on compliance monitoring on working hour limits	
11	India	Drilling & Completions (Seal Products)	Improper management of subcontractor personnel; poor management of wages, overtime premium, and maternity benefits	
12	China	Drilling & Completions (TK WHD Products)	Lack of human rights policy; minor gaps in OSH system	

Completion of Corrective Actions pending
 Corrective Actions complete, pending verification
 Finding(s) remediated
 Audit closed with no findings observed
 Supplier subject to re-audit
 Supplier exited

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," "us," 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.