

Modern Slavery Statement 2025 – Technip Energies - UK entities

A) The UK Group

This statement applies to the Organisation being the relevant Group entities* of Technip Energies operating from and within the United Kingdom referred to as the UK Group in this statement). The information included refers to the FY2025 and summarises the commitments made to prevent modern slavery across the UK Group as required under Section 54 of the Modern Slavery Act 2015.

B) Organisational Structure

The UK Group provides Licencing, Engineering, Procurement, Advisory and site services to the Oil and Gas and the Energy Transition sectors. It is constituted by two main operating entities each of which delivers its particular services and offerings through permanent and agency staff and inputs from external service providers, while also reaching out to the wider Technip Energies Group for support on a subcontracted basis.

The labour force of the UK Group is essentially made up of highly qualified persons and graduates supported by a team of support staff with adequate skill and experience. Where required, reputable UK agencies supplement personnel. Service providers are also engaged to provide specialist services. The UK Group does not always engage site-based personnel in international jurisdictions directly but relies on the wider Technip Energies Group and reputable international Contractors to provide services and fulfil roles as required; often contracted by the local Technip Energies entity. The UK Group is also subject to the Technip Energies' Policy on Human Rights and worker welfare which stipulates that any form of modern slavery is not tolerated; as also the Global Human Rights Policy at <https://www.ten.com/en/about/integrity-compliance>

C) Definition

The UK Group considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property; and
- Being physically constrained or to have restriction placed on freedom of movement.

D) Commitment

The UK Group acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions of the Modern Slavery Act 2015. The UK Group understands that this requires an ongoing review of both its internal practices in relation to its labour force and additionally, its supply chains. Our corporate Human Rights Standard sets forth Technip Energies principles related to human rights across the entire Technip Energies group to ensure that everyone we work with is entitled to honest, fair and courteous treatment. We do not tolerate any form of modern slavery.

The UK Group does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, forced or compulsory labour or trafficking. No labour provided to the UK Group in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The UK Group adheres to the standards required in relation to its responsibilities under relevant

employment legislation in the UK and where relevant to equivalent legislation in the jurisdictions it operates.

E) Supply chains

In order to carry out its activities, the UK Group's main supply chains include reputable agencies. The UK Group shall continue to monitor its supply chains shall seek to further raise supplier awareness for mutual benefit, in satisfying the requirements of the Act.

**Group entities: 1) Genesis Oil & Gas Consultants Limited and 2) T.EN E&C Limited*

This statement was approved by the Board of each of the Group entities.