



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



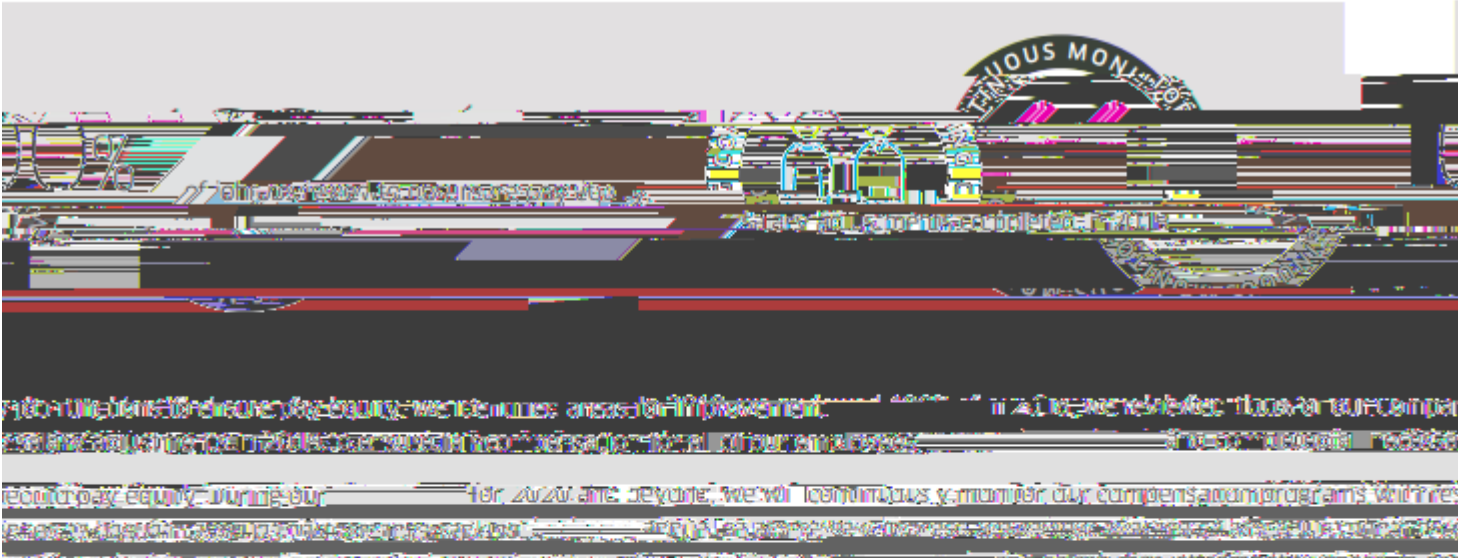
Advancing Gender Diversity Objectives

Our Advancing Gender Diversity objectives included the following:





Ensure: power, day, en, it, v.



with the best of intentions, we are committed to ensuring that our compensation programs are fair and equitable for all employees. For 2020 and beyond, we will continuously monitor our compensation programs with respect to pay equity and will take appropriate action to address any identified issues.



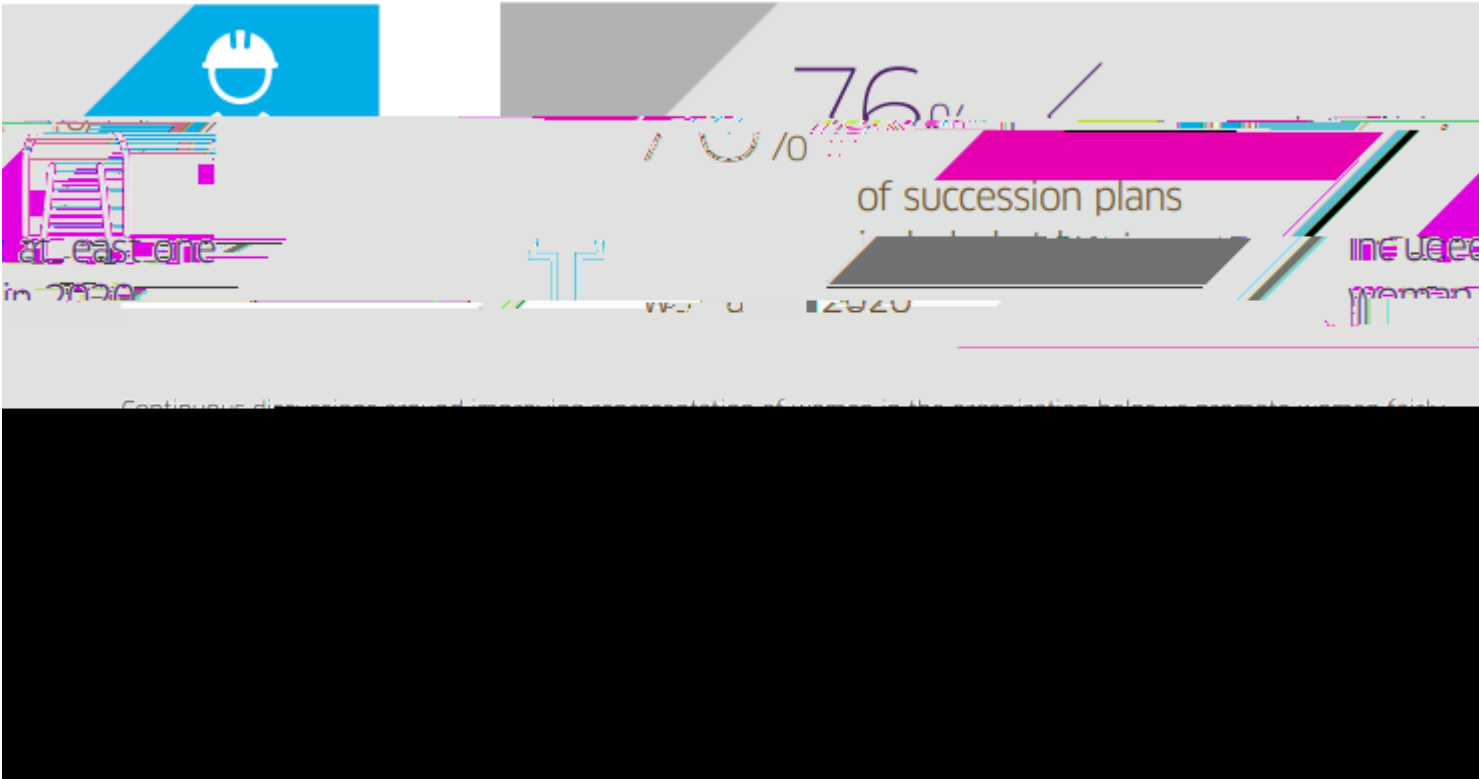
Improve gender balance







Promote women fairly and equally





Core Values and Foundational Beliefs

Our core values

Building trust

Realizing possibilities

Achieving together

The heart of every



TechnipFMC in the UK - Published Results

Pay and Bonus Gap

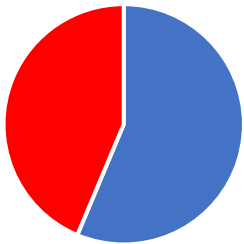
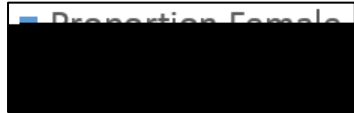
The tables below show:

- ∅ 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 201



Pay Quartiles

Technip UK Ltd



2.8% pay gap in Q1

3.1% pay gap in Q2

1.7% pay gap in Q3

9.0% pay gap in Q4

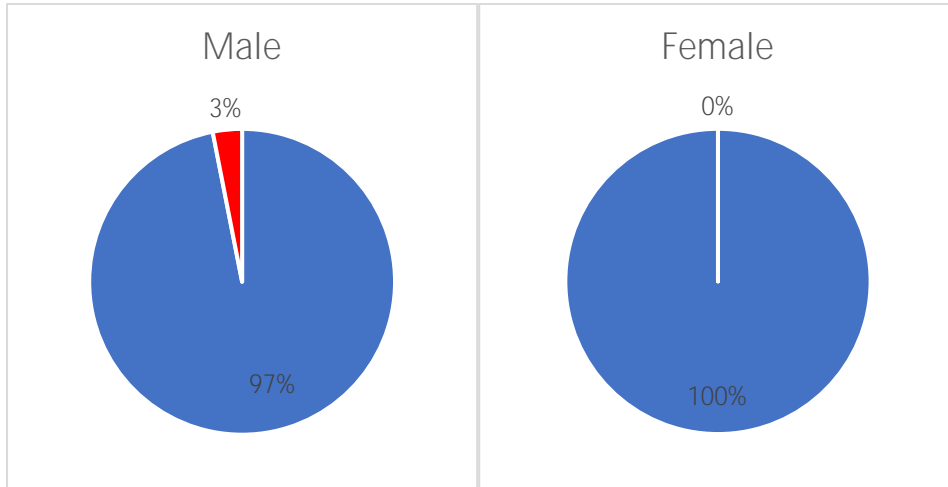
The above pay quartile pie charts illustrate the gender distribution at Technip UK Ltd across four equally sized quartiles, each containing c.188 employees.



TechnipFMC



TechnipFMC Umbilicals Ltd



-ends-