



## 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 2 Tw [rEis focussed on  
development of females





## Core Values and Foundational Beliefs







## 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 2023)

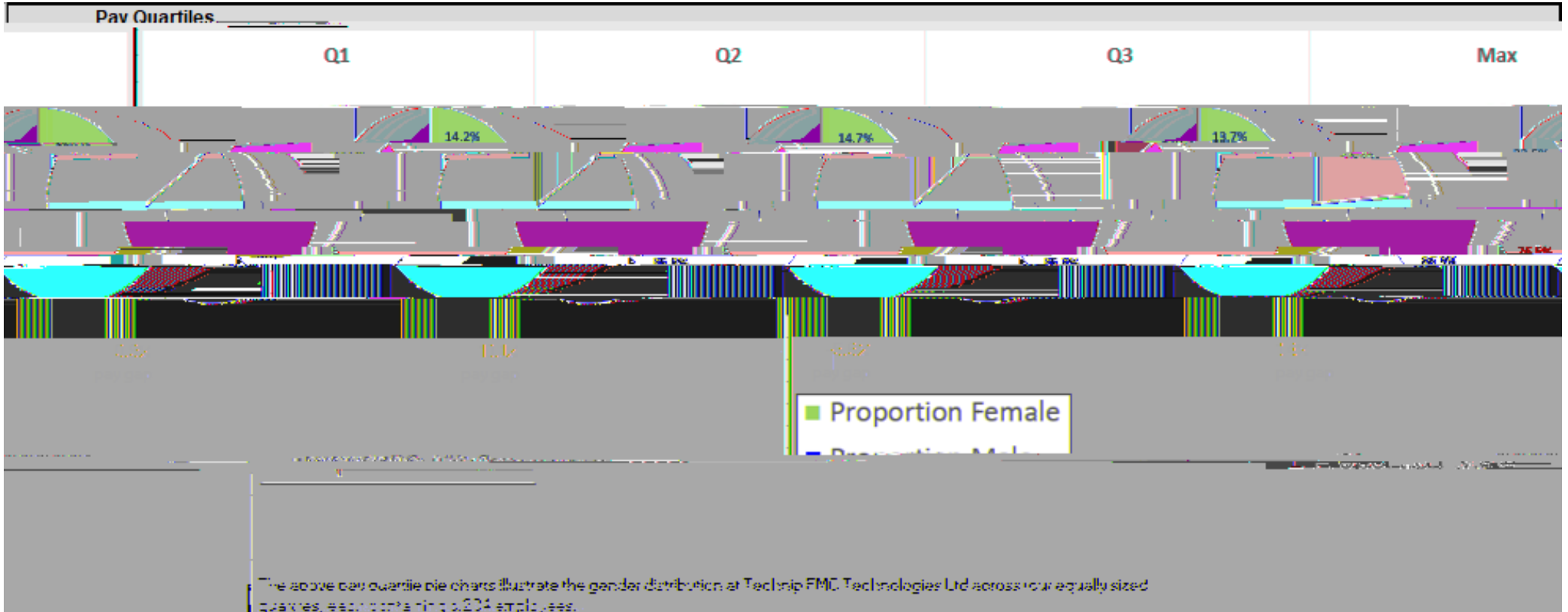
the mean and median between all bonuses paid to men and women in the year up to 5th April 2023 (for 2022 performance)

Technip UK Ltd		
	Difference between men and women	
	Mean	Median
Hourly fixed pay	29.4%	37.1%
Bonus paid	31.3%	37.8%
FMC Technologies Ltd		
	Difference between men and women	
	Mean	Median
Hourly fixed pay	9.5%	6.6%
Bonus paid	36.1%	2.9%
Technip FMC Umbilicals Ltd		
	Difference between men and women	
	Mean	Median
Hourly fixed pay	-10.1%	-15.2%
Bonus paid	-126.3%	2.4%





# FMC Technologies Ltd

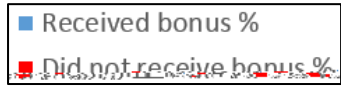




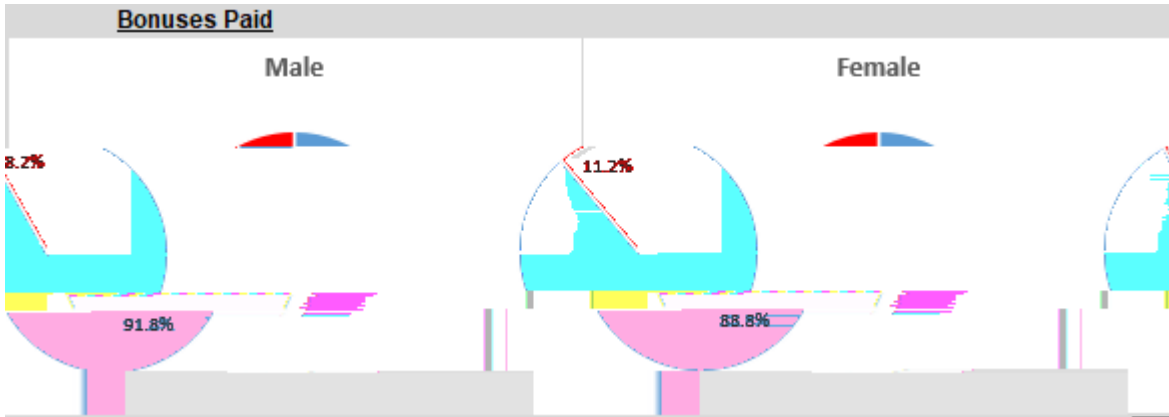




## Proportion of colleagues awarded bonuses



### Technip UK Ltd



### FMC Technologies Ltd

