

Effective as of 1st March 2022

Technip Energies N.V.

DIVERSITY POLICY

1 INTRODUCTION

- 1.1.1 The board of directors (the "**Board of Directors**") of Technip Energies N.V. (the "**Company**") has adopted this diversity policy (the "**Diversity Policy**"). The Diversity Policy sets out the rules regarding the diversity of the composition of the Board of Directors.
- 1.1.2 This Diversity Policy has been established in accordance with best practice provision 2.1.5 of the Dutch Corporate Governance Code (the "**Code**") and was adopted on 15 February 2021 and came into effect on 16 February 2021. This Diversity Policy has been amended on 1 March 2022. The Diversity Policy is published on the Company's website.

2 DIVERSITY ASPECTS

2.1 General

- 2.1.1 The Board of Directors acknowledges the Company's strategic priority to increase the diversity of its workforce to mirror its stakeholders and markets, which will positively impact (i) the Company's business performance in all countries it operates in, (ii) a well-balanced decision-making process within the Company and (iii) a proper functioning of the Board of Directors.

2.2 Policy Statement

- 2.2.1 The criteria in this Diversity Policy aim to ensure that the Board of Directors has a sufficient diversity of views and the expertise needed for a good understanding of current affairs and longer-term risks and opportunities related to the Company's business. The nature and complexity of the Company's business is taken into account when assessing optimal board diversity, as well as the social and environmental context in which the Company operates.
- 2.2.2 The selection of candidates for appointment to the Board of Directors will be based on merit. With due regard to the above, the Company shall seek to fill vacancies by considering candidates that bring a diversity of (amongst others) nationality, age, gender and educational and professional backgrounds.
- 2.2.3 The Company's aim is that the Board of Directors comprises members with a European and a non-European background (nationality, working experience or otherwise) and that, on or before the date of the Company's 2024 annual general meeting, the Board of Directors be comprised of at least 40% female and at least 40% male members.

The composition of the Board of Directors furthermore follows the profile as included in the Board Rules, which aims for an appropriate combination of knowledge and experience among its members encompassing technology, financial, economic, social, environmental and legal aspects of international business in relation to the global character of the Company's businesses.

3 REVIEW AND UPDATES

The Environmental, Social and Governance Committee of the Board of Directors will periodically discuss this Diversity Policy and agree on relevant measurable objectives for promoting diversity, and will make recommendations for consideration and approval by the Board if and when necessary.

4 MISCELLANEOUS

- 4.1.1 The Board of Directors is authorised to amend and revoke this Diversity Policy at its sole discretion.