

# 11.1 World Economic Forum Core extra-financial metrics

The following table uses the core metrics proposed by the World Economic Forum in the white paper titled "Measuring Stakeholder Capitalism – Towards common metrics and consistent reporting" published in September 2020.

Sub-items, proposed metrics and disclosures	Reported	TotalEnergies' disclosures (2023)
<b>PRINCIPLES OF GOVERNANCE</b>		
<b>Governing Purpose</b>		
<p><b>Setting purpose</b></p> <p>The company's stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental and social issues. Corporate purpose should create value for all stakeholders, including shareholders.</p>	Yes	<p>TotalEnergies is a global integrated energy company that produces and markets energies: oil and biofuels, natural gas and green gases, renewables and electricity. Our more than 100,000 employees are committed to provide as many people as possible with energy that is more reliable, more affordable and more sustainable. Active in about 120 countries, TotalEnergies places sustainability at the heart of its strategy, its projects and its operations.</p> <p>(Source: 2023 URD, §1.1.1)</p> <p>To achieve its 2050 Net Zero Ambition, together with society, the Company affirms its purpose: to provide as many people as possible with energy that is more reliable, more affordable and more sustainable, and has placed Sustainability at the heart of its strategy, its projects and its operations.</p> <p>(Source: 2023 URD, § 5.1)</p>
<b>Quality of Governing Body</b>		
<p><b>Board composition</b></p> <p>Composition of the highest governance body and its committees by: competencies relating to economic, environmental and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual's other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation.</p>	Partially	<p><b>1.8.1 A fully committed Board of Directors</b></p> <p>The Board of Directors defines TotalEnergies' strategic vision and supervises its implementation in accordance with the corporate interest of the Corporation, by taking into consideration the social and environmental challenges of its business activities.</p> <p>It approves investments or divestments for amounts greater than 3% of shareholders' equity and it is informed of those greater than 1%. The Board may address any issue related to the Company's operations. It monitors the management of both financial and extra-financial matters and ensures the quality of the information provided to shareholders and financial markets.</p> <p>The Board of Directors is assisted by the four committees it has created: the Audit Committee, the Governance and Ethics Committee, the Compensation Committee, and the Strategy &amp; CSR Committee. The duties of the Board of Directors and of the Committees are described in point 4.1.2 of chapter 4.</p> <p>The composition of the Board of Directors reflects the diversity and complementary of experience, skills, nationalities and cultures that are critical to addressing the interests of all of the Company's shareholders and stakeholders.</p> <p>Refer to the URD Chapter 4.1: "Administration and management bodies".</p> <p>Information provided on gender only, no details on other under-represented social groups.</p> <p>(Source: 2023 URD, §1.8.1 and 4.1)</p>
<b>Stakeholder Engagement</b>		
<p><b>Material issues impacting stakeholders</b></p> <p>A list of the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged.</p>	Partially	<p>The answer is provided in chapter 5.1 summarizing our dialogue with stakeholders.</p> <p>But the Corporation hasn't disclosed a detailed materiality analysis.</p> <p>(Source: 2023 URD, §5.1 and 5.3 to 5.10)</p>

**Sub-items, proposed metrics and disclosures**

**Reported**

**TotalEnergies' disclosures (2023)**

**Ethical Behaviour**

To prevent risks of corruption, TotalEnergies has implemented a robust and regularly updated anti-corruption compliance program. The aim of this program is to promote a culture of compliance and transparency, which is key in ensuring the sustainability of the Company's activities. Failure to comply with such legislation such as the U.S. Foreign Corrupt Practices Act and the French law on transparency, the fight against corruption and the modernization of the economy, is likely to expose the Company to a high criminal, financial and reputation risk, as well as the enforcement of measures such as the review and reinforcement of the compliance program under the supervision of an independent third party.

The commitment of the entire Company and the efforts undertaken are unrelenting in order to ensure the sustainability and continuous improvement of the anti-corruption compliance program, which the U.S. authorities deemed to be appropriate in 2016, thus putting an end to the monitorship that was introduced in 2013. In June 2022, the Company received the final report prepared by the French Anti-Corruption Agency (AFA) following the control initiated by the Agency late 2020. This report, which confirmed for the Company the overall quality of the Company's program and its maturity, also made recommendations for its improvement. The Company has drawn up a dedicated action plan to respond to the recommendations of the AFA, the implementation of which was finalized in 2023. Its implementation is subject to a continuous monitoring and control process.[...]

The constant high level of commitment by the General Management is reflected by the principle of zero tolerance for corruption that is clearly set out in the Company's Code of Conduct. Managers have a duty to lead by example and are responsible for promoting a culture of integrity and dialogue. This commitment is also expressed in regular statements made by the Chairman and Chief Executive Officer on this subject, as well as through large-scale communication actions, such as the annual Business Ethics Day organized on the occasion of the U.N.'s International Anti-Corruption Day and Human Rights Day. In December 2023 the ninth Ethics Day was devoted to "Speak-up" and the description of the procedure for handling alerts. An online presentation was made by the General Manager of the Marketing & Services segment, and a round-table discussion was organized with the Chairwoman of the Ethics Committee, the Company's Chief Compliance Officer and the Vice President of the Human Rights Department. The Ethics Day was preceded by a poster campaign aimed at reiterating the importance of this whistleblowing system and its use by the employees of the Company.

**Anti-corruption**

1. Total percentage of governance body members, employees and business partners who have received training on the organization's anti-corruption policies and procedures, broken down by region
- a) Total number and nature of incidents of corruption confirmed during the current year, but related to previous years; and
- b) Total number and nature of incidents of corruption confirmed during the current year, related to this year.
2. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption.

Partially

The commitment of the management bodies is also expressed externally by TotalEnergies' joining anti-corruption initiatives and supporting collaborative and multi-party approaches. TotalEnergies joined the Partnering Against Corruption Initiative (PACI)<sup>(1)</sup> in 2016, thereby adhering to the PACI Principles for Countering Corruption. The Chairman and Chief Executive Officer of TotalEnergies SE became a member of the PACI Board in 2018 and subsequently Co-Chairman of the initiative at year-end 2019. TotalEnergies is also a member of other initiatives that contribute to the global effort against corruption, such as the U.N. Global Compact since 2002 and the Extractive Industries Transparency Initiative (EITI)<sup>(2)</sup> since its launch in 2002.[...]

Following the online training on anti-corruption in 2011 (season 1), then in 2015 (season 2), which enabled more than 82,000 employees to be trained by the end of 2022, the Company launched a new online training course in mid-2022 (season 3). This training course, which was mandatory for the target populations (approximately 37,000 employees), replaced the two previous seasons. This new training course is based on the assignment of a profile specific to each learner (from beginners to experts), which is determined on the basis of their answers to the questions asked in the introduction to the training course. The profile specific to each learner then allows them to follow the modules best suited to their needs.

At the beginning of 2022, the Executive Committee reviewed all of the online training courses available, particularly in the field of anti-corruption and anti-fraud compliance, and determined the functions deemed to be the most exposed (such as Purchasing and Human Resources) to the risk of corruption. For these populations, more targeted training is provided, either by the Compliance teams of the Company or the segments or by the Compliance Officers.

In 2023, trainings via webinars were provided to the populations within the eight business functions identified by the Executive Committee as the most exposed to the risk of corruption. These training courses, concerning around 18,000 identified employees, are scheduled to run until the end of 2024.

Regarding the anti-corruption and anti-fraud Compliance network, several online and on-site training sessions are organized each year for the Compliance Officers. The Branch Compliance Officers also benefit from annual training days on specific topics. [...]

In 2023, the Company recorded around 200 integrity incidents (covering fraud, corruption or influence peddling) which led -where established and one or more Company employees were involved- to nearly 130 sanctions, up to and including dismissal.

(Source: 2023 URD, §5.8.1)

(1) Launched in 2004 within the World Economic Forum, PACI now numbers approximately 90 major corporations and forms a platform for discussion for business leaders and governmental and non-governmental organizations, allowing them to share their experiences and ideas and develop best practices.  
 (2) The EITI brings together representatives of the governments of the member countries as well as representatives of civil society and business in order to strengthen transparency and governance with regard to income from oil, gas and mineral resources.

Sub-items, proposed metrics and disclosures	Reported	TotalEnergies' disclosures (2023)
<b>Ethical Behaviour</b>		
<p><b>Protected ethics advice and reporting mechanisms</b></p> <p>A description of internal and external mechanisms for:</p> <ol style="list-style-type: none"> <li>1. seeking advice about ethical and lawful behaviour, and organizational integrity;</li> <li>2. reporting concerns about unethical or unlawful behaviour, and organizational integrity.</li> </ol>	<p>Yes</p>	<p><b>3.6.3.1</b></p> <p>TotalEnergies has a three-tier organization: Corporate, business segments and operational entities. Each tier is involved in and accountable for identifying and implementing measures in the Vigilance Plan deemed appropriate within the scope of the entity in question.</p> <p>The Action Principles are driven by the <b>Executive Committee</b>.</p> <p>The <b>Ethics Committee</b> is the guarantor of the implementation of the Code of Conduct. Its chairman, who reports to the Chairman and Chief Executive Officer of TotalEnergies SE, presents an annual ethics report to the Governance and Ethics Committee of the Board of Directors.</p> <p><b>5.7</b></p> <p>The Ethics Committee, on which representatives of all TotalEnergies' business segments sit plays a key role is one of listening and support. Employees, but also people from outside the Company, can contact the committee at the address <a href="mailto:ethics@totalenergies.com">ethics@totalenergies.com</a>. The Committee protects the confidentiality of the complaints, which can only be lifted with the agreement of the complainant. The Chairwoman of the Ethics Committee presents an annual Ethics report to the Governance and Ethics Committee of the Board of Directors.</p> <p><b>5.8.1.5</b></p> <p>In addition, TotalEnergies takes actions in order to develop a speak-up culture and asks its employees to report any situations that they consider to be contrary to the Code of Conduct. This culture is encouraged by regular communication on the rule adopted in late 2020, which formalized the procedure for collecting integrity alerts (corruption, fraud and influence peddling). This rule expressly provides that no disciplinary sanction, nor any direct or indirect discriminatory retaliatory measure, may be taken against the whistleblower, as long as it is made in good faith, and this even in the facts subsequently turn out to be inaccurate or unfounded, and/or not to give rise to any proceedings or sanctions. This rule, combined with the one also adopted in 2020 and revised in 2023 by the Ethics Committee concerning the collection and processing of reports, covers all situations or behaviors likely to be contrary to the Company's Code of Conduct and highlights the enhanced protection granted to whistleblowers.</p> <p>In this respect, echoing this Code, the rule adopted at the end of 2020 by the Anti-Corruption Compliance recalls the various existing alert channels: each employee can therefore contact any manager, Human Resources, the Compliance Officers or Ethics Officers, or the Ethics Committee, depending on what seems most appropriate. The Ethics Committee is responsible for ensuring compliance with the Code of Conduct. Its Chairperson, who reports to the Chairman and Chief Executive Officer of TotalEnergies SE, presents an annual report on Ethics to the Governance and Ethics Committee of the Board of Directors.</p> <p>Both employees and third parties can refer to this Committee by writing to <a href="mailto:ethics@totalenergies.com">ethics@totalenergies.com</a>. TotalEnergies does not tolerate any retaliation measures or discrimination toward anyone submitting a report in good faith and undertakes to respect confidentiality.</p> <p>(Source: 2023 URD, §3.6.3.1, 5.7 and 5.8.1.5)</p>
<b>Risk and Opportunity Oversight</b>		
<p><b>Integrating risk and opportunity into business process</b></p> <p>Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental and social issues, including climate change and data stewardship.</p>	<p>Yes</p>	<p>Information disclosed in the chapters 3 and 5.</p> <p>(Source: 2023 URD, §3.1 and 5)</p>

Sub-items, proposed metrics and disclosures

Reported

TotalEnergies' disclosures (2023)

PLANET

Climate change

Indicators related to climate change<sup>(1)</sup>

GHG emissions - Scope 1+2		Operated domain				Equity interest domain			
		2023	2022	2021	2015	2023	2022	2021	2015
<b>Scope 1</b>									
<b>Direct GHG emissions</b>	<b>Mt CO<sub>2</sub>e</b>	<b>32</b>	<b>37</b>	<b>34* (33)</b>	<b>42</b>	<b>45</b>	<b>51</b>	<b>49</b>	<b>50</b>
<b>Breakdown by segment</b>									
Upstream oil & gas activities	Mt CO <sub>2</sub> e	12	14	14	19	19	22	23	22
Integrated LNG, excluding upstream gas operations	Mt CO <sub>2</sub> e	<1	<1	<1	–	1	1	1	–
Integrated Power		6	9	5	–	6	9	5	–
Refining & Chemicals	Mt CO <sub>2</sub> e	14	15	15* (14)	22	18	20	19	27
Marketing & Services	Mt CO <sub>2</sub> e	<1	<1	<1	<1	<1	<1	<1	1
<b>Breakdown by geography</b>									
Europe: EU 27 + Norway + UK + Switzerland	Mt CO <sub>2</sub> e	19	23	20* (19)	22	18	21	18	22
Eurasia (incl. Russia)/Oceania	Mt CO <sub>2</sub> e	<1	<1	1	5	12	15	17	13
Africa	Mt CO <sub>2</sub> e	8	9	9	12	7	7	7	9
Americas	Mt CO <sub>2</sub> e	5	5	5	4	7	8	7	5
<b>Breakdown by type of gas</b>									
CO <sub>2</sub>	Mt CO <sub>2</sub> e	31	36	32	39	43	50	47	
CH <sub>4</sub>	Mt CO <sub>2</sub> e	1	1	1	2	1	1	1	
N <sub>2</sub> O	Mt CO <sub>2</sub> e	<1	<1	<1	<1	<1	<1	<1	
<b>Scope 2 - Indirect emissions from energy use</b>	<b>Mt CO<sub>2</sub>e</b>	<b>2</b>	<b>2</b>	<b>2* (2)</b>	<b>4</b>	<b>4</b>	<b>5</b>	<b>5</b>	
<i>of which Europe: EU 27+ Norway + UK + Switzerland</i>	<i>Mt CO<sub>2</sub>e</i>	<i>1</i>	<i>1</i>	<i>1* (1)</i>	<i>2</i>	<i>2</i>	<i>2</i>	<i>2</i>	
<b>Scope 1+2</b>	<b>Mt CO<sub>2</sub>e</b>	<b>35</b>	<b>40</b>	<b>37* (36)</b>	<b>46</b>	<b>49</b>	<b>56</b>	<b>54</b>	
<i>of which oil &amp; gas facilities</i>	<i>Mt CO<sub>2</sub>e</i>	<i>30</i>	<i>33</i>	<i>33* (32)</i>	<i>46</i>	<i>44</i>	<i>48</i>	<i>49</i>	
<i>of which CCGT</i>	<i>Mt CO<sub>2</sub>e</i>	<i>4</i>	<i>7</i>	<i>4</i>	<i>–</i>	<i>5</i>	<i>8</i>	<i>5</i>	
Direct emissions of biogenic CO <sub>2</sub> <sup>(a)</sup>	Mt CO <sub>2</sub> e	0.1	0.1			0.1	0.1		

\* Excluding the COVID-19.

(a) Biogenic CO<sub>2</sub> emissions from the Company's biogas assets. In accordance with the GHG Protocol these emissions are not included in Scope 1.

GHG emissions - methane		Operated domain				Equity interest domain		
		2023	2022	2021	2015	2023	2022	2021
Methane emissions <sup>(a)</sup>	kt CH <sub>4</sub>	34	42	49	94	40	47	51
<b>Breakdown by segment</b>								
Upstream oil & gas activities	kt CH <sub>4</sub>	33	41	48	92	36	43	48
Integrated LNG, excluding upstream gas operations	kt CH <sub>4</sub>	<1	0	<1	0	2	3	2
Integrated Power		<1	1	<1	0	<1	1	<1
Refining & Chemicals	kt CH <sub>4</sub>	1	1	1	1	1	1	1
Marketing & Services	kt CH <sub>4</sub>	0	0	0	0	0	0	0
<b>Breakdown by geography</b>								
Europe: EU 27 + Norway + UK + Switzerland	kt CH <sub>4</sub>	5	7	7	9	4	5	5
Eurasia (incl. Russia)/Oceania	kt CH <sub>4</sub>	1	1	1	33	11	15	16
Africa	kt CH <sub>4</sub>	18	23	23	49	19	17	18
Americas	kt CH <sub>4</sub>	9	12	18	3	7	10	12

(a) Excluding biogenic methane emissions, equal to less than 1 kt CH<sub>4</sub> in 2023. Biogenic methane is nevertheless included in the calculation of Scope 1.

Greenhouse Gas (GHG) emissions

For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e) GHG Protocol Scope 1 & Scope 2 emissions.

Yes

Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.

(1) Refer to point 5.11 of the chapter 5 for the scope of reporting.

## Sub-items, proposed metrics and disclosures

Reported

TotalEnergies' disclosures (2023)

## Climate change

Other indirect GHG emissions		2023	2022	2021	2015	
<b>Scope 3<sup>(a)</sup></b>	<b>Mt CO<sub>2</sub>e</b>	<b>355</b>	<b>389* (381)</b>	<b>400* (370)</b>	<b>410</b>	
<i>of which Europe: EU 27 + Norway + UK + Switzerland</i>		<i>Mt CO<sub>2</sub>e</i>	<i>216</i>	<i>191* (187)</i>	<i>220* (202)</i>	<i>256</i>
<b>Breakdown by products</b>						
Oil	Mt CO <sub>2</sub> e	227	254* (246)	285* (255)	350	
Biofuels	Mt CO <sub>2</sub> e	4	4	–	–	
Gas	Mt CO <sub>2</sub> e	124	130	115	60	

\* Excluding the COVID-19 effect for emissions data from first half 2020 through first half 2022 including.

(a) GHG Protocol - Category 11 (refer to the glossary or to point 5.11.4 of chapter 5 for further details). Oil products including bulk refining sales; biofuels; natural gas excluding minority stakes in public companies.

## Greenhouse Gas (GHG) emissions

For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e) GHG Protocol Scope 1 & Scope 2 emissions.

Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.

Yes

Intensity indicators		2023	2022	2021	2015
<b>Lifecycle carbon intensity<sup>(a)</sup> of energy products used by the customers (73 g CO<sub>2</sub>e/MJ in 2015)</b>	<b>Base 100 in 2015</b>	<b>87</b>	<b>88</b>	<b>90* (89)</b>	<b>100<sup>(b)</sup></b>
Intensity of GHG emissions (Scope 1+2) of operated Upstream oil & gas activities <sup>(c)</sup>	kg CO <sub>2</sub> e/boe	17	17	17	21
Intensity of GHG emissions (Scope 1+2) of Upstream oil & gas activities <sup>(c)</sup> on equity basis	kg CO <sub>2</sub> e/boe	18	19	19	–
Intensity of methane emissions from operated oil & gas facilities (Upstream)	%	0.11	0.11	0.13	0.23
Intensity of methane emissions from operated gas facilities (Upstream)	%	<0.1	<0.1	<0.1	<0.1

\* Valuation of these indicators excluding the COVID-19 effect.

(a) Lifecycle carbon intensity of energy products sold (refer to the glossary or to point 5.11.4 of chapter 5 for further details).

(b) Indicator developed in 2018, with 2015 as the baseline year.

(c) This indicator doesn't include integrated LNG assets in its perimeter.

Other indicators		2023	2022	2021	2015
Net primary energy consumption (operated scope)	TWh	157	166	148	153
Renewable energy consumption (operated scope)	TWh	2	1	–	–
Global energy efficiency indicator (GEEI)	Base 100 in 2010	86.4	85.1	87.0	90.8
Flared gas <sup>(a)</sup> (Upstream oil & gas activities operated scope)	Mm <sup>3</sup> /d	2.5	3.3	3.6	7.2
<i>of which routine flaring</i>	<i>Mm<sup>3</sup>/d</i>	<i>0.3</i>	<i>0.5</i>	<i>0.7</i>	<i>2.3<sup>(b)</sup></i>

(a) This indicator includes safety flaring, routine flaring and non-routine flaring.

(b) Volumes estimated upon historical data.

(Source: 2023 URD, §5.4.4)

## TCFD implementation

Fully implement the recommendations of the Task Force on Climate related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well below 2 °C above pre-industrial levels and pursue efforts to limit warming to 1.5 °C – and to achieve net zero emissions before 2050.

Yes

Extra-financial performance statement aligned with TCFD recommendations, the climate report responds to TCFD recommendations.

(Source: 2023 URD, §5.4)

Sub-items, proposed metrics and disclosures	Reported	TotalEnergies' disclosures (2023)
<b>Nature Loss</b>		
<b>Land use and ecological sensitivity</b>		
Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA).	Yes	177 sites operated by the Company representing 8,124 hectares are located in or close to protected areas or key areas for biodiversity <sup>(1)</sup> .
<b>Fresh Water Availability</b>		
<b>Water consumption and withdrawal in water stressed areas</b>		
Report for operations where material: megalitres of water withdrawn, megalitres of water consumed and the percentage of each in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool.	Yes	<p>In order to identify its facilities exposed to the risk of water stress, TotalEnergies records the withdrawal of water on all of its operated sites significant for this indicator and assesses these volumes on the basis of the current and future water stress indicators of the WRI<sup>(2)</sup> Aqueduct tool. In 2023, the Company's sites withdrew 102 Mcm of fresh water, with net consumption of 76 Mcm. The decrease in freshwater withdrawal in 2023 is essentially linked to a decrease in the activity of gas-fired power plants. 49% of this volume was withdrawn in areas of water stress according to the WRI definition, i.e. areas where human demand for water exceeds 40% of resources available. These are mainly highly populated urban areas, such as urban areas in Northern Europe. These withdrawals represent 4% of the Company's overall water withdrawals (including brackish water and open loop seawater use). For priority sites, defined as those located in water stress areas and withdrawing more than 500,000 m<sup>3</sup> per year (notably in the drainage basins of the Maas and the Scheldt in Belgium, the Seine and the West and South Coasts of France, the Elbe in Germany, the Ebro in Spain and the U.S. Gulf Coast), TotalEnergies assesses water resource risk levels using, in particular, the Global Environmental Management Initiative (GEMI's) Local Water Tool (LWT) for Oil &amp; Gas. This tool also helps guide the actions taken to mitigate the risks and to make optimal use of water resources on the sites when necessary.</p> <p>This risk assessment establishes that the activities of the sites operated by the Company only expose the other users of the water to a relatively low risk of water shortage. The risk mainly concerns TotalEnergies sites for which the water supply could be cut in order to maintain access to water for priority users.</p> <p>(Source: 2023 URD, §5.5.3)</p>
Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.		
<b>PEOPLE</b>		
<b>Dignity and Equality</b>		
Throughout its activities, diversity is integral to TotalEnergies' identity and key to its success. The Company has long been committed to promoting equal opportunity and diversity, and strives to promote an inclusive corporate culture and an environment that allows every employee to express and develop his or her potential.		
The diversity of its employees and management is crucial to the Company's competitiveness, appeal, acceptability and capacity for innovation. TotalEnergies aims to develop its employees' skills and careers by implementing an inclusive Human Resources policy, while excluding any discrimination related to national, ethnic or social origins, gender, sexual orientation or gender identity, marital or parental status, disability, state of health, age or affiliation with a political, labor or religious organization, or membership in a minority group.		
This policy is supported at the highest levels and promoted by the Diversity and Inclusion Council, which is chaired by a member of the Company's Executive Committee. The Diversity and Inclusion Council is also charged with making specific recommendations on issues identified each year by the Executive Committee.		
<b>Diversity and inclusion</b>	Yes	<p>(Source: 2023 URD, § 5.6.3.1)</p> <p>N.B. Tables of employees available in § 5.6.1.1:</p> <ul style="list-style-type: none"> <li>– Breakdown by employment contract,</li> <li>– Breakdown by age group,</li> <li>– Total number of managers.</li> </ul> <p>Details of the data, as well as other breakdowns, are available with a five-year history on the TotalEnergies website, in the Indicators section of the Sustainability page</p> <p>Breakdown by gender available in § 5.6.3.1:</p> <ul style="list-style-type: none"> <li>– Among all employees,</li> <li>– Among managers (first levels, middle, senior and senior executive),</li> <li>– Breakdown by gender and age group.</li> </ul>

(1) In accordance with the GRI reference framework.

(2) World Resources Institute. The freshwater withdrawal values in water stress areas are re-evaluated, including years 2021 and 2022 from the Projected Basic Water Stress 2030 V4.0 from August 2023. The watershed of Carling - St Avold sites in France is excluded from these calculations since the withdrawal of groundwater is administratively imposed there for environmental reasons.

Sub-items, proposed metrics and disclosures	Reported	TotalEnergies' disclosures (2023)
<b>Dignity and Equality</b>		
<b>Diversity and inclusion</b>	Yes	<p>Breakdown by nationality available in § 5.6.3.1:</p> <ul style="list-style-type: none"> <li>– Among all employees,</li> <li>– Among managers (senior and senior executive),</li> <li>– Among managers (first levels, middle, senior and senior executive),</li> <li>– Breakdown by gender and age group.</li> </ul>
Percentage of employees per employee category, by age group, gender and other indicators of diversity (e.g. ethnicity).		<p>The Company's compensation policy applies to all companies in which TotalEnergies SE holds the majority of voting rights. That policy has several aims: to ensure external competitiveness and internal fairness, reinforce the link to individual performance, increase employee share ownership and implement the Company's corporate social responsibility commitments. [...]</p>
<b>Pay equality</b>	Partially	<p>The Company's compensation policy is designed to offer competitive, fair, transparent and responsible compensation. In particular, it stipulates that compensation levels must be equivalent internally for positions with the same level of responsibility in a given environment (activity, country). Fair treatment is ensured within the Company through the widespread use of weighting for management positions (JL ≥ 10) via the Hay method. Performance reviews for Company employees, covering actual versus targeted results, skills assessment and overall job performance, are conducted during an annual individual review and formally issued in accordance with the same principles and guidelines across the entire Company.</p> <p>The compensation structure for the Company's employees is based on the following components, depending on the country:</p> <ul style="list-style-type: none"> <li>– <b>a base salary</b>, which is subject to individual and/or general salary-raise campaigns each year. The salary-raise campaigns are intended to reflect market adjustment, employee's proficiency in the position and individual potential;</li> <li>– <b>an individual variable compensation</b> starting at a certain level of responsibility. This is intended to compensate individual performance (quantitative and qualitative attainment of previously set targets), managerial practices, if applicable, and the employee's contribution to collective performance evaluated on the basis of HSE targets set for each business segment, which represents up to 10% of the variable portion. In 2023, 84% of the Company's entities included HSE criteria in the variable compensation. In particular, HSE criteria include greenhouse gas reduction targets.</li> </ul> <p>(Source: 2023 URD, §5.6.1.2)</p> <p><b>In terms of compensation</b>, TotalEnergies has been adopting specific measures to prevent and compensate for discriminatory wage differentials in several countries. Regular checks are carried out during salary-raise campaigns to ensure equal pay among men and women holding positions with the same level of responsibility.</p> <p>Since 2019, consistent with French Act 2018-771 of September 5, 2018, on the freedom to choose one's professional future, the Company has published an index in France for its three units of economic and employee interest (UESs) on wage differentials and the steps taken to eliminate them. That index, based on a score of 100, reflects five indicators: wage differentials, pay raise differentials excluding promotions, promotion rate differentials, percentage of female employees who received a pay raise in the year they returned from maternity leave, number of employees of the under-represented gender among the ten employees who received the highest compensation.</p> <p>(Source: refer to 2023 URD, §5.6.3.1)</p> <p>N.B. The index table is available in point 5.6.3.1</p>
Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men, minor to major ethnic groups, and other relevant equality areas.		

Sub-items, proposed metrics and disclosures	Reported	TotalEnergies' disclosures (2023)
<b>Dignity and Equality</b>		
<b>Wage level</b>	Yes	<p>Since 2021, TotalEnergies assesses any discrepancies between direct remuneration and the <b>living wage</b><sup>(1)</sup> in all its subsidiaries<sup>(2)</sup>. The result of the studies carried out show that, since the end of 2022, the Company had reached its target, as 100% of employees received direct remuneration at least equal to the living wage in the country or region in which they work.</p> <p>A living wage is defined as an income that allows employees:</p> <ul style="list-style-type: none"> <li>– to provide a decent life for their family,</li> <li>– for standard working hours,</li> <li>– to cover their essential expenses (food, water, electricity, housing, education, health, clothing, etc.),</li> <li>– the ability to cope with some of life's uncertainties.</li> </ul> <p>(Source: refer to 2023 URD, §5.6.1.2)</p> <p>The Company's policy consists of providing levels of compensation that are higher than the minimum level observed locally, through regular benchmarks, in countries where legislation guaranteeing a minimum wage is lacking.</p> <p>(Source: refer to 2023 URD, §5.6.1.2)</p> <p>At the global level, a verification of compliance with the minimum wage guaranteed by local legislation is also carried out on the base salary. In order to ensure equal pay for men and women, the Company plans to implement an annual review in all countries and a corrective action plan if necessary.</p> <p>(Source: refer to 2023 URD, §5.6.3.1)</p> <p>N.B.</p> <ol style="list-style-type: none"> <li>1. Ratio of the lowest base salary by gender to the minimum salary guaranteed by local legislation, aggregated by geographical area, available in point 5.6.3.1</li> <li>2. Chairman and Chief Executive Officer compensation ratio available in point 4.3.2.1</li> </ol>
<b>Risk for incidents of child, forced or compulsory labor</b>		
<p>An explanation of the operations and suppliers considered to have significant risk for incidents of child labour, forced or compulsory labour. Such risks could emerge in relation to:</p> <ol style="list-style-type: none"> <li>a) type of operation (such as manufacturing plant) and type of supplier; and</li> <li>b) countries or geographic areas with operations and suppliers.</li> </ol>	Yes	<p>Forced and child labor have been identified as risks of severe negative impacts of the Company's activities on human rights, notably in the supply chain, and mentioned as such in the Extra-financial performance statement – Human rights section. The supplier pre-qualification process is presented in the Extra-financial performance statement – Procurement section.</p> <p>(Source: 2023 URD, §5.7.1 and 5.10)</p>
<b>Health and well being</b>		
<b>Health and safety</b>	Yes	<p><b>1. Indicators:</b></p> <p>Number of fatalities as a result of work related injury: <b>2</b></p> <p>Rate of fatalities as a result of work related injury (per 100 million hours worked): <b>0.50</b></p> <p>High consequence work related injuries (excluding fatalities): <b>7</b></p> <p>Recordable work related injuries (per 100 million hours worked): <b>0.63</b></p> <p>Main types of work related injury: In 2023, out of the 252 occupational accidents reported, 248 related to accidents at the workplace. 72% of these occurred, in decreasing order of the number accidents, when walking, handling loads or objects, using portable tools or working with powered systems.</p> <p>Number of hours worked: <b>400 million</b></p> <p>(Source: 2023 URD, §5.3.2)</p> <p><b>2. Explanations:</b></p> <p>The Company has a <b>policy for the prevention of occupational accidents</b> which applies to all employees of subsidiaries and of contractors working on a site operated by one of these subsidiaries. The safety results are monitored with the same attention for all. This policy is described in the One MAESTRO reference framework. The Company has a policy for the prevention of occupational accidents which applies to all employees of subsidiaries and of contractors working on a site operated by one of these subsidiaries. The safety results are monitored with the same attention for all. This policy is described in the One MAESTRO reference framework. The indicators monitored by TotalEnergies include work-related accidents whether they occur at workplace, during transportation within the framework of long-term contracts, or during an industrial accident. In addition to its aim of zero fatalities in the exercise of its activities, TotalEnergies has set itself the target of continuously reducing the TRIR indicator and, for 2024, of reducing it below 0.62 for all personnel of the Company and its contractors. The 2023 target was 0.65.</p> <p>(Source: 2023 URD, §5.3.2)</p>

(1) TotalEnergies relies on the global database provided by the Fairwage Network, which assesses the living wage for a given country or region, based on the typical family size (number of children) and the average number of workers (between one and two per household).

(2) It applies to the so called "périmètre de gestion" i.e., all subsidiaries controlled at more than 50.00%.



## Sub-items, proposed metrics and disclosures

## Reported

## TotalEnergies' disclosures (2023)

## Health and well being

In 2018, the Company structured its organization by appointing a medical coordinator in charge of the health policy. They organize active monitoring and promote health issues by regularly participating in discussions between peers, particularly as part of the *Association of medical coordinators* in major international groups. In addition, they can call on a Medical Advisory Committee that meets regularly to discuss key health issues relating to the Company's activities. This Committee decides whether there is a need for additional health protection strategies to be implemented. It consists of external scientific experts and the Company's senior executives and stakeholders concerned by these issues. The medical coordinator also leads the Health Steering Committee, a health governance body, which brings together the health officers of the Company's various business segments on a quarterly basis. The Company has set itself the objective that 100% of sites within the WHRS scope have a health representative (mental and physical health). This objective was achieved in 2023.

Furthermore, in view of its activities and exposure, TotalEnergies has an international medical department that designs, coordinates and supervises operational medical logistics abroad. It is the decision-making level in terms of medical safety of expatriate and national employees. For foreign subsidiaries, it coordinates the organization of health services, employee aptitude assessments, medical monitoring and support for employees and expatriates' families, and medical evacuations. It also conducts audits of medical facilities in countries where TotalEnergies is present and issues recommendations. [...]

In terms of **medical monitoring**, the "Internal Control Essentials" Directive provides that each subsidiary offers its employees a medical checkup at least every two years (unless there are different regulations or specific local context) and sets out a formal medical monitoring procedure taking into account the requirements under local law (frequency, type of examination, etc.) and the level of exposure of its personnel to the various risks. Medical monitoring of employees is conducted at a health department, which may be internal (occupational health departments in France, clinics in five countries in Africa) or external. At the end of 2023, 69% of subsidiaries offered a health check every two years.

On a broader level, TotalEnergies also supports the **promotion of individual and collective health** programs in the countries where it operates, including vaccination campaigns and screening programs for certain diseases (COVID-19, AIDS, cancer, malaria, etc.) for employees, their families and local communities. It is also developing social protection schemes (see section 5.6.1.2 of chapter 5). Actions to raise awareness of health-related risks (participation in the Pink October campaign to raise awareness of breast cancer, prevention actions on cardiovascular risk as part of World Heart Day, etc.) are also implemented regularly.

(Source: 2023 URD, §5.3.4)

The Company provides **pension and employee benefit programs** (health and death) that meet the needs of the subsidiaries, as well as the Company's standards, designed to ensure that each employee can:

- in case of illness, receive coverage that is at least equal to the median amount for the national industrial market,
- participate in a savings or supplementary retirement plan,
- organize the protection of the family in the event of the death of the employee.

To this end, TotalEnergies is deploying a number of commitments and mechanisms worldwide. Each entity is requested to:

- where appropriate, set up a pension and health insurance plan, in addition to the legal plans in force,
- propose to employees a health check at least every two years, excepting specific local regulations or contexts (refer to point 5.3.4 of chapter 5),
- set up a death benefit plan, whatever the cause, at least equivalent to two years' gross reference salary. At the end of 2023, nearly 90% of the Company's permanent employees were covered worldwide.

[...] These programs, which are regularly reviewed and, if necessary, adjusted, are administered by the subsidiaries and supplement any programs provided under local law.

(Source: 2023 URD, §5.6.1.2)

## Health and safety

1. The number and rate of fatalities as a result of work related injury; high consequence work related injuries (excluding fatalities); recordable work related injuries; main types of work related injury; and the number of hours worked.
2. An explanation of how the organization facilitates workers' access to non occupational medical and healthcare services, and the scope of access provided for employees and workers.

Yes

Sub-items, proposed metrics and disclosures	Reported	TotalEnergies' disclosures (2023)
<b>Health and well being</b>		
<b>Health and safety</b>		
<p>1. The number and rate of fatalities as a result of work related injury; high consequence work related injuries (excluding fatalities); recordable work related injuries; main types of work related injury; and the number of hours worked.</p> <p>2. An explanation of how the organization facilitates workers' access to non occupational medical and healthcare services, and the scope of access provided for employees and workers.</p>	Yes	<p>As part of its health policy, the Company has implemented a policy to prevent mental health risks (MHR), the aim of which is to protect the mental health of employees and has developed a global program to enable all exposed employees to receive support, wherever they are in the world (refer to point 5.3.4 of chapter 5). Each entity must guarantee the implementation of a mental health protection system, using the system proposed by the Company or an equivalent local system. A specific deployment adapted to the various populations is being implemented to facilitate the adoption and appropriation of the system by all. Trade unions and workers' representatives are informed of this policy and have been involved in the development of the prevention system. In this context, the Company offers a listening and support service that is available to all employees with psychologists trained to advise them precisely about their concerns.</p> <p>(Source: 2023 URD, §5.6.3.2)</p> <p>N.B. Tables available in point 5.3.4:</p> <ul style="list-style-type: none"> <li>– Percentage of employees with specific occupational risks benefiting from regular medical monitoring,</li> <li>– Number of occupational illnesses recorded in the year.</li> </ul>
<b>Skills for the future</b>		
<b>Training provided</b>		
<p>1. Average hours of training per person that the organization's employees have undertaken during the reporting period, by gender and employee category (total number of trainings provided to employees divided by the number of employees).</p> <p>2. Average training and development expenditure per full time employee (total cost of training provided to employees divided by the number of employees).</p>	Yes	<p>The Company's <b>training</b> policy is structured around five major areas:</p> <ul style="list-style-type: none"> <li>– sharing TotalEnergies' basic corporate values, particularly with respect to HSE, the climate, ethics, compliance, leadership, innovation and digital technology,</li> <li>– supporting the development of existing activities and creating new ones in order to achieve the Company's ambitions,</li> <li>– strengthening key skills in all the Company's business areas to maintain a high level of operating performance in the workforce,</li> <li>– promoting employees' integration and career development through training designed to teach employees about the Company, management skills and personal development,</li> <li>– supporting the policy of mobility, diversity and inclusion within TotalEnergies through language and intercultural training.</li> </ul> <p>At the end of 2022, the Executive Committee decided to make all employees active players in their professional training strategy, consistent with the Better Together people ambition. The objective is for every employee to devote at least 5 days a year to professional training. This objective is deployed and monitored worldwide. Among those 5 days, in addition to the mandatory training programs required for the job, since January 1, 2023, every employee has the option of enrolling for up to 3 days of training of their choice each year, in fields that they consider to be important for their development, among the training programs offered by the Company. The number of training days per employee per year is also one of the 10 Sustainab'ALL indicators that TotalEnergies has adopted as part of its transition strategy (refer to point 5.1 of chapter 5). In 2023, nearly 250 of the Company's most important sites, business units, divisions and subsidiaries<sup>(1)</sup>, representing 94.4% of employees, defined a local action plan built around 10 sustainable development indicators with objectives to be achieved within their own scope by 2025, in particular the increase in the number of training days.</p> <p>The Company's training catalog offers nearly 5,000 training contents (onsite and remote) covering all technical, business and cross-functional fields, including behavioral soft skills.[...]</p> <p>97.7% of employees followed at least one training course during the year. The average number of training days per employee stood at 5 including on-the-job training, one of the skills development levers. Excluding on-the-job training, the average number of training days per employee stood at 3.7 in 2023, representing an increase relative to 2022. This was reflected in the increase in training expenses, which were around €200 million in 2023, compared with €163 million in 2022.</p> <p>(Source: 2023 URD, §5.6.2.1)</p> <p>N.B. Tables available in point 5.6.2.1:</p> <ul style="list-style-type: none"> <li>– Average number of training days/year per employee,</li> <li>– Breakdown by gender,</li> <li>– Average training cost per employee.</li> </ul>

(1) Excluding Hutchinson.

Sub-items, proposed metrics and disclosures	Reported	TotalEnergies' disclosures (2023)
<b>PROSPERITY</b>		
<b>Employment and Wealth Generation</b>		
		<p>Attracting and retaining the diverse talents that the Company needs is one of the key factors in driving TotalEnergies' transition strategy into an integrated-energy company. Facing those challenges, TotalEnergies carefully manages its hires and departures.</p> <p>(Source: 2023 URD, §5.6.1)</p> <p>N.B. Tables available in point 5.6.1.1:</p> <p>Total number hired on permanent contracts (CDI)</p> <ul style="list-style-type: none"> <li>– Managers / non managers breakdown,</li> <li>– Breakdown by age group,</li> <li>– Breakdown by region.</li> </ul> <p>Total departures</p> <ul style="list-style-type: none"> <li>– Breakdown by gender,</li> <li>– Breakdown by region.</li> </ul> <p>N.B. Tables available in point 5.6.3.1:</p> <ul style="list-style-type: none"> <li>– Hires breakdown by gender,</li> <li>– Hires breakdown by nationality.</li> </ul> <p>Details of the data, as well as other breakdowns, are available with a five-year history on the TotalEnergies website, in the Indicators section of the Sustainability page.</p>
<b>Absolute number and rate of employment</b>		
1. Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region.	Yes	
2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.		
<b>Economic Contribution</b>		
1. Direct economic value generated and distributed (EVG&D), on an accruals basis, covering the basic components for the organization's global operations, ideally split out by:		
<ul style="list-style-type: none"> <li>– Revenues</li> <li>– Operating costs</li> <li>– Employee wages and benefits</li> <li>– Payments to providers of capital</li> <li>– Payments to government</li> <li>– Community investment.</li> </ul>	Partially	<p>Calculation of EVG&amp;G not done as such, but some elements are available.</p> <p>(Source: 2023 URD, §1.1.3, 1.9, 8.2 and 8.7)</p>
2. Financial assistance received from the government: total monetary value of financial assistance received by the organization from any government during the reporting period.		
<b>Financial investment contribution</b>		
Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company's investment strategy.	Yes	<p>Information provided in the URD.</p> <p>(Source: 2023 URD, §1.5.1, 1.9, 5.4.6, 8.6 and 8.7)</p>
Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders.		
<b>Innovation in better products and services</b>		
		<p>To prepare for the future, the Company has allocated more than \$1 billion in R&amp;D, industrial innovation and digitalization in 2023.</p> <p>The Company invested \$774 million in 2023 in its own and its subsidiaries' R&amp;D (compared to \$762 million in 2022 and \$849 million in 2021) with a dedicated workforce of more than 3,500 researchers.</p> <p>In support of its transition strategy, TotalEnergies has significantly reoriented its R&amp;D in recent years. Compared to 28% in 2017, TotalEnergies has decided to devote 65% of the 2024 R&amp;D budget to low-carbon energies (renewables, biomass, batteries, etc.) and to reducing the environmental footprint through CCUS and sustainable development programs.</p> <p>(Source: 2023 URD, §1.6.2)</p>
<b>Total R&amp;D expenses</b>		
Total costs related to research and development.	Yes	

Sub-items, proposed metrics  
and disclosures

Reported

TotalEnergies' disclosures (2023)

## Community and social vitality

**Total tax paid**

Total tax paid by the group, including corporate income taxes, property taxes, non creditable VAT and other sales taxes, employer paid payroll taxes, and other taxes that constitute costs to the company, by category of taxes.

Yes

The Company publishes, every year, a tax transparency report, which provides detailed information on the taxes paid in its main countries of operations on a country-by-country basis and on the total tax contribution, broken down by category of tax and by region.

(Source: TotalEnergies' website)

TotalEnergies also publishes in its URD an annual report covering the payments made by its extractive affiliates to governments, per country and per project, among which tax payments, with a specific breakdown on corporate income tax payments.

(Source: 2023 URD, §9.3)