



## 2022 RESULTS

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### GENDER EQUALITY IN THE WORKPLACE INDEX (FRANCE)

(Reporting period: September 30th, 2020 to September 30th 2021)

	UES Amont- Global Services Holding <sup>1</sup>	UES Raffinage- Pétrochimie <sup>2</sup>	UES Marketing & Services <sup>3</sup>
Pay gap	36/40	39/40	38/40
Differential distribution of individual increases	20/20	20/20	20/20
Spread of promotions	15/15	15/15	15/15
% of employee increased upon return from maternity leave	15/15	15/15	15/15
Number of women in the top 10 earnings	5/10	5/10	0/10
<b>Total points</b>	<b>91/100</b>	<b>94/100</b>	<b>88/100</b>

<sup>1</sup> TOTALENERGIES SE, ELF EXPLORATION PRODUCTION, TOTALENERGIES GLOBAL FINANCIAL SERVICES, TOTALENERGIES GLOBAL HUMAN RESOURCES SERVICES, TOTALENERGIES GLOBAL INFORMATION TECHNOLOGY SERVICES, TOTALENERGIES GLOBAL PROCUREMENT, TOTALENERGIES CONSULTING, TOTALENERGIES LEARNING SOLUTIONS, TOTALENERGIES FACILITIES MANAGEMENT SERVICES, TOTALENERGIES ONE TECH

<sup>2</sup> TOTALENERGIES RAFFINAGE CHIMIE, TOTALENERGIES PETROCHEMICALS FRANCE, TOTALENERGIES RAFFINAGE FRANCE

<sup>3</sup> TOTALENERGIES MARKETING SERVICES, TOTALENERGIES MARKETING FRANCE, TOTALENERGIES ADDITIVES AND SPECIAL FUELS, TOTALENERGIES LUBRIFIANTS, TOTALENERGIES FLUIDS