

| Employees | More information | |
|--|---|----------------------|
| Main stakeholders | <ul style="list-style-type: none"> - 100,000 employees - Employee representative bodies - Trade unions and employee associations | Sections 5.6 and 3.6 |
| Main modalities of dialogue | <ul style="list-style-type: none"> - Surveys and questionnaires - Negotiation, concertation, consultation or information of representative bodies - Signing of agreements - Processing of alerts | |
| Main tools and frameworks for dialogue | <ul style="list-style-type: none"> - TotalEnergies Survey⁽²⁾ conducted every two years (new ongoing survey 2022): 83,000 employees participated in the last TotalEnergies Survey in 2019 in 126 countries; surveys conducted within business segments - Participatory approach⁽³⁾ - TotalEnergies European Works Council - Signing of international agreements such as with IndustriALL Global Union (2015-2019) - Membership of and participation in the Global Deal (since 2017) - Employee representative bodies and collective bargaining: 90.8% of employees with trade union representation and/or employee representation in 2021; 347 agreements signed with employee representatives worldwide are active in 2021 - Whistleblowing mechanisms | |
| Main entities/teams involved | <ul style="list-style-type: none"> - Human resources | Sections 5.6 and 3.6 |
| Main topics of common interest and identified expectations | <ul style="list-style-type: none"> - Health and safety - Workplace well-being, working hours, work organization, impact of COVID-19 - Compensation - Training, employability and skills, mobility - Equal opportunity, diversity - Social dialogue - Respect for human rights in the workplace - Social and environmental responsibility | |

(2) Consultation tool for all employees worldwide allowing the Company to gather their views and expectations with regard to their working situation and their perceptions of the company, both at the local level and Company-wide.

(3) A Company-wide participatory initiative was launched in early 2022, in the form of workshops and a collaborative platform, to involve all employees in the achievement of TotalEnergies' ambitions in terms of sustainable development. On the basis of the activities of each entity, this initiative aims to identify the SDGs on which a positive impact or progress can be made, in order to meet stakeholder expectations of the Company.