



TotalEnergies

United Nations' Communication on Progress ("COP") 2021

Advanced Level - Self-assessment

Reporting period: July 2020 – July 2021

TotalEnergies upholds the United Nations Global Compact since 2002 and is a member of the French network (Global Compact France). TotalEnergies' commitment to abide by the principles of the United Nations Global Compact is included in its Code of conduct, which sets forth the principles with which the Group complies in managing its day-to-day operations.

As part of its commitment to the UNGC, TotalEnergies publishes a yearly Communication on Progress, which details the actions implemented by the company to address the UNGC's four main themes relating to Human rights, labor standards, the environment and the fight against corruption. It is made at the "GC-Advanced level" since 2012. This present report is TotalEnergies' self-assessment and is based on its [2020 Universal Registration Document](#), which contains the yearly non-financial performance report reviewed by an independent third party.

As a signatory of the Women's Empowerment Principles, TotalEnergies provides in this report additional disclosure according to the WEPs Reporting on Progress Guidance.

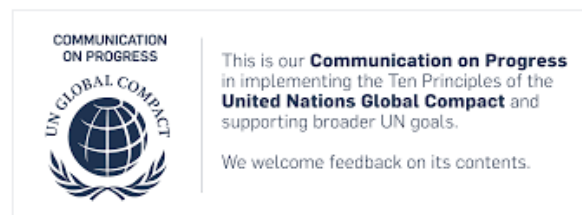
TotalEnergies is also committed to the UN Sustainable Development Goals (SDGs) and pledged its support in 2016 to contribute to their achievement. The company has thus designed its sustainability framework so as to make a genuinely significant contribution to the 2030 Agenda. A dedicated report to the Group's contribution to the SDGs is available [online](#).

The Group believes that transparency is an essential factor in building a trust-based relationship with its stakeholders and enables a path of continuous improvement. Pending the adoption of an international,

standardized non-financial reporting framework, TotalEnergies is making every effort to report its performance on the basis of the various commonly used ESG reporting frameworks. As such, TotalEnergies refers to the Global Reporting Initiative (GRI) standards and those of the Sustainability Accounting Standards Board (SASB). TotalEnergies' reporting includes the World Economic Forum's core indicator. It also follows the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) for its climate reporting. In addition to the information contained in the Universal registration document, dedicated disclosures are available [online](#).

Furthermore, Total supports UNGC's initiatives for collective action. For instance, it is a signatory of the Global Compact's Paying for Carbon and Caring for Climate call, which encourages companies to consider a CO₂ price internally and publicly support the importance of such a price via regulation mechanisms suited to the local context. The Group is also an active member of the UNGC theme-based action platforms. Namely, it is part of the Decent work in global supply chains and Sustainable oceans business platforms.

In 2018 and based on the new criteria set by the Global Compact, TotalEnergies was among the companies recognized as LEAD for its sustainability practices. TotalEnergies's LEAD status was confirmed in 2019 and 2020.



“TotalEnergies’ commitment: more energy, fewer emissions and always more responsible”

“2020 was a milestone year for Total with the decision taken by our Board to turn Total into a broad energy company whose purpose is to tackle a twofold challenge: meet the energy needs of a growing population that legitimately aspires to a higher quality of life, and at the same time reduce global warming. That requires that we reinvent energy, with the ambition of being a major player in the energy transition and becoming one of the five leading producers of renewable energies by 2030. In 2021, we are renaming ourselves TotalEnergies.

TotalEnergies intends to become a recognized leader in sustainable development. Being in the energy industry means being involved in meeting the challenge of our planet’s sustainable development. That is TotalEnergies’ commitment: more energy, fewer emissions and always more responsible.

We put sustainable development, in all its dimensions, at the heart of our strategy, of our responsible business model and of our projects and initiatives to contribute to the well-being of people.

Let me remind you of the principles of actions that are at the core of our Code of Conduct and apply to all our operations worldwide:

- **Safety**, a TotalEnergies value, because safety, operating excellence and sustainable development go hand in hand.
- **Respect for each other**, another TotalEnergies value, and notably respect for human rights, which is a cornerstone of our Code of Conduct.
- **Zero tolerance**, the absolute rule of conduct against corruption and fraud at TotalEnergies.
- **Transparency**, the rule of conduct in engagement with society, whatever the subject.

Backed by these principles of actions, TotalEnergies’ commitment to the United Nations’ Sustainable Development Goals is structured around four dimensions:

- **Sustainable energy**, obviously. That entails transforming the energy model to contribute to the fight against climate change while simultaneously delivering the energy people need.
- **People well-being**. We want to be a reference as an employer and responsible operator. We promote responsible working practices and develop a work environment that combines performance and conviviality. TotalEnergies ensures not only people’s health and safety, but also compliance with human rights within the company and among its partners.
- **Environmental excellence**. We must be able to be exemplary not only in the fight against climate change but also in the management of the environment and in particular the use of the planet’s natural resources.
- **Shared prosperity**. In other words, creating value for our host territories and communities. That’s what we want: for TotalEnergies to create positive change for our host countries.

All of that taken together is what is called a “just” transition.”

Patrick Pouyanné, CEO and Chairman, TotalEnergies

Full Patrick Pouyanné’s speech at the 2021 Annual General Assembly available on [TotalEnergies’ website](#)

TotalEnergies' sustainability approach in line with the SDGs

SUSTAINABLE ENERGY

TotalEnergies' ambition is to get to net zero by 2050, together with society, across its production and energy products used by its customers (Scopes 1+2+3).

- > Acting on emissions: decreasing our greenhouse gas emissions.
- > Acting on products: reducing the average carbon footprint of our energy product mix.
- > Acting on demand: supporting customers through the energy transition.
- > Developing carbon sinks: investing in natural sinks and in carbon capture and storage.

PEOPLE WELL-BEING

- > Ensure the health and safety of people.
- > Ensure that human rights are upheld in the workplace for ourself and for our partners.
- > Foster a work environment that motivates our talented employees and helps them grow.

ENVIRONMENTAL EXCELLENCE

- > Manage the environmental effects of all our operations according to the Avoid – Reduce – Offset rationale.
- > Protect the environment and biodiversity.
- > Promote the circular economy.

SHARED PROSPERITY

- > Fighting corruption and tax evasion.
- > Fostering the development of economic opportunities for the local communities.
- > Getting involved in host regions notably through TotalEnergies Foundation.



TotalEnergies' core contributions through its mission



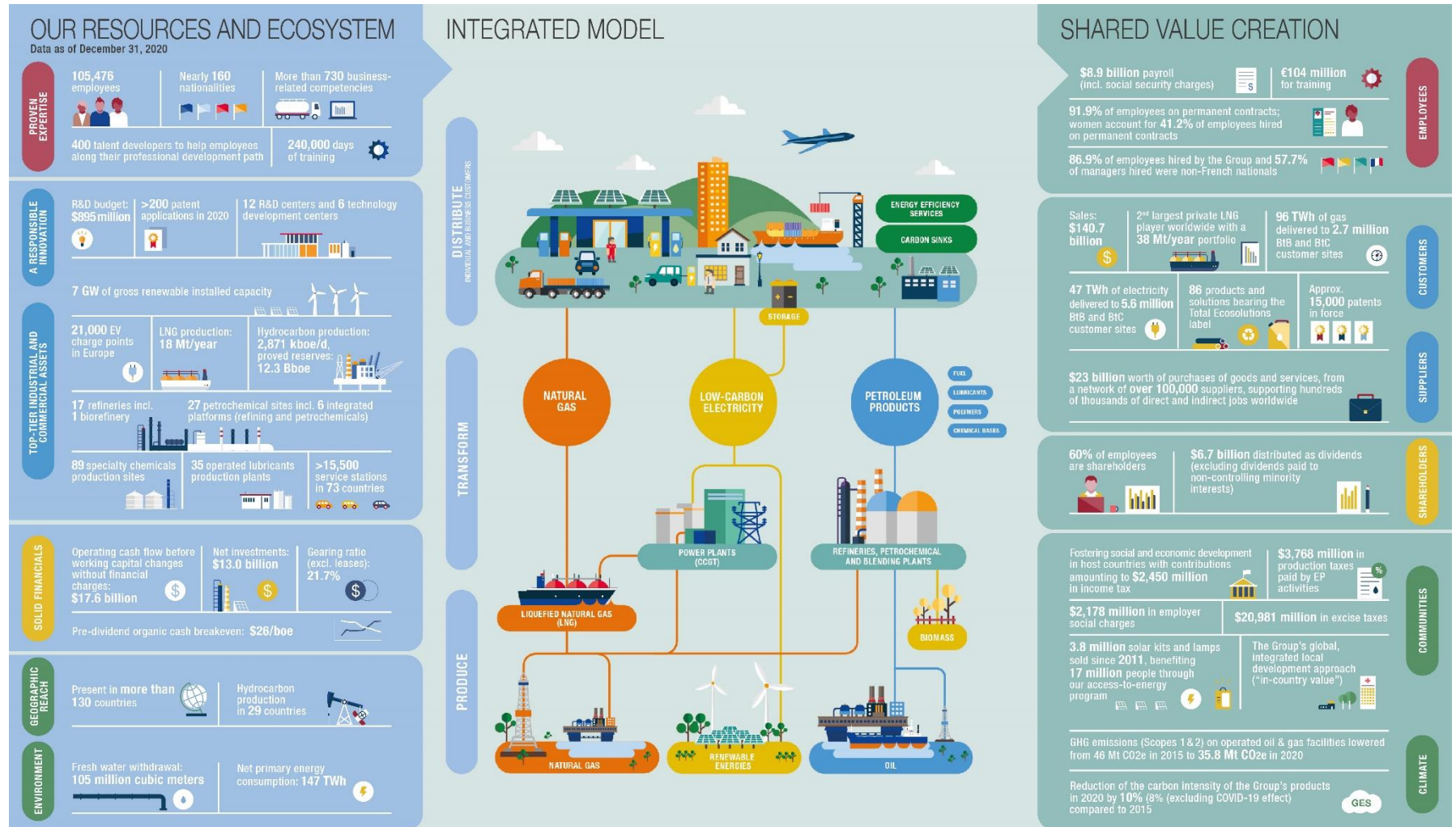
Direct contributions through a responsible business approach



Indirect contributions through a responsible business approach



TotalEnergies' business model for creating and sharing value



Download the document [here](#).

TotalEnergies' self-assessment on the UNGC's 21 criteria

Implementing the Ten Principles into Strategies & Operations

Criterion	Indicator	TotalEnergies' disclosure
Criterion 1: The COP describes mainstreaming into corporate functions and business units	Place responsibility for execution of sustainability strategy in relevant corporate functions (procurement, government affairs, human resources, legal, etc.) ensuring no function conflicts with company's sustainability commitments and objectives.	2020 Universal Registration Document - 1.7.3 An operational structure built around the Group's major business segments p. 29 2020 Universal Registration Document - 3.6.3.1 Organization p. 113
	Align strategies, goals and incentive structures of all business units and subsidiaries with corporate sustainability strategy	TotalEnergies' Code of conduct 2020 Universal Registration Document - 1.8.2 Our sustainability ambitions and targets p. 39 2020 Universal Registration Document - 1.2 Our climate ambition p. 12
	Assign responsibility for corporate sustainability implementation to an individual or group within each business unit and subsidiary	2020 Universal Registration Document - 3.6.3.1 Organization p. 113
	Design corporate sustainability strategy to leverage synergies between and among issue areas and to deal adequately with trade-offs	2020 Universal Registration Document - 5.1 Our ambition: to be the company of responsible energies p. 218
	Ensure that different corporate functions coordinate closely to maximize performance and avoid unintended negative impacts	2020 Universal Registration Document - 1.6.5 An ongoing dialogue with our stakeholders p. 25 2020 Universal Registration Document - 3.6.7 Monitoring procedures p. 122
Criterion 2: The COP describes value chain implementation	Analyze each segment of the value chain carefully, both upstream and downstream, when mapping risks, opportunities and impacts	2020 Universal Registration Document - 3.6.2.3 Suppliers p. 113 2020 Universal Registration Document - 5.10.1 The Group's responsible procurement policy p. 269
	Communicate policies and expectations to suppliers and other relevant business partners	2020 Universal Registration Document - 3.6.3.5 Fundamental principles of purchasing p. 117

	2020 Universal Registration Document - 5.10.2 Application of the Group's policy to the supply chain p. 270
Implement monitoring and assurance mechanisms (e.g. audits/screenings) for compliance within the company's sphere of influence	2020 Universal Registration Document - 3.6.4.2 Procedures for assessing suppliers p. 119 2020 Universal Registration Document - 5.10.2 Application of the Group's policy to the supply chain p. 270
Undertake awareness-raising, training and other types of capacity building with suppliers and other business partners	2020 Universal Registration Document - 3.6.5.3 Awareness and training of suppliers p. 121 2020 Universal Registration Document - 5.10.2 Application of the Group's policy to the supply chain p. 270

Robust Human Rights Management Policies & Procedures

Criterion	Indicator	TotalEnergies' disclosure
Criterion 3: The COP describes robust commitments, strategies or policies in the area of human rights	Commitment to comply with all applicable laws and respect internationally recognized human rights, wherever the company operates (e.g., the Universal Declaration of Human Rights, Guiding Principles on Human Rights)	TotalEnergies' Code of conduct TotalEnergies' human rights guide 2020 Universal Registration Document - 5.7 Actions to respect human rights p. 257
	Integrated or stand-alone statement of policy expressing commitment to respect and support human rights approved at the most senior level of the company	TotalEnergies' Code of conduct TotalEnergies' human rights guide
	Statement of policy stipulating human rights expectations of personnel, business partners and other parties directly linked to operations, products or services	TotalEnergies' Code of conduct TotalEnergies' human rights guide 2020 Universal Registration Document - 3.6.3.3 Human rights p. 114 2020 Universal Registration Document - 5.7.1 Respect of human rights in the workplace – In the Group's supply chain p. 259
	Statement of policy publicly available and communicated internally and externally to all personnel, business partners and other relevant parties	TotalEnergies' Code of conduct 2020 Universal Registration Document - 5.7 Actions to respect human rights – Awareness raising and training p. 257
Criterion 4: The COP describes effective management systems to integrate the human rights principles	Process to ensure that internationally recognized human rights are respected	2020 Universal Registration Document - 5.7 Actions to respect human rights – Assessments p. 258
	On-going due diligence process that includes an assessment of actual and potential human rights impacts	2020 Universal Registration Document - 3.6.2.2 Human rights and fundamental freedoms p. 112 2020 Universal Registration Document - 3.6.4 Assessment procedures p. 118
	Internal awareness-raising and training on human rights for management and employees	2020 Universal Registration Document - 5.7 Actions to respect human rights – Awareness raising and training p. 257

	Operational-level grievance mechanisms for those potentially impacted by the company's activities	2020 Universal Registration Document - 3.6.6 Whistle-blowing mechanisms p. 121 2020 Universal Registration Document - 5.9.2.3 Managing the societal impacts of the Group's activities p.266
	Allocation of responsibilities and accountability for addressing human rights impacts	2020 Universal Registration Document - 5.7 Actions to respect human rights – A dedicated organization p. 257
	Internal decision-making, budget and oversight for effective responses to human rights impacts	2020 Universal Registration Document - 5.7 Actions to respect human rights – A dedicated organization p. 257
	Processes to provide for or cooperate in the remediation of adverse human rights impacts that the company has caused or contributed to	2020 Universal Registration Document - 5.9.2.3 Managing the societal impacts of the Group's activities p.266
	Process and programs in place to support human rights through: core business; strategic philanthropic/social investment; public policy engagement/advocacy; partnerships and/or other forms of collective action	2020 Universal Registration Document - 5.7 Actions to respect human rights p. 257 2020 Universal Registration Document - 5.10.3 Actions taken by the Group to promote responsible purchasing p.271
Criterion 5: The COP describes effective monitoring and evaluation mechanisms of human rights integration	System to monitor the effectiveness of human rights policies and implementation with quantitative and qualitative metrics, including in the supply chain	2020 Universal Registration Document - 3.6.8.1 Human rights p. 122 2020 Universal Registration Document - 5.7 Actions to respect human rights – Assessments p. 258
	Monitoring drawn from internal and external feedback, including affected stakeholders	2020 Universal Registration Document - 5.7 Actions to respect human rights – A dedicated organization p. 257
	Leadership review of monitoring and improvement results	2020 Universal Registration Document - 5.7 Actions to respect human rights – A dedicated organization p. 257
	Process to deal with incidents the company has caused or contributed to for internal and external stakeholders	2020 Universal Registration Document - 5.9.2.3 Managing the societal impacts of the Group's activities p.266
	Grievance mechanisms that are legitimate, accessible, predictable, equitable, transparent, rights compatible, a source of continuous learning, and based on engagement and dialogue	2020 Universal Registration Document - 5.9.2.3 Managing the societal impacts of the Group's activities p.266

Outcomes of integration of the human rights principles

[2020 Universal Registration Document - 3.6.8.1 Human rights p. 122](#)

Robust Labour Management Policies & Procedures

Criterion	Indicator	TotalEnergies' disclosure
Criterion 6: The COP describes robust commitments, strategies or policies in the area of labour	Reference to principles of relevant international labour standards (ILO Conventions) and other normative international instruments in company policies	TotalEnergies' Code of conduct TotalEnergies' human rights guide 2020 Universal Registration Document - 5.7 Actions to respect human rights p. 257
	Reflection on the relevance of the labour principles for the company	2020 Universal Registration Document - 1.6.1 Our employees p. 22
	Written company policy to obey national labour law, respect principles of the relevant international labour standards in company operations worldwide , and engage in dialogue with representative organization of the workers (international, sectoral, national).	2020 Universal Registration Document - 5.7.1 Respect of human right in the workplace p. 259 2020 Universal Registration Document - 5.3.3.3 Promoting workplace dialogue p. 233
	Inclusion of reference to the principles contained in the relevant international labour standards in contracts with suppliers and other relevant business partners	2020 Universal Registration Document - 5.10.1 The Group's responsible procurement policy p. 269 TotalEnergies' fundamental principles of purchasing
	Specific commitments and Human Resources policies, in line with national development priorities or decent work priorities in the country of operation	2020 Universal Registration Document - 5.3.3.1 Promoting equal treatment of employees and banning discrimination p. 229
	Participation and leadership in wider efforts by employers' organizations (international and national levels) to jointly address challenges related to labour standards in the countries of operation, possibly in a tripartite approach (business – trade union – government).	2020 Universal Registration Document - 5.3.3.1 Promoting equal treatment of employees and banning discrimination p. 229 2020 Universal Registration Document - 5.3.3.3 Promoting workplace dialogue p. 233
	Structural engagement with a global union, possibly via a Global Framework Agreement	2020 Universal Registration Document - 5.3.3.3 Promoting workplace dialogue p. 233 IndustriAll CSR Total Global Agreement 2015

Criterion 7: The COP describes effective management systems to integrate the labour principles	Risk and impact assessments in the area of labour	2020 Universal Registration Document - 5.7 Action to respect human rights – Assessments p. 258
	Dialogue mechanism with trade unions to regularly discuss and review company progress in addressing labour standards	2020 Universal Registration Document - 5.3.3.3 Promoting workplace dialogue p. 233
	Allocation of responsibilities and accountability within the organization	2020 Universal Registration Document - 3.6.3.1 Organization p. 113
	Internal awareness-raising and training on the labour principles for management and employees	2020 Universal Registration Document - 5.7 Action to respect human rights – Awareness raising and training p. 257
	Active engagement with suppliers to address labour-related challenges	2020 Universal Registration Document - 5.10.2 Application of the Group’s policy to the supply chain p. 270
	Grievance mechanisms, communication channels and other procedures (e.g., whistleblower mechanisms) available for workers to report concerns, make suggestions or seek advice, designed and operated in agreement with the representative organization of workers	TotalEnergies’ Code of conduct – Speaking up p. 44 2020 Universal Registration Document - 3.6.6 Whistle-blowing mechanisms p. 121
Criterion 8: The COP describes effective monitoring and evaluation mechanisms of labour principles integration	System to track and measure performance based on standardized performance metrics	2020 Universal Registration Document - 5.11.2 Scopes – Workforce reporting p. 272 SP – Social indicators
	Dialogues with the representative organization of workers to regularly review progress made and jointly identify priorities for the future	2020 Universal Registration Document - 5.3.3.3 Promoting workplace dialogue p. 233
	Audits or other steps to monitor and improve the working conditions of companies in the supply chain, in line with principles of international labour standards	2020 Universal Registration Document - 5.10.2 Application of the Group’s policy to the supply chain – The supplier assessment process p. 270
	Process to positively engage with the suppliers to address the challenges (i.e., partnership approach instead of corrective approach) through schemes to improve workplace practices	2020 Universal Registration Document - 3.6.4.2 Procedures for assessing Suppliers p. 119

Outcomes of integration of the Labour principles

[2020 Universal Registration Document - 3.6.8.1 Human rights – Subsidiary assessments: Whistle-blowing mechanisms p. 122; 124](#)

[SP – Social indicators](#)

Robust Environmental Management Policies & Procedures

Criterion	Indicator	TotalEnergies' disclosure
Criterion 9: The COP describes robust commitments, strategies or policies in the area of environmental stewardship	Reference to relevant international conventions and other international instruments (e.g. Rio Declaration on Environment and Development)	TotalEnergies' Code of conduct p. 13 TotalEnergies' human rights guide p. 27 2020 Universal Registration Document - 1.2 Our climate ambition p. 12
	Reflection on the relevance of environmental stewardship for the company	2020 Universal Registration Document - 1.2.2 Priority axes and action plans towards carbon neutrality p. 13 2020 Universal Registration Document - 5.5 Environmental challenges p. 240
	Written company policy on environmental stewardship	Safety Health Environment Quality charter Biodiversity ambition 2020 Universal Registration Document - 5.5.1 General policy and environmental targets p. 240
	Inclusion of minimum environmental standards in contracts with suppliers and other relevant business partners	TotalEnergies' fundamental principles of purchasing 2020 Universal Registration Document - 5.10.2 Application of the Group's policy to the supply chain p. 270
	Specific commitments and goals for specified years	2020 Universal Registration Document - 5.5.1 General policy and environmental targets p. 240 2020 Universal Registration Document - 5.6.4 Targets and metrics to measure climate-related risks and opportunities p. 254
Criterion 10: The COP describes effective management systems to integrate the	Environmental risk and impact assessments	2020 Universal Registration Document - 3.6.2.1 Safety, health and the environment p. 111 SP – Environmental and social impact assessments
	Assessments of lifecycle impact of products, ensuring environmentally sound management policies	2020 Universal Registration Document - 5.4.5 Limiting risks for the health and safety of consumers p. 239

environmental principles		2020 Universal Registration Document - 5.5.5 Promoting the circular economy p. 245
	Allocation of responsibilities and accountability within the organisation	2020 Universal Registration Document - 3.6.3.1 Organization p. 113 2020 Universal Registration Document - 5.5.1 General policy and environmental targets p. 240
	Internal awareness-raising and training on environmental stewardship for management and employees	2020 Universal Registration Document - 3.6.5.2 Awareness and training of Group employees p. 120
	Grievance mechanisms, communication channels and other procedures (e.g. whistleblower mechanisms) for reporting concerns or seeking advice regarding environmental impacts	2020 Universal Registration Document - 3.6.6 Whistle-blowing mechanisms p. 121 2020 Universal Registration Document - 5.9.2.3 Managing the societal impacts of the Group's activities – Handling grievances from neighboring communities p. 266
Criterion 11: The COP describes effective monitoring and evaluation mechanisms for environmental stewardship	System to track and measure performance based on standardized performance metrics	2020 Universal Registration Document - 5.5.1 General policy and environmental targets p. 240 2020 Universal Registration Document - 5.6.4 Targets and metrics to measure climate-related risks and opportunities p. 254
	Leadership review of monitoring and improvement results	2020 Universal Registration Document - 5.5.1 General policy and environmental targets p. 240 2020 Universal Registration Document - 5.6.1 Governance p. 247
	Process to deal with incidents	2020 Universal Registration Document - 5.4.1 Preventing the occurrence of major industrial accidents p. 235
	Audits or other steps to monitor and improve the environmental performance of companies in the supply chain	2020 Universal Registration Document - 5.6.4.2 Procedures for assessing suppliers p. 119 2020 Universal Registration Document - 5.10.2 Application of the Group's policy to the supply chain p. 270
	Outcomes of integration of the environmental principles	2020 Universal Registration Document - 5.4.1 Preventing the occurrence of major industrial accidents p. 235

[2020 Universal Registration Document - 5.5.2 Preventing risks of accidental pollution p. 241](#)

[2020 Universal Registration Document - 5.5.3 Limiting the environmental footprint of the Group's sites p. 242](#)

[SP – Environmental indicators](#)

[SP – Climate indicators](#)

Robust Anti-Corruption Management Policies & Procedures

Criterion	Indicator	TotalEnergies' disclosure
Criterion 12: The COP describes robust commitments, strategies or policies in the area of anticorruption	Publicly stated formal policy of zero-tolerance of corruption	TotalEnergies' Code of conduct p. 16
	Commitment to be in compliance with all relevant anti-corruption laws, including the implementation of procedures to know the law and monitor changes	TotalEnergies' Code of conduct p. 13
	Statement of support for international and regional legal frameworks, such as the UN Convention against Corruption	TotalEnergies' Code of conduct p. 13 2020 Universal Registration Document – 5.8.1.1 Management commitment p. 261
	Detailed policies for high-risk areas of corruption	2020 Universal Registration Document – 5.8.1.3 Internal standards p. 262
	Policy on anti-corruption regarding business partners	TotalEnergies' Code of conduct p. 35
Criterion 13: The COP describes effective management systems to integrate the anti-corruption principle	Support by the organization's leadership for anti-corruption	2020 Universal Registration Document – 5.8.1.1 Management commitment p. 261
	Carrying out risk assessment of potential areas of corruption	2020 Universal Registration Document – 5.8.1.2 Risk assessment and 5.8.1.6 Assessment and monitoring p. 262-263
	Human Resources procedures supporting the anti-corruption commitment or policy, including communication to and training for all employees	2020 Universal Registration Document – 5.8.1.3 Internal standards; 5.8.1.4 Awareness raising and training and 5.8.1.7 Disciplinary action p. 262 Prevention and fights against corruption leaflet Business integrity guide
	Internal checks and balances to ensure consistency with the anti-corruption commitment	2020 Universal Registration Document – 5.8.1.6 Assessment and monitoring p. 262-263
	Actions taken to encourage business partners to implement anti-corruption commitments	2020 Universal Registration Document – 5.10.2 Application of the Group's policy to the supply chain – Actions to raise awareness among suppliers p. 271

	Management responsibility and accountability for implementation of the anti-corruption commitment or policy	2020 Universal Registration Document – 5.8.1.1 Management commitment p. 261
	Communications (whistleblowing) channels and follow-up mechanisms for reporting concerns or seeking advice	2020 Universal Registration Document – 5.8.1.5 Feedback of information p. 262 Prevention and fights against corruption leaflet – Detection p. 6
	Internal accounting and auditing procedures related to anticorruption	2020 Universal Registration Document – 5.8.1.3 Internal standards; and 5.8.1.6 Assessment and monitoring p. 262
Criterion 14: The COP describes effective monitoring and evaluation mechanisms for the integration of anti-corruption	Leadership review of monitoring and improvement results	2020 Universal Registration Document – 5.8.1.5 Feedback of information p. 262
	Process to deal with incidents	2020 Universal Registration Document – 3.3.3.3 Systems in place – Regarding risk prevention relating to changes in the regulatory environment and business ethics p. 104 2020 Universal Registration Document – 5.8.1.7 Disciplinary action p. 263 Prevention and fights against corruption leaflet – Detection – Reaction p. 6-7
	Public legal cases regarding corruption	2020 Universal Registration Document – 3.5 Legal and arbitration proceedings p. 108

Taking Action in Support of Broader UN Goals and Issues

Criterion	Indicator	TotalEnergies' disclosure
Criterion 15: The COP describes core business contributions to UN goals and issues	Align core business strategy with one or more relevant UN goals/issues	2020 Universal Registration Document – 1.2 Our climate ambition and 1.2.2 Priority axes and action plans towards carbon neutrality p. 12-13 2020 Universal Registration Document – 1.8.2 Our sustainability ambitions and targets p. 39-42 The future of energy: Patrick Pouyanné on Total's ambition
	Develop relevant products and services or design business models that contribute to UN goals/issues	2020 Universal Registration Document – 1.3 Our strategy – from Total to TotalEnergies p. 16
	Adopt and modify operating procedures to maximize contribution to UN goals/issues	2020 Universal Registration Document – 1.8.2 Our sustainability ambitions and targets p. 39-42 2020 Universal Registration Document – 5.6.2 [Climate] Strategy p. 248 2020 Universal Registration Document – 5.3.3.1 Promoting equal treatment of employees and banning discrimination p. 228 2020 Universal Registration Document – 5.7 Actions to respect human rights p. 257 2020 Universal Registration Document – 5.5.4 Managing impacts on biodiversity and ecosystems during projects and operation p. 244 2020 Universal Registration Document – 5.8 Fighting corruption and tax evasion p. 261
Criterion 16: The COP describes strategic social	Pursue social investments and philanthropic contributions that tie in with the core competencies or operating context of the company as an integrated part of its sustainability strategy	2020 Universal Registration Document – 5.9.2.4 Developing socio-economic initiatives in favor of local communities p. 267 2020 Universal Registration Document – 5.9.3 Engaging in citizenship initiatives: the Total Foundation program p. 268

<p>investments and philanthropy</p>	<p>Coordinate efforts with other organizations and initiatives to amplify—and not negate or unnecessarily duplicate—the efforts of other contributors</p> <hr/> <p>Take responsibility for the intentional and unintentional effects of funding and have due regard for local customs, traditions, religions, and priorities of pertinent individuals and groups</p>	<p>2020 Universal Registration Document – 5.9.2.2 Local stakeholder engagement p. 266</p> <p>2020 Universal Registration Document – 5.9.2.4 Developing socio-economic initiatives in favor of local communities p. 267</p> <p>2020 Universal Registration Document – 5.9.2.2 Local stakeholder engagement p. 266</p> <p>2020 Universal Registration Document – 5.9.2.4 Developing socio-economic initiatives in favor of local communities p. 267</p>
<p>Criterion 17: The COP describes advocacy and public policy engagement</p>	<p>Publicly advocate the importance of action in relation to one or more UN goals/issues</p>	<p>Patrick Pouyanné’s speech at the 2021 AGM on the company’s climate and sustainable development ambition p. 12</p> <p>Climate</p> <p>CEOs urge the EU to raise EUR 2030 GHG emissions targets</p> <p>2020 Universal Registration Document – 5.6.2 Strategy – Sector initiatives and international framework p. 251</p> <p>TotalEnergies’ Climate change report – Shaping tomorrow’s energy p. 46-49</p> <p>Fight against corruption</p> <p>2020 Universal Registration Document – 5.8.1.1 Management Commitment p. 261</p> <p>Human rights and Decent work</p> <p>WBCSD CEOs call for business leadership in human rights</p> <p>UNGP’s CEOs taking action</p> <p>2020 Universal Registration Document – 5.10.3 Actions taken by the Group to promote responsible purchasing p. 271</p> <p>Biodiversity</p> <p>Press release: Total extends its biodiversity ambition to coincide with the preparation of the United Nations plan for Biodiversity</p>

	<p>Commit company leaders to participate in key summits, conferences, and other important public policy interactions in relation to one or more UN goals/issues</p>	<p>CEO roundtables on Ocean Stewardship Annual Review</p> <p>Patrick Pouyanné's How to build public trust in a sustainable energy future</p> <p>2020 Universal Registration Document – 5.8.1.1 Management Commitment p. 261</p>
<p>Criterion 18: The COP describes partnerships and collective action</p>	<p>Develop and implement partnership projects with public or private organizations (UN entities, government, NGOs, or other groups) on core business, social investments and/or advocacy</p>	<p>2020 Universal Registration Document – 5.5.4 Managing impacts on biodiversity and ecosystems during project and operations p. 244</p> <p>2020 Universal Registration Document – 5.6.2 Strategy – Sector initiatives and international framework p. 251</p>
	<p>Join industry peers, UN entities and/or other stakeholders in initiatives contributing to solving common challenges and dilemmas at the global and/or local levels with an emphasis on initiatives extending the company's positive impact on its value chain</p>	<p>SDG Roadmap for the O&G sector</p> <p>Climate</p> <p>2020 Universal Registration Document – 5.6.2 Strategy – Sector initiatives and international framework p. 251</p> <p>TotalEnergies' Climate change report – Shaping tomorrow's energy p. 46-49</p> <p>Human rights and decent work</p> <p>WBCSD CEOs call for business leadership in human rights</p> <p>2020 Universal Registration Document – 5.10.3 Actions taken by the Group to promote responsible purchasing p. 271</p>

Corporate Sustainability Governance and Leadership

Criterion	Indicator	TotalEnergies' disclosure
Criterion 19: The COP describes CEO commitment and leadership	CEO publicly delivers explicit statements and demonstrates personal leadership on sustainability and commitment to the UN Global Compact	The future of energy: Patrick Pouyanné on Total's ambition Patrick Pouyanné's speech at the 2021 AGM on the company's climate and sustainable development ambition p. 12 TotalEnergies' Climate change report – Foreword by Patrick Pouyanné p. 1 World Economic Forum : Sempra Energy and Total on renewables and natural gas
	CEO promotes initiatives to enhance sustainability of the company's sector and leads development of industry standards	Voices of the OIGI CEO's – Patrick Pouyanné WBCSD CEOs call for business leadership in human rights Patrick Pouyanné's How to build public trust in a sustainable energy future
	CEO leads executive management team in development of corporate sustainability strategy, defining goals and overseeing implementation	2020 Universal Registration Document – 5.6.1 Governance – Role of Management p.248
	Make sustainability criteria and UN Global Compact principles part of goals and incentive schemes for CEO and executive management team	2020 Universal Registration Document – 1.7.1 A fully committed Board of directors – A compensation policy aligned with the Group's strategic objectives p. 27
Criterion 20: The COP describes Board adoption and oversight	Board of Directors (or equivalent) assumes responsibility and oversight for long-term corporate sustainability strategy and performance	2020 Universal Registration Document – 1.7.1 A fully committed Board of directors p. 26 2020 Universal Registration Document – 4.1.2.3 Committees of the Board of Directors – The strategy & CSR Committee p. 169 Press release: Annual's shareholders' meeting of May 28, 2021: The Board of Directors of Total take the Initiative to Submit a Resolution on the Energy Transition of TotalEnergies towards Carbon Neutrality

	Board establishes, where permissible, a committee or assigns an individual board member with responsibility for corporate sustainability.	2020 Universal Registration Document – 1.7.1 A fully committed Board of directors p.26 2020 Universal Registration Document – 4.1.2.3 Committees of the Board of Directors – The governance and ethics committee p. 167 and The strategy & CSR Committee p. 169
	Board (or committee), where permissible, approves formal reporting on corporate sustainability (Communication on Progress)	2020 Universal Registration Document – 5 Non financial-performance report – Introduction p. 218
Criterion 21: The COP describes stakeholder engagement	Publicly recognize responsibility for the company's impacts on internal and external stakeholders	2020 Universal Registration Document – 3.6.2 Severe impact risk mapping p. 111 2020 Universal Registration Document – 5.9.2.3 Managing the impacts of the Group's activities p. 266
	Define sustainability strategies, goals and policies in consultation with key stakeholders	2020 Universal Registration Document – 1.6.5 An ongoing dialogue with our stakeholders p. 25 2020 Universal Registration Document – 3.6.1.3 Dialogue with stakeholders p. 110 2020 Universal Registration Document – 5.9.2.2 Local stakeholder engagement p. 266
	Consult stakeholders in dealing with implementation dilemmas and challenges and invite them to take active part in reviewing performance	2020 Universal Registration Document – 3.6.1.3 Dialogue with stakeholders p. 110
	Establish channels to engage with employees and other stakeholders to hear their ideas and address their concerns, and protect 'whistle-blowers'	2020 Universal Registration Document – 1.6.5 An ongoing dialogue with our stakeholders p. 25 2020 Universal Registration Document – 3.6.1.3 Dialogue with stakeholders p. 110 2020 Universal Registration Document – 3.6.6 Whistle-blowing mechanisms p. 121 2020 Universal Registration Document – 5.3.3.3 Promoting workplace dialogue p. 233

TotalEnergies' self-assessment on the UNGC's Women's empowerment principles

Criterion	Indicator	TotalEnergies' disclosure
The COP describes policies and practices related to supporting women's empowerment and advancing gender equality in the workplace	Achieving and maintaining gender equality in senior management and board positions	2020 Universal Registration Document – 5.3.3.1 Promoting equal treatment of employees and banning discrimination – Gender equality in the workplace p. 229
	Achieving and maintaining gender equality in middle management positions	2020 Universal Registration Document – 5.3.3.1 Promoting equal treatment of employees and banning discrimination – Gender equality in the workplace p. 229
	Equal pay for work of equal value	2020 Universal Registration Document – 5.3.1.2 A responsible compensation policy p. 225
		2020 Universal Registration Document – 5.3.3.1 Promoting equal treatment of employees and banning discrimination – Gender equality in the workplace p. 229
	Flexible work options	2020 Universal Registration Document – 5.3.3.2 Creating programs to address special work scheduling needs p. 232
	Support for pregnant women and those returning from maternity leave	2020 Universal Registration Document – 5.3.3.1 Promoting equal treatment of employees and banning discrimination – Gender equality in the workplace p. 229
	Recruitment and retention, including training and development, of female employees	2020 Universal Registration Document – 5.3.1.1 Responsible management of the Group's workforce p. 224
		2020 Universal Registration Document – 5.3.2 Maintaining long-term employability in the workforce p.227
Education and training opportunities for women workers	2020 Universal Registration Document – 5.3.2 Maintaining long-term employability in the workforce p.227	
Creating and maintaining workplace awareness of gender equality and, inclusion and non-discrimination for all workers	2020 Universal Registration Document – 5.3.3.1 Promoting equal treatment of employees and banning discrimination p. 228	

	Mentoring and sponsorship opportunities for women workers	2020 Universal Registration Document – 5.3.3.1 Promoting equal treatment of employees and banning discrimination – Gender equality in the workplace p. 229
The COP describes policies and practices related to supporting women’s empowerment and advancing gender equality in the marketplace	Support for women business owners and women entrepreneurs	2020 Universal Registration Document – 5.9.2.4 Developing socio-economic initiatives in favor of local communities p.267
The COP describes policies and practices related to supporting women’s empowerment and advancing gender equality in the community	Designing community stakeholder engagements that are free of gender discrimination/ stereotyping and sensitive to gender issues	2020 Universal Registration Document – 5.9.2.2 Local stakeholder engagement p.266
	Gender impact assessments or consideration of gender-related impacts as part of its social and/or human rights impact assessments	2020 Universal Registration Document – 5.7 Actions to respect human rights – Assessments p. 258
	Ensuring female beneficiaries of community programmes	2020 Universal Registration Document – 5.9.2.4 Developing socio-economic initiatives in favor of local communities p.267 Case study – Papua New Guinea
	Community initiatives specifically targeted at the empowerment of women and girls	
	Strategies to ensure that community investment projects and programmes (including economic, social and environmental) positively impact women and girls.	
Strategies to ensure that community investment projects and programmes (including economic, social and environmental) include the full participation of women and girls		

The COP contains or refers to sex-disaggregated data	Achieving and maintaining gender equality in senior management and board positions	2020 Universal Registration Document – 5.3.3.1 Promoting equal treatment of employees and banning discrimination – Gender equality in the workplace p. 229 SP – Social indicators
	Equal pay for work of equal value	2020 Universal Registration Document – 5.3.3.1 Promoting equal treatment of employees and banning discrimination – Gender equality in the workplace > Compensation p. 230 SP – Social indicators
	Achieving and maintaining gender equality in middle management position	2020 Universal Registration Document – 5.3.3.1 Promoting equal treatment of employees and banning discrimination – Gender equality in the workplace p. 229 SP – Social indicators
	Recruitment and retention, including training and development, of female employees	2020 Universal Registration Document – 5.3.1.1 Responsible management of the Group’s workforce p. 224 2020 Universal Registration Document – 5.3.2 Maintaining long-term employability in the workforce p.227 SP – Social indicators
	Education and training opportunities for women workers	2020 Universal Registration Document – 5.3.2 Maintaining long-term employability in the workforce p.227 SP – Social indicators