

# TotalEnergies

## SDG REPORTING

Reporting period 2021-2022



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# TotalEnergies' contribution to SDGs

TotalEnergies has structured its Sustainability approach for conducting its activities to contribute to the achievement of the United Nations Sustainable Development Goals (SDGs), to which TotalEnergies committed its support in 2016. As part of its determination to strengthen its efforts in the segments in which it can act with most authority as an integrated multi-energy Company, TotalEnergies involves its employees in identifying the SDGs on which it can have the greatest impact, in connection with its ambition to reach carbon neutrality (net zero emissions) by 2050, together with society.

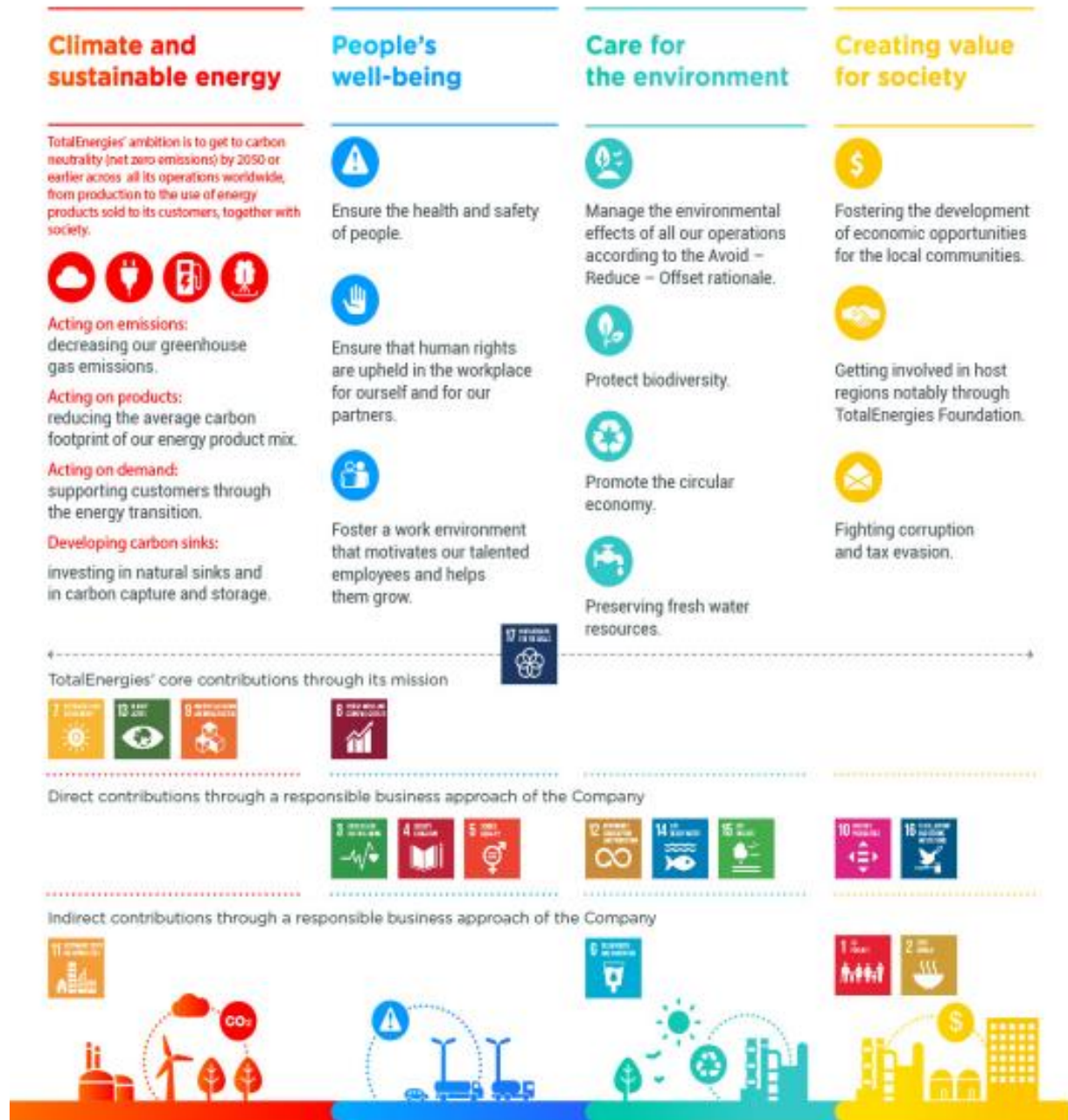
The Company's contributions to the SDGs are illustrated below in the form of pictograms and in more detail on its website. TotalEnergies' Sustainability approach is based on four pillars:

- Climate and sustainable energy: leading the transformation of the energy model to contribute to the fight against climate change and meet the needs of populations.
- People's well-being: being a reference as an employer and responsible operator. TotalEnergies intends on promoting a work environment that combines performance and conviviality and ensuring compliance with human rights in the workplace, both within the Company and among its partners, but also the safety and health of people.
- Care for the environment: to be exemplary in the management of the environment and the use of the planet's natural resources. TotalEnergies intends on ensuring that the environmental impacts of all its operations are managed according to the Avoid-Reduce-Offset approach, thereby helping to preserve the environment, biodiversity, and freshwater resources. To this end, TotalEnergies promotes the circular economy.
- Creating value for society: generating shared prosperity across regions. TotalEnergies aims to be a creator and a driver of positive change for the communities in its host regions.

In addition, a Company-wide participatory initiative was launched in early 2022, in the form of two series of workshops and a collaborative platform, so as to embark all our employees in the achievement of TotalEnergies' ambitions in terms of sustainable development. The goal of this initiative was to foster global awareness and understanding of the SDGs and to identify the SDGs on which a positive impact or progress can be made in direct connection with our businesses and operations throughout the world, in order to meet stakeholder expectations of the Company. 27,400 people from 71 countries participated in the workshops or via the online platform.

In 2022, TotalEnergies published its first « Sustainability & Climate 2022 Progress Report» which fulfils the simple objective of demonstrating how its ambition is reflected in its transformation strategy. The report offers a clearer insight into TotalEnergies' vision for 2050, which especially involves pushing for a significant change to the energy mix. The report spells out actions to tackle global warming, such as the ongoing effort to drastically cut our methane

emissions. It also presents the initiatives that the Company is spearheading to promote sustainable development with special focus on improving people's well-being, protecting natural resources and creating shared value.



The Company's contributions to the SDGs are reported here after.

For further information, see [TotalEnergies' Universal Registration Document 2021 \(URD 2021\)](#), the [Sustainability & Climate 2022 Progress Report](#), [TotalEnergies' GRI report](#) and [TotalEnergies' Communication on Progress](#).

# TotalEnergies' Sustainability approach to SDGs

## is based on the four pillars

### 1. Climate and sustainable energy

#### Core contributions



SDG targets	Related business theme	Sources of information
SDG 7 Affordable and clean energy		
7.1	Access to energy	<p>In September 2021, TotalEnergies responded to the UN Energy initiative by establishing an Energy Compact in which we announce the concrete measures we are going to implement to promote access to clean and affordable energy for all by 2030 (SDG7). We estimate that, of the 100 GW of renewable electricity we will install by 2030, some 33 GW will be located in emerging or developing countries, providing sustainable energy to around 40 million people, some of whom will never have had decent access to energy.</p> <p><a href="#">URD 2021, 2.5.5.5 Access to energy, p.117</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, p.2</a>  <a href="#">TotalEnergies website, Access to energy &gt; Energy is reinventing itself; Total is becoming TotalEnergies</a></p>
7.2	Renewable energies development	<p>TotalEnergies confirms its objective to invest in order to reach a gross power generation capacity from renewables of 35 GW in 2025, and intends to continue its development to become one of the top five producers of renewable electricity (wind and solar) in the world, with a gross capacity of 100 GW by 2030.</p> <p><a href="#">URD 2021, 1.3.3 Electricity &gt; Becoming a world leader in renewable electricity by integrating the value chain from production to sales, p.14</a>  <a href="#">URD 2021, 2.1.4.2 Power Generation from renewables, p.71</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, p.9</a></p>
7.2	Low carbon energies development	<p><b>Natural gas, biogas and hydrogen</b>  <a href="#">URD 2021, 5.4.2 Strategy &gt; Biogas, p.290</a>  <a href="#">URD 2021, 5.4.2 Strategy &gt; Hydrogen, p.290</a>  <a href="#">URD 2021, 5.4.2 Strategy &gt; Natural Gas, Transition Fuel, p.289</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, p.20</a></p>

		<p align="center"><b>Biofuels</b></p> <p align="center"><a href="#">URD 2021, 2.4.1 Refining &amp; Chemicals &gt; Developing new ways to produce fuels and polymers, p.104</a></p> <p align="center"><a href="#">URD 2021, 5.4.2 Strategy &gt; Biofuels, p.290</a> <a href="#">Sustainability &amp; Climate 2022 Progress Report, p.41</a></p> <p align="center"><b>Storage</b></p> <p align="center"><a href="#">URD 2021, 2.1.4.3 Electricity storage, p.75</a> <a href="#">Sustainability &amp; Climate 2022 Progress Report, p.42</a></p> <p align="center"><b>Mobility</b></p> <p align="center"><a href="#">URD 2021, 5.4.2 Strategy &gt; Together with our customers - mobility, p.295</a> <a href="#">Sustainability &amp; Climate 2022 Progress Report, p.40</a></p> <p align="center"><a href="#">CDP Climate Change 2021, (C4.5a) Please provide details of your products and/or services that you classify as low-carbon products or that enable a third party to avoid GHG emissions, p.46</a></p>
7.3	Energy efficiency	<p>The 2030 target for operated facilities worldwide is to improve the energy efficiency of operated facilities by 1% per year from 2010.</p> <p align="center"><a href="#">URD 2021, 5.4.4 Targets and metrics to measure climate-related risks and opportunities, p.300</a></p> <p align="center"><a href="#">CDP Climate Change 2021, C8 Energy, p.64-68</a> <a href="#">Sustainability &amp; Climate 2022 Progress Report, Improving the efficiency of our facilities, p.32</a></p> <p align="center"><a href="#">URD 2021, 2.1.8 Energy efficiency services, p.77</a></p>
7.A	R&D and innovation	<p align="center"><a href="#">URD 2021, 1.7.2 R&amp;D at the heart of our strategy, p.34</a> <a href="#">TotalEnergies Ventures website, Energy is reinventing itself, Total is becoming TotalEnergies</a> <a href="#">Sustainability &amp; Climate 2022 Progress Report, R&amp;D at the Forefront of our Transformation, p.23</a></p>
7.B	Supply modern and sustainable energy services in developing countries	<p align="center"><a href="#">Sustainability &amp; Climate 2022 Progress Report, Deploying the Multi-Energy Transition in Host Countries p.68</a></p>
SDG 9 Industry, innovation and infrastructure		
9.1 / 9.A	Infrastructure investment – reliable energy	<p>TotalEnergies’ policy is guided by two axes: discipline and selectivity in oil and gas investments, on the one hand, and strong investment growth in renewables &amp; electricity, on the other hand. Between 2022 and 2025, TotalEnergies projects annual net investment totalling between \$13 billion and \$16 billion per year.</p> <p align="center"><a href="#">URD 2021, 1.6 Our investment policy, p.30</a> <a href="#">Sustainability &amp; Climate 2022 Progress Report, Becoming a World Leader in Renewable Electricity by Integrating the Value Chain from Production to Sales, p.14</a></p>
9.1	Infrastructure investment –	<p>TotalEnergies is acting on the deployment of 150,000 charge points worldwide by 2025. And 300 service stations on motorways and major roads and 600 urban service stations with high power chargers (HPC) by 2030 to support e-mobility</p>

	sustainable mobility	<p>travel in Europe. This works out to one HPC every 150 km, for optimal coverage on long-distance trips.</p> <p><a href="#">URD 2021, 2.5.5.1 Europe &gt; New energies, p.113</a>  <a href="#">URD 2021, 5.4.2 Strategy &gt; Together with our customers- mobility, p.295</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, Mobility: Together With our Customers, p.40</a></p>
9.2	Direct economic value	<p>The Company maintains a comprehensive, integrated policy, rooted in dialogue with communities and public and private stakeholders, for supporting local growth and in-country value. It forges synergies among the various sources of value generation for host countries (employment, subcontracting, infrastructure, support for local industry, socioeconomic development projects, education, energy access, etc.) by capitalizing on the Company's industrial expertise. TotalEnergies intends to maintain this approach over the long term to ensure that its presence in these regions and the major projects it develops create shared prosperity.</p> <p><a href="#">URD 2021, 1.1.3 Our business model, p.10</a>  <a href="#">URD 2021, 1.10 Our financial performance, p.46</a>  <a href="#">URD 2021, 5.9.1 Fostering the economic development of host regions, p.343</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, Sustainably Committing to Local Communities, p.70</a></p>
9.4	Infrastructure adaptation	<p><a href="#">URD 2021, 5.9.1 Fostering the economic development of host regions &gt; Anchoring our transformation with the actors of territories and with a will of just transition, p.344</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, Sustainably Committing to Local Communities, p.70</a></p>
9.5	R&D and innovation	<p>The creation of OneTech on September 1, 2021 is the signal of an unprecedented mobilization of human energy to meet TotalEnergies' new challenges. The new branch OneTech brings together the Company's technical and scientific expertise. There are 3,400 engineers, technicians, and researchers to meet these new challenges.</p> <p><a href="#">URD 2021, 1.7.1 OneTech, engine of the transformation, p.33</a>  <a href="#">URD 2021, 1.7.2 R&amp;D at the heart of our strategy, p.34</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, R&amp;D at the Forefront of our Transformation, p.23</a></p>
SDG 13 Climate action		
13.1	Risks and opportunities linked to climate change	<p><a href="#">URD 2021, 5.4.1 Governance, p.286</a>  <a href="#">URD 2021, 5.4.2 Strategy &gt; Identification of climate-related risks and opportunities, p.287</a>  <a href="#">URD 2021, 5.4.3 Risk management, p.298</a>  <a href="#">CDP Climate Change 2021, C1 Governance, p.5-10</a>  <a href="#">CDP Climate Change 2021, C2 Risks and opportunities, p.10-27</a></p>
13.1	Strategy linked to climate change	<p><a href="#">URD 2021, 5.4.2 Strategy, p.287</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, Transforming to reinvent energy, p.9</a>  <a href="#">CDP Climate Change 2021, C3 Business strategy, p.28-35</a></p>

<p><b>13.1</b></p>	<p>Curtailling emissions</p>	<p>The Company has set itself the ambition to achieve by 2050 or earlier carbon neutrality (net zero emissions) for indirect GHG emissions related to its customers' use of energy products (Scope 3), together with society. This axis requires TotalEnergies to work actively with its customers, since this means they will reduce their direct emissions (Scope 1+2) that correspond to TotalEnergies' indirect Scope 3 emissions.</p> <p><a href="#">URD 2021, 5.4.4 Targets and metrics to measure climate-related risks and opportunities, p.300</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, A Vision of a Net Zero TotalEnergies in 2050, Together with Society, p.11</a>  <a href="#">CDP Climate Change 2021, C4 Targets and performance &gt; Emissions reduction initiatives, p.44-45</a></p>
<p><b>13.1</b></p>	<p>Contribution to carbon storage</p>	<p>In addition to taking action to prevent and reduce greenhouse gas emissions, it will be necessary to offset residual carbon emissions if TotalEnergies is to achieve net zero emissions together with society. For that reason, it is investing in natural carbon sinks, such as forests, regenerative agriculture and wetlands.</p> <p><a href="#">URD 2021, 1.4.2.1 Reducing scope 1+2 emissions, using the best available technologies &gt; Offsetting residual emissions with natural carbon sinks, p.23</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, Capturing and Storing Carbon at our Facilities, p. 36</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, Offsetting Residual Emissions with Natural Carbon Sinks, p. 38</a></p>
<p><b>13.1</b></p>	<p>Targets to monitor climate performance</p>	<p>To support its ambition of carbon neutrality (zero net emission) at a global scale (Scope 1+2+3), together with society, TotalEnergies has set targets and introduced a number of indicators to steer its performance.</p> <p><a href="#">URD 2021, 5.4.4 Targets and metrics to measure climate-related risks and opportunities, p.300</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, Our Progress in 2021 and our Objectives for 2030, p.45</a>  <a href="#">CDP Climate Change 2021, C4 Targets and performance, p.36-50</a>  <a href="#">CDP Climate Change 2021, C6 Emissions data, p.51-57</a>  <a href="#">CDP Climate Change 2021, C7 Emissions breakdown, p.57-64</a>  <a href="#">TotalEnergies website, Climate indicators</a></p>
<p><b>13.2</b></p>	<p>Climate advocacy</p>	<p style="text-align: center;"><b>Carbon pricing</b></p> <p>For more than a decade, TotalEnergies has advocated the adoption of carbon pricing, and applies an internal carbon price when evaluating its own projects.</p> <p><a href="#">URD 2021, 1.4.2.2 Reducing scope 3 emissions, together with society &gt; Support for carbon pricing, p.26</a>  <a href="#">URD 2021, 5.4.4 Targets and metrics to measure climate-related risks and opportunities and 5.4.5 TCFD correspondance table, p.300-304</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, Support for Carbon Pricing, p. 44</a>  <a href="#">CDP Climate Change 2021, C11 Carbon pricing, p.79-81</a></p> <p style="text-align: center;"><b>Trade associations</b></p>



		<p><a href="#">Sustainability &amp; Climate 2022 Progress Report, Review of Affiliations based on six key principles, p. 43</a>  <a href="#">CDP Climate Change 2021, C12 Engagement, p.82-90</a>  <a href="#">TotalEnergies website, Industry and business associations membership</a></p>
<p><b>13.3</b></p>	<p>Awareness and collective action on climate</p>	<p>TotalEnergies actively participates in the debate on climate issues, thanks especially to its long-term partnerships with university chairs, such as the Climate Economics Chair at Paris-Dauphine University, the climate change research program of Massachusetts Institute of Technology (MIT), and Toulouse School of Economics. TotalEnergies also offers training and makes presentations at several universities, thereby taking part in the debate.</p> <p><a href="#">URD 2021, 5.4.2 Strategy &gt; Support for carbon pricing, p.297</a>  <a href="#">URD 2021, 5.9.3 Engaging in citizenship initiatives: the TotalEnergies Foundation program, p.348-349</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, Mobilization of industry organizations, p. 43</a></p>

## Indirect contributions



SDG targets	Related business theme	Sources of information
SDG 11 Sustainable cities and communities		
11.1	Access to basic services	<a href="#">URD 2021, 5.9.2.2 Examples of management of negative impacts linked to operational activities, p.346</a> <a href="#">URD 2021, 5.9.2.3 Examples of contribution to socio-economic development in favor of local communities &gt; Development of local communities, p.347</a>
11.2	Sustainable mobility	<p>The second priority of the TotalEnergies Foundation program is to ensure safer mobility. Its actions include educating young people by means of local awareness raising, training and advocacy efforts, as well as participation in and support for the initiatives of international organizations. These actions took place in Argentina, Cameroon, Egypt, Fiji, France, India, Kenya, Morocco, Mauritania, Niger, Romania, Senegal, Taiwan, Tanzania, Thailand and Togo.</p> <p><a href="#">URD 2021, 5.9.3.2 Four areas of action &gt; Road safety, p.348</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, Ensuring People's Health and Safety &gt; The example of road safety, p.51</a></p>
11.4	Culture heritage	<p>In 2021, the TotalEnergies corporate Foundation supported 11 restoration projects providing employment for young people in France through its partnership with the Fondation du Patrimoine (Heritage Foundation).</p> <p><a href="#">URD 2021, 5.9.3.2 Four areas of action &gt; Dialogue on culture and heritage, p.349</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, TotalEnergies Foundation: Our Community Engagement Program, p.71</a></p>
11.4	Natural heritage	<p>In accordance with the Company's new biodiversity ambition, all new investment projects must also meet the "zero net deforestation criterion". TotalEnergies is committed to refraining from conducting exploration in the area of natural sites listed on the UNESCO World Heritage List or under sea ice in the Arctic. On the contrary, TotalEnergies deployed 8 biodiversity action plans for projects located in protected areas and 5 biodiversity audits carried out on sites of environmental importance.</p> <p><a href="#">URD 2021, 5.5.1 General policy and environmental targets, p.309</a>  <a href="#">URD 2021, 5.5.4 Managing impacts on biodiversity and ecosystems during projects and operations, p.313</a>  <a href="#">Protecting Biodiversity Commitments and Actions</a>  <a href="#">Biodiversity: our Ambition &amp; Commitments</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, p.60, 61 and 65</a></p>
11.6	Emissions	<p>The Company's operations generate emissions into the atmosphere from combustion plants and the various conversion processes. The Company set itself</p>

		<p>targets for the reduction in sulphur dioxide (SO<sub>2</sub>): decrease sulphur dioxide (SO<sub>2</sub>) emissions into the air by 75% between 2015 and 2030. Until now, the Company has reduced 64% reduction of sulphur dioxide (SO<sub>2</sub>) emissions into the air, excluding COVID-19 and conjunctural effects.</p> <p><a href="#">URD 2021, 3.6.8.3 Environment, p.164</a></p> <p><a href="#">URD 2021, 5.5.1 General policy and environmental targets &gt; Our environmental targets, p.309</a></p> <p><a href="#">URD 2021, 5.5.3 Limiting the environmental footprint of the Company activities, p.311</a></p> <p><a href="#">CDP Climate Change 2021, C9 Additional metrics, p.69-70</a></p> <p><a href="#">Sustainability &amp; Climate 2022 Progress Report, Environmental Performance: our Progress in 2021, p.65</a></p> <p><a href="#">Sustainability &amp; Climate 2022 Progress Report, Environmental Performance Indicators, p.79</a></p>
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## 2. People's well being

### Core contributions



SDG targets	Related business theme	Sources of information
SDG 8 Decent work and economic growth		
8.1	Responsible tax policy	<a href="#">URD 2021, 1.1.3 Our business model, p.10-11</a> <a href="#">URD 2021, 1.10 Our financial performance, p.46-61</a> <a href="#">URD 2021, 5.8.2 Fighting tax evasion, p.341-342</a> <a href="#">URD 2021, 8.7 Notes to the Consolidated Financial Statements, p.405-517</a> <a href="#">URD 2021, 11.1 World Economic Forum Core ESG metrics &gt; Prosperity &gt; Employment and Wealth Generation, p.614</a> <a href="#">TotalEnergies website, Challenges identification</a> <a href="#">TotalEnergies website, Business ethics &gt; Fighting tax evasion</a> <a href="#">Tax transparency report 2019-2020, 2 Our approach to tax, p.12-23</a> <a href="#">Our tax policy</a>
8.2	Economic productivity	<a href="#">URD 2021, 1.1.3 Our business model, p.10-11</a> <a href="#">URD 2021, 1.10 Our financial performance, p.46-61</a> <a href="#">URD 2021, 8.7 Notes to the Consolidated Financial Statements, p.405-517</a> <a href="#">URD 2021, 11.1 World Economic Forum Core ESG metrics &gt; Prosperity &gt; Employment and Wealth Generation, p.614</a>
8.3	Support to local economic growth	<p style="text-align: center;"><b>Shared-value</b></p> <p>The Company maintains a comprehensive, integrated policy, rooted in dialogue with communities and public and private stakeholders, for supporting local growth and in-country value.</p> <p><a href="#">URD 2021, 1.8.4 A global footprint, with local roots &gt; Sustainable value creation alongside regions and communities, p.39</a>  <a href="#">URD 2021, 5.9 Value creation for host regions, p.343-349</a>  <a href="#">URD 2021, 3.6.1.3 Dialogue with stakeholders, p.144</a>  <a href="#">TotalEnergies website, Value creation for host regions</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, Upholding Human Rights &gt; Human Rights and Local Communities, p.58</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, Sustainably Committing to Local Communities, p.70</a></p> <p style="text-align: center;"><b>Local procurement</b></p> <p><a href="#">URD 2021, 11.2 SASB Report &gt; Community Relations &gt; Recruiting local people and supporting the development and creation of local businesses, p.624</a>  <a href="#">TotalEnergies website, Challenges identification</a>  <a href="#">TotalEnergies website, Supply chain</a>  <a href="#">Respect Human rights at work: Practical Guide for Suppliers</a>  <a href="#">Fundamental principles of purchasing</a></p>

<p><b>8.4</b></p>	<p>Resource efficiency</p>	<p style="text-align: center;"><b>Energy consumption within the organization</b></p> <p><a href="#">URD 2021, 3.6.8.4 Climate &gt; Objectives and indicators related to climate change &gt; Other indicators, p.174</a></p> <p><a href="#">URD 2021, 5.4.4 Targets and metrics to measure climate-related risks and opportunities &gt; Other indicators, p.302</a></p> <p><a href="#">URD 2021, 11.1 World Economic Forum Core ESG metrics &gt; Climate change &gt; Other indicators, p.608</a></p> <p><a href="#">Sustainability &amp; Climate 2022 Progress Report, Our performance indicators, p.77</a></p> <p><a href="#">CDP Climate Change 2021, C8 Energy, p.64-68</a></p> <p style="text-align: center;"><b>Reduction of energy consumption</b></p> <p><a href="#">URD 2021, Objectives and indicators related to climate change, p.172-174</a></p> <p><a href="#">Sustainability &amp; Climate 2022 Progress Report, 2. Climate and Sustainable Energy &gt; Improving The Efficiency of Our Facilities, p.32-33</a></p> <p><a href="#">CDP Climate Change 2021, (C4.1a) Provide details of your absolute emissions target(s) and progress made against those targets, p.36</a></p> <p><a href="#">CDP Climate Change 2021, (C11.1d) What is your strategy for complying with the systems you are regulated by or anticipate being regulated by?, p.80</a></p> <p style="text-align: center;"><b>Reductions in energy requirements of products and services</b></p> <p><a href="#">URD 2021, Objectives and indicators related to climate change, p.172-174</a></p> <p><a href="#">URD 2021, 5.4.4 Targets and metrics to measure climate-related risks and opportunities, p.301-302</a></p> <p><a href="#">URD 2021, 5.11.4 Details of certain indicators &gt; Life cycle Carbon intensity, p.357-358</a></p> <p><a href="#">Sustainability &amp; Climate 2022 Progress Report, 2. Climate and Sustainable Energy &gt; Improving The Efficiency of Our Facilities, p.32-33</a></p> <p><a href="#">CDP Climate Change 2021, (C4.1a) Provide details of your absolute emissions target(s) and progress made against those targets, p.36</a></p> <p style="text-align: center;"><b>Additional Information</b></p> <p><a href="#">URD 2021, 5.5.5 Promoting the circular economy, p.314-316</a></p> <p><a href="#">URD 2021, 5.5.3 Limiting the environmental footprint of the Company activities, p.311</a></p> <p><a href="#">TotalEnergies website, Challenges identification</a></p> <p><a href="#">TotalEnergies website, Environment</a></p> <p><a href="#">TotalEnergies website, Reporting scopes and methodology</a></p> <p><a href="#">CDP Water Security 2021, (W4.3a) Provide details of opportunities currently being realized that could have a substantive financial or strategic impact on your business, p.17</a></p>
<p><b>8.5</b></p>	<p>Decent work</p>	<p style="text-align: center;"><b>Remuneration Policy</b></p> <p><a href="#">URD 2021, 4.3 Compensation for the administration and management bodies, p.228-262</a></p> <p><a href="#">URD 2021, 5.6.1.2 A responsible compensation policy, p.320-321</a></p> <p><a href="#">URD 2021, 5.6.1.3 A proactive policy to increase employee shareholding and employee savings, p.322-323</a></p> <p style="text-align: center;"><b>Long-term employability</b></p> <p><a href="#">URD 2021, 5.6.2 Maintaining long-term employability in the workforce, p.323-325</a></p>

		<p><a href="#">Sustainability &amp; Climate 2022 Progress Report, Transforming with Our People, p.53-54</a></p> <p><b>Non-discrimination</b></p> <p><a href="#">URD 2021, 1.5 Our sustainability ambitions and targets &gt; Diversity, p.30</a>  <a href="#">URD 2021, 1.8.1 Our employees &gt; A culture of diversity, p.36</a>  <a href="#">URD 2021, 5.6.1.1 Responsible management of the Company's workforce, p.316-320</a>  <a href="#">URD 2021, 5.6.3.1 Promoting equal treatment of employees and excluding discrimination, p.327-329</a>  <a href="#">TotalEnergies website, Challenges identification</a>  <a href="#">TotalEnergies website, Reporting scopes and methodology</a>  <a href="#">TotalEnergies website, To commit to its employees</a>  <a href="#">Code of Conduct, p.20-21</a>  <a href="#">Human Rights Briefing Paper Update, Addressing our salient issues in the workplace &gt; Non-discrimination and gender diversity, p.22-24</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, Building an Inclusive Place for Working Together, p.55-56</a></p> <p><b>Human rights in the workplace</b></p> <p><a href="#">URD 2021, 5.7.1 Respect for human rights in the workplace, p.336-337</a>  <a href="#">URD 2021, 5.10.2 Implementation of the sustainable procurement roadmap in 2021, p.351-352</a>  <a href="#">URD 2021, 5.10.3 The sustainable procurement approach, p.353-354</a>  <a href="#">TotalEnergies website, Challenges identification</a>  <a href="#">TotalEnergies website, Reporting scopes and methodology</a>  <a href="#">TotalEnergies website, To commit to its employees</a>  <a href="#">TotalEnergies website, Human rights</a>  <a href="#">TotalEnergies website, Supply chain</a>  <a href="#">Human Rights Briefing Paper Update, Addressing our salient issues in the workplace &gt; Labour rights, p.20-22</a>  <a href="#">Code of Conduct, p.14-15</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, Upholding Human Rights, p.57-58</a>  <a href="#">Fundamental principles of purchasing</a>  <a href="#">Respect Human rights at work: Practical Guide for Suppliers</a>  <a href="#">TotalEnergies website, Social indicators</a></p>
<p><b>8.6</b></p>	<p>Youth insertion</p>	<p>TotalEnergies is committed to contributing to the professional integration of young people and thus strengthening their employability.</p> <p><a href="#">URD 2021, 5.6.3.1 Promoting equal treatment of employees and excluding discrimination &gt; A commitment to help young people enter the workforce, p.330</a>  <a href="#">URD 2021, 5.9.3.2 Four areas of action &gt; Youth education and inclusion, p.348</a></p>
<p><b>8.7</b></p>	<p>Forced labour and child labour</p>	<p><a href="#">URD 2021, 5.7.1 Respect for human rights in the workplace, p.336-337</a>  <a href="#">URD 2021, 5.10.2 Implementation of the sustainable procurement roadmap in 2021, p.351-352</a>  <a href="#">URD 2021, 5.10.3 The sustainable procurement approach, p.353-354</a>  <a href="#">TotalEnergies website, Challenges identification</a>  <a href="#">TotalEnergies website, Reporting scopes and methodology</a>  <a href="#">TotalEnergies website, To commit to its employees</a>  <a href="#">TotalEnergies website, Human rights</a>  <a href="#">TotalEnergies website, Supply chain</a></p>

		<p><a href="#">Human Rights Briefing Paper Update, Addressing our salient issues in the workplace &gt; Labor rights, p.20-22</a></p> <p><a href="#">Human Rights Internal Guide, Prohibition on forced labour and child labour, p.22</a></p> <p><a href="#">Code of Conduct, p.14-15</a></p> <p><a href="#">Sustainability &amp; Climate 2022 Progress Report, Upholding Human Rights, p.57-58</a></p> <p><a href="#">Fundamental principles of purchasing</a></p> <p><a href="#">Respect Human rights at work: Practical Guide for Suppliers</a></p>
8.8	Occupational health and safety	<p><a href="#">URD 2021, 1.5 Our sustainability ambitions and targets &gt; Safety/Health, p.28</a></p> <p><a href="#">URD 2021, 3.6.2.1 Safety, health and the environment, p.145</a></p> <p><a href="#">URD 2021, 3.6.3.4 Safety, health and the environment, p.148-150</a></p> <p><a href="#">URD 2021, 3.6.8.2 Health and safety, p.162-164</a></p> <p><a href="#">URD 2021, 5.3 Health &amp; Safety for everyone, p.279-285</a></p> <p><a href="#">TotalEnergies website, Challenges identification</a></p> <p><a href="#">TotalEnergies website, Reporting scopes and methodology</a></p> <p><a href="#">TotalEnergies website, Health and safety for everyone</a></p> <p><a href="#">TotalEnergies website, Health and safety indicators</a></p> <p><a href="#">Human Rights Briefing Paper Update, Addressing our salient issues in the workplace &gt; Workplace health and safety, p.25-26</a></p> <p><a href="#">Sustainability &amp; Climate 2022 Progress Report, Ensuring People’s Health and Safety, p.49-52</a></p> <p><a href="#">TotalEnergies' Golden rules - Safety at work</a></p>
8.8	Social dialogue	<p><a href="#">URD 2021, 3.6.8.5 Suppliers, p.175</a></p> <p><a href="#">URD 2021, 3.6.8.1 Human rights &gt; Ethics and human rights assessments, p.156</a></p> <p><a href="#">URD 2021, 5.10.2 Implementation of the sustainable procurement roadmap in 2021, p.351-352</a></p> <p><a href="#">URD 2021, 5.10.3 The sustainable procurement approach, p.353-354</a></p> <p><a href="#">URD 2021 5.6.3.3 Promoting workplace dialogue p.332-334</a></p> <p><a href="#">TotalEnergies website, Challenges identification</a></p> <p><a href="#">TotalEnergies website, Reporting scopes and methodology</a></p> <p><a href="#">TotalEnergies website, To commit to its employees</a></p> <p><a href="#">TotalEnergies website, Supply chain</a></p> <p><a href="#">Human Rights Internal Guide, Collective bargaining and freedom of association, p.21</a></p> <p><a href="#">Fundamental principles of purchasing</a></p> <p><a href="#">Respect Human rights at work: Practical Guide for Suppliers</a></p>

# Direct contributions



SDG targets	Related business theme	Sources of information
SDG 3 Good health and well being		
3.2 / 3.3 / 3.4 / 3.5 / 3.7	People's health	<a href="#">URD 2021, 5.6.1.2 A responsible compensation policy, p.320-321</a> <a href="#">URD 2021, 5.3.4 Preventing occupational health risks, p.284-285</a> <a href="#">TotalEnergies website, Health and safety for everyone</a>
3.6	Road safety	<p>In the field of road transportation, the Company has for many years adopted a policy intended to reduce the number of accidents by applying standards that are, in some cases, more stringent than certain local regulations. The 50% reduction in the number of severe accidents between 2016 and 2021 is a testament to the efforts that have been made.</p> <p><a href="#">URD 2021, 3.6.8.2 Health and safety, p.162-164</a>  <a href="#">URD 2021, 5.3.3 Preventing transport accidents, p.284-285</a></p> <p>One priority of the TotalEnergies Foundation program is to ensure safer mobility in order to contribute to the global target of the UN's Action Plan for the decade 2021-2030 of cutting the number of deaths and injuries on the road by 50% between now and 2030. Its actions include educating young people by means of local awareness-raising, training and advocacy efforts, as well as participation in and support for the initiatives of international organizations</p> <p><a href="#">URD 2021, 5.9.3.2 Four areas of action &gt; Road safety, p.348</a>  <a href="#">TotalEnergies Foundation website, Road safety</a></p>
3.8	Health coverage	<p>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:</p> <ul style="list-style-type: none"> <li>– in case of illness, receive coverage that is at least equal to the median amount for the national industrial market;</li> <li>– participate in a savings or supplementary retirement plan;</li> <li>– organize the protection of the family in the event of the death of the employee.</li> </ul> <p><a href="#">URD 2021, 5.6.1.2 A responsible compensation policy, p.321</a>  <a href="#">Sustainable &amp; Climate 2022 Progress Report, Collectively Navigating the Covid-19 Pandemic, p.52</a></p> <p><b>Significant indirect economic impacts</b>  <a href="#">URD 2021, 5.9 Value creation for host regions, p.343-349</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, 4. Care for the Environment &gt; Managing water in Our Supplies, p.63</a>  <a href="#">TotalEnergies website, Value creation for host regions</a>  <a href="#">TotalEnergies website, Creating shared value</a></p>



<p><b>3.9</b></p>	<p>Environmental stewardship</p>	<p style="text-align: center;"><b>Air - new target</b></p> <p>– reduce emissions of sulfur dioxide (SO<sub>2</sub>) into the air by 75% between 2015 and 2030, a target that amounts to not exceeding 15 kt emitted in 2030</p> <p style="text-align: center;"><b>Water - new targets</b></p> <p>– reduce the freshwater withdrawal in water stress area by 20% between 2021 and 2030</p> <p>– limit the hydrocarbon content of continuous aqueous discharges to less than 30 mg/l for offshore sites</p> <p>– limit the hydrocarbon content of continuous aqueous discharges to less than 1 mg/l for land and onshore sites by 2030</p> <p style="text-align: center;"><b>Waste - new target</b></p> <p>– reuse more than 70% of the waste produced by sites operated by the Company's subsidiaries by 2030.</p> <p style="text-align: center;"> <a href="#">URD 2021, 3.6.8.3 Environment, p.164</a>  <a href="#">URD 2021, 5.5.1 General policy and environmental targets &gt; Our environmental targets, p.309</a>  <a href="#">URD 2021, 5.5.3 Limiting the environmental footprint of the Company activities, p.311</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, Environmental Performance: our Progress in 2021, p.65</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, Environmental Performance Indicators, p.79</a>  <a href="#">CDP Climate Change 2021, C9 Additional metrics, p.69-70</a> </p>
<p>SDG 4 Quality education</p>		
<p><b>4.3</b></p>	<p>Employee training and education</p>	<p> <a href="#">URD 2021, 5.6.2 Maintaining long-term employability in the workforce, p.323-325</a>  <a href="#">URD 2021, 11.1 World Economic Forum Core ESG metrics &gt; Training provided, p.613</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, Our performance indicators &gt; Training indicators, p.78</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, Transforming with our people, p.53-54</a> </p>
<p><b>4.4</b></p>	<p>Youth insertion</p>	<p>TotalEnergies is committed to contributing to the professional integration of young people and thus strengthening their employability. Considering it essential to address this issue as early as possible in the educational process to maximize its impact, targeted actions are put in place and adapted to the specificity of the country contexts where they are deployed.</p> <p style="text-align: center;"> <a href="#">URD 2021, 5.6.3.1 Promoting equal treatment of employees and excluding discrimination &gt; A commitment to help young people enter the workforce, p.330</a>  <a href="#">Sustainable &amp; Climate 2022 Progress Report, TotalEnergies Foundation: Our Community Engagement Program, p.71</a> </p> <p>The TotalEnergies Foundation program aims to empower socially at-risk young people, by means of support and guidance, training, particularly in industry, and integration into the world of work.</p> <p style="text-align: center;"> <a href="#">URD 2021, 5.9.3.2 Four areas of action &gt; Youth education and inclusion, p.348</a>  <a href="#">TotalEnergies Foundation website, Youth inclusion and education</a> </p>

		<p>Maintaining employees’ long-term employability is one of the key social challenges of the Company, and one of the key factors in ensuring the success of the Company project. In order to manage that risk and to allow for a just transition, the Company has decided to invest in employee development through personalized support and a customized training policy designed with two objectives in mind: make it easier for employees to acquire new skills to stay abreast of changing careers and technology and help maintain each employee’s long-term employability.</p> <p><a href="#">URD 2021, 5.6.2 Maintaining long-term employability in the workforce, p.323</a></p>
<b>4.5</b>	Equal access to education	<p><a href="#">URD 2021, 5.6.2 Maintaining long-term employability in the workforce, p.323-325</a>  <a href="#">URD 2021 5.6.3.1 Promoting equal treatment of employees and excluding discrimination p.326-330</a></p>
<b>4.7</b>	Promoting sustainable development through education	<p><a href="#">Planete Energies website</a></p>
<b>4.A</b>	Education facilities	<p><a href="#">URD 2021, 5.9.3.2 Four areas of action &gt; Youth education and inclusion, p.348</a></p>
<b>4.B</b>	Scholarships	<p><a href="#">URD 2021, 5.9.2.3 Examples of contribution to socio-economic development in favor of local communities, p.347</a></p>
<b>SDG 5 Gender equality</b>		
<b>5.1</b>	Gender equality	<p><b>Non-discrimination policy</b></p> <p>The prohibition of forced and child labour, non-discrimination, just and favourable conditions of work, as well as safety, all form part of the principles set out in the Code of Conduct and are developed in TotalEnergies’ Human Rights Guide and in the Human Rights Briefing Paper.</p> <p><a href="#">URD 2021, 1.5 Our sustainability ambitions and targets &gt; Diversity, p.30</a>  <a href="#">URD 2021, 1.8.1 Our employees &gt; A culture of diversity, p.36</a>  <a href="#">URD 2021, 5.6.1.1 Responsible management of the Company's workforce, p.316-320</a>  <a href="#">URD 2021, 5.6.3.1 Promoting equal treatment of employees and excluding discrimination, p.327-329</a>  <a href="#">TotalEnergies website, Challenges identification</a>  <a href="#">TotalEnergies website, Reporting scopes and methodology</a>  <a href="#">TotalEnergies website, To commit to its employees</a>  <a href="#">Code of Conduct, p.20-21</a>  <a href="#">Human Rights Briefing Paper Update, Addressing our salient issues in the workplace &gt; Non-discrimination and gender diversity, p.22-24</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, Building an Inclusive Place for Working Together, p.55-56</a></p> <p><b>Equal remuneration</b></p> <p>With regard to compensation, the Company has been adopting specific measures to prevent and compensate for discriminatory wage differentials since 2010.</p>

		<p>Regular audits are conducted during salary-raise campaigns to ensure equal pay among men and women holding positions with the same level of responsibility.</p> <p><a href="#">URD 2021, 5.6.1.2 A responsible compensation policy, p.320-321</a>  <a href="#">URD 2021, 5.6.3.1 Promoting equal treatment of employees and excluding discrimination, p.328</a>  <a href="#">Gender equality in the workplace index (France), 2022 Results</a></p> <p style="text-align: center;"><b>Parental leave</b></p> <p><a href="#">URD 2021, 5.6.3.1 Promoting equal treatment of employees and excluding discrimination, p.328</a></p>
<b>5.4</b>	Promoting a better work-life balance	<p>TotalEnergies is committed to upholding and promoting the principle of gender equality in the workplace and ensuring and monitoring its proper application. Gender equality is fostered Company-wide through a global policy of gender diversity, quantitative targets set by the Company’s executive management, human resources procedures that take gender concerns into consideration, agreements aimed at promoting a better work-life balance and actions to raise awareness and train the workforce.</p> <p><a href="#">URD 2021 5.6.3.1 Promoting equal treatment of employees and excluding discrimination - Gender equality in the workplace p.326</a>  <a href="#">URD 2021 5.6.3.2 Creating programs to address special work scheduling needs p.331</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, Building an Inclusive Place for Working Together, p.55-56</a>  <a href="#">URD 2021, 5.6.3.1 Promoting equal treatment of employees and excluding discrimination, p.328</a>  <a href="#">URD 2021, Note 10. Payroll, staff and employee benefits obligations, p.453-456</a>  <a href="#">URD 2021, 11.1 World Economic Forum Core ESG metrics &gt; Dignity and equality &gt; Pay equality, p.611</a></p>
<b>5.5</b>	Women in leadership	<p>To ensure a better gender balance in its senior management, the Company has set itself the following targets for improvement in its highest managerial positions to be achieved by 2025, in which women comprise 30% of the members of the Executive Committee (women represented 25% in 2021) and 30% of the senior executives with the most important responsibilities.</p> <p><a href="#">URD 2021, 5.6.3.1 Promoting equal treatment of employees and excluding discrimination &gt; Gender equality in the workplace, p.326</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, Sustainably Committing to Local Communities, p.70</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, Building an Inclusive Place for Working Together, p.55-56</a></p>

## 3. Care for the environment

### Direct contributions



SDG targets	Related business theme	Sources of information
SDG 12 Responsible consumption and production		
12.2	Resources efficiency	<p><b>Air and water protection</b></p> <p>The Company's operations generate emissions into the atmosphere from combustion plants and the various conversion processes and discharges of wastewater. In addition to complying with applicable legislation, TotalEnergies has drawn up rules and guidelines that the Company's subsidiaries can use to limit the quantities discharged.</p> <p><b>Sustainable freshwater use</b></p> <p>The Company's activities, mainly those of Refining &amp; Chemicals, and to a lesser extent those of the Exploration &amp; Production and the Integrated Gas, Renewables &amp; Power segments, may potentially have an impact on, as well as be dependent on, water resources, particularly when the activity concerned is located in a water stress area.</p> <p><b>Sustainable soil use</b></p> <p>TotalEnergies limits the use of land to the areas it needs to safely carry out its operations on its facilities.</p> <p><a href="#">URD 2021, 5.5.3 Limiting the environmental footprint of the Company activities &gt; Sustainable use of resources, p. 311-312</a>  <a href="#">CDP Water Security Questionnaire 2021</a></p> <p><b>Circular Economy</b></p> <p>TotalEnergies joined the Platform for Accelerating the Circular Economy (PACE) in 2022. This initiative launched by the World Economic Forum and now hosted by the World Resources Institute aims to speed the transition to a more circular economy.</p> <p><a href="#">Sustainability &amp; Climate 2022 Progress Report, Our performance indicators &gt; Circular Economy, p.79</a>  <a href="#">URD 2021, 5.5.5 Promoting the circular economy, p.314-316</a>  <a href="#">TotalEnergies website, Environment &gt; Promoting the circular economy</a></p> <p><b>Reduction of energy consumption</b></p> <p><a href="#">URD 2021, Objectives and indicators related to climate change, p.172-174</a></p>

		<p><a href="#">Sustainability &amp; Climate 2022 Progress Report, 2. Climate and Sustainable Energy &gt; Improving The Efficiency of Our Facilities, p.32-33</a>  <a href="#">CDP Climate Change 2021, (C4.1a) Provide details of your absolute emissions target(s) and progress made against those targets, p.36</a>  <a href="#">CDP Climate Change 2021, (C11.1d) What is your strategy for complying with the systems you are regulated by or anticipate being regulated by?, p.80</a></p> <p><b>Reductions in energy requirements of products and services</b>  <a href="#">URD 2021, Objectives and indicators related to climate change, p.172-174</a>  <a href="#">URD 2021, 5.4.4 Targets and metrics to measure climate-related risks and opportunities, p.301-302</a>  <a href="#">URD 2021, 5.11.4 Details of certain indicators &gt; Life cycle Carbon intensity, p.357-358</a></p> <p><a href="#">Sustainability &amp; Climate 2022 Progress Report, 2. Climate and Sustainable Energy &gt; Improving The Efficiency of Our Facilities, p.32-33</a>  <a href="#">CDP Climate Change 2021, (C4.1a) Provide details of your absolute emissions target(s) and progress made against those targets, p.36</a></p>
<p><b>12.4</b></p>	<p>Environmental policy &amp; commitments</p>	<p>TotalEnergies strives to control its energy consumption, its emissions in natural environments (water, air, soil), its residual waste production, its use of natural resources and its impact on biodiversity.</p> <p>TotalEnergies' environmental targets:</p> <ul style="list-style-type: none"> <li>- Have the environment management systems of the sites important for the environment certified according to the ISO14001 standard</li> </ul> <p style="text-align: center;"><b>Air New Target</b></p> <ul style="list-style-type: none"> <li>- Reduce emissions of sulphur dioxide (SO<sub>2</sub>) into the air by 75% between 2015 and 2030, a target that amounts to not exceeding 15 kt emitted in 2030</li> </ul> <p style="text-align: center;"><b>Water New Target</b></p> <ul style="list-style-type: none"> <li>- Reduce the freshwater withdrawal in water stress area by 20% between 2021 and 2030</li> <li>- Limit the hydrocarbon content of continuous aqueous discharges to less than 30 mg/l for offshore sites and to less than 1 mg/l for onshore sites by 2030</li> </ul> <p style="text-align: center;"><b>Waste New Target</b></p> <ul style="list-style-type: none"> <li>- Valorize more than 70% of the waste produced by sites operated by the Company's subsidiaries by 2030</li> </ul> <p style="text-align: center;"><b>Biodiversity Commitments</b></p> <ul style="list-style-type: none"> <li>- Implement a net zero deforestation policy in new projects on new sites approved from 2022 onwards</li> <li>- Refrain from conducting oil and gas exploration or production operations in the area of natural sites listed on the UNESCO World Heritage List</li> <li>- No oil and gas exploration or production activity around natural sites listed on the UNESCO World Heritage List <ul style="list-style-type: none"> <li>- Refrain from conducting exploration in oil fields under sea ice in the Arctic</li> </ul> </li> <li>- Launch action plans in favour of biodiversity for projects located in protected areas</li> </ul> <p><a href="#">URD 2021, 5.5.5 Promoting the circular economy &gt; Waste prevention and management, p.315</a>  <a href="#">URD 2021, 5.5.1 General policy and environmental targets, p.308 and 309</a></p>

		<a href="#">URD 2021, p.113, 297, 316, 342, 352, 354</a> <a href="#">Sustainability &amp; Climate 2022 Progress Report, p.44, 57, 60, 64</a> <a href="#">TotalEnergies website, Industry and business associations membership</a>
12.4	Accidental pollutions prevention	<p>To prevent the occurrence of a major industrial accident such as an explosion, fire, leakage of hazardous products or mass leakage that might cause death, physical injury, large-scale pollution or pollution at an environmentally sensitive site, or important damage to property, TotalEnergies implements suitable risk management policies and measures which apply to the operated activities.</p> <p><a href="#">URD 2021, 5.3.1 Preventing the occurrence of major industrial accidents, p.280 and 281</a>  <a href="#">URD 2021, 5.5.2 Preventing risks of accidental pollution, p.310</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, Ensuring People’s Health &gt; Preventing major accidents and accidental pollution, p.51</a>  <a href="#">TotalEnergies website, Health and safety indicators</a>  <a href="#">TotalEnergies website, Environmental indicators</a></p>
12.5	Circular economy	<p>TotalEnergies ensures that the environmental impacts of all its operations are managed according to the Avoid - Reduce - Compensate approach, thereby helping to preserve the environment, biodiversity and freshwater resources. To this end, TotalEnergies promotes the circular economy. The Company’s progress targets regarding circular economy for 2030:</p> <ul style="list-style-type: none"> <li>– Produce more than 5 TWh/year of biomethane in 2030</li> <li>– Produce in a sustainable way 5 Mt/year of biofuels in 2030</li> <li>– Produce 30% of recycled or biopolymers by 2030, i.e., 1 Mt/year</li> <li>– Recover more than 70% of the waste from the sites operated by the Company's subsidiaries by 2030</li> </ul> <p><a href="#">URD 2021, 1.3.6 Promoting circular management of resources, p.16-17</a>  <a href="#">URD 2021, 2.1.3 Biogas and hydrogen, p.70</a>  <a href="#">URD 2021, 5.5.5 Promoting the circular economy &gt; Waste prevention and management, p.314-316</a>  <a href="#">TotalEnergies website, Challenges identification</a>  <a href="#">TotalEnergies website, Environment &gt; Promoting the circular economy</a>  <a href="#">TotalEnergies website, Reporting scopes and methodology</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, Promoting Circular Resource Management and Managing our Waste, p.64</a></p>
12.6	Sustainability reporting	<p style="text-align: center;"><b>Non-financial performance disclosure</b></p> <p>Chapter 5 of this Universal Registration Document constitutes the consolidated statement of non-financial performance as per Articles L. 22-10-36 and L. 225-102-1 of the French Commercial Code and discloses how the Corporation and the entities included in the scope of consolidation, in accordance with Article L. 233-16 of the French Commercial Code, take into account the social and environmental consequences of their activities, as well as the effects of those activities with regard to respect for human rights and fighting corruption and tax evasion. Pursuant to the aforementioned Articles, this statement also includes information about the impact on climate change of the Corporation’s activity and the use of the goods and services that it produces; its societal commitments in order to promote sustainable development and the circular economy; the collective agreements in place within the Corporation and their impact on the Corporation’s</p>

		<p>financial performance as well as on employees’ working conditions; actions aimed at fighting discrimination and promoting diversity; and the measures taken on behalf of people with disabilities.</p> <p><a href="#">URD 2021, 5 Non-financial performance, p.272</a></p> <p><b>Transparency, a principle of action</b></p> <p>Pending the adoption of an international, standardized non-financial reporting framework, TotalEnergies ensures it is accountable for 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), for which detailed tables of correspondence are available on its website. TotalEnergies’ reporting includes the World Economic Forum’s core indicators. Furthermore, the Company follows the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) for its climate reporting. TotalEnergies provides additional information on its website in pages specifically dedicated to its sustainability development approach.</p> <p><a href="#">URD 2021, 5.1 Sustainable development at the heart of the strategy, Transparency, a principle of action p.278</a>  <a href="#">URD 2021, p.16, 17, 21, 26, 108, 144, 151, 153, 168, 170, 174, 290, 291, 297, 314, 333, 337, 339, 605, 619, 636</a>  <a href="#">URD 2021, 5.9.3 Engaging in citizenship initiatives: the TotalEnergies Foundation program, p.348-349</a>  <a href="#">Code of Conduct, External Resources, p.39-42</a>  <a href="#">TotalEnergies website, Our sustainability approach</a>  <a href="#">TotalEnergies website, Reporting standards</a>  <a href="#">TotalEnergies website, Our commitments and progress indicators</a>  <a href="#">TotalEnergies website, The main ESG ratings</a>  <a href="#">Protecting Biodiversity Commitments and Actions, p.10, 11, 24, 28, 29, 30</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, p.19, 20, 21, 32, 36, 37, 41, 44, 56, 57, 58, 60, 61, 63, 64, 71</a></p>
12.7	Sustainable procurement practices	<p>The Company expects its suppliers to adhere to the Fundamental principles of purchasing which derive from its own code of conduct.</p> <p><a href="#">URD 2021, 5.10 Contractors and suppliers, p.349-354</a>  <a href="#">TotalEnergies website, Challenges identification</a>  <a href="#">TotalEnergies website, Supply chain</a>  <a href="#">Respect Human rights at work: Practical Guide for Suppliers</a>  <a href="#">Fundamental principles of purchasing</a></p>
12.8	Products information and labelling	<p>TotalEnergies has also defined the minimum requirements to be observed in order to market its petroleum or chemical products worldwide with the goal of reducing potential risks to consumer health and the environment. These include the identification and assessment of the risks inherent to these products and their use, as well as providing information to consumers.</p> <p><a href="#">URD 2021, 2.5.6 Products and services development, p.117</a>  <a href="#">URD 2021, 3.6.3.4 Safety, health and the environment &gt; Limiting risks for the health and safety of consumers, p.151-152</a></p>

		<a href="#">URD 2021, 5.3.5 Limiting risks for the health and safety of consumers, p.285</a> <a href="#">URD 2021, 5.4.2 Strategy &gt; Ecosolutions, p.297</a>
SDG 14 Life below water		
14.1	Marine pollution from operations	<p>TotalEnergies strives to control its energy consumption, its emissions in natural environments (water, air, soil), its residual waste production, its use of natural resources and its impact on biodiversity.</p> <p>Water New targets:</p> <ul style="list-style-type: none"> <li>– Limit the hydrocarbon content of continuous aqueous discharges to less than 30 mg/l for offshore sites</li> <li>– Limit the hydrocarbon content of continuous aqueous discharges to less than 1 mg/l for onshore sites by 2030</li> </ul> <p> <a href="#">URD 2021, 3.6.8.1 Human Rights &gt; Example: Mozambique LNG Project, p.159</a>  <a href="#">URD 2021, 5.5.1 General policy and environmental targets, p.308-309</a>  <a href="#">URD 2021, 5.5.2 Preventing risks of accidental pollution, p.310</a>  <a href="#">URD 2021, 5.5.4 Managing impacts on biodiversity and ecosystems during projects and operations, p.313</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, Preserving Biodiversity &gt; Oceans, p.61</a>  <a href="#">CDP Water 2021, W3 Procedures, p.24-44</a> </p>
14.1	Marine pollution from marine transport	<p>For its sea and river shipment requirements, TotalEnergies only charters ships and barges that meet the highest international standards. To manage a major accidental spill efficiently, TotalEnergies has implemented a global crisis management system. Moreover, 100% of sites whose risk analysis identified at least one risk of major accidental pollution to surface water were the subject of an operational oil spill contingency plan.</p> <p> <a href="#">URD 2021, 1.4.2.2 Reducing scope 3 emissions, together with society, p.24</a>  <a href="#">URD 2021, 2.4.2.2 Shipping, p.107-108</a>  <a href="#">URD 2021, 5.5.2 Preventing risks of accidental pollution, p.310</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, Natural Gas, Fuelling the Transition &gt; Ranking among the top three worldwide in low carbon LNG by 2030, p.17</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, Mobility: Together with our customers, p.42</a> </p>
14.1	Marine pollution from plastics	<p> <a href="#">URD 2021, 5.5.5 Promoting the circular economy, p.314-315</a>  <a href="#">CDP Water 2021, W7 Business Strategy and W8 Targets, p.60</a>  <a href="#">CDP Water 2021, W7 Business Strategy and W8 Targets, p.62</a> </p>
14.2	Marine and coastal ecosystems preservation	<p>TotalEnergies is aware of the impacts of the water withdrawals and is committed to monitoring water withdrawals to identify priority sensitive sites and then carry out a risk assessment.</p> <p>Water New target:</p> <ul style="list-style-type: none"> <li>– Reduce the freshwater withdrawal in water stress area by 20% between 2021 and 2030</li> </ul> <p> <a href="#">TotalEnergies Foundation website, Climate, Coastal Areas and Oceans</a>  <a href="#">URD 2021, 3.6.8.3 Environment &gt; Quality of water discharged, p.165</a>  <a href="#">URD 2021, 5.5.3 Limiting the environmental footprint of the Company activities &gt; Protection of environments, p.311-312</a>  <a href="#">CDP Water Security Questionnaire 2021, W1 Current state, p. 9, 10, 14, 18 to 22</a> </p>



		<p><a href="#">CDP Water Security Questionnaire 2021, W3 Procedures &gt; Potential water pollutants management procedures, p.24-29</a></p> <p><a href="#">CDP Water Security Questionnaire 2021, (W3.3a) Select the options that best describe your procedures for identifying and assessing water-related risks, p.30-32</a></p>
14.3	Reduce impacts on ocean	<p><b>Direct (Scope 1, 2 and 3) GHG emissions</b></p> <p><a href="#">URD 2021, 3.6.8.4 Climate &gt; Objectives and indicators related to climate change &gt; Scope 2, p.173</a></p> <p><a href="#">URD 2021, 5.4.4 Targets and metrics to measure climate-related risks and opportunities, p.300-302</a></p> <p><a href="#">URD 2021, 5.11.4 Details of certain indicators &gt; Environmental or climate change-related definitions and indicators, p.358</a></p> <p><a href="#">URD 2021, 11.1 World Economic Forum Core ESG metrics &gt; Greenhouse Gas (GHG) emissions, p.608</a></p> <p><a href="#">Sustainability &amp; Climate 2022 Progress Report, p.77 and 80</a></p> <p><a href="#">CDP Climate Change 2021, (C4.1) Did you have an emissions target that was active in the reporting year?, p.36-41</a></p> <p><a href="#">CDP Climate Change 2021, C7 Emissions, p.50-60</a></p> <p><a href="#">CDP Climate Change 2021, C7 Emissions Breakdown &gt; Scope 2, p.61-64</a></p> <p><b>Reduction of GHG emissions</b></p> <p><a href="#">URD 2021, 5.4.4 Targets and metrics to measure climate-related risks and opportunities, p.300-303</a></p> <p><a href="#">URD 2021, 11.2 SASB Report &gt; EM-EP110a.3, p.617</a></p> <p><a href="#">CDP Climate Change 2021, (C3.4a) Provide any additional information on how climate-related risks and opportunities have influenced your strategy and financial planning (optional), p.34</a></p> <p><a href="#">CDP Climate Change 2021, C4 Targets and performance, p.36-39</a></p> <p><a href="#">CDP Climate Change 2021, C4 Targets and performance, p.44-49</a></p> <p><a href="#">CDP Climate Change 2021, C5 Emissions methodology, p.50</a></p> <p><a href="#">Sustainability &amp; Climate 2022 Progress Report, Progress Report, p.31-44</a></p>
14.A	Contribute to scientific knowledge	<p>The TotalEnergies Foundation program supports the Polar Pod expedition which aims to study the Antarctic circumpolar current to gain a better understanding of air-ocean exchanges, to validate satellite measurements and to observe biodiversity and the impact of human activities in the Southern zone. In addition, Oxford University, TotalEnergies and Equinor launched a collaboration program in 2018 with the aim of developing a tool for screening of marine biodiversity sensitivities. The tool has now been finalized and is available online for industry, the public sector and NGOs.</p> <p><a href="#">URD 2021, 5.5.4 Managing impacts on biodiversity and ecosystems during projects and operations, p.313-314</a></p> <p><a href="#">Biodiversity: our Ambition &amp; Commitments</a></p> <p><a href="#">Protecting Biodiversity Commitments and Actions</a></p>
14.B	Action plans for communities	<p>In Mozambique, the identification of impacts related to land and livelihoods has led to a multi-year action plan (2018-2022) for local populations: construction of housing, programs to develop agricultural and fishing activities, and relocation of burial sites. The subsidiary also supported programs for food aid, access to housing and aid for vulnerable people.</p>

		<a href="#">URD 2021, 5.9.2.2 Examples of management of negative impacts linked to operational activities &gt; Impacts for local communities on access to land, maritime space and resources, p.346</a>
14.C	Implementing international law as reflected in UNCLOS and paragraph 158 of The Future We Want	TotalEnergies respects exclusion zones and good environmental practices. TotalEnergies will not explore for oil in the Arctic Sea. <a href="#">URD 2021, 1.3.5 Petroleum products: adapting to demand, p.16</a> <a href="#">Sustainability &amp; Climate 2022 Progress Report, p.61</a>
SDG 15 Life on land		
15.1	Ecosystems preservation	Aware of the need to protect the nature on which humanity depends, the Company ensures that biodiversity is taken into account in all its operations. In 2020, TotalEnergies has set itself a new biodiversity ambition based on four core axes: (1) voluntary exclusion zones, (2) biodiversity management in projects, (3) biodiversity management at existing sites and sites ceasing their activities, (4) promoting biodiversity. A biodiversity action plan (BAP) is developed for any new site located in an area of interest for biodiversity, that is IUCN (International Union for Conservation of Nature) Protected areas I to IV or Ramsar areas. In addition, for each new project located in an IUCN Protected area I or II or a Ramsar area, the Company commits to implement measures to produce a net positive impact (gain) on biodiversity.  <a href="#">URD 2021, 5.5.4 Managing impacts on biodiversity and ecosystems during projects and operations, p.312-314</a> <a href="#">URD 2021, 11.1 World Economic Forum Core ESG metrics &gt; Land use and ecological sensitivity, p.609</a> <a href="#">URD 2021, 11.1 World Economic Forum Core ESG metrics &gt; Biodiversity Impacts, p.620-621</a> <a href="#">Protecting Biodiversity Commitments and Actions</a> <a href="#">Sustainability &amp; Climate 2022 Progress Report, p.60, 61 and 65</a> <a href="#">Sustainability &amp; Climate 2022 Progress Report, p.38, 60 and 65</a>
15.2	Net zero deforestation policy	The Company is committed to implementing a net zero deforestation policy in new projects on new sites approved from 2022 onwards.  <a href="#">URD 2021, 3.6 Promoting circular management of resources, p.16</a> <a href="#">URD 2021, 1.5 Our sustainability ambitions and targets &gt; Biodiversity, p.29</a> <a href="#">URD 2021, 2.5.6 Products and services development, p.117</a> <a href="#">URD 2021, 5.4.2 Strategy &gt; Offsetting residual emissions with natural carbon sinks, p.295</a> <a href="#">Sustainability &amp; Climate 2022 Progress Report, Offsetting Residual Emissions with Natural Carbon Sinks, p.38</a> <a href="#">Protecting Biodiversity Commitments and Actions &gt; Tilenga Project: a tailored action plan to generate a net gain in biodiversity, p. 12</a>
15.3	Depollution policy	The risks of soil pollution related to TotalEnergies' operations come mainly from accidental spills and waste storage. TotalEnergies has drawn up a guide that the Subsidiaries can use to prevent and contain this pollution. In addition,

		<p>TotalEnergies has created a soil and groundwater depollution policy based on the assessment and management of the risks that such pollution may incur.</p> <p><a href="#">URD 2021, 3.6.3.4 Safety, health and the environment &gt; Limiting the environmental footprint of totalenergies activities, p.151</a>  <a href="#">URD 2021, 5.4.2 Strategy &gt; Offsetting residual emissions with natural carbon sinks, p.295</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, Offsetting Residual Emissions with Natural Carbon Sinks, p.38</a></p>
15.5	Biodiversity-rich areas	<p>TotalEnergies is creating biodiversity-rich areas (habitats for rare species, biodiversity sanctuaries, etc.) as a rehabilitation option for sites that have ceased their activity. Initial projects include the creation of a habitat for reptiles on the banks of the Garonne River and measures to conserve protected bird and amphibian species in Oberhoffen-sur-Moder, France.</p> <p><a href="#">URD 2021, 5.5.4 Managing impacts on biodiversity and ecosystems during projects and operations, p.313</a></p>
15.6	Revenues	<p>The model for managing areas must be integrated and shared with the local population. Within this framework, operations may comprise a variety of techniques (conservation, afforestation-reforestation, agroforestry, agricultural transition, blue carbon, etc.) and appropriate types of contracts (purchase contract, sustainable financing mechanism, impact funds, financed project, etc.). The goal is to combine and balance the value of agricultural and forestry revenues with the value of co-benefits for the population, soil, biodiversity, and the water cycle and that of carbon credits.</p> <p><a href="#">URD 2021, 3.6.8.4 Climate &gt; Offsetting residual emissions with natural carbon sinks, p.172</a></p>
15.9	Biodiversity ambition	<p>In 2020, TotalEnergies set a new biodiversity ambition on the occasion of preparing for the United Nations' global biodiversity plan, which aims to protect global biodiversity and updates its public commitments concerning biodiversity. The Company's activities also incur risks for the environment, for which TotalEnergies has developed a structured management policy.</p> <p><a href="#">URD 2021, 3.6.3.4 Safety, health and the environment &gt; Managing impacts on biodiversity and ecosystems during projects and operations, p.151</a></p>
15.B	Reforestation	<p>In March 2021, TotalEnergies and Forêt Ressources Management have signed a partnership agreement with the Republic of the Congo to plant a 40,000-hectare forest on the Batéké Plateaux. The new forest is expected to create a carbon sink to sequester more than an estimated 10 million tons of CO2 over 20 years. The tree planting operations of the BACaSi project (Batéké Carbon Sink) started in November 2021</p> <p><a href="#">URD 2021, 2.2.2.3 Natural carbon sinks, p.80</a></p>

# Indirect contributions



SDG targets	Related business theme	Sources of information
SDG 6 Clean water and sanitation		
6.2	Sanitation and Hygiene	<a href="#">CDP Water Security Questionnaire 2021, p.36</a> <a href="#">Sustainability &amp; Climate 2022 Progress Report, Preserving Fresh Water, an Essential Resource, p.62-63</a>
6.3	Water management	<p>In January 2022, TotalEnergies set a new target for the quality of onshore discharge water to be achieved before 2030. Compared to the previous objective, it divides by 15 the maximum hydrocarbon content expected for these discharges. To date, 100% of the onshore sites comply with the previous objective of 15 mg/l and 80% with the new objective of 1 mg/l.</p> <p><b>Interactions with water as a shared resource</b>  <a href="#">URD 2021, 5.5.3 Limiting the environmental footprint of the Company activities, p.311-312</a>  <a href="#">URD 2021, 11.1 World Economic Forum Core ESG metrics &gt; Fresh Water Availability, p.609</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, 4. Care for the Environment &gt; Preserving Fresh Water, an Essential Resource, p.62-63</a>  <a href="#">CDP Water Security Questionnaire 2021</a></p> <p><b>Management of water discharge-related impacts</b>  <a href="#">URD 2021, 5.5.3 Limiting the environmental footprint of the Company activities &gt; Air and water production, p.311</a>  <a href="#">CDP Water Security Questionnaire 2021, W3 Procedures &gt; Potential water pollutants management procedures, p.24-29</a></p>
6.4	Resources efficiency	<a href="#">CDP Water Security Questionnaire 2021, p.4, 5, 45, 61</a> <a href="#">TotalEnergies website, Environmental indicators</a>
6.5	Resources management	<p>TotalEnergies implements the following water risk management actions:</p> <ul style="list-style-type: none"> <li>– Monitor water withdrawals to identify priority sensitive sites and then carry out a risk assessment.</li> <li>– Improve water resources management depending on identified needs, by adapting the priority sites’ environmental management system.</li> </ul> <p><a href="#">URD 2021, 1.5 Our sustainability ambitions and targets &gt; Water, p.29</a>  <a href="#">URD 2021, 3.6.3.1 Organization, p.147</a>  <a href="#">URD 2021, 3.6.3.4 Safety, health and the environment &gt; Water and air protection, p.151</a>  <a href="#">URD 2021, 3.6.8.3 Environment, p.164-165</a>  <a href="#">URD 2021, 5.4.1 Governance, p.286-287</a>  <a href="#">URD 2021, 5.5.3 Limiting the environmental footprint of the Company activities &gt; Air and water protection, p.311-312</a></p>

		<a href="#">TotalEnergies website, Environment</a> <a href="#">TotalEnergies website, Environmental indicators</a> <a href="#">Safety health environment quality charter</a> <a href="#">CDP Water Security Questionnaire 2021</a>
6.6	Ecosystems preservation	<p>A biodiversity action plan (BAP) is developed for any new site located in an area of interest for biodiversity, that is IUCN (International Union for Conservation of Nature) Protected areas I to IV or Ramsar areas. In addition, for each new project located in a IUCN Protected area I or II or a Ramsar area, the Company commits to implement measures to produce a net positive impact (gain) on biodiversity.</p> <p><a href="#">URD 2021, 5.5.4 Managing impacts on biodiversity and ecosystems during projects and operations, p.313</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, p.38, 75</a>  <a href="#">Protecting Biodiversity Commitments and Actions</a>  <a href="#">TotalEnergies Foundation website, TotalEnergies Foundation Contributes to the Restoration of a Wetland in Normandy</a></p>
6.A	Ecosystems preservation	<p><b>Interactions with water as a shared resource</b></p> <p><a href="#">URD 2021, 5.5.3 Limiting the environmental footprint of the Company activities, p.311-312</a>  <a href="#">URD 2021, 11.1 World Economic Forum Core ESG metrics &gt; Fresh Water Availability, p.609</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, 1. Transforming to Reinvent Energy, p.20-23</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, 4. Care for the Environment &gt; Preserving Fresh Water, an Essential Resource, p.62-63</a>  <a href="#">CDP Water Security Questionnaire 2021</a></p>
6.B	Ecosystems preservation	<p><a href="#">Sustainability &amp; Climate 2022 Progress Report, Preserving Fresh Water, An Essential Ressource &gt; Engaging with Local Communities, p.63</a></p>

## 4. Creating value for society

### Direct contributions



SDG targets	Related business theme	Sources of information
SDG 10 Reduced inequalities		
10.2 / 10.3	Non-discrimination	<p style="text-align: center;"><b>Gender equality</b></p> <p>TotalEnergies is committed to respecting the principle of gender equality, principle it promotes, and it ensures that it is properly applied. The promotion of gender equality is fostered Company-wide through a global policy of gender diversity, quantitative targets set by executive management, human resources procedures that take gender concerns into consideration, agreements aimed at promoting a better work-life balance and actions to raise awareness and train the workforce.</p> <p style="text-align: center;"><b>Internationalization of management</b></p> <p>With nearly 160 nationalities in its workforce, TotalEnergies benefits from a great cultural diversity and considers it important to promote that diversity at all levels of the Company. In 2021, 89.9% of the Company’s hires and 65.3% of manager hires concerned people of a nationality other than French.</p> <p style="text-align: center;"><b>People with disabilities</b></p> <p>The Company’s diversity policy includes specific measures to promote the integration and retention of people with disabilities. TotalEnergies’ Mission Handicap structure, housed within the Diversity &amp; Inclusion department of the Company’s People &amp; Social Engagement division, is responsible for leading the disability policy with help from disability coordinators within the business segments and a network of liaisons in each entity.</p> <p style="text-align: center;"><b>Youth Education and Inclusion</b></p> <p>TotalEnergies Foundation program aims to empower young people who are socially vulnerable, by means of support and guidance, training, particularly in industry, and integration into the world of work.</p> <p style="text-align: center;"><b>Other measures to promote inclusion</b></p> <p>In France, TotalEnergies has been a signatory to the LGBT (lesbian, gay, bisexual and transgender) commitment charter since 2014. Developed by the association L'Autre Cercle, it sets a framework for combating discrimination related to sexual orientation or gender identity in the workforce in France.</p> <p style="text-align: center;"><b>Tolerance of everyone’s beliefs</b></p> <p>To encourage tolerance for the beliefs of others within a framework of respect for differences, TotalEnergies has developed The Practical Guide to Dealing with Religious Questions in the Company, available in 10 languages.</p>

		<p><a href="#">URD 2021, 5.6.3.1 Promoting equal treatment of employees and excluding discrimination, p.326-331</a></p> <p><a href="#">URD 2021, 5.7.1 Respect for human rights in the workplace, p.336-337</a></p> <p><a href="#">URD 2021, 5.10.2 Implementation of the sustainable procurement roadmap in 2021, p.351-352</a></p> <p><a href="#">URD 2021, 5.10.3 The sustainable procurement approach, p.353-354</a></p> <p><a href="#">TotalEnergies website, Challenges identification</a></p> <p><a href="#">TotalEnergies website, Reporting scopes and methodology</a></p> <p><a href="#">TotalEnergies website, To commit to its employees</a></p> <p><a href="#">TotalEnergies website, Human rights</a></p> <p><a href="#">TotalEnergies website, Supply chain</a></p> <p><a href="#">Human Rights Briefing Paper Update, Addressing our salient issues in the workplace &gt; Non-discrimination and gender diversity, p.22-24</a></p> <p><a href="#">Human Rights Internal Guide, p.20, 21, 23, 30, 32, 33, 44, 45</a></p> <p><a href="#">Code of Conduct, p.15 and 21</a></p> <p><a href="#">Sustainability &amp; Climate 2022 Progress Report, Upholding Human Rights, p.57-58</a></p> <p><a href="#">Fundamental principles of purchasing</a></p> <p><a href="#">Respect Human rights at work: Practical Guide for Suppliers</a></p>
10.4	Wage and social protection policies	<p style="text-align: center;"><b>Remuneration policy</b></p> <p>With regard to compensation, the Company has been adopting specific measures to prevent and compensate for discriminatory wage differentials since 2010. 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><a href="#">URD 2021, 5.6.1.2 A responsible compensation policy, p.320-321</a></p> <p><a href="#">URD 2021, 5.6.3.1 Promoting equal treatment of employees and excluding discrimination, p.326-328</a></p> <p><a href="#">Gender equality in the workplace index (France), 2022 Results</a></p> <p style="text-align: center;"><b>Employees' benefits</b></p> <p><a href="#">URD 2021, Note 10. Payroll, staff and employee benefits obligations, p.453-456</a></p> <p><a href="#">URD 2021, Note 9. Employee benefits obligations, p.590</a></p>
10.4	Responsible tax policy	<p><a href="#">URD 2021, 3.1.4 Geopolitics and developments in the world &gt; Regulatory developments, p.126</a></p> <p><a href="#">URD 2021, 3.3.4 Main characteristics of the internal control and risk management procedures relating to the preparation and processing of accounting and financial information, p.138-140</a></p> <p><a href="#">URD 2021, 5.8.2 Fighting tax evasion, p.341-342</a></p> <p><a href="#">Our tax policy</a></p> <p><a href="#">Sustainability &amp; Climate 2022 Progress Report, Creating Long-Term Value for States, p.69</a></p> <p><a href="#">Tax transparency report 2019-2020, 2 Our approach to tax, p.12-23</a></p>
10.5	Improve regulations and monitoring of financial markets	<p><a href="#">URD 2021, 6.3 Share buybacks, p.375</a></p> <p><a href="#">URD 2021, 6.3.2.2 Legal framework, p.377</a></p> <p><a href="#">URD 2021, 6.6.1 Documents on display, p.382</a></p> <p><a href="#">URD 2021, 8.1 Statutory auditors' report on the consolidated financial &gt; Effect of estimated proved and proved developed hydrocarbon reserves on the depreciation of the oil and gas assets used in production activities in the</a></p>

		<a href="#">Exploration &amp; Production (E&amp;P) and integrated Gas Renewables Power (iGRP) segments, p.397</a>
<b>10.B</b>	Development assistance and financial flows	<p>For each industrial project presented to the Company's Executive Committee, TotalEnergies' set itself as a target to maximise local employment and value creation for the host country through procurement, manufacturing and the development of local capacity and skills. In order to achieve this, TotalEnergies carries out an analysis of the local context in terms of regulations, stakeholder expectations and local economic and industrial capacities.</p> <p>This forms the basis for calculating impact: jobs and local value created. On the Tilenga project, the local content development approach should make it possible to:</p> <ul style="list-style-type: none"> <li>– create approximately 6,000 direct local jobs during the construction phase, and then approximately 3,000 during the operation phase.</li> <li>– create approximately 14,000 indirect local jobs during the construction phase, then approximately 5,000 during the operation phase.</li> <li>– spend approximately 700 million dollars with local suppliers during the construction phase, which is expected to generate up to 1.2 billion dollars in additional national economic wealth.</li> </ul> <p>During the operation phase, the site is expected to spend approximately 60 million dollars per year with its suppliers, which is expected to generate approximately 100 million dollars in national economic wealth.</p> <p><a href="#">URD 2021, 5.9.1 Fostering the economic development of host regions &gt; Recruiting local people and supporting the development and creation of local businesses, p.343</a></p>
<b>SDG 16 Peace, justice and strong institutions</b>		
<b>16.1</b>	Reducing all forms of violence	<p style="text-align: center;"><b>Work-related ill health</b></p> <p style="text-align: center;"><a href="#">URD 2021, 5.3.4 Preventing occupational health risks, p.284-285</a>  <a href="#">URD 2021, 5.4.6 European Taxonomy, p.304</a>  <a href="#">URD 2021, 5.11.2 Scopes, p.355-356</a>  <a href="#">URD 2021, 11.1 World Economic Forum ESG metrics &gt; Health and well being, p.612-613</a>  <a href="#">URD 2021, 11.2 SASB Report &gt; Security, Human Rights &amp; Rights of Indigenous Peoples, p.623</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, Our performance indicators &gt; Health and Safety indicators, p.78</a>  <a href="#">Code of Conduct, External Resources, p.39-42</a></p> <p style="text-align: center;"><b>Security Practices</b></p> <p style="text-align: center;"><a href="#">URD 2021, 3.6.5.3 Awareness-raising and training of suppliers, p.155</a>  <a href="#">URD 2021, 5.7.3 Respect for human rights in security-related activities, p.337-338</a>  <a href="#">Human Rights Internal Guide, p.36, 38-41</a>  <a href="#">VPSHR Annual Report 2021, p.10-12</a></p> <p style="text-align: center;"><b>New suppliers that were screened using social criteria</b></p> <p style="text-align: center;"><a href="#">URD 2021, 3.6.4.2 Procedures for assessing suppliers, p.153</a>  <a href="#">URD 2021, 5.10.3 The sustainable procurement approach &gt; The supplier approval process, p.353-354</a></p>



<p><b>16.2</b></p>	<p>Forced and child labor</p>	<p><a href="#">URD 2021, 3.6.8.5 Suppliers, p.175</a>  <a href="#">URD 2021, 5.7.1 Respect for human rights in the workplace, p.336-337</a>  <a href="#">URD 2021, 5.10.3 The sustainable procurement approach &gt; Risk mapping and priority identification, p.353</a>  <a href="#">Human Rights Internal Guide, Prohibition on forced labor and child labor, p.22-23</a>  <a href="#">Human Rights Briefing Paper Update, Spotlight on findings from some of our assessments &gt; Note 3, p.19</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, Upholding Human Rights &gt; Human Rights in the Workplace, p.58</a></p>
<p><b>16.3</b></p>	<p>Grievance mechanisms</p>	<p>The internal reference framework provides that the Company’s operating entities are expected to implement grievance handling procedures aligned with the United Nations Guiding Principles on Business and Human Rights. These provide residents and local communities with a preferential and easily accessible channel to voice their concerns and grievances and involve them in finding a solution.</p> <p><a href="#">URD 2021, 3.6.6 Whistle-blowing mechanisms, p.155</a>  <a href="#">URD 2021, 3.6.8 Implementation report - Whistle-blowing mechanisms, p.161</a>  <a href="#">URD 2021, 3.6.8.5 Suppliers &gt; Whistleblowing mechanisms, p.175</a>  <a href="#">URD 2021, 5.8 Fighting corruption and tax evasion, p.338-341</a>  <a href="#">Code of Conduct, Speaking up, p.34-35</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, Creating Long-Term Value for States, p.69</a>  <a href="#">VPSHR Annual Report 2021, p.9 and 11</a>  <a href="#">Human Rights Internal Guide, p.10, 13, 26, 30, 31 and 47</a>  <a href="#">Human Rights Briefing Paper update, p.19, 29, 30, 31, 32 and 38</a>  <a href="#">Respect Human rights at work: Practical Guide for Suppliers p.38-39</a>  <a href="#">Fundamental Principles of Purchasing, p.3</a></p>
<p><b>16.5</b></p>	<p>Anti-corruption</p>	<p>TotalEnergies is a major player in the energy sector, where public authorities regularly play a role and where the amounts invested may be very high. In addition, the Company is present in more than 130 countries, some of which have a high perceived level of corruption according to the index drawn up by Transparency International. Aware that it is highly exposed to the risk of corruption, TotalEnergies applies a principle of zero tolerance.</p> <p><b>Operations assessed for risks related to corruption</b>  <a href="#">URD 2021, 3.1.5 Risks relating to operations &gt; Business ethics, p.127</a>  <a href="#">URD 2021, 3.3.2 Control environment &gt; Business integrity and ethics, p.134</a>  <a href="#">URD 2021, 3.3.3.3 Systems in place &gt; Regarding risk prevention relating to changes in the regulatory environment and business ethics, p.137-138</a>  <a href="#">URD 2021, 5.8.1 Fighting corruption, p.338-341</a>  <a href="#">URD 2021 1.5 Our sustainability ambitions and targets p.27-30</a>  <a href="#">URD 2021 5.1 Sustainable development at the heart of the strategy &gt; Identification and assessment of main challenges and risks p.277-278</a></p> <p><b>Communications and training about anti-corruption policies</b>  <a href="#">URD 2021, 5.8.1.4 Awareness raising and training, p.340</a>  <a href="#">URD 2021 5.10.3 The sustainable procurement approach &gt; Raising suppliers' awareness p.353</a>  <a href="#">URD 2021 5.8.1.1 Management commitment p. 339</a></p>

		<p><a href="#">Sustainability &amp; Climate 2022 Progress Report, Creating Long-Term Value for States, p.69</a>  <a href="#">Code of Conduct, Intended users, p.5</a></p>
16.6	Transparency	<p>TotalEnergies joined the Partnering Against Corruption Initiative (PACI)(1) 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.</p> <p>TotalEnergies is also a permanent member of the Extractive Industries Transparency Initiative (EITI) since its formation in 2003, TotalEnergies fully supports initiatives for greater transparency and accountability. They encourage governments to ensure that the tax reporting obligations they will impose upon multinational groups are consistent, coordinated and proportionate. Moreover, it publishes a report based on the new EITI guidelines in November 2020 in which the Company advocates for the disclosure by countries of their petroleum contracts and licenses.</p> <p><a href="#">URD 2021, 1.5 Our sustainability ambitions and targets &gt; Business ethics commitments, p.27</a>  <a href="#">URD 2021, 5.8.1.1 Management commitment. p.339</a>  <a href="#">URD 2021, 5.8.2 Fighting tax evasion &gt; Tax policy of the Company, p.342</a>  <a href="#">TotalEnergies website, Business ethics</a></p> <p><b>Chair of the highest governance body</b>  <a href="#">URD 2021, 1.9.1 A fully committed Board of Directors - A unified management structure, tailored to the Company's requirements, p.42</a></p> <p><b>Conflicts of interest</b>  <a href="#">URD 2021, 4.1.1.2 Absence of conflicts of interest or convictions, p.196-197</a>  <a href="#">URD 2021, 4.1.2.1 Working procedures of the board of directors &gt; 7. Lead independent director, p.208-209</a>  <a href="#">URD 2021, 4.1.3 Report of the Lead Independent Director on her mandate, p.217</a></p>
16.7	Stakeholder engagement	<p>For more than 15 years, TotalEnergies has structured its dialogue processes with its stakeholders at different levels of the Company, through relays within the organization, requirements included in internal reference frameworks, the deployment of a methodology for conducting local dialogue and a dedicated attention to the professionalization of the teams responsible for fostering that dialogue. Each group of stakeholders (employees, employee representatives, customers, investors, shareholders and the financial sector, government officials, suppliers, academics, NGOs and civil society, and the media) has a single point of contact at the corporate level, responsible for responding to their requests, keeping them informed and maintaining an ongoing dialogue in formats appropriate to each concern.</p> <p><b>Consulting stakeholders on economic, environmental, and social topics</b>  <a href="#">URD 2021, 1.8.5 An ongoing dialogue with our stakeholders, p.39</a>  <a href="#">URD 2021, 1.9.1 A fully committed Board of Directors &gt; The lead independent director, reflecting a balanced distribution of power, p.42</a>  <a href="#">URD 2021, 3.6.1.3 Dialogue with stakeholders, p.144</a>  <a href="#">URD 2021, 5.1 Sustainable development at the heart of the strategy, p.272-276</a></p>

		<a href="#">URD 2021, 5.9.2.1 A structured operational societal approach - Dialogue and stakeholder involvement, p.345-347</a> <a href="#">TotalEnergies website, Stakeholder relationships</a> <a href="#">TotalEnergies website, To commit to its employees &gt; Promoting workplace dialogue</a> <a href="#">TotalEnergies website, Value creation for host regions &gt; Dialogue and local stakeholder involvement</a>
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## Indirect contributions



SDG targets	Related business theme	Sources of information
SDG 1 No Poverty		
<b>1.1</b>	Responsible social standards	<p style="text-align: center;"><b>Approach to tax</b></p> <p style="text-align: center;"><a href="#">URD 2021, 5.8.2 Fighting tax evasion, p.341-342</a>  <a href="#">Our tax policy</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, Creating Long-Term Value for States, p.69</a>  <a href="#">Tax transparency report 2019-2020, 2 Our approach to tax, p.12-23</a></p> <p style="text-align: center;"><b>Tax governance, control, and risk management</b></p> <p style="text-align: center;"><a href="#">URD 2021, 3.1.4 Geopolitics and developments in the world &gt; Regulatory developments, p.126</a>  <a href="#">URD 2021, 3.3.4 Main characteristics of the internal control and risk management procedures relating to the preparation and processing of accounting and financial information, p.138-140</a>  <a href="#">URD 2021, 3.6.6 Whistle-blowing mechanisms, p.155</a>  <a href="#">URD 2021, 4.1.2.3 Committees of the board of directors - The audit committee, p.212-214</a>  <a href="#">URD 2021, 5.8.2 Fighting tax evasion, p.341-342</a>  <a href="#">Tax transparency report 2019-2020, Assurance statement, p.56</a></p>
<b>1.2</b>	Responsible social standards	<p>TotalEnergies' compensation policy provides 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 style="text-align: center;"><a href="#">URD 2021, 5.6.1.2 A Responsible compensation policy, p.320-321</a>  <a href="#">URD 2021, 5.6.3.1 Promoting equal treatment of employees and excluding discrimination, p.326-328</a></p> <p style="text-align: center;"><b>Infrastructure investments and services supported</b></p> <p style="text-align: center;"><a href="#">URD 2021, 5.9 Value creation for host regions, p.343-349</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, 4. Care for the Environment &gt; Managing water in Our Supplies, p.63</a>  <a href="#">TotalEnergies website, Value creation for host regions</a></p>

		<a href="#">TotalEnergies website, Creating shared value</a>
<b>1.3</b>	Responsible social standards	<p>TotalEnergies is financing host countries with contributions amounting to \$8,158 million in income tax. In developing countries, these contributions to government revenues can finance nationally appropriate social protection systems and measures.</p> <p><a href="#">URD 2021, 1.1.3 Our business model &gt; Shared value creation, p.11</a></p> <p><b>Approach to tax</b>  <a href="#">Our tax policy</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, Creating Long-Term Value for States, p.69</a>  <a href="#">Tax transparency report 2019-2020, 2 Our approach to tax, p.12-23</a>  <a href="#">URD 2021, 5.8.2 Fighting tax evasion, p.341-342</a></p> <p><b>Tax governance, control, and risk management</b>  <a href="#">URD 2021, 3.1.4 Geopolitics and developments in the world &gt; Regulatory developments, p.126</a>  <a href="#">URD 2021, 3.3.4 Main characteristics of the internal control and risk management procedures relating to the preparation and processing of accounting and financial information, p.138-140</a>  <a href="#">URD 2021, 3.6.6 Whistle-blowing mechanisms, p.155</a>  <a href="#">URD 2021, 4.1.2.3 Committees of the board of directors - The audit committee, p.212-214</a>  <a href="#">URD 2021, 5.8.2 Fighting tax evasion, p.341-342</a>  <a href="#">Tax transparency report 2019-2020, Assurance statement, p.56</a></p>
<b>1.4</b>	Societal impacts	<p><b>Access to basic services</b></p> <p>TotalEnergies has developed solutions to provide access to energy to populations living in remote areas without a connection or reliable access to the electricity grid, particularly in Africa and Asia. TotalEnergies has sold 4.3 million lamps and solar kits through distributors and its network of service stations. The products sold provided access to energy for more than 19 million people, with the objective of reaching 25 million by 2025.</p> <p><a href="#">URD 2021, 2.5.5.5 Access to energy, p.117</a></p> <p>In France, TotalEnergies Marketing France (TMF) helps low-income households make their homes more energy efficient.</p> <p><a href="#">URD 2021, 5.9.2.3 Examples of contribution to socio-economic development in favor of local communities &gt; Access to basic needs (access to energy, water, health, etc.), p.347</a></p> <p><b>Respect for human rights of local communities</b></p> <p>TotalEnergies' operational activities may have impacts on the human rights of local communities, in particular when TotalEnergies obtains temporary or permanent access to their land for projects that may involve the relocation of places of residence and/or economic activities and the resettlement of these populations. In addition, noise and dust emissions and other potential impacts</p>

		<p>may also have consequences for the livelihood of neighboring communities. Consequently, the access to land of local communities and their right to health and an adequate standard of living are two salient issues for TotalEnergies.</p> <p><a href="#">URD 2021, 5.7.2 Respect for human rights of local communities, p.337</a></p> <p>In Mozambique, the identification of impacts related to land and livelihoods has led to a multi-year action plan (2018-2022) for local populations: construction of housing, programs to develop agricultural and fishing activities, and relocation of burial sites. The subsidiary also supported programmes for food aid, access to housing and aid for vulnerable people.</p> <p><a href="#">URD 2021, 5.9.2.2 Examples of management of negative impacts linked to operational activities, p.346</a></p>
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**SDG 2 Zero Hunger**

<p><b>2.3</b></p>	<p>Access to land</p>	<p><b>Access to land</b></p> <p>All the biofuels incorporated by the Company comply with the sustainability, traceability and certification criteria (ISCC, RSPO, etc.) set by the various national regulations (carbon balance, non-deforestation, good land use).</p> <p><a href="#">URD 2021, 5.5.3 Limiting the environmental footprint of the Company activities &gt; Sustainable soil use, p.312</a></p> <p><b>Indigenous and tribal people</b></p> <p>TotalEnergies acknowledges the specificities of the rights of indigenous and tribal peoples (International Labor Organization Convention No. 169) and has developed a framework which defines principles to be followed with these communities. It encourages the use of experts in order to identify and understand these peoples’ expectations and specificities, to consult them and to contribute to their socio-economic development. This initiative is also consistent with the United Nations Guiding Principles on Business and Human Rights.</p> <p><a href="#">URD 2021, 3.6.8.1 Human rights, p.156-162</a>  <a href="#">URD 2021, 5.9.2.1 A structured operational societal approach &gt; Dialogue and local stakeholder involvement, p.345</a></p> <p><b>Operations with significant actual and potential negative impacts on local communities</b></p> <p><a href="#">URD 2021, 3.6.8.1 Human rights, p.156</a>  <a href="#">URD 2021, 5.7 Actions to respect human rights, p.334-335</a>  <a href="#">URD 2021, 5.9.2.1 A structured operational societal approach &gt; Analysis of challenges and societal context, p.345</a>  <a href="#">URD 2021, 5.9.2.2 Examples of management of negative impacts linked to operational activities, p.346-347</a>  <a href="#">Human Rights Internal Guide, p.13, 24, 26-31</a>  <a href="#">Human Rights Briefing Paper Update, Addressing our salient issues in local communities, p.27-32</a>  <a href="#">VPSHR Annual Report 2021</a></p>
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## Cross-cutting collective action



SDG targets	Related business theme	Sources of information
SDG 17 Partnerships for the goals		
17.1	Strengthen domestic resource mobilization	<p>TotalEnergies has developed a responsible tax approach based on clear principles of action and rigorous governance rules as set out in its tax policy statement, which was released in 2014 and is available to the public on the website of TotalEnergies.</p> <p>It is the Company's long-term commitment not to create affiliates in countries generally acknowledged as tax havens and to repatriate or liquidate existing affiliates, where feasible.</p> <p>In compliance with its goal to foster a global responsible tax environment and encourage best practices, the Company endorsed the Responsible Tax Principles developed by the B Team, a non-profit organization bringing together business leaders and representatives of civil society with the aim of promoting a sustainable form of economic and social development.</p> <p style="text-align: center;"><b>Approach to tax</b>  <a href="#">Our tax policy</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, Creating Long-Term Value for States, p.69</a>  <a href="#">Tax transparency report 2019-2020, 2 Our approach to tax, p.12-23</a>  <a href="#">URD 2021, 5.8.2 Fighting tax evasion, p.341-342</a></p>
17.14	TotalEnergies' Sustainability policy	<p>TotalEnergies has structured its Sustainability approach for conducting its activities so as to contribute to the achievement of the United Nations Sustainable Development Goals (SDGs), to which TotalEnergies committed its support in 2016.</p> <p>TotalEnergies' Sustainability approach is based on four pillars:</p> <ul style="list-style-type: none"> <li>- Climate and sustainable energy: leading the transformation of the energy model</li> <li>- People's well-being: being a reference as an employer and responsible operator</li> <li>- Care for the environment: to be exemplary in the management of the environment and the use of the planet's natural resources</li> <li>- Creating value for society: generating shared prosperity across regions</li> </ul> <p><a href="#">URD 2021, 5.1 Sustainable development at the heart of the strategy &gt; Our contribution to the Sustainable Development Goals, p.277</a>  <a href="#">URD 2021, 1.1.3 Our business model, p.10-17</a></p>
17.16 / 17.17	Partnerships	<p style="text-align: center;"><b>External initiatives</b>  <a href="#">Code of Conduct, External Resources, p.39-42</a></p>

		<p><a href="#">TotalEnergies website, Our sustainability approach &gt; Support to Global Initiatives</a>  <a href="#">TotalEnergies website, Reporting standards</a>  <a href="#">TotalEnergies website, Our commitments and progress indicators</a>  <a href="#">TotalEnergies website, The main ESG ratings</a>  <a href="#">Protecting Biodiversity Commitments and Actions, p.10, 11, 24, 28, 29, 30</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, p.19, 20, 21, 32, 36, 37, 41, 44, 56, 57, 58, 60, 61, 63, 64, 71</a>  <a href="#">URD 2021, p.16, 17, 21, 26, 108, 144, 151, 153, 168, 170, 174, 290, 291, 297, 314, 333, 337, 339, 605, 619, 636</a>  <a href="#">URD 2021, 5.9.3 Engaging in citizenship initiatives: the TotalEnergies Foundation program, p.348-349</a></p> <p style="text-align: center;"><b>Membership of associations</b></p> <p style="text-align: center;"><a href="#">URD 2021, p.113, 297, 316, 342, 352, 354</a>  <a href="#">Sustainability &amp; Climate 2022 Progress Report, p.44, 57, 60, 64</a>  <a href="#">TotalEnergies website, Industry and business associations membership</a></p>
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