

APPENDIX 1 : THE MOST IMPORTANT INFORMATION

SOCIAL INFORMATION

Quantitative information (including key performance indicators)	Qualitative information (actions or results)
<p>Social</p> <ul style="list-style-type: none"> - Total number of employees - Total number of employees hired on permanent contracts - Total number of departures per category - Percentage of the Company's entities including HSE criteria in the variable compensation - Average number of training days/year per employee (onsite training) - Average number of training days/year per employee (remote training) - Average number of training days/year per employee, per segment and per geographical areas - Breakdown per type of training - Average training cost per employee - Percentage of women among permanent contract recruitment, among management recruitment, among total employees, among managers, among senior executives - Percentage of employees of non-French nationality among permanent contract recruitment, among management recruitment, among total employees, among managers, among senior executives - Percentage of companies offering the option of regular remote working - Percentage of employees choosing remote working when given the option - Percentage of companies offering voluntary part-time work - Absences for medical reasons - Percentage of companies with labor union representation and/or employee representation - Percentage of employees covered by a collective bargaining agreement - Number of active agreements signed with employee representatives worldwide and in France - Percentage of employees that received a direct salary that exceeds the living wage in the country or region in which they work 	<p>Social</p> <ul style="list-style-type: none"> - Employment (attractiveness, retention) - Organization of work (organization, absenteeism) - Social relations (social dialogue, collective agreements) - Training (policy) - Equal treatment (promotion of diversity, promotion of gender equality, fight against discrimination, insertion of people with disabilities)
<p>Health & Safety</p> <ul style="list-style-type: none"> - Loss of primary containment Tier 1 and Tier 2 - Millions of hours worked - Number of occupational fatalities - Number of occupational fatalities per hundred millions hours worked - TRIR (number of recorded injuries per million hours worked) - LTIR (number of lost time injuries per million hours worked) - SR (number of days lost due to accidents at work per million hours worked) - Number of severe road accidents - Number of occupational illnesses recorded in the year (in accordance with local regulations) - Percentage of employees with specific occupational risks benefiting from regular medical monitoring 	<p>Health & Safety</p> <ul style="list-style-type: none"> - Health and safety (prevention actions)

ENVIRONMENTAL INFORMATION

Quantitative information (including key performance indicators)

Qualitative information (actions or results)

Environment

- Number of operated sites important for the environment ISO 14001 certified
- Number of sites operated by the Company ISO14001 certified
- Number of sites whose risk analysis identified at least one risk of major accidental pollution to surface water
- Proportion of those sites with an operational oil spill contingency plan
- Proportion of those sites that have performed an oil spill response exercise or whose exercise was
 - prevented following a decision by the authorities
- Accidental liquid hydrocarbon spills of a volume of more than one barrel that affected the environment, excluding sabotage (number and total volume of spills, total volume recovered)
- SO₂ emissions
- NO_x emissions
- NMCOV emissions
- Hydrocarbon content of offshore water discharges
- Hydrocarbon content of onshore water discharges
- Percentage of sites that meet the target for the quality of offshore discharges
- Percentage of sites that meet the target for the quality of onshore discharges
- Fresh water withdrawals excluding cooling water
- Fresh water consumption
- Fresh water withdrawals in water stress area
- Quantity of non-hazardous and hazardous waste
- Quantity of non-hazardous and hazardous waste valorized
- Percentage of waste processed per treatment process (valorization, landfill, other)

- The results of the environmental policy,
- Climate change (significant emission sources due to activity, reduction objectives, adaptation measures),
- Methodology for calculating GHG emissions from the value chain of sold LNG products,
- Measures undertaken not to harm biodiversity,
- Pollution prevention measures,
- Circular economy (raw material, energy, waste management),
- Water management.

Climate

- Number of sites with an auditable energy management system
- Direct GHG emissions at operated sites (Scope 1)
- Direct GHG emissions based on equity share (Scope 1)
- Indirect GHG emissions from energy use at operated sites (Scope 2)
- Indirect GHG emissions from energy use as equity share (Scope 2)
- GHG emissions (Scope 1 & 2) from operated oil & gas facilities
- Other indirect GHG emissions related to the use by customers of energy products (Scope 3 category 11)
- Other indirect GHG emissions related to the use by customers of petroleum products
- Flared gas (Upstream oil & gas activities, operated scope)
- Routine flaring
- Lifecycle carbon intensity of energy products used by the customers
- Intensity of GHG emissions (Scope 1 & 2) of operated Upstream oil & gas activities
- Methane emissions from Company operated activities
- Methane emissions based on equity share
- Intensity of methane emissions from operated oil and gas facilities (Upstream)
- Net primary energy consumption (operated scope)
- Global Energy Efficiency Indicator (GEEI)

SOCIETAL INFORMATION**Quantitative information (including key performance indicators)**

- Percentage of E&P, R&C and M&S segments' operating subsidiaries in the One MAESTRO rollout scope with an operational activity which have a grievance mechanism in place

Qualitative information (actions or results)

- Local impact (employment, development, local residents, dialogue ...)
- Subcontracting: subcontracting and suppliers (environmental and social issues)
- Human rights: actions in favor of human rights, in particular respect for fundamental ILO Conventions
- Corruption: plans implemented to prevent corruption
- Tax avoidance: plans implemented to prevent tax avoidance