

11.1 World Economic Forum Core ESG metrics

The following table uses the core metrics proposed by the World Economic Forum in the white paper titled “Measuring Stakeholder Capitalism – Towards common metrics and consistent reporting” published in September 2020.

Sub-items, proposed metrics and disclosures	Reported	TotalEnergies’ disclosures (2022)
PRINCIPLES OF GOVERNANCE		
Governing Purpose		
<p>Setting purpose</p> <p>The company’s stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental and social issues. Corporate purpose should create value for all stakeholders, including shareholders.</p>	Yes	<p>Our more than 100,000 employees are committed to energy that is more affordable, cleaner, more reliable and accessible to as many people as possible.</p> <p>At the heart of the climate stakes, TotalEnergies’ aim is to provide energy that is more available, more affordable, cleaner and accessible to as many people as possible. In this context, the Company’s ambition is to reach carbon neutrality (net zero emissions) by 2050 together with society.</p> <p>(Source: 2022 URD, §1.1.1 and 5.4)</p>
Quality of Governing Body		
<p>Board composition</p> <p>Composition of the highest governance body and its committees by: competencies relating to economic, environmental and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual’s other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation.</p>	Partially	<p>1.9.1 A fully committed Board of Directors</p> <p>The Board of Directors defines TotalEnergies’ strategic vision and supervises its implementation in accordance with the corporate interest of the Corporation, by taking into consideration the social and environmental challenges of its business activities.</p> <p>It approves investments or divestments for amounts greater than 3% of shareholders’ equity and it is informed of those greater than 1%. The Board may address any issue related to the Company’s operations. It monitors the management of both financial and non-financial matters and ensures the quality of the information provided to shareholders and financial markets.</p> <p>The Board of Directors is assisted by the four committees it has created: the Audit Committee, the Governance and Ethics Committee, the Compensation Committee, and the Strategy & CSR Committee. The duties of the Board of Directors and of the Committees are described in point 4.1.2 of chapter 4.</p> <p>The composition of the Board of Directors reflects the diversity and complementary of experience, skills, nationalities and cultures that are critical to addressing the interests of all of the Company’s shareholders and stakeholders.</p> <p>Refer to the URD Chapter 4.1: “Administration and management bodies”.</p> <p>Information provided on gender only, no details on other under-represented social groups.</p> <p>(Source: 2022 URD, §1.9.1 and 4.1)</p>
Stakeholder Engagement		
<p>Material issues impacting stakeholders</p> <p>A list of the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged.</p>	Partially	<p>The answer is provided in chapter 5.1 summarizing our dialogue with stakeholders. But the Corporation hasn’t disclosed a detailed materiality analysis.</p> <p>(Source: 2022 URD, §5.1 and 5.3 to 5.10)</p>

Sub-items, proposed metrics and disclosures	Reported	TotalEnergies' disclosures (2022)
Ethical Behaviour		
		<p>To prevent risks of corruption, TotalEnergies has implemented a robust and regularly updated anti-corruption compliance program. The aim of this program is to promote a culture of compliance and transparency, which is key in ensuring the sustainability of the Company's activities. Failure to comply with such legislation such as the U.S. Foreign Corrupt Practices Act and the French law on transparency, the fight against corruption and the modernization of the economy, is likely to expose the Company to a high criminal, financial and reputation risk, as well as the enforcement of measures such as the review and reinforcement of the compliance program under the supervision of an independent third party.</p> <p>The commitment of the entire Company and the efforts undertaken are unrelenting in order to ensure the sustainability and continuous improvement of the anti-corruption compliance program, which the U.S. authorities deemed to be appropriate in 2016, thus putting an end to the monitorship that was introduced in 2013. In June 2022, the Company received the final report prepared by the French Anti-Corruption Agency (AFA) following the control initiated by the Agency late 2020. This report, which confirmed for the Company the overall quality of the Company's program and its maturity, also made recommendations for its improvement. The Company has drawn up a dedicated action plan to respond to the recommendations of the AFA. This action plan is currently being rolled out. [...]</p> <p>The constant high level of commitment by the General Management is reflected by the principle of zero tolerance for corruption that is clearly set out in the Company's Code of Conduct. Managers have a duty to lead by example and are responsible for promoting a culture of integrity and dialogue. This commitment is also expressed in regular statements made by the Chairman and Chief Executive Officer on this subject, as well as through large-scale communication actions, such as the annual Business Ethics Day organized on the occasion of the U.N.'s International Anti-Corruption Day and Human Rights Day. In December 2022, the eighth Ethics Day was devoted to Respect for Each Others. An online speech by the President of the Refining & Chemicals segment, as well as speeches in the same format by the Heads of Compliance, Ethics and Human Rights were made available to employees. The Ethics Day was preceded by a poster campaign aimed at reiterating the importance of this flagship value of the Company.</p>
Anti-corruption		
1. Total percentage of governance body members, employees and business partners who have received training on the organization's anti-corruption policies and procedures, broken down by region		
a) Total number and nature of incidents of corruption confirmed during the current year, but related to previous years; and	Partially	<p>The commitment of the management bodies is also expressed externally by TotalEnergies' joining anti-corruption initiatives and supporting collaborative and multi-party approaches. 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. TotalEnergies is also a member of other initiatives that contribute to the global effort against corruption, such as the U.N. Global Compact since 2002 and the Extractive Industries Transparency Initiative (EITI)⁽²⁾ since its launch in 2002.[...]</p>
b) Total number and nature of incidents of corruption confirmed during the current year, related to this year.		
2. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption.		<p>Following the online training on anti-corruption in 2011 (season 1), then in 2015 (season 2), which enabled more than 80,000 employees to be trained by the end of 2022, the Company launched a new online training course in mid-2022 (season 3). This training course, which was mandatory for the target populations (approximately 35,000 employees), replaced the two previous seasons. This new training course is based on the assignment of a profile specific to each learner (from beginners to experts), which is determined on the basis of their answers to the questions asked in the introduction to the training course. The profile specific to each learner then allows them to follow the modules best suited to their needs. By the end of 2022, this new online training course, which was launched during the year, had already been completed by more than 31,000 employees.</p> <p>At the beginning of 2022, the Executive Committee reviewed all of the online training courses available, particularly in the field of anti-corruption and anti-fraud compliance, and determined the functions deemed to be the most exposed (such as Purchasing and Human Resources) to the risk of corruption. For these populations, more targeted training is provided, either by the Compliance teams of the Company or the segments or by the Compliance Officers. In addition, in 2023, specific webinars are planned to be deployed for these same functions.</p> <p>Regarding the anti-corruption and anti-fraud Compliance network, several online and on-site training sessions are organized each year for the Compliance Officers. The Branch Compliance Officers also benefit from annual training days on specific topics. [...]</p> <p>In 2022, the Company recorded just over 200 integrity incidents (covering fraud, corruption or influence peddling) which led -where established and one or more Company employees were involved- to nearly 130 sanctions, up to and including dismissal.</p>
		<p>(Source: 2022 URD, §5.8.1)</p>

(1) Launched in 2004 within the World Economic Forum, PACI now numbers approximately 90 major corporations and forms a platform for discussion for business leaders and governmental and non-governmental organizations, allowing them to share their experiences and ideas and develop best practices.
(2) The EITI brings together representatives of the governments of the member countries as well as representatives of civil society and business in order to strengthen transparency and governance with regard to income from oil, gas and mineral resources.

Sub-items, proposed metrics and disclosures	Reported	TotalEnergies' disclosures (2022)
Ethical Behaviour		
Protected ethics advice and reporting mechanisms	Yes	<p data-bbox="638 280 703 302">3.6.3.1</p> <p data-bbox="638 315 1477 387">TotalEnergies has a three-tier organization: Corporate, business segments and operational entities. Each tier is involved in and accountable for identifying and implementing measures in the Vigilance Plan deemed appropriate within the scope of the entity in question.</p> <p data-bbox="638 400 1197 423">The Action Principles are driven by the Executive Committee.</p> <p data-bbox="638 436 1477 533">The Ethics Committee is the guarantor of the implementation of the Code of Conduct. Its chairman, who reports to the Chairman and Chief Executive Officer of TotalEnergies SE, presents an annual ethics report to the Governance and Ethics Committee of the Board of Directors.</p> <p data-bbox="638 546 671 568">5.7</p> <p data-bbox="638 582 1477 750">The Ethics Committee, on which representatives of all TotalEnergies' business segments sit plays a key role is one of listening and support. Employees, but also people from outside the Company, can contact the committee at the address ethics@totalenergies.com. The Committee protects the confidentiality of the complaints, which can only be lifted with the agreement of the complainant. The Chairwoman of the Ethics Committee presents an annual report on the Committee's ethics-related activities to the Governance and Ethics Committee of the Board of Directors.</p> <p data-bbox="638 763 703 786">5.8.1.5</p> <p data-bbox="638 799 1477 1066">In addition, TotalEnergies takes actions in order to develop a speak-up culture and asks its employees to report any situations that they consider to be contrary to the Code of Conduct. This culture is encouraged by regular communication on the rule adopted in late 2020, which formalized the procedure for collecting integrity alerts (corruption, fraud and influence peddling). This rule expressly provides that no disciplinary sanction, nor any direct or indirect discriminatory retaliatory measure, may be taken against the whistleblower, as long as it is made in good faith, and this even in the facts subsequently turn out to be inaccurate or unfounded, and/or not to give rise to any proceedings or sanctions. This rule, combined with the one also adopted in 2020 by the Ethics Committee concerning the collection and processing of reports, covers all situations or behaviors likely to be contrary to the Company's Code of Conduct.</p> <p data-bbox="638 1079 1477 1254">In this respect, echoing this Code, the rule adopted at the end of 2020 by the Anti-Corruption Compliance recalls the various existing alert channels: each employee can therefore contact any manager, Human Resources, the Compliance Officers or Ethics Officers, or the Ethics Committee, depending on what seems most appropriate. The Ethics Committee is responsible for ensuring compliance with the Code of Conduct. Its Chairperson, who reports to the Chairman and Chief Executive Officer of TotalEnergies SE, presents an annual report on Ethics to the Governance and Ethics Committee of the Board of Directors.</p> <p data-bbox="638 1267 1477 1364">Both employees and third parties can refer to this Committee by writing to ethics@totalenergies.com. TotalEnergies does not tolerate any retaliation measures or discrimination toward anyone submitting a report in good faith and undertakes to respect confidentiality.</p> <p data-bbox="638 1377 994 1400">(Source: 2022 URD, §3.6.3.1, 5.7 and 5.8.1.5)</p>
Risk and Opportunity Oversight		
Integrating risk and opportunity into business process	Yes	<p data-bbox="638 1592 1043 1615">Information disclosed in the chapters 3 and 5.</p> <p data-bbox="638 1628 903 1650">(Source: 2022 URD, §3.1 and 5.4)</p>
<p data-bbox="118 1503 507 1798">Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental and social issues, including climate change and data stewardship.</p>		

Sub-items, proposed metrics and disclosures

Reported

TotalEnergies' disclosures (2022)

PLANET

Climate change

Indicators related to climate⁽¹⁾

GHG emissions		Operated domain				Equity interest domain			
		2022	2021	2020	2015	2022	2021	2020	2015
SCOPE 1									
Direct GHG emissions	Mt CO₂e	37	34* (33)	38* (36)	42	51	49	52	50
BREAKDOWN BY SEGMENT									
Upstream oil & gas activities	Mt CO ₂ e	14	14	16	19	22	23	24	22
Integrated Gas, Renewables & Power, excluding upstream gas operations	Mt CO ₂ e	9	5	3	–	9	6	5	–
Refining & Chemicals	Mt CO ₂ e	15	15* (14)	17	22	20	19	22	27
Marketing & Services	Mt CO ₂ e	<1	<1	<1	<1	<1	<1	<1	1
BREAKDOWN BY GEOGRAPHY									
Europe: EU 27 + Norway + UK + Switzerland	Mt CO ₂ e	23	20* (19)	22* (21)	22	21	18	20	22
Eurasia (incl. Russia) / Oceania	Mt CO ₂ e	<1	1	1	5	15	17	17	13
Africa	Mt CO ₂ e	9	9	10	12	7	7	7	9
Americas	Mt CO ₂ e	5	5	4	4	8	7	7	5
BREAKDOWN BY TYPE OF GAS									
CO ₂	Mt CO ₂ e	36	32	34	39	50	47		
CH ₄	Mt CO ₂ e	1	1	2	2	1	1		
N ₂ O	Mt CO ₂ e	<1	<1	<1	<1	<1	<1		
SCOPE 2									
Indirect emissions from energy use	Mt CO₂e	2	2* (2)	3* (3)	4	5	5		
Of which Europe: EU 27+ Norway + UK + Switzerland	Mt CO ₂ e	1	1* (1)	2* (2)	2	2	2		
SCOPE 1+2	Mt CO₂e	40	37* (35.7)	41* (38)	46	56	54		
of which oil & gas facilities	Mt CO ₂ e	33	33* (32)	39* (36)	46	48	49		
of which CCGT	Mt CO ₂ e	7	4	3* (3)	–	8	5		
Direct emissions of biogenic CO ₂ ⁽²⁾	Mt CO ₂ e	0.1				0.1			

Yes

Greenhouse Gas (GHG) emissions

For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO₂e) GHG Protocol Scope 1 & Scope 2 emissions.

Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.

Methane emissions ^(a)		Operated domain				Equity interest domain	
		2022	2021	2020	2015	2022	2021
	kt CH ₄	42	49	64	94	47	51
BREAKDOWN BY SEGMENT							
Upstream oil & gas activities	kt CH ₄	41	48	62	92	43	48
Integrated Gas, Renewables & Power, excluding upstream gas operations	kt CH ₄	1	<1	<1	0	3	2
Refining & Chemicals	kt CH ₄	1	1	1	1	1	1
Marketing & Services	kt CH ₄	0	0	0	0	0	
BREAKDOWN BY GEOGRAPHY							
Europe: EU 27 + Norway + UK + Switzerland	kt CH ₄	7	7	12	9	5	5
Eurasia (incl. Russia) / Oceania	kt CH ₄	1	1	3	33	15	16
Africa	kt CH ₄	23	23	31	49	17	18
Americas	kt CH ₄	12	18	18	3	10	12

(1) Refer to point 5.11 of the chapter 5 for the scope of reporting.

(2) Biogenic CO₂ emissions from the Company's biogas assets. In accordance with the GHG Protocol these emissions are not included in Scope 1.

Sub-items, proposed metrics and disclosures

Reported

TotalEnergies' disclosures (2022)

Climate change

Other indirect GHG emissions		2022	2021	2020	2015
SCOPE 3^(b)					
Indirect GHG emissions related to the use by customers of energy products	Mt CO ₂ e	389* (381)	400* (370)	400* (350)	410
BREAKDOWN BY PRODUCTS					
Petroleum products	Mt CO ₂ e	254* (246)	285* (255)	320* (270)	350
Biofuels	Mt CO ₂ e	4			
Gas	Mt CO ₂ e	130	115	80	60
BREAKDOWN BY GEOGRAPHY					
Europe: EU 27 + Norway + UK + Switzerland	Mt CO ₂ e	191* (187)	220* (202)	215* (190)	256
Eurasia (incl. Russia) / Oceania	Mt CO ₂ e	81* (80)	79* (77)		
Africa	Mt CO ₂ e	77* (74)	68* (59)		
Americas	Mt CO ₂ e	40* (39)	33* (31)		

Greenhouse Gas (GHG) emissions

For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO₂e) GHG Protocol Scope 1 & Scope 2 emissions.

Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.

Intensity indicators		2022	2021	2020	2015	
Yes	Lifecycle carbon intensity of energy products used by the customers (73 g CO ₂ e/MJ in 2015)	Base 100 in 2015	88	90* (89)	92* (90)	100 ^(c)
	Intensity of GHG emissions(Scope 1+2) of operated Upstream oil & gas activities ^(c)	kg CO ₂ e/boe	17	17	18	21
	Intensity of GHG emissions(Scope 1+2) of Upstream oil & gas activities ^(d) on equity basis	kg CO ₂ e/boe	19	19		
	Intensity of methane emissions from operated oil & gas facilities (Upstream)	%	0.11	0.13	0.15	0.23
	Intensity of methane emissions from operated gas facilities	%	<0.1	<0.1	<0.1	<0.1
Other indicators						
	Net primary energy consumption (operated scope)	TWh	166	148	147	153
	Renewable energy consumption (operated scope)	TWh	1			
	Global energy efficiency indicator (GEEI)	Base 100 in 2010	85.1	87.0	90.2	90.8
	Flared gas (Upstream oil & gas activities operated scope) (including safety flaring, routine flaring and non-routine flaring)	Mm ³ /d	3.3	3.6	4.2	7.2
	Of which routine flaring	Mm ³ /d	0.5	0.7	0.6	2.3 ^(e)

* Valuation of these indicators excluding the COVID-19 effect.

(a) Excluding biogenic methane emissions, equal to less than 1 kt CH₄ in 2022. Biogenic methane is nevertheless included in the calculation of Scope 1.

(b) Oil products including bulk refining sales and biofuels; Natural Gas excluding minority stakes in public companies.

(c) Indicator developed in 2018, with 2015 as the baseline year.

(d) This indicator doesn't include LNG assets in its perimeter.

(e) Volumes estimated upon historical data.

Sub-items, proposed metrics and disclosures	Reported	TotalEnergies' disclosures (2022)
Climate change		
TCFD implementation		
<p>Fully implement the recommendations of the Task Force on Climate related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well below 2 °C above pre-industrial levels and pursue efforts to limit warming to 1.5 °C – and to achieve net zero emissions before 2050.</p>	Yes	<p>Non-financial performance statement aligned with TCFD recommendations, the climate report responds to TCFD recommendations. (Source: 2022 URD, §5.4)</p>
Nature Loss		
Land use and ecological sensitivity		
<p>Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA).</p>	Yes	<p>282 sites operated by the Company representing 8,273 hectares are located in or close to protected areas or key areas for biodiversity⁽¹⁾.</p>
Fresh Water Availability		
Water consumption and withdrawal in water stressed areas		
<p>Report for operations where material: megalitres of water withdrawn, megalitres of water consumed and the percentage of each in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool.</p> <p>Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.</p>	Yes	<p>In order to identify its facilities exposed to the risk of water stress, TotalEnergies records the withdrawal of water on all of its operated sites significant for this indicator and assesses these volumes on the basis of the current and future water stress indicators of the WRI⁽²⁾ Aqueduct tool. In 2022, the Company's sites withdrew 107 Mcm of fresh water, with net consumption of 80 Mcm. The increase in freshwater withdrawal in 2022 is essentially linked to an increase in the activity of gas-fired power plants. 51% of the volume was withdrawn in areas of water stress according to the WRI definition, i.e. areas where human demand for water exceeds 40% of resources available. These are mainly highly populated urban areas, such as urban areas in Northern Europe. These withdrawals represent 9.6% of the Company's overall water withdrawals (including brackish water and seawater). For priority sites defined as those located in water stress areas and withdrawing more than 500,000 m³ per year (on the catchment areas of the Maas or the Scheldt in Belgium, the Seine and the West Coast (France), the Elbe (Germany), the Ebro (Spain) and the Gulf Coast (United States)), TotalEnergies assesses water resources risk levels using, in particular, the Local Water Tool (LWT) for Oil & Gas from the Global Environmental Management Initiative (GEMI). This tool also helps guide the actions taken to mitigate the risks and to make optimal use of water resources on the sites when necessary.</p> <p>This risk assessment establishes that the activities of the sites operated by the Company only expose the other users of the water to a relatively low risk of water shortage. The risk mainly concerns TotalEnergies sites for which the water supply could be cut in order to maintain access to water for priority users.</p> <p>(Source: 2022 URD, §5.5.3)</p>

(1) In accordance with the GRI reference framework.

(2) World Resources Institute. The indicators in this paragraph are evaluated from the Projected Basic Water Stress 2030.

Sub-items, proposed metrics and disclosures	Reported	TotalEnergies' disclosures (2022)
PEOPLE		
Dignity and Equality		
Diversity and inclusion	Yes	<p>Throughout its activities, diversity is integral to TotalEnergies' identity and key to its success. The Company has long been committed to promoting equal opportunity and diversity, and strives to promote an inclusive corporate culture and an environment that allows every employee to express and develop his or her potential.</p> <p>The diversity of its employees and management is crucial to the Company's competitiveness, appeal, acceptability and capacity for innovation. TotalEnergies aims to develop its employees' skills and careers by implementing an inclusive Human Resources policy, while excluding any discrimination related to national, ethnic or social origins, gender, sexual orientation or gender identity, marital or parental status, disability, state of health, age or affiliation with a political, labor or religious organization, or membership in a minority group.</p> <p>This policy is supported at the highest levels and promoted by the Diversity and Inclusion Council, which is chaired by a member of the Company's Executive Committee. The Diversity and Inclusion Council is also charged with making specific recommendations on issues identified each year by the Executive Committee.</p> <p>(Source: refer to 2022 URD, § 5.6.3.1)</p> <p>N.B. Tables of employees available in § 5.6.1.1:</p> <ul style="list-style-type: none"> - Breakdown by employment contract, - Breakdown by age group, - Total number of managers. <p>Details of the data, as well as other breakdowns, are available with a 5-year history on the TotalEnergies website, in the "Social indicators" section of the "Sustainability" page</p> <p>Breakdown by gender available in § 5.6.3.1:</p> <ul style="list-style-type: none"> - Among all employees, - Among managers (first levels, middle, senior and senior executive), - Breakdown by gender and age group. <p>Breakdown by nationality available in § 5.6.3.1:</p> <ul style="list-style-type: none"> - Among all employees, - Among managers (senior and senior executive).
Pay equality	Partially	<p>The Company's compensation policy applies to all companies in which TotalEnergies SE holds the majority of voting rights. That policy has several aims: to ensure external competitiveness and internal fairness, reinforce the link to individual performance, increase employee share ownership and implement the Company's corporate social responsibility commitments. [...]</p> <p>The Company's compensation policy is designed to offer competitive, fair and responsible compensation. In particular, it stipulates that compensation levels must be equivalent internally for positions with the same level of responsibility in a given environment (activity, country). Fair treatment is ensured within the Company through the widespread use of weighting for management positions (JL ≥ 10) via the Hay method. Performance reviews for Company employees, covering actual versus targeted results, skills assessment and overall job performance, are conducted during an annual individual review and formally issued in accordance with the same principles and guidelines across the entire Company.</p> <p>The compensation structure for the Company's employees is based on the following components, depending on the country:</p> <ul style="list-style-type: none"> - a base salary, which is subject to individual and/or general salary-raise campaigns each year. The salary-raise campaigns are intended to compensate employees' individual performance according to the targets set during the annual individual review, including at least one HSE target, - an individual variable compensation starting at a certain level of responsibility. This is intended to compensate individual performance (quantitative and qualitative attainment of previously set targets), managerial practices, if applicable, and the employee's contribution to collective performance evaluated on the basis of HSE targets set for each business segment, which represents up to 10% of the variable portion. In 2022, 82.6% of the Company's entities (scope of the compensation survey (refer to point 5.11.2) included HSE criteria in the variable compensation. In particular, HSE criteria include greenhouse gas reduction targets. <p>(Source: refer to 2022 URD, §5.6.1.2)</p>

Sub-items, proposed metrics and disclosures	Reported	TotalEnergies' disclosures (2022)
Dignity and Equality		
<p>Pay equality</p> <p>Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men, minor to major ethnic groups, and other relevant equality areas.</p>	Partially	<p>In terms of compensation, TotalEnergies has been adopting specific measures to prevent and compensate for discriminatory wage differentials in several countries. 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>Since 2019, consistent with French Act 2018-771 of September 5, 2018, on the freedom to choose one's professional future, the Company has published an index in France for its three units of economic and employee interest (UESs) on wage differentials and the steps taken to eliminate them. That index, based on a score of 100, reflects five indicators: wage differentials, pay raise differentials excluding promotions, promotion rate differentials, percentage of female employees who received a pay raise in the year they returned from maternity leave, number of employees of the under-represented gender among the ten employees who received the highest compensation.</p> <p>(Source: refer to 2022 URD, §5.6.3.1)</p> <p>N.B. The index table is available in point 5.6.3.1</p>
<p>Wage level</p> <p>1. Ratios of standard entry level wage by gender compared to local minimum wage.</p> <p>2. Ratio of the annual total compensation of the CEO to the median of the annual total compensation of all its employees, except the CEO.</p>	Yes	<p>In 2021, TotalEnergies initiated a process to assess any discrepancies between the direct salary and the living wage⁽¹⁾ in all its subsidiaries⁽²⁾. The result of the studies carried out show that, at the end of 2022, the Company had reached its target, because 100% of employees received a direct salary that exceeds the living wage in the country or region in which they work.</p> <p>A living wage is defined as an income that allows employees:</p> <ul style="list-style-type: none"> – to provide a decent life for their family, – for standard working hours, – to cover their essential expenses (food, water, electricity, housing, education, health, clothing, etc.), – the ability to cope with some of life's uncertainties. <p>(Source: refer to 2022 URD, §5.6.1.2)</p> <p>The Company's policy consists of providing 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>(Source: refer to 2022 URD, §5.6.1.2)</p> <p>At the global level, a verification of compliance with the minimum wage guaranteed by local legislation is also carried out on the base salary. In order to ensure equal pay for men and women, the Company plans to implement an annual review in all countries and a corrective action plan if necessary.</p> <p>(Source: refer to 2022 URD, §5.6.3.1)</p> <p>N.B.</p> <p>1. Ratio of the lowest base salary by gender to the minimum salary guaranteed by local legislation, aggregated by geographical area, available in point 5.6.3.1</p> <p>2. Chairman and Chief Executive Officer compensation ratio available in point 4.3.2.1</p>
Risk for incidents of child, forced or compulsory labor		
<p>An explanation of the operations and suppliers considered to have significant risk for incidents of child labour, forced or compulsory labour. Such risks could emerge in relation to:</p> <p>a) type of operation (such as manufacturing plant) and type of supplier; and</p> <p>b) countries or geographic areas with operations and suppliers.</p>	Yes	<p>Forced and child labor have been identified as risks of severe negative impacts from our activities on human rights, notably in the supply chain, and mentioned as such in the Non-financial performance statement – Human rights section. The supplier qualification process is presented in the Non-financial performance statement – Procurement section.</p> <p>(Source: 2022 URD, §5.7.1 and 5.10)</p>

(1) TotalEnergies relies on the global database provided by the Fairwage Network, which assesses the living wage for a given country or region, based on the typical family size (number of children) and the average number of workers (between one and two per household).

(2) It applies to the so called "périmètre de gestion" i.e., all subsidiaries controlled at more than 50%.

Sub-items, proposed metrics and disclosures

Reported

TotalEnergies' disclosures (2022)

Health and well being

1. Indicators:

Number of fatalities as a result of work related injury: **3**

Rate of fatalities as a result of work related injury (per 100 million hours worked): **0.77**

High consequence work related injuries (excluding fatalities): **10**

Recordable work related injuries (per 100 million hours worked): **0.67**

Main types of work related injury: In 2022, of the 263 occupational accidents reported, 256 related to accidents at the workplace. 73% of these occurred, in decreasing order of the number accidents, when handling loads or objects, walking, using portable tools or working with powered systems.

Number of hours worked: **392 million**

(Source: 2022 URD, §5.3.2)

2. Explanations:

The Company has a **policy for the prevention of occupational accidents** which applies to all employees of subsidiaries and of contractors working on a site operated by one of these subsidiaries. The safety results are monitored with the same attention for all. This policy is described in the One MAESTRO reference framework.

The indicators monitored by TotalEnergies include work-related accidents whether they occur at workplace, during transportation within the framework of long-term contracts, or during an industrial accident. In addition to its aim of zero fatalities in the exercise of its activities, TotalEnergies has set itself the target of continuously reducing the TRIR indicator and, for 2023, of reducing it below 0.65 for all personnel of the Company and its contractors. The 2022 target was 0.70.

(Source: 2022 URD, §5.3.2)

In 2018, the Company structured its organization by appointing a medical coordinator in charge of the health policy. They organize active monitoring and promote health issues by regularly participating in discussions between peers, particularly as part of the *Association of medical coordinators* in major international groups. In addition, they can call on a Medical Advisory Committee that meets regularly to discuss key health issues relating to the Company's activities. This Committee decides whether there is a need for additional health protection strategies to be implemented. It consists of external scientific experts and the Company's senior executives and stakeholders concerned by these issues. The medical coordinator also leads the Health Steering Committee, a health governance body, which brings together the health officers of the Company's various business segments on a quarterly basis.

Furthermore, in view of its activities and exposure, TotalEnergies has an international medical department that designs, coordinates and supervises operational medical logistics abroad. It is the decision-making level in terms of medical safety of expatriate and national employees. For foreign subsidiaries, it coordinates the organization of health services, employee aptitude assessments, medical monitoring and support for employees and expatriates' families, and medical evacuations. It also conducts audits of medical facilities in countries where TotalEnergies is present and issues recommendations.

In terms of **medical monitoring**, the health reference framework provides that each Company subsidiary offers all employees a medical checkup at least every two years unless there are specific local regulations or context and sets out a formal medical monitoring procedure taking into account the requirements under local law (frequency, type of examination, etc.) and the level of exposure of its personnel to the various risks. Medical monitoring of employees is conducted at a health department, which may be internal (occupational health departments in France, clinics in five countries in Africa) or external. At the end of 2022, 59% of subsidiaries offered a health check every two years.

On a broader level, TotalEnergies also supports the **promotion of individual and collective health programs** in the countries where it operates, including vaccination campaigns and screening programs for certain diseases (COVID-19, AIDS, cancer, malaria, etc.) for employees, their families and local communities. It is also developing social protection schemes. Lifestyle risk awareness activities (anti-smoking and anti-alcohol campaigns, etc.) are also implemented on a regular basis.

(Source: refer to 2022 URD, §5.3.4)

Health and safety

1. The number and rate of fatalities as a result of work related injury; high consequence work related injuries (excluding fatalities); recordable work related injuries; main types of work related injury; and the number of hours worked.
2. An explanation of how the organization facilitates workers' access to non occupational medical and healthcare services, and the scope of access provided for employees and workers.

Yes

Sub-items, proposed metrics and disclosures	Reported	TotalEnergies' disclosures (2022)
Health and well being		
		<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"> – in case of illness, receive coverage that is at least equal to the median amount for the national industrial market, – participate in a savings or supplementary retirement plan, – organize the protection of the family in the event of the death of the employee. <p>To this end, TotalEnergies is deploying a number of commitments and mechanisms worldwide. Each entity is requested to:</p> <ul style="list-style-type: none"> – where appropriate, set up a pension and health insurance plan, in addition to the legal plans in force, with the assistance of Human Resources department of the business segment, – propose to employees a health check at least every two years, excepting specific local regulations or contexts (refer to point 5.3.4), – set up a death benefit plan, whatever the cause, at least equivalent to two years' gross reference salary. At the end of 2022, nearly 90% of the Company's permanent employees were covered worldwide.
<p>Health and safety</p> <p>1. The number and rate of fatalities as a result of work related injury; high consequence work related injuries (excluding fatalities); recordable work related injuries; main types of work related injury; and the number of hours worked.</p> <p>2. An explanation of how the organization facilitates workers' access to non occupational medical and healthcare services, and the scope of access provided for employees and workers.</p>	<p>Yes</p>	<p>These programs, which are regularly reviewed and, if necessary, adjusted, are administered by the subsidiaries and supplement any programs provided under local law.</p> <p>(Source: refer to 2022 URD, §5.6.1.2)</p> <p>As part of its health policy, the Company has implemented a Mental Health risks (MHR) prevention policy aimed at protecting the mental health of employees and has introduced a global program to enable all exposed employees to receive support, wherever they are in the world. The incorporation of mental health by the Company is part of a broader framework linked to well-being and quality of life at work, which includes social protection, working methods and environment, taking family life into account, and listening and caring at all levels of management.</p> <p>(Source: refer to 2022 URD, §5.3.4)</p> <p>N.B. Tables available in point 5.3.4:</p> <ul style="list-style-type: none"> – Percentage of employees with specific occupational risks benefiting from regular medical monitoring, – Number of occupational illnesses recorded in the year.
Skills for the future		
<p>Training provided</p> <p>1. Average hours of training per person that the organization's employees have undertaken during the reporting period, by gender and employee category (total number of trainings provided to employees divided by the number of employees).</p> <p>2. Average training and development expenditure per full time employee (total cost of training provided to employees divided by the number of employees).</p>	<p>Yes</p>	<p>The Company's training policy is structured around five major areas:</p> <ul style="list-style-type: none"> – sharing TotalEnergies' basic corporate values, particularly with respect to HSE, the climate, ethics, leadership, innovation and digital technology, – supporting the development of existing activities and creating new ones in order to achieve the Company's ambitions, – strengthening key skills in all the Company's business areas to maintain a high level of operating performance in the workforce, – promoting employees' integration and career development through training designed to teach employees about the Company, management skills and personal development, – supporting the policy of mobility, diversity and inclusion within TotalEnergies through language and intercultural training. <p>When they start a new position, an individual training plan that identifies their training needs for the next three years is defined with the manager, so that employees have the resources they need to be successful in their new job and upgrade their skills. At the end of 2022, the Executive Committee decided to make all employees active players in their professional training strategy. In addition to the mandatory training programs required to remain in their job, in 2023, every employee will have the option of enrolling for up to 3 days of training of their choice each year in fields that they consider to be important for their development. The objective of the Executive Committee is that every employee can devote at least 5 days a year to their professional training.</p> <p>The Company's training catalog offers nearly 6,000 training content (on-site and remote training) covering all technical, business and cross-functional fields, including behavioral soft skills.</p> <p>(Source: refer to 2022 URD, §5.6.2.1)</p> <p>N.B. Tables available in point 5.6.2.1:</p> <ul style="list-style-type: none"> – Average number of training days/year per employee, – Breakdown by gender, – Average training cost per employee.

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PROSPERITY		
Employment and Wealth Generation		
<p>Absolute number and rate of employment</p> <p>1. Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region.</p> <p>2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.</p>	<p>Yes</p>	<p>Attracting and retaining the diverse talents that the Company needs is one of the key factors in driving the transformation of TotalEnergies into a multi-energy company. To succeed in that task, TotalEnergies carefully manages its hires and departures.</p> <p>(Source: refer to 2022 URD, §5.6.1)</p> <p>N.B. Tables available in point 5.6.1.1:</p> <p>Total number hired on permanent contracts (CDI)</p> <ul style="list-style-type: none"> - Managers / non managers breakdown, - Breakdown by age group, - Breakdown by region. <p>Total departures</p> <ul style="list-style-type: none"> - Breakdown by gender, - Breakdown by region. <p>N.B. Tables available in point 5.6.3.1:</p> <ul style="list-style-type: none"> - Hires breakdown by gender, - Hires breakdown by nationality. <p>Details of the data, as well as other breakdowns, are available with a 5-year history on the TotalEnergies website, in the "Social indicators" section of the "Sustainability" page.</p>
Economic Contribution		
<p>1. Direct economic value generated and distributed (EVG&D), on an accruals basis, covering the basic components for the organization's global operations, ideally split out by:</p> <ul style="list-style-type: none"> - Revenues - Operating costs - Employee wages and benefits - Payments to providers of capital - Payments to government - Community investment. <p>2. Financial assistance received from the government: total monetary value of financial assistance received by the organization from any government during the reporting period.</p>	<p>Partially</p>	<p>Calculation of EVG&G not done as such, but some elements are available.</p> <p>(Source: 2022 URD, §1.1.3, 1.10, 8.2 and 8.7)</p>
Financial investment contribution		
<p>Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company's investment strategy.</p> <p>Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders.</p>	<p>Yes</p>	<p>Information provided in the URD.</p> <p>(Source: 2022 URD, §1.6.1, 1.10, 5.4.6, 8.6 and 8.7)</p>

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Innovation in better products and services		
Total R&D expenses	Yes	<p>To prepare for the future, the Company has allocated more than \$1 billion in funding for R&D and digitalization in 2022.</p> <p>The Company invested \$762 million in its own and its subsidiaries' R&D in 2022 (compared to \$849 million in 2021 and \$895 million in 2020) with a dedicated workforce of more than 3,500 researchers. At constant foreign exchange rates, research and development costs increased by 4% in 2022.</p> <p>Over the past years, the Company has strongly re-oriented its R&D to support its strategy of transformation. Compared to 28% in 2017, TotalEnergies has decided in 2022 to devote 65% of the 2023 R&D budget to low carbon energies (renewables, biomass, batteries, etc.) and to reducing the environmental footprint through CCUS and sustainable development programs.</p> <p>(Source: 2022 URD, §1.7.2)</p>
Total costs related to research and development.		
Community and social vitality		
Total tax paid	Yes	<p>The Company publishes, every year, a tax transparency report, which provides detailed information on the taxes paid in its main countries of operations on a country-by-country basis and on the total tax contribution, broken down by category of tax and by region.</p> <p>(Source: TotalEnergies' website)</p> <p>TotalEnergies also publishes in its URD an annual report covering the payments made by its extractive affiliates to governments, per country and per project, among which tax payments, with a specific breakdown on corporate income tax payments.</p> <p>(Source: 2022 URD, §9.3)</p>
Total tax paid by the group, including corporate income taxes, property taxes, non creditable VAT and other sales taxes, employer paid payroll taxes, and other taxes that constitute costs to the company, by category of taxes.		