

Employees

Main stakeholders	<ul style="list-style-type: none">- More than 100,000 employees- Employee representative bodies- Trade unions and employee associations
Main modalities of dialogue	<ul style="list-style-type: none">- Surveys and questionnaires- Negotiation, concertation, consultation or information of representative bodies- Signing of agreements- Processing of alerts
Main tools and frameworks for dialogue	<ul style="list-style-type: none">- TotalEnergies Survey⁽²⁾: in 2022, more than 85,600 employees participated in the last TotalEnergies Survey in 122 countries; surveys conducted within business segments- Participatory approach⁽³⁾: 27,400 employees participated in 71 countries- TotalEnergies European Works Council- Signing of international agreements such as with IndustriALL Global Union (2015-2019)- Membership of and participation in the Global Deal⁽⁴⁾ (since 2017)- Employee representative bodies and collective bargaining: 91.8% of employees had trade union representation and/or employee representation in 2022; 330 agreements signed with employee representatives worldwide were in force in 2022- Whistleblowing mechanisms
Main entities/teams involved	<ul style="list-style-type: none">- Human resources
Main topics of common interest and identified expectations	<ul style="list-style-type: none">- Health and safety- Workplace well-being, working hours, work organization, impact of COVID-19- Compensation- Training, employability and skills, mobility- Equal opportunity, diversity- Social dialogue- Respect for human rights in the workplace- Social and environmental responsibility

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

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

(4) Initiative of the OECD and the ILO in favor of the social dialogue.

More information in the 2022 Universal Registration Document, sections 5.6 and 3.6