Sustainability & Climate Workshop

More energy, less emissions, more value

March 21, 2024
**Sustainability & Climate Workshop**

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<td>Impacting 100 million people in Africa and India with LPG clean cooking</td>
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Sustainability Moment
Ensuring people’s safety on the road

Number of severe road accidents*

→ Number of severe road accidents divided by 6 since 2015

→ #SafeDriver program deployed since 2016: employees and contractors

→ First private company to receive 3 stars in the FIA** road safety index

* Number of road accidents resulting in the vehicle rollover or an injury of the driver or the passenger
** Fédération Internationale de l'Automobile
Our transition strategy
More energy, less emissions, more value
Energy trends: growing energy demand linked to population growth

Emissions decoupled from economic growth but still increasing

Key indicators
Base 100 in 2000

CAGRs 2000/2022

Growing population aiming at higher living standards leading to growing energy demand despite energy efficiency gains

→ COP 28 called for doubling energy efficiency

Over the past five years, the increase in renewable energy production has met ~40% of the growth in primary energy demand

COP28 called for tripling renewables

→ Would be sufficient to absorb demand growth
→ But not to compensate O&G natural decline, without investments in new fields

* From energy combustion
Two pillars to support our energy transition strategy

- Low cost, low emission
- Rich upstream projects portfolio

- Top 3 global LNG integrated portfolio
- Strong LNG project pipeline

- Driving value from integration
- Positive net cash flow by 2028

Celebrating 100 years in 2024: from oil exploration in Iraq to becoming a global leader in the energy transition
TotalEnergies: a vision for a Net Zero company in 2050, together with society

2050 IEA NZE energy mix

- 24% Bioenergy
- 59% Electricity
- 6% Natural gas
- 8% Oil

2050 TotalEnergies’ sales mix

- 8% Bioenergy
- 47% Electricity & Renewables
- 43% Natural gas
- 7% Oil
- 25% Low-carbon molecules
- 50% LNG & Gas
- 10 Mtpa polymers
- 25–30 Mtpa LNG
- 0.2–0.3 Mbd Oil

TotalEnergies Net zero Scope 1+2

- ~50 MtCO₂e

TotalEnergies Net zero Scope 3

- ~100 MtCO₂e

Transition strategy

(1) Hydro, solar, wind and nuclear
(2) Biofuels, biogas, hydrogen and e-fuels/e-gas
(3) From operated facilities
(4) GHG Protocol – Category 11
(5) Lifecycle carbon intensity of energy products sold - See Sustainability & Climate 2024 Progress Report

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A decade of growth and transition to build an integrated energy company

**Energy production**

**Energy sales**

**Lifecycle Carbon Intensity of Energy products sold**

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* Lifecycle carbon intensity of energy products sold - See Sustainability & Climate 2024 Progress Report
A disciplined sustainable capital investment policy to deliver on our ambition

Capital Investment 5-year plan 2024-28

- Integrated Power: $5 B/y
- Low-carbon energies: 33%
- New projects: 30%
- Maintenance Gas
- Maintenance Oil
- LNG & Gas
- Oil

16-18 B$/y

Capex Eligibility & Alignment

- Proportional view*
  - 2020: 17% Aligned, 17% Eligible
  - 2021: 27% Aligned, 34% Eligible
  - 2022: 34% Aligned, 34% Eligible
  - 2023: 34% Aligned, 34% Eligible

EU Taxonomy figures: evidence of a company in transition

Low carbon Capex enabling ~20B$/y transition investments (100%) through debt leverage effect

Strong case for inclusion into SFDR Article 8 funds

* Proportional view, as per EU delegated act 2021/2178
Sharing TotalEnergies’ value creation

67 B$ in 2023

- Salaries and social charges: 9.2 B$
- Net Investments: 16.8 B$
- Dividends: 7.5 B$
- Taxes: 24.7 B$
- Buybacks: 9 B$

> 100,000 employees
~120 countries
> 65,000 shareholders (8% capital)
> 15.8 B$ taxes paid in non-OECD countries
~100,000 suppliers
> 1,600,000 individual shareholders
~30 B$ purchases
14% capital (+ 165,000 in 1 year)

Transition strategy
## Relentlessly reducing emissions

<table>
<thead>
<tr>
<th></th>
<th>2022</th>
<th>2023</th>
<th>2025</th>
<th>2030</th>
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<tbody>
<tr>
<td><strong>Scope 1+2 emissions</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Mt CO₂e</td>
<td>40</td>
<td>35</td>
<td>&lt; 38</td>
<td>25–30 *(1)</td>
</tr>
<tr>
<td>vs 46 Mt in 2015</td>
<td></td>
<td>- 13%</td>
<td>- 24%</td>
<td>&gt; - 40% *(1)</td>
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<tr>
<td><strong>Methane emissions</strong></td>
<td></td>
<td></td>
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<tr>
<td>kt CH₄</td>
<td>42</td>
<td>34</td>
<td>- 50%</td>
<td>- 80%</td>
</tr>
<tr>
<td>vs 64 kt in 2020</td>
<td></td>
<td>- 34%</td>
<td>- 47%</td>
<td></td>
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<tr>
<td><strong>Indirect emissions</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Lifecycle carbon intensity</strong> *(2)</td>
<td>100 in 2015</td>
<td>- 12%</td>
<td>- 13%</td>
<td>- 15%</td>
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<tr>
<td><strong>Net Zero in 2050, together with society</strong></td>
<td></td>
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<td></td>
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<tr>
<td><strong>Scope 3 Worldwide</strong> *(4)</td>
<td></td>
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<td></td>
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<tr>
<td>Mt CO₂e</td>
<td>389 *(3)</td>
<td>355</td>
<td>&lt; 400</td>
<td>&lt; 400</td>
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<tr>
<td>410 Mt in 2015</td>
<td></td>
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<td>Out of which Scope 3 Oil</td>
<td></td>
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<tr>
<td>350 Mt in 2015</td>
<td>254 *(3)</td>
<td>227</td>
<td>- 27%</td>
<td>- 34%</td>
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*(1) Net emissions, including nature-based carbon sinks from 2030
*(2) Lifecycle carbon intensity of energy products sold - See Sustainability & Climate 2024 Progress Report
*(3) Excluding Covid impact for first half 2022
*(4) GHG Protocol – Category 11 - See Sustainability & Climate 2024 Progress Report
Continuously tracking our Scope 1+2 emissions

Levers to reach our - 40% target in 2030*

On track to deliver on our target

Since 2015

→ 24% scope 1+2 absolute emissions on operated facilities

of which:

→ 36% O&G operated upstream
→ 32% Refining & Chemical

* Net of nature-based carbon sinks
** NBS credits will be used from 2030, from 5 to 10 Mt/y, on a basis of around 10% of our credit inventory
Upstream: low emissions

Relentlessly reducing our Upstream intensity, together with our partners

Scope 1+2 Upstream intensity, equity basis
kgCO₂e/boe

Investment criteria 2024

→ Each new O&G project must decrease portfolio’s average GHG emission intensity <18 kg/boe
Aiming for zero methane

Leading the industry in slashing methane emissions

Continued excellence in our operations

- **OGMP 2.0 Gold standard** for 3 consecutive years
- **47% CH₄ reduction 2023 vs 2020**, on track to reach -50% in 2024, a year earlier than planned
- **Extending <0.1% CH₄ intensity target** by 2030 to Oil & Gas upstream operations

Strong leadership in “Aiming for zero methane”

- Offered access to proprietary AUSEA* drones to 5 NOCs
- COP28: Signed the **Oil and Gas Decarbonization Charter (OGDC)**
- **25 M$ donation** to the World Bank’s GFMR trust fund

**Methane Emissions**

- **Global O&G CH₄ emissions**
- **IEA NZE**
- **TotalEnergies 2025 -2030 objectives Vs 2020**

*(1) Oil & Gas Operated perimeter
(2) 2023 Update, “Net Zero Roadmap: A Global Pathway to Keep the 1.5 °C Goal in Reach” report
* Airborne Ultralight Spectrometer for Environmental Applications
Helping our customers reduce their own emissions

Lifecycle carbon intensity of energy products sold (4)
Scope 1+2+3 base 100 in 2015

2030 Energy Sales
- Oil: 30%
- Gas & LNG: 50%
- Renewables, Electricity & Low-carbon molecules(1)

2030 Estimated Scope 3(2)
- Oil: ~210 Mt CO₂
- Gas & LNG: ~170 Mt CO₂
- Renewables, Electricity & Low-carbon molecules: ~5 Mt CO₂

2030 Enabled emission reduction (“Scope 4”) (3)
- Oil: ~100 Mt CO₂
- Gas & LNG: ~50 Mt CO₂
- Renewables, Electricity & Low-carbon molecules: ~50 Mt CO₂

Reduce portfolio’s scope 1+2 emissions
Shift to Gas
Low carbon molecules(1)
Produce and sell electricity
CCS as a service

100
-25%
75

2015
- 46
2030
- 25%

(1) Biofuels, biogas, hydrogen and e-fuels/e-gas
(2) GHG Protocol – Category 11 - see TotalEnergies’ Sustainability and Climate – 2024 Progress Report.
(3) Calculation methodology described in TotalEnergies’ Sustainability and Climate – 2024 Progress Report
(4) Lifecycle carbon intensity of energy products sold - See Sustainability & Climate 2024 Progress Report
Emission reduction objectives in line with IEA Paris-Aligned scenarios

Scope 1+2 emissions from our operations
Global CO₂ emissions – IEA scenarios (WEO 2023 *)
% vs. 2015

<table>
<thead>
<tr>
<th>Year</th>
<th>IEA CO₂ Emissions (Energy)</th>
<th>TotalEnergies' 2025–2030 objectives</th>
<th>TotalEnergies' 2030 (exc. NBS)</th>
</tr>
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<tbody>
<tr>
<td>2015</td>
<td>-6.0%</td>
<td>-6.0%</td>
<td>-6.0%</td>
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<tr>
<td>2020</td>
<td>-5.0%</td>
<td>-5.0%</td>
<td>-5.0%</td>
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<tr>
<td>2025</td>
<td>-4.0%</td>
<td>-4.0%</td>
<td>-4.0%</td>
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<td>2030</td>
<td>-3.0%</td>
<td>-3.0%</td>
<td>-3.0%</td>
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<td>2035</td>
<td>-2.0%</td>
<td>-2.0%</td>
<td>-2.0%</td>
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<tr>
<td>2040</td>
<td>-1.0%</td>
<td>-1.0%</td>
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<tr>
<td>2050</td>
<td>0%</td>
<td>0%</td>
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Lifecycle Carbon Intensity**
% vs. 2015

<table>
<thead>
<tr>
<th>Year</th>
<th>IEA CO₂ Emissions (Energy)</th>
<th>TotalEnergies' 2025–2030 objectives</th>
<th>TotalEnergies' 2030 (exc. NBS)</th>
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<tr>
<td>2015</td>
<td>-6.0%</td>
<td>-6.0%</td>
<td>-6.0%</td>
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<td>2020</td>
<td>-5.0%</td>
<td>-5.0%</td>
<td>-5.0%</td>
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<tr>
<td>2025</td>
<td>-4.0%</td>
<td>-4.0%</td>
<td>-4.0%</td>
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<td>2030</td>
<td>-3.0%</td>
<td>-3.0%</td>
<td>-3.0%</td>
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<tr>
<td>2035</td>
<td>-2.0%</td>
<td>-2.0%</td>
<td>-2.0%</td>
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<tr>
<td>2040</td>
<td>-1.0%</td>
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<td>-1.0%</td>
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<tr>
<td>2050</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
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Calculations and trajectories audited by an independent 3rd party (Wood Mackenzie)


**TotalEnergies’ lifecycle carbon intensity of energy products sold and the change in carbon intensity of the world’s energy, calculated as the ratio of the world’s CO₂ emissions from fossil fuels (in Mt CO₂) to the total primary energy supply (in EJ) of the IEA’s World Energy Outlook 2023. 2.63 (38%) replacement factor used to obtain a fossil fuel equivalent for renewable power generation modeled in those scenarios for purposes of comparison with TotalEnergies’ lifecycle carbon intensity.
Scope 1&2
Responsibly producing upstream Oil & Gas
Routine flaring eliminated in all Nigeria operations

Case study: Nigeria, OML100

Context

- 2020: OML100 was 57% of E&P global routine flaring*
- Original design: facilities commissioned in 1993

Actions taken

- Rerouted previously flared gas to central processing site, incl.:
  - Limiting flare to safety-only
  - Central platform modified for increased volumes of gas
- Project realized in 2023 during planned turnaround
- Excess gas exported to NLNG plant and valorized

CO₂ stakes

~330 kt CO₂e/y

*100% operated
Aiming for zero methane emissions in the North Sea

Case study UK, Elgin

Context
→ Offshore platform part of Central Grabben complex
→ Production: ~100 kboe/d of gas in the North Sea
→ One of our largest methane emitter due to continuous venting

Actions taken

Step 1 – 2020: From venting gas to burning: - 4 kt CH₄/y
→ Capturing vented gas to re-route it to the flare network

Step 2 – 2025: Stop burning, eliminate residual venting
Installation of compression network & flare gas recovery system to stop flaring
→ Eliminating unburnt gas in flare: ~ 0.2 kt CH₄/y
→ Rerouting of remaining vented gas: ~ 0.8 kt CH₄/y

Previously flared and vented gas to be sold as commercial gas

CH₄ stakes
~5 kt CH₄/y equivalent to 7% of our 2020 CH₄ emissions
Elimination of CH₄ venting
Ambition: towards Net Zero LNG plant

Qatar, NFE-NFS

Context
- World’s largest LNG project
- NFE (TotalEnergies 6.25%), NFS (9.375%)

Actions taken
- Native CO₂ to be captured and compressed on site
- Transported and injected in QatarEnergy storage

CO₂ captured and stored
- NFE > 2 Mt CO₂/y in 2030
- NFS > 1 Mt CO₂/y in 2030

Next generation: Oman, Marsa LNG

Context
- 1 MTPA project for LNG bunkering in Sohar
- Operated by Marsa LNG*

Actions taken
- Plant fully electrically driven by design
- Electrical heaters
- Powered by large solar farm for 100% green power

CO₂ avoided
- > 200 kt CO₂e/y in 2028
- < 3 kg CO₂e/boe

GHG best in class LNG plant

* TotalEnergies 80% OQ 20%
Actively working with our partners

Brazil, Petrobras

**Context**
- Joint oil production in the Santos basin
- 2016: strategic partnership with Petrobras (R&D, technology)

**Actions taken**
- Incorporating TotalEnergies’ venting free oil tank design on Sepia 2 and Atapu 2
- 2024: FID for innovative subsea technology (HiSep®) to reinject CO₂-rich Gas into the Mero field
- Collaboration to integrate closed flare in new FPSOs

**Target**
~9 kt CH₄/y avoided by eliminating cargo oil tanks venting

**Sharing AUSEA technology**

**Context**
- 2022–23 campaign on our operated assets
- COP28 call: “Aiming for zero methane” (OGDC)

**Actions taken**
- First AUSEA flights on non-operated assets in 2023: Qatar, Brazil, Azerbaijan, UAE
- AUSEA technology offered to NOCs: Petrobras, SOCAR, Sonangol, NNPC, ONGC
  - Nov 2023: campaign in Sonangol’s Offshore platform Block 03

**Achievements**
- 4 campaigns on non-operated assets in 2023
- 5 cooperation with NOC since November 2023
Slashing down emissions in our refineries

Scope 1&2

Normandy Platform, France
Improving energy efficiency
Deploying the 1 B$ Energy Efficiency Plan over 2023-2024

Context
- 250 projects being implemented for Refining & Chemicals
- 400 M$ budget allocated to Refining & Chemicals

Actions taken
- Improve assets design (air preheaters, heat pumps, new heat exchangers): modify NOR reformer design: 60 kt CO$_2$/y
- Optimize exchanger fouling management: deployment of new ultrasonic technology in heat exchangers: 60 kt CO$_2$/y
- Digital energy management system: ZR, ANV, NOR: 1% CO$_2$ reduction
- Electrification of rotating machines: 30 MW (ANV, NOR, FZN): > 100 kt CO$_2$/y
- Flare: state of the art flare reduction management by infrared cameras, IOT measurements and flare recovery compressor on all sites: 80% reduction

CO$_2$e stakes
- ~1.1 Mt CO$_2$/y (~6% vs 2022) at ~35 $/tCO$_2$ cost
- 5% energy saving
Shift to Green Power supply

Context

→ US and Europe Refining Scope 2 power = 2.5 Mt CO₂

Actions taken

Go Green: cover all industrial sites’ power needs with green electricity in Europe and the US (~6.5 TWh/y)

→ Europe: ~ 5 TWh/y supplied to R&C assets from European renewable portfolio
→ US: ~ 1.5 TWh/y supplied to R&C assets from renewable portfolio in Texas

CO₂e stakes

2.5 Mt CO₂/y in 2025
~100% of Scope 2 power

10% emission reduction
Vs 2015 R&C Scope 1+2

Scope 1&2
Decarbonize H₂ in our European assets
Pioneering mass green H₂ supply in Europe

Context
→ Objective: substitute by 2030 the 500 kt/y hydrogen used in European refineries by green H₂, in the framework of EU RFNBO regulation

Actions taken

Projects already under way
→ Air Liquide to supply Normandy platform with 10 kt/y of green H₂ from mid-2026
→ VNG to supply Leuna refinery with 2.5 kt/y of green H₂ from end-2025

2030 ambition
→ 500 kt/y green H₂ call for tender launched in Sept 2023, >50 suppliers already submitted a proposal

CO₂ stakes
2030: up to 5 Mt CO₂/y avoided emissions
Next step: Carbon Capture on high emitters

Antwerp Platform

Context
→ CO₂ from Antwerp FCC Unit 2 to be captured and exported for sequestration (in North Sea underground storages)

Actions taken

Study at Conceptual phase
→ De-risk and integrate innovations
→ Find the most reliable and cost-effective design
→ Secure Innovation Fund (EU)

CO₂ stakes
~0.8 Mt CO₂/yr
Building CO₂ storage hubs

To store the emissions of our assets and those of our hard-to-abate customers

North sea: developing multiple CO₂ storage solutions

Talos acquisition: entering major CO₂ transportation and storage project in Texas, close to our assets
Carbon management for residual emissions: Nature Based Solutions

Cumulated credits generated from 11 sanctioned projects

<table>
<thead>
<tr>
<th>Year</th>
<th>Credits</th>
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<tbody>
<tr>
<td>2022</td>
<td>10</td>
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<tr>
<td>2023</td>
<td>15</td>
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<tr>
<td>2030</td>
<td>40</td>
</tr>
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</table>

Context

- Supporting farmers to implement land management strategies, to build soil carbon

Actions taken

- Project launched in 2020
- 600 farmers engaged to date
- Co-benefits for farmers: less synthetic fertilizer, increased productivity
- Projects registered under Australian ERF
- Soil sampling to measure Carbon content increase

CO₂ stakes

- First credits validated in Sept 2023
- > 1.4 M credits expected over 20 years

Case study

- Financing farming transition in Australia

Building credits inventory to be ready for use against residual Scope 1&2 from 2030

Financing farming transition in Australia

Million credits
Our Customers
Supporting our customers in their decarbonization journey
Supporting our customers in their decarbonization journey

Over the past 2 years, we engaged 334 large B2B clients on their Scope 1 & 2

CO₂ emissions
Our customers’ Scope 1 & 2

Hard to abate industries

62%

Customers & suppliers
Case study: Holcim - Belgium, solutions for the 1st carbon-free cement plant

Context
- Inevitable CO₂ emissions from the process itself
- Large industrial site fit for PV valorization

Done
- On-site solarization
  - Serving the plant’ growing power needs
  - 80 ha industrial lands, 100 ha lakes
  - First phase of 31 MW of floating solar panels on a former quarry
  - On-site PV Target ~100 MW

Ongoing
- Supporting change of technology
  - New oxyfuel kiln requiring green O₂, supplied from future Antwerp’s electrolizers
  - Offtaking captured CO₂ for use (e-fuels) or sequestration in geological storage in the North Sea

Deploying depot charging for the first electric powered cement lorries

CO₂ stakes

- Floating PV: - 110 kt CO₂ over contract life*
- CCUS: - 1 Mt CO₂/y to be captured and used / stored**

* Client’s Scope 2
** Client’s Scope 1
Construction Materials

Saint-Gobain - France & USA, solutions for carbon-less plants

**Context**
- Multi-country, multi-sites approach
- High temperature processes, partially electrifiable

**Greening power supply**
- **300 MW PPA** in North America
- **125 industrial sites**
- Electricity produced by TotalEnergies at Cottonwood Bayou Solar Project (200MW) and Danish Fields Solar Project (100MW) in Texas

**Greening gas supply**
- **100 GWh** Biomethane Purchase Agreement (BPA) of for 3 years in France
- Biomethane produced by TotalEnergies from organic waste at its ISCC-certified BioBéarn plant

**CO₂ stakes**

~300 kt CO₂/y saved for our client
Microsoft - Providing reliable & clean energy for critical IT infrastructure

Context
- Strategic partnership covering digital & net-zero pathway
- Client committed to use 100% renewable energy and eliminate its dependency on diesel fuel

Battery storage
- Replaced diesel-powered backup generators with 4 BESS* of 4 MWh each
- Providing 80 min. sustainable supply in case of grid failure
- First deployment in June 2023 at Microsoft’s data center in Sweden

Green power supply
- Teaming up with Microsoft to provide up to 300 MW renewable power by 2024
- First agreement signed to provide solar electricity in Spain & Portugal for 15 years, starting in 2026

CO₂ stakes
Full elimination of CO₂ emissions related to power supply
Aviation Industry

Airbus - Supplying SAF to Airbus and joining forces on new sustainable fuels

Context
→ 2023 ReFuel Aviation EU setting up incorporation mandates for SAF
→ Airbus road map: 50% SAF in 2030 (~50 kt/y)

Supply of SAF for > 50% of Airbus’ needs in Europe
→ SAF supplied since 2016 for aircraft deliveries (Toulouse, Fr)

Research and innovation program on 100% sustainable fuels
→ Develop 100% dropin SAF program
→ Study impact of SAF composition on CO₂ emissions

CO₂ stakes
Up to 90% of CO₂ reduction over lifecycle

TotalEnergies SAF production objective
Mt/y

EU Mandate:
2023 2025 2030
EU 6% 2% 2%
RoW

TotalEnergies SAF production objective

Sustainability & Climate Workshop – March 21st, 2024 | 35
Caring for our Employees* around the world

* Unless stated otherwise, “Employees” in the People section refers to TotalEnergies’ employees, all 100%-owned companies (except Hutchinson), as well as employees of companies at least 50%-owned by TotalEnergies.
Listening to our Employees and promoting their well-being

87% have confidence in TotalEnergies' ability to achieve its ambition

Employee engagement

TotalEnergies’ 2023 engagement score
71.3, 82.4
+2.1 points over 1 year

Care program

TotalEnergies’ 2023 well-being score
70.2, 81.5
+2.9 points over 1 year

* IPSOS benchmark of companies with more than 10,000 employees worldwide
Caring for our Employees’ well-being

**TotalEnergies Care index vs Benchmark**

<table>
<thead>
<tr>
<th>Category</th>
<th>% agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work in safe conditions</td>
<td>97%</td>
</tr>
<tr>
<td>Respected at work</td>
<td>86%</td>
</tr>
<tr>
<td>Sufficient freedom and autonomy</td>
<td>85%</td>
</tr>
<tr>
<td>Share moments of conviviality and celebrate success</td>
<td>78%</td>
</tr>
<tr>
<td>Manager who listens to the team</td>
<td>85%</td>
</tr>
<tr>
<td>Able to balance work and personal life</td>
<td>77%</td>
</tr>
<tr>
<td>No excessive pressure at work</td>
<td>63%</td>
</tr>
</tbody>
</table>

* IPSOS Benchmark composed of companies larger than 10,000 employees throughout the world.

Well-being score to measure our progress and draw up action plans

- 81.5% score in 2023
- +11 pts vs. Benchmark*
- 2.9 pts vs. 2022
One worldwide standard benefitting all our Employees

**Social protection**
Ensure a living wage and quality social protection for all employees

- Direct remuneration above the living wage
- Health insurance plan
- Death Benefit plan ≥ of 2 years of salary

**Health**
Preserve the physical and mental health of all employees worldwide

- Medical follow-up to all employees exposed to an occupational risk
- Health check-up every 2 years
- Prevention of psychosocial risks

**Family sphere**
Give employees the opportunity to take care of their families

- Ensuring at least 14 weeks childcare leave paid 100% for the primary care parent and 2 weeks for the second parent
- Guarantee of average salary increase during leave for the first parent

**Working environment**
Promote a flexible, modern, and attractive work organization

- Flexible working hours
- Responsible use of remote working
- Initiatives on employee well being and work-life balance

**People**
Sustainability & Climate Workshop – March 21st, 2024
A global benefits program for our Employees

Complemented by additional local initiatives

**Health insurance plan**
Ensure adequate health insurance coverage for all
→ 2023: 94% of TotalEnergies’ Employees covered

**Health Check**
→ 77% of Employees benefit from health check every 2 years

**Supplementary Pension Scheme**
Local initiative for retail African affiliates
→ Retirement supplement of ~50% of the average annual salary of the last 5 years for a full career of 32 years
→ Contributions invested in strong currency funds

**Death benefit plan**
Set up a death benefit plan, whatever the cause, at least equivalent to two years’ gross reference salary
→ 2023: 95% of Employees covered
Family sphere
Give employees the opportunity to take care of their families

Neutral definition of the family for Pregnancy or adoption

→ Ensuring at least 14 weeks childcare leave paid 100% for the primary care parent and 2 weeks for the second parent
→ Guarantee of average salary increase during leave

99% of Employees benefit from a 14-week maternity leave with 100% pay
A just, orderly and equitable transition plan for our employees
Leaving no one behind

**Technical upskilling programs**

*23 specific programs developed over the past 2 years to:*

- Provide appropriate trainings
- Support staff willing to pursue a career in other technical disciplines.

**Visa for TotalEnergies**

*30,000 employees/year trained on our transition strategy*

- **2022:** Climate challenges and the answers provided by the Company’s ambition
- **2023:** Fundamentals of electricity, the main lever for decarbonizing the energy mix
- **2024:** Generative AI tools

**La Mède & Grandpuits, France**

- Conversion into biorefineries in a responsible manner
  - **No layoff** or forced mobility
  - Training paths towards **new activities**
  - Opened a **training center** in La Mède to support internal and external trainings
  - **Involve contractors**

**OneTech, Worldwide**

- Creation of a hub of technological excellence with **3,400 engineers**
- Serves all the Company’s multi-energy activities
- Fosters and accelerates innovation
- **Attracts talents** for the energy transition
Promoting a diverse and inclusive workplace

Gender equality

- Senior executives: 22% (2018) to 28% (2023)
- Managers: 19% (2018) to 26% (2023)

International diversity

- Senior executives: 32% (2018) to 38% (2023)
- Managers: 32% (2018) to 36% (2023)

People with disabilities

- 6.2% of the workforce in France*
- 41 affiliates committed to creating a more inclusive work environment for disabled employees (ILO Global Business and Disability Network Charter)

* Socle Social Commun (France)
Our sustainable transition
Uganda zoom
Tilenga & EACOP: progressing towards first oil with local stakeholders

Low cost, low emission projects
- Development of Tilenga and Kingfisher oil resources: 230 kb/d

Tilenga and EACOP
- Prod start exp. end 2025, ~20 years lifespan
- Capex + Opex < 20 $/boe
- GHG emissions < 13 kgCO₂/boe
- 420 wells from 29 locations (8 in National Park)
- 1,443 Km buried pipeline through Uganda & Tanzania, leading to storage and loading terminal

Creating value locally
- 15% stake of Ugandan government in Upstream
- 15% stake of Ugandan and Tanzanian governments in EACOP

Targeting
- Construction: 18,000 direct & 60,000 indirect jobs, supporting >500,000 related people
- Operations: 1,200 direct & 3,000 indirect jobs
- 1.2 B$ local goods & services contracts
- 3 million hours of training

Achievements to date
- Completion: Tilenga 34% / EACOP 27%
- Drilling in progress: 3 rigs operational
- Pipeline insulation plant built

Achievements to date
- 13,600 direct jobs created (>90% local)
- 874 M$ spent with local contractors
- 880,000 manhours training
Placing people at the centre of the land acquisition process

**Context**

- 19,140 affected households in Uganda and Tanzania
- 775 households have their residence on projects’ footprint
- 6,400 ha of land acquired

**Minimize impact**

- Preparation of a **framework** with local authorities and stakeholders
- ESIA performed and pipeline route studied to minimize impact on local communities
- Land & asset **surveys and evaluation**
- Once installed: flowlines and pipeline routes **restoration** to natural state (5,000 ha)

**Listen to stakeholders**

- Information and consultation of affected communities
- **Compensation meetings** for Full Replacement Cost (inc. disturbance allowance and uplift for delays)
- Accessible, transparent and fair **grievances mechanism**
- **Independent 3rd party reviews** and continuous engagement with NGOs
- Mission to Lionel Zinsou to assess the land acquisition and socio-economic development programs

**Support PAPs & Communities**

- Financial or in-kind compensation (e.g. new house)
- Relocation and transition support
- Financial literacy training and bank account opening
- Livelihood restoration programs (agriculture support, vocational training,...), with special attention to the protection of vulnerable individuals and women’s rights

**Status**

- 99% signed compensation (98% paid)
- 735 / 752 new houses handed-over
- > 98% grievances resolved (2822 / 2886)
Preserving biodiversity in the Murchison Falls National Park

**Context**
- Site recognized for its rich biodiversity
- Pressure on wildlife is increasing and UWA* has limited resources to manage the park

**Actions taken**
- Minimize Tilenga footprint to 0.03% of the park and optimize installation design
- Acquire data on wildlife
  - Monitoring key species’ behaviors, carnivore census, aerial wildlife surveys
  - Sharing data with scientific community
- Upgrade the management of the park
  - Support rangers patrol effectiveness: training on digital tools, equipment provision, snare removal
  - Remove invasive plants
- Support surrounding communities through socio-economic programs
  - Reduce poaching through awareness campaign
  - Help managing human wildlife conflict

**Ambition**
Deliver biodiversity net gains and contribute to the park’s preservation

*S Uganda Wildlife Authority
Providing renewable power to Uganda and Tanzania

Context
→ Answering growing power demand (> 5%/y) with renewables
→ Supplying renewable power for Tilenga and EACOP

Actions taken
Providing renewable energy to decarbonize Tilenga and EACOP
→ Tilenga: solarization of CPF*. Under development, 15 MW with COD: end-2025
→ Tilenga: solar thermal unit for CPF*. Under study, 150 MWth with COD: 2030+

Producing renewable power for local grids
→ Uganda: first projects: 60 MW
  • Soroti solar plant: Operating, 10 MW, COD: 2017, 20-year PPA. Evaluating extension
  • Tororo and Iganga projects. Under development, 25 MW each, FID target 2025
→ Tanzania: Kisima 115 MW solar plant, FID exp. 2025 & 100 MW wind farm (under study) MoU

Ambition
500 MW to 1 GW
~200 kt CO₂ saved
on EACOP & Tilenga

* Central Processing Facility
Promoting access to clean cooking thanks to LPG

**Context**
- 2.3 billion people worldwide still do not have access to clean cooking
- 1 billion Africans rely on open fires or basic stoves, using charcoal and wood for cooking

**Positive impacts of LPG cooking**
- **Health:** household air pollution due to significant particulate matter is the second-largest cause of premature deaths among women in sub-Saharan Africa
- **Economy / gender equality:** households without clean cooking access spend an average of 2 hours per day collecting wood, task mainly done by women
- **Environment:** basic cooking methods using wood and charcoal contribute to deforestation

**Opportunity**
Achieving clean cooking in Africa could save ~900 Mt CO₂/y*

* IEA - A Vision for Clean Cooking Access for All, July 2023
Distribute locally the LPG we produce

Tilenga, Uganda

Context
- Tilenga and Kingfisher will produce 100 kt/y of LPG
- Current Uganda market is ~25 kt/y (only ~5% of population has access to clean cooking)

Action plan
- Bring LPG to populations as a cleaner, affordable and accessible energy for households
  - Engage and work with all stakeholders to promote LPG as safe, reliable and competitive source of energy for cooking
  - Make LPG more affordable by leveraging on a competitive supply (Tilenga vs imports)
  - Invest into additional assets (storage, filling, bottles)
  - Propose « pay as you cook » solutions to reduce upfront cost (cylinder deposits)
- Promote solutions to B2B customers to help industry convert from fuel oil to LPG

Ambition
- Impact 5 Million people in Uganda
Impacting 100 million people in Africa and India with LPG clean cooking

Case study: Africa

Context
- TotalEnergies distributes bottled LPG in 17 territories, impacting 11 million households and ~45 million people

Action plan

Entering new markets: impacting > 5 million additional people
- TotalEnergies has developed recently into Rwanda and Tanzania
- Launch LPG activities in Mozambique and Namibia in 2024

Increase organic growth: impacting 35 million additional people
- Increased organic ambition in countries with clean cooking potential: Kenya, Cameroon, Ivory Coast, Senegal, South Africa and Uganda

> 400 M$ Capex planned by 2030

Ambition

85 million Africans impacted by 2030

Expand in India with 15 million people impacted in 2030

Sustainable transition
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Financial information by business segment is reported in accordance with the internal reporting system and shows internal segment information that is used to manage and measure the performance of TotalEnergies. In addition, certain financial performance indicators are presented, such as performance indicators excluding the adjustment items described below (adjusted operating income, adjusted net operating income, adjusted net income), return on equity (ROE), return on average capital employed (ROACE), gearing ratio, operating cashflow before working capital changes, the shareholder rate of return. These indicators are meant to facilitate the analysis of the financial performance of TotalEnergies and the comparison of income between periods. These flow investors to track the measures used internally to manage and measure the performance of TotalEnergies.

These adjustment items include:

1. Special items

Due to their unusual nature or particular significance, certain transactions qualifying as "special items" are excluded from the business segment figures. In general, special items relate to transactions that are significant, infrequent or unusual. However, in certain instances, transactions such as restructuring costs or assets disposals, which are not considered to be representative of the normal course of business, may qualify as special items although they may have occurred in prior years or are likely to occur in following years.

2. Inventory valuation effect

In accordance with IAS 2, TotalEnergies values inventories of petroleum products in its financial statements according to the First-In, First-Out (FIFO) method and other inventories using the weighted-average cost method. Under the FIFO method, the cost of inventory is based on the historic cost of acquisition or manufacture rather than the current replacement cost. In volatile energy markets, this can have a significant distorting effect on the reported income. Accordingly, the adjusted results of the Refining & Chemicals and Marketing & Services segments are presented according to the Replacement Cost Method and the amount for the FIFO method is presented as an adjustment item. In the replacement cost method, which approximates the Last-In, First-Out (LIFO) method, the variation of inventory values in the statement of income is, depending on the nature of the inventory, determined using either the month-end prices differential between one period and another or the average prices of the period rather than the historical value. The inventory valuation effect is the difference between the results under the FIFO and the replacement cost methods.

3. Effect of changes in fair value

The effect of changes in fair value presented as an adjustment item reflects, for trading inventories and storage contracts, differences between internal measures of performance used by TotalEnergies’ Executive Committee and the accounting for these transactions under IFRS. IfRS requires that trading inventories be recorded at their fair value using period-end spot prices. In order to best reflect the management of economic exposure through derivative transactions, internal indicators used to measure performance include valuations of trading inventories based on forward prices.

TotalEnergies, in its trading activities, enters into storage contracts, whose future effects are recorded at fair value in TotalEnergies’ internal economic performance. IfRS prescribes recognition of this fair value effect.

Moreover, TotalEnergies enters into derivative instruments to risk manage certain operational contracts or assets. Under IFRS, these derivatives are recorded at fair value while the underlying operational transactions are recorded as they occur. Internal indicators derive the fair value on derivatives to match with the transaction occurrence.

The adjusted results (adjusted operating income, adjusted net operating income, adjusted net income) are defined as replacement cost results, adjusted for special items, excluding the effect of changes in fair value.

Euro amounts presented for the fully adjusted-diluted earnings per share represent dollar amounts converted at the average euro-dollar ($) exchange rate for the applicable period and are not the result of financial statements prepared in euros.

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