

2025 RESULTS

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GENDER EQUALITY IN THE WORKPLACE INDEX (FRANCE)

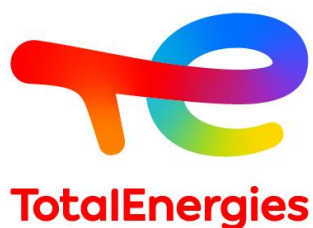
(Reporting period: 30th September 2023 to 30th September 2024)

	UES Amont-Global Services Holding ¹	UES Raffinage-Pétrochimie ²	UES Marketing & Services ³
Pay gap	38/40	40/40	37/40
Differential distribution of individual increases	20/20	20/20	20/20
Spread of promotions	15/15	15/15	15/15
% of employee increased upon return from maternity leave	15/15	15/15	15/15
Number of women in the top 10 earnings	5/10	10/10	5/10
Total points	93/100	100/100	92/100

¹ TOTALENERGIES SE, TOTALENERGIES ONE TECH, ELF EPLORATION PRODUCTION, TOTALENERGIES GLOBAL FINANCIAL SERVICES, TOTALENERGIES GLOBAL HUMAN RESOURCES SERVICES, TOTALENERGIES GLOBAL INFORMATION TECHNOLOGY SERVICES, TOTALENERGIES GLOBAL PROCUREMENT, TOTALENERGIES CONSULTING, TOTALENERGIES LEARNING SOLUTIONS, TOTALENERGIES FACILITIES MANAGEMENT SERVICES

² TOTALENERGIES RAFFINAGE CHIMIE, TOTALENERGIES PETROCHEMICALS FRANCE, TOTALENERGIES RAFFINAGE FRANCE, TOTALENERGIES FLUIDS

³ TOTALENERGIES MARKETING SERVICES, TOTALENERGIES MARKETING FRANCE, TOTALENERGIES ADDITIVES AND FUELS SOLUTIONS, TOTALENERGIES LUBRIFIANTS



2025 RESULTS

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GENDER REPRESENTATION IN SENIOR EXECUTIVES AND GOVERNING BODIES (FRANCE)

(Reporting period: 1st January 2024 to 31st December 2024)

French subsidiary	Headcount ^(a)	% of women among senior executives	% of women among the governing body ^(b)	Governing body identified
TotalEnergies SE	3,693	32.4%	22.2%	Executive Committee
TotalEnergies Marketing Services	1,060	33.3%	28.6%	Marketing & Services Management Committee
TotalEnergies OneTech	3 232	40,9%	40,0%	OneTech Management Committee
TotalEnergies Marketing France	1,199	n/a ^(c)	55.6%	Subsidiary Management Committee
TotalEnergies Raffinage France	4,076	n/a ^(c)	50.0%	Refining & Chemicals Management Committee ^(d)

(a) Headcount as of December 31, 2024, including permanent and fixed-term contracts (CDI and CDD).

(b) Calculated for all members of the body regardless of their employment contract.

(c) No Company "senior executives".

(d) No management committee within the subsidiary. TotalEnergies Raffinage France is a legal entity supporting refinery personnel without a "governing body", within the meaning of the law of December 24, 2021, other than its legal representative. The activity of TotalEnergies Raffinage is supervised by TotalEnergies Raffinage Chimie.