



## 2026 RESULTS

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### GENDER EQUALITY IN THE WORKPLACE INDEX (FRANCE)

(Reporting period: 30<sup>th</sup> September 2024 to 30<sup>th</sup> September 2025)

	UES Amont- Global Services Holding <sup>1</sup>	UES Raffinage- Pétrochimie <sup>2</sup>	UES Marketing & Services <sup>3</sup>
Pay gap	37/40	40/40	38/40
Differential distribution of individual increases	20/20	10/20	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	92/100	90/100	93/100

<sup>1</sup> 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

<sup>2</sup> TOTALENERGIES RAFFINAGE CHIMIE, TOTALENERGIES PETROCHEMICALS FRANCE, TOTALENERGIES RAFFINAGE FRANCE, TOTALENERGIES FLUIDS

<sup>3</sup> TOTALENERGIES MARKETING SERVICES, TOTALENERGIES MARKETING FRANCE, TOTALENERGIES ADDITIVES AND FUELS SOLUTIONS, TOTALENERGIES LUBRIFIANTS