11.1 World Economic Forum Core extra-financial 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 (2024)
PRINCIPLES OF GOVERNANCE		
Governing Purpose		
Setting purpose 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.	Yes	TotalEnergies is a global integrated energy company that produces and markets energies: oil and biofuels, natural gas, biogas and low-carbon hydrogen, renewables and electricity. Our more than 100,000 employees are committed to provide as many people as possible with energy that is more reliable, more affordable and more sustainable. Active in about 120 countries, TotalEnergies places sustainability at the heart of its strategy, its projects and its operations. (Source: 2024 URD, §1.1.1)
Quality of Governing Body		
Board composition 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.	Partially	Information available in point 4.1 of chapter 4: "Administration and management bodies" and in point 5.1.2.1. "Role and composition of administration, management and supervisory bodies (GOV-1)". (Source: 2024 URD, §4.1 and 5.1.2.1)
Stakeholder Engagement		
Material issues impacting stakeholders 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.	Partially	Information available in points 5.1.3.2 and 5.1.3.3 of chapter 5. (Source: 2024 URD, §5.1.3.2 and 5.1.3.3)
Ethical Behaviour		
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 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.	Partially	Information available in points 3.6.8.1 (Human rights) and 5.4.2 (The fight against corruption) of chapters 3 and 5. (Source: 2024 URD, § 3.6.8.1 and 5.4.2)
Protected ethics advice and reporting mechanisms A description of internal and external mechanisms for: 1. seeking advice about ethical and lawful behaviour, and organizational integrity; 2. reporting concerns about unethical or unlawful behaviour, and organizational integrity.	Yes	Information available in points 5.4.1 (Business conduct policy and corporate culture) and 5.3.3.3 (Processes to remedy negative impacts and channels for affected communities to voice their concerns) of chapter 5, as well as in points 3.6.6 (Whistle-blowing mechanisms) of chapter 3. (Source: 2024 URD, §5.4.1, 5.3.3.3 and 3.6.6)

Sub-items, proposed metrics and disclosures	Reported	TotalEnergies' disclosures (2024)
Risk and Opportunity Oversight		
Integrating risk and opportunity into business process 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.	Yes	Information available in points 3.1, 5.1.3.3 and 5.1.4. (Source: 2024 URD, §3.1, 5.1.3.3 and 5.1.4)
PLANET		
Climate change		
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 (tCO_2e) GHG Protocol Scope 1 & Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.		Information available in point 5.2.1.3 B of chapter5. Indicators related to climate change[1] (tables below) (Source: 2024 URD, §5.2.1.3)

Information available in point 5.2.1.3 B of chapter5.

Indicators related to climate change[1]

GHG emissions - Scope 1+2		Operated perimeter 2024	2023	2015
Scope 1 **Direct GHG emissions**	Mt CO_2e	**33**	**32**	**42**
Scope 2 **Indirect emissions from energy use**	Mt CO_2e	**1**	**2**	**4**
Scope 1+2	Mt CO_2e	**34**	**35**	**46**
of which oil & gas facilities	Mt CO_2e	29	30	46
of which CCGT	Mt CO_2e	5	4	–

GHG emissions - methane[a]		Operated perimeter 2024	2023	2020
Methane gross emissions	kt CH_4	29	34	64

(a) Excluding biogenic methane emissions, equal to around 1 kt CH_4 in 2024. Biogenic methane is nevertheless included in the calculation of Scope 1.

Other indirect GHG emissions		2024	2023	2015
Scope 3[a]	**Mt CO_2e**	**342**	**351**	**410**
Breakdown by products				
Oil	Mt CO_2e	218	227	350
Gas	Mt CO_2e	124	124	60

(a) Scope **3** GHG emissions - GHG Protocol - Category 11 (refer to the glossary for the definition).

Intensity indicators		2024	2023	2015
Lifecycle carbon intensity of energy products[a] (73 g CO_2e/MJ in 2015)	Base 100 in 2015	**83.5**	**87**	**100[b]**
Intensity of methane emissions from operated oil & gas facilities (Upstream)	%	0.10	0.11	0.23

(a) Lifecycle carbon intensity of energy products sold (refer to the glossary for the definition).
(b) Indicator developed in 2018, with 2015 as the baseline year.

Other indicators		2024	2023	2015
Flared gas[a] (Upstream oil & gas operations)	Mm^3/d	2.5	2.5	7.2
of which routine flaring	*Mm^3/d*	0.5	0.3	*2.3[b]*

(a) This indicator includes safety flaring, routine flaring and non-routine flaring.
(b) Volumes estimated upon historical data.

(Source: 2024 URD, §5.2.1.3)

(1) Refer to point 5.2.1 of the chapter 5 for the scope of reporting.

Sub-items, proposed metrics and disclosures	Reported	TotalEnergies' disclosures (2024)
Climate change		
TCFD implementation 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.	Yes	TotalEnergies has publicly supported the TCFD and its recommendations and has implemented them since its 2017 annual report. Starting in 2024, the TCFD recommendations have been adopted by the ISSB (International Sustainability Standards Board). In accordance with the European CSRD directive requirements TotalEnergies henceforth publishes a sustainability reporting under the CSRD and following ESRS standards (refer to point 5.2.1 of chapter 5). In May 2024, EFRAG and the IFRS foundation published interoperability guidelines between ESRS and ISSB standards.
Nature Loss		
Land use and ecological sensitivity 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).	Yes	175 sites operated by the Company representing 6,769 hectares are located in or close to protected areas or key areas for biodiversity[(1)]. (Source: 2024 URD, §.5.2.4.6)
Fresh Water Availability		
Water consumption and withdrawal in water stressed areas 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. Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.	Yes	**Operated sites ESRS Perimeter** Freshwater withdrawal excluding open loop cooling water: 92 10^6 m^3 Freshwater withdrawal in Water Stress Area: 56 10^6 m^3 Freshwater consumption: 45 10^6 m^3 Freshwater consumption in Water Stress Area: 26 10^6 m^3 (Source: 2024 URD, §5.2.3.5)
PEOPLE		
Dignity and Equality		
Diversity and inclusion Percentage of employees per employee category, by age group, gender and other indicators of diversity (e.g. ethnicity).	Yes	Information available in point 5.3.1.3-D of chapter 5. N.B. Tables of employees available in points 5.3.1.1 and 5.3.1.3-D of chapter 5 including breakdowns by sex, by type of contract, by region, by age groups etc. Details of the data, as well as other breakdowns, are available with a five-year history on the TotalEnergies website, in the Indicators section of the Sustainability page.
Pay equality 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.	Partially	Information available in points 5.3.1.3-C and D of chapter 5. N.B. Pay gap indicators are available in point 5.3.1.3-D.
Wage level 1. Ratios of standard entry level wage by gender compared to local minimum wage. 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.	Yes	Information available in points 5.3.1.3-C and D of chapter 5. N.B. Ratio of the lowest base salary (M/W) to the minimum salary guaranteed by local legislation, aggregated by geographical area, available in point 5.3.1.3-D. Chairman and Chief Executive Officer compensation ratio available in point 4.3.2.1 of chapter 4.
Risk for incidents of child, forced or compulsory labor 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: a) type of operation (such as manufacturing plant) and type of supplier; and b) countries or geographic areas with operations and suppliers.	Yes	Forced and child labor have been identified as risks of severe negative impacts of the Company's activities on human rights, notably in the supply chain, and mentioned as such in the Sustainability report – Workers in the value chain section. The supplier qualification process is presented in the Sustainability report – Supplier relationship management section. (Source: 2024 URD, §5.3.2 and 5.4.3)

(1) In accordance with the GRI reference framework.

Sub-items, proposed metrics and disclosures	Reported	TotalEnergies' disclosures (2024)
Health and well being		
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	Indicators Number of fatalities as a result of work related injury: **1** Rate of fatalities as a result of work related injury (per 100 million hours worked): **0.25** High consequence work related injuries (excluding fatalities): **10** Recordable work related injuries (per 1 million hours worked): **0.55** Main types of work related injury: In 2024, of the 219 occupational accidents reported, 210 were related to workplace accidents. 75% occurred while walking, handling loads or objects, using portable tools or working on an energized system. Number of hours worked: **400 million** (Source: 2024 URD, §5.3.1.2) The general occupational health policy is presented in point 5.3.1.2-E and the social protection system in point 5.3.1.3-C of chapter 5.
Skills for the future		
Training provided 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). 2. Average training and development expenditure per full-time employee (total cost of training provided to employees divided by the number of employees).	Yes	Information available in point 5.3.1.3-B of chapter 5. N.B. Tables available in point 5.3.1.3-B of this document. Details of the data, as well as the average training cost per year and per employee are available with a five-year history on the TotalEnergies website, in the Indicators section of the Sustainability page.
PROSPERITY		
Employment and Wealth Generation		
Absolute number and rate of employment 1. Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region. 2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.	Yes	To implement its balanced multi-energy strategy for the benefit of the energy transition, TotalEnergies has defined a people ambition for its employees. Deployed from 2019 under the name "Better Together", it aims to attract and develop talent all over the world, promote a management style that encourages team development and make the Company a good place to work together. (Source: 2024 URD, §5.3.1.3) N.B. Tables available in point 5.3.1.1 and point 5.3.1.3-D of chapter 5. Details of the data, as well as other breakdowns, are available with a five-year history on the TotalEnergies website, in the Indicators section of the Sustainability page.
Economic Contribution 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: – Revenues – Operating costs – Employee wages and benefits – Payments to providers of capital – Payments to government – Community investment. 2. Financial assistance received from the government: total monetary value of financial assistance received by the organization from any government during the reporting period.	Partially	Calculation of EVG&G not done as such, but some elements are available. (Source: 2024 URD, §1.1.3, 1.9, 8.2 and 8.7)
Financial investment contribution Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company's investment strategy. Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders.	Yes	Information provided in the URD. (Source: 2024 URD, §1.5.1, 1.9, 5.2.6, 8.6 and 8.7)

Sub-items, proposed metrics and disclosures	Reported	TotalEnergies' disclosures (2024)
Innovation in better products and services		
Total R&D expenses Total costs related to research and development.	Yes	To prepare for the future, the Company has allocated more than $1 billion in R&D, industrial innovation and digitalization in 2024. The Company invested $805 million in 2024 in its own and its subsidiaries' R&D (compared to $774 million in 2023 and $762 million in 2022) with a dedicated workforce of more than 3,500 researchers. In support of its transition strategy, TotalEnergies has significantly reoriented its R&D in recent years. Compared to 28% in 2017, TotalEnergies has decided to devote 68% of the 2024 R&D budget to low-carbon energies (renewables, biomass, batteries, etc.) and to reducing the environmental footprint through CCUS and sustainable development programs. (Source: 2024 URD, §1.6.2)
Community and social vitality		
Total tax paid 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.	Yes	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. (Source: TotalEnergies' website) 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. (Source: 2024 URD, §9.3)