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Key Sustainability documents

Energy transition

Climate

Taxonomy

Health and safety

Social

Environment

Positive impact for stakeholders

Economic indicators

External verifications

WEF

SASB

World Economic Forum Core extra-financial metrics

TotalEnergies considers transparency as a principle of action to provide a clear picture to investors, regulators and the public at large. TotalEnergies also supports the World Economic Forum's initiative to propose common extra-financial metrics for all companies (refer to the white paper titled "Measuring Stakeholder Capitalism – Towards common metrics and consistent reporting" published in September 2020) and started to report on the WEF's proposed core metrics in 2020.

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 (2025)	
PRINCIPLES OF GOVERNANCE		
Governing Purpose		
Setting Purpose	Yes	Information available in point 1.1.1 (Source : 2025 URD, §1.1.1)
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.		
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 points 4.1 and 5.2.1.2-A Source : 2025 URD, §4.1 et 5.2.1.2-A)
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 point 5.2.1.3-B. Source : 2025 URD, §5.2.1.3-B)
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	Partially	Information available in points 3.6.8.1, 5.1.4.3 and 5.2.4.2 (Source : 2025 URD, § 3.6.8.1, 5.1.4.3 and 5.2.4.2)
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.		
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;	Yes	Information available in points 3.6.6, 5.2.3.3 and 5.2.4.1. (Source : 2025 URD, §3.6.6, 5.2.3.3 and 5.2.4.1)
2. reporting concerns about unethical or unlawful behaviour, and organizational integrity.		
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, 5.2.1.3-C and 5.2.1.4. (Source : 2025 URD, §3.1, 5.2.1.3-C and 5.2.1.4)
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 ₂ e) GHG Protocol Scope 1 & Scope 2 emissions.	Yes	Information available in points 5.2.2.1 C. (Source : 2025 URD, §5.2.2.1 C)
Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.		
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	178 sites operated by the Company representing 6 851 hectares are located in or close to protected areas or key areas for biodiversity. (In accordance with the GRI reference framework.) (Source : 2025 URD, §5.2.2.4-F)
Fresh Water Availability		
Water consumption and withdrawal in water stressed areas		Operated sites ESRS perimeter
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.	Yes	Information available in points 5.2.2.3-E (Source : 2025 URD, §5.2.2.3-E)
Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.		
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 points 5.2.3.1-A and 5.2.3.1-C.4 (Source : 2025 URD, §5.2.3.1-A and 5.2.3.1-C.4)
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 point 5.2.3.1-C (Source : 2025 URD, §5.2.3.1-C)
Wage level		
1. Ratios of standard entry level wage by gender compared to local minimum wage.	Yes	Information available in points 4.3.2.1. and 5.2.3.1-C
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	(Source : 2025 URD, §4.3.2.1 and 5.2.3.1-C)
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:	Yes	Information available in points 5.2.3.1 and 5.2.3.2
a) type of operation (such as manufacturing plant) and type of supplier; and	Yes	(Source : 2025 URD, §5.2.3.1 and 5.2.3.2)
b) countries or geographic areas with operations and suppliers.		
Health and well being		
Health and safety		
		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): 12
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.	Yes	Recordable work related injuries (per 1 million hours worked): 0,47
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		Main types of work related injury: In 2025, of the 191 occupational accidents reported, 188 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 : 2025 URD, §5.2.3.1-B)
		The general occupational health policy is presented in point 5.2.3.1-B.5 and the social protection system in point 5.2.3.1-C.3.b 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).	Yes	Information available in point 5.2.3.1
2. Average training and development expenditure per fulltime employee (total cost of training provided to employees divided by the number of employees).	Yes	(Source : 2025 URD, §5.2.3.1)
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.	Yes	Information available in point 5.2.3.1-C
2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.	Yes	(Source : 2025 URD, §5.2.3.1-C)
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.	Partially	Calculation of EVG&G not done as such, but some elements are available. (Source : 2025 URD, §1.1.3, 1.8, 8.2 et 8.6)
2. Financial assistance received from the government: total monetary value of financial assistance received by the organization from any government during the reporting period.		
Financial investment contribution		
Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company's investment strategy.	Yes	Information available in points 1.4.1, 1.8 et 6.2
Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders.	Yes	(Source : 2025 URD, §1.4.1, 1.8, 6.2)
Innovation in better products and services		
Total R&D expenses		
Total costs related to research and development.	Yes	Information available in point 1.5.2 (Source : 2025 URD, § 1.5.2)
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 : 2025 URD, §9.3)