

Tilenga Project in Uganda
Assessment of the land acquisition, resettlement and livelihood restoration activities
performed by Land & People Planning Ltd
ACTION PLAN

1/ Introduction

As operator of the Tilenga Project in Uganda, TotalEnergies EP Uganda (TEPU) entrusted *Land and People Planning Ltd*, a Canadian firm specialized in social performance, to conduct an independent third-party evaluation of the land acquisition, resettlement and livelihood restoration programs carried out by the Tilenga Project between 2022 and 2024, identify remaining gaps and recommend any additional actions to be implemented.

Land & People was selected to carry out this assessment due to its extensive experience in the assessment and management of social impacts, particularly during land acquisition and resettlement programs. The assessment was performed between mid-2024 and end 2025 and involved four field missions. Land & People carried out an extensive program of site visits, household-level interviews and data verifications. The consultant engaged independently with various stakeholders, including Project Affected Persons (PAPs), community liaison officers, local NGOs and local authorities.

Between 2022 and end 2024, the Tilenga Project acquired approximately 2,108 acres of land, primarily agricultural, impacting 4,954 PAPs, out of which 205 (4%) experienced physical displacement requiring replacement housing and 4,749 (96%) experienced economic displacement linked primarily to acquisition of productive land.

Land & People assessed the Tilenga Project's performance against the commitments set out in the Land Acquisition and Resettlement Framework and Resettlement Action Plans (RAPs), aligned with IFC Performance Standard 5 on Land Acquisition and Involuntary Resettlement. The assessment was structured around the core components of the resettlement program, including compensation and entitlements, livelihood restoration, support to vulnerable people, grievance redress mechanism, engagement and disclosure, gender mainstreaming, and monitoring and data management.

Land & People concluded that the Tilenga Project has implemented the resettlement program in a manner broadly consistent with Land Acquisition and Resettlement Framework and RAPs principles, with no material systemic deficiencies identified. The report states that compensation, replacement house handover, including rectification of defects and a majority of livelihood mitigations have been completed and that the Project is now well positioned to transition toward Resettlement Action Plan closure.

This document outlines the recommendations formulated by Land & People and the action plan to be carried out by Tilenga Project to address these recommendations and continue to improve the socio-economic situation in the project area.

2/ Recommendations and Action Plan

Compensation and entitlements

Land & People concluded that the core compensation commitments made by Tilenga Project were met and that the compensation process followed key principles of the Resettlement Action Plans and IFC Performance Standard 5. No specific recommendation was formulated in this area.

Livelihood restoration

Land & People concluded that the livelihood restoration program carried out by Tilenga Project has been substantially effective, with 98% of Project Affected Households (PAHs) maintaining or improving their livelihood compared to pre-Project conditions.

The report recommended to continue the monitoring of PAHs in Q1-2026 to ensure completion of delivery of entitlements and use of Livelihood Restoration Program training.

Action plan:

Tilenga Project will maintain monitoring of the Livelihood Restoration Program, including trainings in good agronomic and livelihood practices, use of post-harvest handling equipment, and use of business startup packs provided by the project.

Support for Vulnerable People

Land & People concluded that most identified vulnerable households have received support consistent with commitments set out in the Resettlement Action Plans and identified a limited number of cases requiring assessment and follow-up. This includes 20 households identified as potentially vulnerable, and 27 households to be assessed.

The report recommended a further assessment of these 47 cases and the delivery of targeted support to confirmed vulnerable households.

Action Plan

Tilenga Project will follow each of the 47 households identified as potentially vulnerable or remaining to be assessed, understand the cause of their vulnerability and deliver additional appropriate support measures, including livelihood training and inputs, transitional support, and measures tailored to specific household needs.

Grievance Management

Land & People found that the Tilenga Project has established a formal concern and grievance redress mechanism consistent with Resettlement Action Plans commitments, with PAPs demonstrating awareness of grievance channels and Community Liaison Officers, District Resettlement Committees and Resettlement Planning Committees playing a central role in issues' resolution.

Land & People formulated recommendations to ensure the proper tracking and closure of remaining concerns and a regular communication to stakeholders.

Action Plan

Tilenga Project will :

- *Ensure that regular updates are provided to key stakeholders regarding concerns and grievances, including those that have been resolved and those that are still open and the way forward on them.*
- *Develop by the end of Q1-2026 a set of Frequently Asked Questions and Key Messaging Bulletins to provide clear, consistent answers to recurring questions and concerns.*
- *Record the status of all remaining concerns and support the Grievance Committee to act upon any active concerns that require escalation to grievances.*

Engagement and Disclosure

Land & People concluded that the Project's engagement and disclosure efforts are active and broadly consistent with Resettlement Action Plan commitments, with evidence confirming that PAPs were informed prior to and during key stages of resettlement, including disclosure of cut-off dates, compensation eligibility, entitlement options and replacement house designs.

The report recommended to prepare a focused engagement plan on the closure of the Resettlement Action Plan and Livelihoods Program.

Action Plan

Tilenga Project will prepare the recommended engagement plan by end of Q1-2026.

Gender Considerations

Land & People reported that the Project established a set of gender-related commitments through the Resettlement Action Plans and the Gender Management Plan, including gender-sensitive valuation, spousal consent, joint titling, and equitable access to compensation and livelihood support. Field observations confirmed that these commitments were embedded in the execution of resettlement activities.

The report recommended that the Resettlement Action Plan closure data be recorded separately by gender in Project databases and reports.

Action Plan

TEPU will integrate gender disaggregation into closure data and ensure that Resettlement Action Plans closure data is recorded separately by gender in Project databases and reports.

Monitoring and data management

Land & People concluded that the Project established core monitoring and data management systems aligned with Resettlement Action Plan commitments, and noted that compensation agreements, survey forms, livelihood restoration-related information, and other data are accessible through the Project's database system.

The report recommended to complete the monitoring of livelihood support activities.

Action Plan

Tilenga Project will complete this monitoring and assess the range of livelihood support strategies deployed against the Resettlement Action Plans baseline.

Resettlement Action Plan Closure

Based on its field work and review of project documentation, Land & People recommended that the Tilenga Project initiates the Resettlement Action Plan closure process, to be followed by a completion audit.

Action Plan

TEPU will ensure that at the end of the Resettlement Action Plan closure process, a closure audit is conducted by a third party.