



VPSHR 2024 Report

Voluntary Principles on Security & Human Rights

March, 2025



TotalEnergies

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A word from the Senior Vice-President Security



“As 2024 marks TotalEnergies’ 100th anniversary, it gives me the opportunity to highlight the anchoring of Human Rights within our general security philosophy. The Company implements the Voluntary Principles on Security and Human Rights (VPSHR), which constitute the cornerstone of our approach to responsible security. This commitment reflects our dedication to respecting internationally recognized Human Rights and standards, notably those enshrined in the Universal Declaration of Human Rights (UDHR) and the principles outlined in the United Nations Guiding Principles on Business and Human Rights (UNGPs), as mentioned in our Code of conduct.

The Company operates with an understanding of the complex environment in which we may engage, including areas affected by conflicts. In such contexts, we recognize the importance of respecting Internationally recognized Human Rights Law as guiding frameworks to uphold Human Rights and minimize risks related to the conduct of security actors.

Our foremost priority is the security of local communities in the vicinity of operations and the Company personnel and facilities. Those standards are an indispensable pillar that helps us achieve this commitment every day, especially in our engagements with public and private security actors. This includes taking all necessary steps to prevent our operations from contributing to any armed conflict, Human Rights abuses or non-compliance with international norms. We recognize that effective implementation of the VPSHR requires collaboration, transparency, and accountability while we continuously strive to integrate these values into our policies and practices.”

Denis FAVIER
Senior Vice-President Security

A handwritten signature in black ink, appearing to read 'Denis Favier', written over a vertical line that extends from the name above.

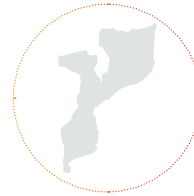
Introduction

This report describes TotalEnergies' (the "Company") overall commitment and 2024 implementation of the Voluntary Principles on Security and Human Rights ("VPSHR" or "VPs"). The Company joined the VPSHR initiative in March 2012 as a member of the Corporate Pillar and is continuing its efforts to further embed and promote the VPSHR into its day-to-day business activities. During the year, special attention has been given to five countries: Mozambique, South Africa, Papua New Guinea, Iraq and Ethiopia.



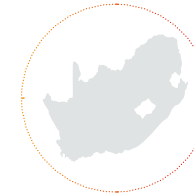
Papua New Guinea

Papua New Guinea faces persistent law and order challenges, including high rates of violent crime. Security actors often operate in high-risk environment where they are entrusted with securing energy sector companies' assets. **Company Security took the opportunity of a regional security seminar to deliver VPSHR training to security actors.**



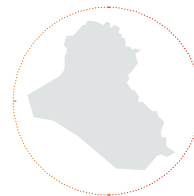
Mozambique

In Mozambique, while the northern region, particularly Cabo Delgado, have seen improvements with many internally displaced persons returning to their home, **challenges persist.** In November 2024, violent protests erupted following the election decision. Despite Mozambique LNG project being in Force Majeure, VPSHR trainings were delivered through the year.



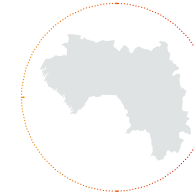
South Africa

South Africa's security landscape in 2024 has been marked by concerns over crime and social unrest. The country faces one of the world's highest crime rates, including armed robbery, carjacking, and protests linked to social-economy. **This underscores the need for VPSHR aligned practices among private security actors.**



Iraq

In Iraq, TotalEnergies and the Iraqi Government had signed a Development & Production Contract in 2021. In May 2023, an agreement has been reached to move forward with a 4-in-1 multi energy project : **the Gas Growth Integrated Project (GGIP).** Located south of Basra in Iraq, GGIP is a project hydrocarbon production, gas processing plants to avoid flaring, a seawater processing plant for injection and solar energy production. **The 2023 VPSHR campaign highlighted areas of improvement, necessitating collaboration with partners to deliver training.**



Ethiopia

In Ethiopia, the security situation remains precarious in 2024 but without any major interaction with Marketing & Services in the country. However, the 2023 VPSHR Campaign highlighted **the need for a security and human rights support mission** to disseminate key messages regarding VPSHR implementation through the affiliate's activities mainly for private security actors.

TotalEnergies' VPSHR implementation is led by the Company Security Division ("Company Security") with the support of and in coordination with the Human Rights Department of the Strategy & Sustainability Division. The Company's VPSHR activities are carried out through a simultaneous bottom-up and top-down approach that encompasses an extensive network of employees at various levels of the Company. **Company Security oversees the VPSHR's international deployment and ensures that the Company's strategies, policies, and procedures are in line with the VPSHR expectations. Furthermore, Company Security relies on and works in close collaboration with a global network of more than 100 Country Chairs (CC) and Country Security Officers (CSO) to establish concrete and effective VPSHR activities at ground-level.**

A

TotalEnergies' Commitment to the Voluntary Principles on Security and Human Rights

I. Public statement of commitment or endorsement of the VPSHR

TotalEnergies' commitment to the VPSHR is explicitly enshrined in various Company documents (e.g. the Code of Conduct, the Safety Health Environment Quality Charter, the Human Rights Guide and the Human Rights Briefing Paper) and the 2018 top management's commitment reiteration remains valid.

II. Examples of commitments and measures to promote the implementation of the VPSHR

2024 VPSHR TRAINING AND AWARENESS ACTIVITIES

The Company managed to implement several training and awareness-raising programmes in 2024, mainly at operational levels. During the year, continuation of VPSHR awareness sessions at the local level was encouraged and organized for employees, partners as well as Private Security Companies (PSC) and Government Security Forces (GSF) protecting TotalEnergies' employees and facilities. Several of our affiliates have organized training sessions with topics such as "Use of Force Policy", "Human Rights, Gender, Women and Conflicts", "Conflict Resolution", "Human Rights & VPSHR", to gradually deepen understanding of the subject.

SOME EXAMPLES FOR 2024



GABON

60 trained security guards



MEXICO

96 trained security guards



ITALIA

24 trained security guards



NIGERIA

795 trained officers and security guards



BOLIVIA

47 trained officers and security guards



EQUATORIAL GUINEA

39 trained security guards



JAMAICA

45 trained personnel and security guards



SPAIN

19 trained personnel and security guards



MOZAMBIQUE

2761 trained officers and security guards



LIBYA

132 trained officers and security guards

* The term "Security guards" refers to individuals of the Private Security Companies working with TotalEnergies; * The term "Personnel" refers to individuals that are employed or contracted by TotalEnergies.
* The term "Officers" refers to individuals of the Government Security Forces working with TotalEnergies.



Training in South Africa



Training in Ethiopia



Training in Papua New Guinea

Throughout the year, Company Security emphasized the importance of raising awareness among all TotalEnergies collaborators, whether they are involved in VPSHR implementation. The VPSHR team managed to deliver some trainings during security missions in Papua New Guinea, Ethiopia, and South Africa, benefiting **more than 330 attendees**.

Please refer to the **2023 Report for information regarding the content of trainings sessions during VPSHR missions.**



TotalEnergies' Security Manager e-learning was officially launched in January 2023. This one is intended for all TotalEnergies employees newly or soon to be appointed as security manager to be able to fully carry out their responsibilities, to identify the risks to which the perimeter for which they are responsible is exposed, and to deploy and implement the Security Management System. The training course is built around **14 e-learning sequences** – including a full VPSHR sequence, interspersed with 4 coaching sessions delivered by Company Security.



At the end of 2024, 49 new Country Security Officers and Security Managers have now completed the course.



Complementary to the e-learning, regional security seminars were identified as an opportunity to immerse each participant in likely situations and to acquire or reinforce their security incident with Human Rights implication management skills. In June 2024, **TotalEnergies in Singapore** welcomed the regional Asia Pacific Security Seminar.

In December 2024, **TotalEnergies in Côte d'Ivoire** welcomed the regional Sub-Saharan Africa Security Seminar for French-speaking countries and TotalEnergies in South Africa welcomed few weeks later the regional Sub-Saharan Africa Security Seminar for English-speaking countries. A VPSHR workshop was set up with scenarios in 3 fictional countries involving relationship with GSF, PSC, armed groups and dealing with challenging security and Human Rights operational contexts. Country Security Officers and Security Managers were asked to identify those specific issues, and to properly manage and report the incidents.

HIGHLIGHTS ✓

Human Rights Day, annually observed on December 10, was celebrated by a VPSHR Workshop with CSO and Security Managers during the Sub-Saharan Security Seminar in Côte d'Ivoire.



VPSHR were also promoted during a workshop organized by **TotalEnergies Exploration and Production in Libya** for the management team of the **Mabruk Oil Operations**. The purpose of that workshop was to consolidate an action plan to reconstruct the Mabruk Field destroyed in 2015 by the Islamic State. This was the occasion to discuss several security topics amongst which the importance of VPSHR implementation in high security risks areas.

HUMAN RIGHTS DEFENDERS

The Company believes in the necessity for an open civic space and recognizes that Human Rights Defenders (HRDs) play a crucial role in promoting accountability and advocating for the protection and/or respect of fundamental freedoms and Human Rights of rightsholders. In 2024, the Company's approach with respect to HRDs in certain areas where it operates was completed by concrete on-the-ground measures to ensure HRD's Human Rights respect.

On this basis, **TotalEnergies EP Uganda ("TEPU")** published its Statement on Human Rights Defenders in November 2022 whilst **East African Crude Oil Pipeline ("EACOP")** issued and published its own Human Rights Defenders Policy in April 2024 which was informed by a stakeholders engagement. Moreover, TEPU and EACOP are committed to respecting the rights of Human Rights Defenders (HRD) in relation to the projects. They regularly engage in dialogue with the government, oil authorities, police and civil society to discuss the importance of freedom of expression, peaceful demonstrations and open civic space.

TEPU and EACOP strongly oppose any threats or attacks against Human Rights defenders and seek to exert their influence with the relevant persons or authorities when, in the course of their activities, they are alerted to allegations of threats, intimidation, harassment or violence against stakeholders. The affiliates pay close attention to the treatment of individuals during detention and take actions to prevent excessive use of force.

INVOLVEMENT IN SECURITY AND HUMAN RIGHTS EVENTS

The Company participated to the **Voluntary Principles Initiative's ("VPI" or "VP Initiative") 2024 Annual Plenary Meeting** which took place in Washington, United-States of America, in May 2024 where Company Security had the opportunity to present its gender and vulnerable-group sensitive approach. The Company also attended other events with VPI members, **including regular Corporate Pillar calls and In-Country Working Groups meetings in Brazil, Mozambique, Nigeria, and Ghana**. TotalEnergies EP Ratawi Hub welcomed an ICoCA delegation to discuss the private security sector local challenges. TotalEnergies also attended **IPIECA's Week** in March 2024 as well as Social Responsibility Group and more precisely its Human Rights Working Group and **Responsible Security Task Force's virtual meetings** where VPSHR related matters are broadly discussed. The purpose of these groups is to share experiences, approaches and best practices on VPSHR

implementation between energy companies and to provide support to the VP Initiative relevant to the sector. In November 2024, the Company also **attended the 13th United-Nations Forum on Business and Human Rights** in Geneva, Switzerland where numerous side meetings were held to discuss topics related to security and human rights.



ICoCA OBSERVER STATUS

In July 2024, as an expression of the support for the mission and objectives of the International **Code of Conduct for Private Security Providers Association (ICoCA)**, the Company submitted its application as an Observer member. Our motivations were numerous and among them, we are committed to strengthening accountability in our security operations, and we believe that ICoCA provided an important platform to achieve this goal. We are confident that our participation in dialogue and collaboration with other ICoCA members would enable us to share ideas, promote responsible security best practices in the sector, and contribute to the collective efforts in promoting respect for the **International Code of Conduct for Private Security Service Providers (ICoC)** and by extension **Human Rights and International Humanitarian Law**. In 2024, Company Security virtually attended ICoCA Client Working Group as well as the Annual General Assembly.

1 The International Code of Conduct for Private Security Service Providers Association (ICoCA) is a multi-stakeholder initiative formed in 2013 to ensure that providers of private security services respect Human Rights and Humanitarian Law.

2 Established in 1974 as the International Petroleum Industry Environmental Conservation Association, the association changed its name in 2002 as IPIECA.

B

Policies, Procedures and Related Activities

I. Implementation of the VPSHR

No significant change since the last report.

II. Company procedure to conduct Security and Human Rights risk assessments and VPSHR auto-diagnosis evaluation

RISK-ASSESSMENT AND AUTO-DIAGNOSTIC TOOLS

Since 2016, the Company has been using **Auto-Diagnostic and Risk-Assessment (ADRA) tools** — both inspired by the **Implementation Guidance Tools (IGT)**, which help TotalEnergies’ affiliates to evaluate their own conformity to the VPSHR, assess the VP-related risks present in their operating environment, and formulate an action plan with recommendations to mitigate the identified risks.



AUTO-DIAGNOSTIC TOOL

Auto-Diagnostic tool takes the form of a questionnaire which, once completed, gives:

- the entity’s VPSHR rate compliance on a scale from 0% to 100%,
- identification of an action plan to mitigate the risks and increase the level of compliance.

The Auto-Diagnostic must be updated once a year and following any incident or significant change at the entity level.



RISK-ASSESSMENT TOOL

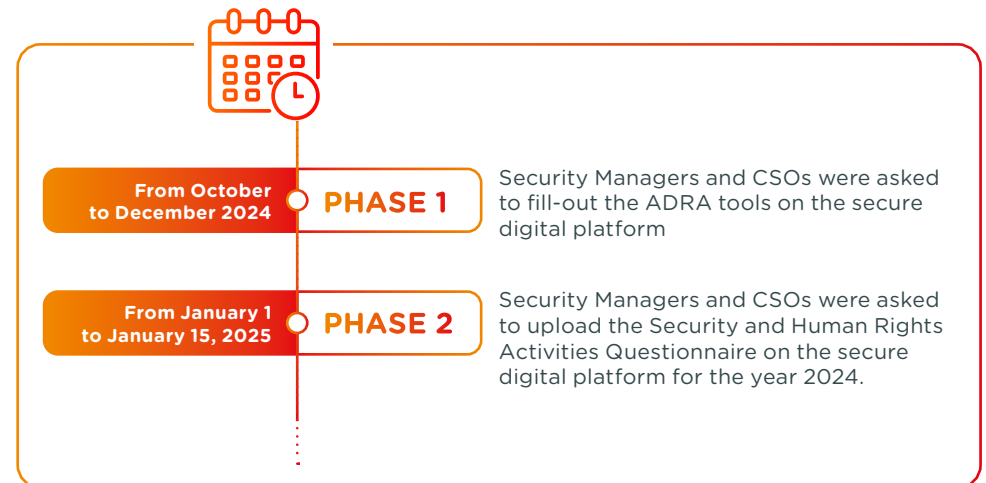
Risk-Assessment tool must be completed at least every two years and once completed, generates:

- a risk matrix
- and an action plan for implementation.

ORGANIZATION OF ANNUAL VPSHR CAMPAIGNS (ADRA CAMPAIGNS)

These tools are deployed on a **secure digital platform** during the annual ADRA campaigns rolled out across Company entities worldwide. Since 2022, the ADRA Campaign also includes a **Security and Human Rights Activities Questionnaire**. This allowed for strengthening monitoring and better traceability of results as well as issuing proper recommendations to adapt the VPSHR action plan for the coming year.

In 2024, the Campaign was held in two distinct phases:



PRELIMINARY FINDINGS OF THE 2024 ADRA CAMPAIGN

Company Security launched its annual ADRA Campaign in October 2024 and a total of **31 countries** were surveyed. To meet the requirements of the Company VPSHR Rule, the following countries were targeted:

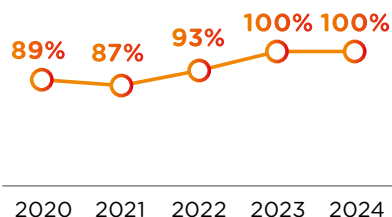
- Countries whose VPSHR compliance rate below 60% during the 2023 Campaign;
- Countries whose Risk-Assessment’s results indicated high or extreme risks during the 2022 campaign as to build up a 2-years following-up;

The participation and return rate of the 2024 ADRA Campaign reached 100%.

 **OUT OF 18 COUNTRIES** surveyed in the Risk-Assessment, 100% responded.

 **OUT OF 19 COUNTRIES** surveyed in the Auto-Diagnostic, 100% responded.

 **ACTIVITIES QUESTIONNAIRES**
We received information regarding Security and Human Rights Activities for 102 countries.



Results are still under process, but first indicators provide the following figures:

40% have risk-assessment results highlighting **high or extreme VPSHR risks**

57.1% of entities have a **high compliance rate** between 75% and 100%

35.7% have a **compliance rate** between 50% and 75%

7.1% have a **compliance rate considered as low**, i.e below 50%

Countries that have a compliance rate below 50% and which results highlight high or extreme VPSHR risks are considered “Priority Countries” and will be monitored on a quarterly basis throughout 2025.

Please refer to part D for more information on “Priority Countries”.

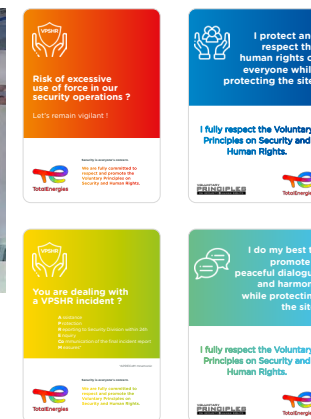
Following each annual campaign, Company Security issues VPSHR recommendations tailored to the local context as well as practical tools to help CSO implement the recommendations through the year.

III. Company mechanism for reporting and addressing security-related incidents involving Human Rights implications

As one of the 12 categories of security incidents classified as “serious” incidents, VPSHR incidents must be reported to Company Security within 24 hours. To ensure that all steps are well followed for incident management and reporting, the Security Division developed a mnemonic APRECoM (Assistance, Protection, Reporting within 24 hours, Enquiry, Communication of the final incident report, Measures).



In 2024, Company Security developed **several communication posters** for local awareness within entities facilities in more than 10 languages and dialects.



IV. Company procedure for taking into consideration the VPs when establishing relationship with PSC

The VPSHR Rule stipulates that all contracts with Private Security Companies have to include a VPSHR clause requiring PSC to comply with the VPSHR commitments and the Company standards.

On August 26, 2020, TotalEnergies’ Marketing & Service branch deployed a VPSHR clause to be included in the operation contracts of the Company’s service station network. This VPSHR clause must be included in all new contracts, renewals, extensions, and amendments.

6 595+
contracts with
VPSHR clause
included in 2024

C Country VPSHR Implementation



I. Context

TOTALENERGIES IN IRAQ

The Republic of Iraq has access to abundant oil and gas resources. In addition, it has begun to invest in renewable energy sources including solar power in order to diversify its energy mix and improve energy security.

TotalEnergies' history is linked to the country, as it is in Iraq that the Company acquired its first oil asset that led to the discovery of the giant Kirkuk field in 1927. The Company holds an interest in the Halfaya oil field (in production) and has recently increased its presence in the country through **TotalEnergies Exploration & Production Ratawi Hub ("TEPRH")**.



GGIP involves 4 main components, including

- 1 • **the restoration of the Ratawi oil and gas field** (the Associated Gas Upstream Project or AGUP);
- 2 • **the development of a gas treatment plant** that will support a phased reduction of gas flaring and air emissions by oil and gas companies in the region (the Gas Midstream Project or GMP);
- 3 • **the construction of a water desalination plant** that will reduce the use of freshwater by oil and gas companies in the region (the Common Seawater Supply Project or CSSP);
- 4 • **and the construction of a large solar plant** (the Solar Power Project or SPP).

In 2023 TEPRH became the operator of a project based in Southern Iraq known as the **Gas Growth Integrated Project ("GGIP")**. GGIP is currently at an early stage of development. The project is situated in the Basra governorate, an onshore desert area. GGIP involves 4 main components, including the restoration of the Ratawi oil and gas field (the Associated Gas Upstream Project or AGUP); the development of a gas treatment plant that will support a phased reduction of gas flaring and air emissions by oil and gas companies in the region (the Gas Midstream Project or GMP); the construction of a water desalination plant that will reduce the use of freshwater by oil and gas companies in the region (the Common Seawater Supply Project or CSSP); and the construction of a large solar plant (the Solar Power Project or SPP).

Through the **Gas Midstream Project and the Solar Power Project**, GGIP will produce a significant amount of electrical power for Basra city and the region. In addition, in anticipation of the start-up of the Gas Midstream Project, a processing facility for the associated gas from the Ratawi field is being constructed. This will significantly reduce flaring at the Ratawi field as early as end 2025.

TEPRH operates GGIP on behalf of its joint venture partners Basra Oil Company (BOC) and QatarEnergy International E&P LLC with exception to the Solar Power Project which is to be executed by TotalEnergies Ratawi Solar.

The Iraqi State companies **BOC and South Gas Company (SGC)** are the government regulators for the project and the owners of GGIP assets.

HIGHLIGHTS ✓

BOC AND SGC ARE NOTABLY IN CHARGE OF

- providing general assistance including security for GGIP;
- facilitating cooperation by all levels of government;
- obtaining permits and regulations;
- and ensuring access to the land required for GGIP.

THE SECURITY AND HUMAN RIGHTS SITUATION IN IRAQ

According to the **Verisk Maplecroft's** Security Forces and Human Rights index, Iraq has a reasonable legal framework, the outcome of the index makes it the joint **25th riskiest country in the world and the joint 6th in Middle East and North Africa region**.

VERISK MAPLECROFT'S SECURITY FORCES AND HUMAN RIGHTS INDEX

The index measures the effectiveness of state security forces as well as the involvement of both state and private security forces in human rights violations. Violations of the human rights by security forces include arbitrary arrests and detentions, extrajudicial killings, enforced disappearances, and torture or other ill-treatment of individuals.

The country has ratified or signed six out of ten relevant treaties in security and human rights field (e.g., Geneva Conventions and Protocols, Montreux Document, Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, Convention for the Protection of all Persons from Enforced Disappearance, etc.)

The country's domestic legislation globally meets international standards, the right to life is protected, torture and other cruel, inhuman, or degrading punishment is prohibited as well as arbitrary arrest or detention in all circumstances.

The country has faced challenges over the past two decades on political, economic, Human Rights and security fronts, marked by waves of conflict, difficulties in diversifying the economy and the rise of extremist groups which further destabilized the country. At present, although it is grappling with multifaceted challenges, the country is said to be at its most stable period since 2003.

GGIP SECURITY TEAM

The GGIP Security team includes a focal point for VPSHR matters. This focal point receives support from Corporate Security VPSHR Coordination at headquarters. Processes have been put in place to ensure that VPSHR incidents are reported to TotalEnergies headquarters within 24 hours of their occurrence and that any incident is followed up with support from headquarters. The GGIP Security team also participates in the quarterly Security Steering Committee that is coordinated at headquarters level to review security and Human Rights issues. A VPSHR Management Plan is being prepared to support ongoing implementation of the VPSHR. A set of Fundamental Security Principles applicable to GGIP has been drafted following discussion with BOC and SGC in conjunction with the security forces.

The GGIP Security team works closely with the GGIP Social Performance Department to share information and monitor the changing landscape, with a view to addressing issues before they escalate into potentially violent interactions. This sort of

cooperation between security and social performance functions is important to have a preventative approach to avoid labour issues or community concerns escalating into conflicts that could require intervention of public security forces.

RELATIONS WITH PRIVATE SECURITY COMPANIES (PSC)

The project has developed stringent contractual requirements for the implementation of VPSHR for PSCs.

In addition, Iraqi legislation pertaining to PSCs is strict, and licensing conditions are carefully supervised by the authorities, indeed to operate in Iraq a PSC must obtain an authorization delivered by the Ministry of Interior. In 2024 TEPRH entered into service contracts with three PSCs for static and mobile security services in relation to its facilities and personnel. Full due diligence was carried out on these contractors as part of the tender process including to ensure compliance with VPSHR requirements. In addition, PSCs are required to obtain ICoCA certification to provide an additional level of assurance about their competence and respect for Human Rights. The GGIP ICoCA requirement appears to have had a positive knock-on effect at local level, since reportedly certain additional local private security companies have now expressed an interest in obtaining this certification and are preparing to apply for it.



An HSE exhibit to each PSC contract contains minimum security standards for contractors / suppliers. These standards include provisions on:

- respect of Human Rights and minimum use of force;
- screening and vetting of private security guards;
- security induction and training on VPSHR;
- and procedures for reporting and investigating security incidents.

Further information and requirements about VPSHR and international Human Rights standards are included in an annex to these security standards.

PSCs providing mobile services are armed, but those who provide stationary security are unarmed. The GGIP has implemented strict rules of engagement that only permit use of force in a defensive reaction. There is regular training on the rules of engagement.

A yearly audit of PSCs is conducted by the GGIP Security team, which covers the full scope of the security service contract including the VPSHR training. The first annual audits were completed in 2024.

RELATIONS WITH GOVERNMENT SECURITY FORCES (GSF)

- The Government Security Forces in charge of oilfields and pipelines security in Iraq is the **Oil Police Force (OPF)**. This is the main public security force involved in GGIP oilfield security.
- The **Electricity Police Force (EPF)** are mandated to protect the Ministry of Electricity's assets and are therefore involved in security in the Solar Power Plant area.
- The **Iraqi Army in Basra**, under Basra Operations Command, is not directly in charge of oilfield security; however, it may intervene within the oilfields and any other area in the country to support other public security forces. The Iraqi Army is also in charge of Basra airport security and provides the demining units (Explosive Ordnance Disposal experts units) in charge of removing and/or destroying ERW in the field.

Under the GGIP project agreements, provision of **security for GGIP is provided by BOC and SGC through Iraqi government security forces**. These agreements provide that security provision will be consistent with the project's HSE policies, best international practice, and the VPSHR.

II. Policies and procedures

INTERNAL POLICIES

TEPRH has adopted a Human Rights Policy which notably commits to promoting VPSHR during engagement with any government security forces. This policy has also been summarized in poster form for use by GGIP Community Liaison Officers in promoting Human Rights issues including with illiterate populations. TEPRH is also committed to implementing the TotalEnergies' Code of Conduct. TEPRH has adopted a Security Policy which commits to VPSHR. VPSHR training is a cornerstone of TEPRH Security team's efforts to meet VPSHR standards.



ESTABLISHMENT OF FORMALISED RELATIONSHIPS WITH SECURITY ACTORS

In 2024, TEPRH's Security, Legal and Social teams have worked closely with the authorities including BOC and SCG on a Security Implementation Framework. This document covers aspects of the VPSHR necessary for respect and protection of Human Rights including matters such as: defensive security, proportionality, use of force and discipline.

In addition, the Security team has developed regular contact with the authorities on security matters which has resulted in fluid exchanges of information and discussions especially in relation to changes in the security landscape.

SECURITY AND HUMAN RIGHTS RISK-ASSESSMENT

To uphold respect for Human Rights, International Humanitarian Law, and to avoid any potential adverse impact on specific Human Rights or contributing to local conflicts, TEPRH actively participated in the annual VPSHR Campaign. It completed the three dedicated tools³ - identifying potential security and Human Rights risks linked to the security operations and tailored its VPSHR action plan to align with the specific challenges of the local context.

3 Auto-Diagnostic, Risk-Assessment and Activities Questionnaire. **Please refer to part B for more information.**





III. VPSHR Trainings and Promotion

Complete and practical VPSHR trainings are provided to PSCs guards before being deployed, as part of their initial training by the PSC. The content of these training courses has been verified by TEPRH Security Team.

In addition, TEPRH is working with a third-party expert to construct a robust multi-level training program including a Train-the-Trainer (“T-t-T”) session for security actors. In 2024, such trainings have been delivered to the affiliate staff, security actors and collaborators involved in the development of the GGIP project. **Approximately 200 persons have been trained at level 1 and level 2**, the affiliate will seek opportunities to invite external stakeholders who could benefit from these training sessions. The third-party expert also delivered a customized level 3 training in the form of a Rehearsal of Concept drill based on more complex incidents which develop in severity and intellectual challenge over a condensed exercise timeline.

200
trained personnel
and security
guards

The TEPRH Security team is also preparing to increase its workforce by appointing additional training officers who will benefit from this T-t-T program and will share this knowledge.

TEPRH is in liaison with Corporate Security for the development of VPSHR awareness videos tailored to the local context and aimed at security actors as well as staff. Paper and digital promotional materials and provision of specific scenarios sheets are also under preparation for security actors.

IV. VPSHR Incidents Reporting and Management

In 2024, there was no incident reported related to PSC employees at TEPRH facilities with Human Rights implication. Strong procedures, active participation into VPSHR annual campaigns as well as the number and quality of trainings delivered to security actors helped prevent the occurrence of such incident.

If a situation involving the use of force with a potential Human Rights implication were to occur, the trainings delivered as well as the reality-based scenarios should enable the security actors to effectively manage the event. Nevertheless, should such an incident arise, TEPRH has integrated the key steps of VPSHR incident management into its procedures.



D Lessons Learned & Issues

I. Notable security issues with human rights implications

Corporate Security closely monitors incidents globally, revealing a noticeable decline in reported cases.



Mozambique

In early 2021, the evolving security situation in the north of Cabo Delgado province, led TotalEnergies to withdraw all Mozambique LNG project personnel from the Afungi site and to declare Force Majeure in April 2021. For several years now, northern Mozambique has been in the grip of an intense conflict that has plunged the province of Cabo Delgado into a security crisis.

After the attack on Palma in March 2021, which had dramatic consequences for the local population, Mozambique LNG evacuated its staff as well as local communities, while the Mozambican army took control of the Afungi site, the airport and the port to secure the area and try to restore security in the region.

In September and November 2024, press articles were published regarding alleged severe abuses that would have been carried out by Mozambican soldiers close to Afungi, on the Mozambique LNG site, in northern Mozambique from June to November 2021. TotalEnergies specified in a press release that it had never before received any information regarding the alleged events described in the article. Also, in a published letter, Mozambique LNG stated that it had no knowledge of those alleged events and

had never received any information indicating that such events had taken place, despite maintaining a close communication with the local communities. Mozambique LNG conducted a review of documents (internal and entrusted with a third party) and information at its disposal at the time of the alleged events, the results of which were published on its website. This review did not identify any information corroborating the allegations. In a press release in October 2024, Mozambique's Defense Ministry refuted these allegations.

In March 2025, the Attorney General of Mozambique has publicly confirmed the opening of a criminal investigation into these allegations of abuse.

Before the insurgent attack in March 2021, TotalEnergies had undertaken several initiatives to implement the Voluntary Principles on Security and Human Rights (VPSHR) within its Mozambique LNG operations:

Formalization of relationship with GSF

In March 2019, Total E&P Mozambique Area 1 (TEPMA1) as operator on behalf of the Project, signed a Security Memorandum of Understanding ("MoU") with the Mozambican Ministry of National Defense (MDN) and Ministry of Interior (MINT). The signed MoU states that a Joint Task Force ("JTF") composed of joint government security forces, will be deployed to protect Project activities in Afungi and across the

broader area of operations. Its aim was to ensure that the Mozambican Security Forces protecting the Afungi site were adequately equipped, sensitized and trained in Human Rights issues, in line with the VPSHR. The Government of Mozambique has pledged that the JTF personnel will act in accordance with the VPSHR. The MoU covers all aspects of VPSHR training, grievance mechanisms including incident involving JTF personnel with Human Rights implications and access to local communities, investigation of such incidents and promotion of VPSHR to support broad-based awareness and understanding to reinforce behavior requirements on an ongoing basis.

Trainings on the VPSHR

Even though Force Majeure was declared, trainings on VPSHR were delivered by a third party to the JTF. In 2021, 1,027 officers were trained by qualified personnel from TEPMA1's security team. In addition, an intensive Train-the-Trainers session was delivered by an accredited international expert to 16 elements of the JTF command in June 2021.

1027
JTF officers
trained in 2021

For more information, please refer to the 2020 and 2021 VPSHR Annual reports

Human Rights Due Diligence

In 2015, the Project conducted a Human Rights Impact Assessment (HRIA). The HRIA identified four key Human Rights risk areas, or salient issues, namely: grievance redress and access to remedy; respect of labor rights in the supply chain; respect of Human Rights in security; land access and resettlement. A Human Rights Due Diligence (HRDD) was conducted in 2020 by an international expert to update the 2015 Human Rights Impact Assessment (HRIA). Salient Human Rights risks associated with the Project activities were identified as part of the exercise including community security and the interactions with the public security providers, the resettlement program, worker's rights especially women's rights and the access to remedy. A specific action plan was developed to address these risks and TEPMA 1 is working to implement the recommended actions. TEPMA1 formalized the learnings from these studies and its approach regarding Human Rights by adopting its Human Rights Policy in March 2021. As part of the VPSHR annual campaign, the affiliate has filled-out the VPSHR tools to comply with the VPSHR requirements, despite exogenous risks in the area of operations.

Community Engagement

TEPMA1 regularly discloses information about security arrangements, including the roles and responsibilities of security personnel, to local communities and stakeholders. This transparency helped building trust and allows for community concerns to be addressed proactively. Establishing mechanisms for ongoing dialogue with local communities to understand their perspectives, address grievances, and involve them in decision-making processes related to security measures was key. This participatory approach helped prevent conflicts and ensure that security practices are contextually appropriate.

In addition, TEPMA1 advocated for the nomination of a dedicated team in charge of community relations within the JTF. Since June 2021, 6 Commanders were regularly engaging with the community leaders and leading different initiatives to improve the relationship with the civilian population such as sport events or the contribution to waste management activities. As part of the logistical support to the JTF, TEPMA1 also ensures to procure local products and services to foster the local economy. As such, TEPMA1 logistically and financially supported the creation of two vegetables farms within Palma District and support the activities of a local fishery association.

Grievance mechanisms

In line with the UNGPs "Protect, Respect and Remedy" framework and the VPSHR, the MoU necessarily covered grievance mechanism – establishing a process whereby community members could raise voices regarding any kind of grievances or concerns about situations in which members of the JTF, and sometimes other units, might fail in their duties – enabling the Company to identify and respond to concerns. Thus, in the event of reported abuses, investigations are carried out by the authorities, and anyone found guilty of inappropriate behavior was not to continue to hold a position within the JTF, nor was he or she to receive compensation. TotalEnergies always ensures a follow-up of the cases and measures are taken to preserve the confidentiality of the complainants. A monthly reporting was provided to the representatives of the Parties of the security MoU and the VPSHR situation is regularly discussed with ministry authorities.

Best practices

TEPMA1 regularly reviews and updates security protocols and Human Rights policies based on

feedback from stakeholders, lessons learned from incidents and near-miss incidents, and evolving best practices. This iterative process ensures that the operation remains responsive to new challenges and maintains high standards of conduct. Access to justice and remedies to victims were promoted via a dedicated Memorandum of Understanding between Mozambique LNG and the Ministry of Justice. Additionally, since 2019, TEPMA1 instituted quarterly meetings with the National Human Rights Commission (NHRC) to present and discuss issues related to Human Rights, as well as to explore opportunities for NHRC monitoring and investigation of VPSHR in the project area of influence.

Report on the socioeconomic, humanitarian and Human Rights situation in the Palma-Afungi-Mocimboa area

In 2022, Jean-Christophe Rufin – a recognized expert in the field humanitarian action and Human Rights, was entrusted with an independent mission to assess the humanitarian situation in the Province of Cabo Delgado. As noted in **his report**, the Mozambican army had limited resources in 2021, and the Afungi Peninsula LNG projects, including Mozambique LNG, wanted to ensure that members of the JTF were provided with decent human resources, such as a regular diet. The MOU was terminated in October 2023 following a review by Jean Christophe Rufin, who noted that conditions had changed since 2021, with the JTF now having access to adequate material conditions for the exercise of its mission.

Based on these conclusions, a protocol with the relevant supervisory ministry has been signed, covering all requirements of the VPSHR. This agreement promotes the VPSHR, reinforcing the commitment made to respect human rights and responsible security practices.

III. TotalEnergies' blueprint – Our way forward in 2025

In 2025, we will strive to anchor the VPSHR in the security culture by reinforcing our VPSHR activities and improve our overall VPSHR implementation, in accordance with our 2024 action plan. We will strive to implement the following objectives:

Follow-up of VPSHR action plans

Strengthen the follow-up of VPSHR action plans as well as the integration of recommendations issued after the annual VPSHR ADRA campaign throughout the year.

Security actors and use of force legislation cartography

Continue to build-up a strong security actors and use of force legislation cartography in the countries where the Company operates to better manage the interactions with GSF and PSC at Corporate and local level.

VPSHR trainings

Continue to develop partnerships with recognized training organizations that can deliver quality and adapted VPSHR trainings to our 2025 priority countries⁴.

Awareness raising actions

Increase our intervention and awareness-raising actions at the various management levels within the different branches of the Company.

Ad-hoc support

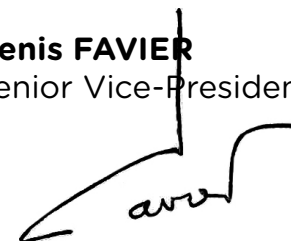
Continue to provide ad-hoc Security Division support to all entities to strengthen VPSHR implementation worldwide.

⁴ Priority Countries : Countries whose VPSHR compliance rate was below 50% and/or whose Risk-Assessment's results has indicated high or extreme risks during the 2024 ADRA Campaign.

PURSUE ACTIVE COLLABORATION WITH THE OTHER ENERGIES SECTOR COMPANIES BILATERALLY WITHIN IPIECA AND ICOCA

Aware of the benefits of exchange with other Energies sector companies and the added value of exchanging experience as well as peer learning workshops on Security and Human Rights, TotalEnergies will continue to engage with IPIECA's Social Responsibility Groups and Task Forces and ICoCA Client of Service Providers Working Group. The Company will also actively identify opportunities and potential synergies with other companies to better implement responsible security operations such as establishment of VPSHR group works in the countries where Security and Human Rights are recognized as a salient issue.

Denis FAVIER
Senior Vice-President Security

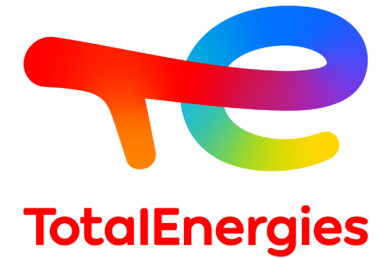


TotalEnergies is a broad energy company

that produces and markets energies on a global scale: oil and biofuels, natural gas and green gases, renewables and electricity.

Our 105,000 employees are committed to energy that is ever more affordable, clean, reliable and accessible to as many people as possible.

Active in more than 130 countries, TotalEnergies puts sustainable development in all its dimensions at the heart of its projects and operations to contribute to the well-being of people.



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