Human Rights Briefing Paper

2026







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Message from the CEO



Patrick Pouyanné

Today, we are publishing an update of our *Human Rights Briefing Paper* for the 2024-2025 period, to present our approach, commitments, and actions regarding respect for human rights. This initiative, which we pioneered 10 years ago, reflects our desire to transparently account for our activities.

Since the publication of the last *Human Rights Briefing Paper* in January 2024, the geopolitical situation has changed significantly. The world of yesterday—multilateral, structured, predictable, and based on the founding principles of the United Nations and norms—has given way to a fragmented world, marked by minilateralism and unilateralism, and transactional logics far removed from the principles promoted by our democracies. Collective norms are fading; individual interests of each state now take precedence over the pursuit of a better collective.

In this context, we continue to implement the UN Guiding Principles on Business and Human Rights. These are based on three pillars: protection, respect and remedy. The UN Guiding Principles assign roles to each of the relevant actors: as set out in these principles, the first pillar—relating to protection—is the responsibility of States. Businesses, on their end, must ensure compliance with pillars two and three, relating to respect and remedy.

We base our commitment on our teams' strong dedication to respecting human rights and their constant vigilance.

Our long-standing commitment to respecting human rights is demonstrated by our Code of Conduct, whose 25th anniversary was celebrated in 2025. Our core values—Safety and Respect for Each Other—guide our actions in all our activities, in all the countries where we operate, and in our interactions with all our stakeholders. Furthermore, we require the same level of commitment from our suppliers.

Over the past two years, we have continued to focus our actions on preventing or mitigating our salient risks, namely Human rights in the workplace, Human rights and local communities, Human rights and security.

We hope that reading this document will provide you with useful information about our approach to human rights and its practical implementation. We remain open to dialogue and wish to continue progressing together.

TotalEnergies at a Glance

OUR KEY FIGURES IN 2025

Almost **9 million customers** gas and electricity in Europe

More than **6 million customers at over 13,000 service stations** every day in nearly 60 countries

More than **2.53 Mboe/d** produced in 2025 including 46% gas

No. 3 worldwide in Liquefied Natural Gas

48.1 TWh of electricity generated in 2025

34.1 GW of gross installed renewable electricity capacity

OUR RESOURCES

>100,000 employees in over **120 countries**

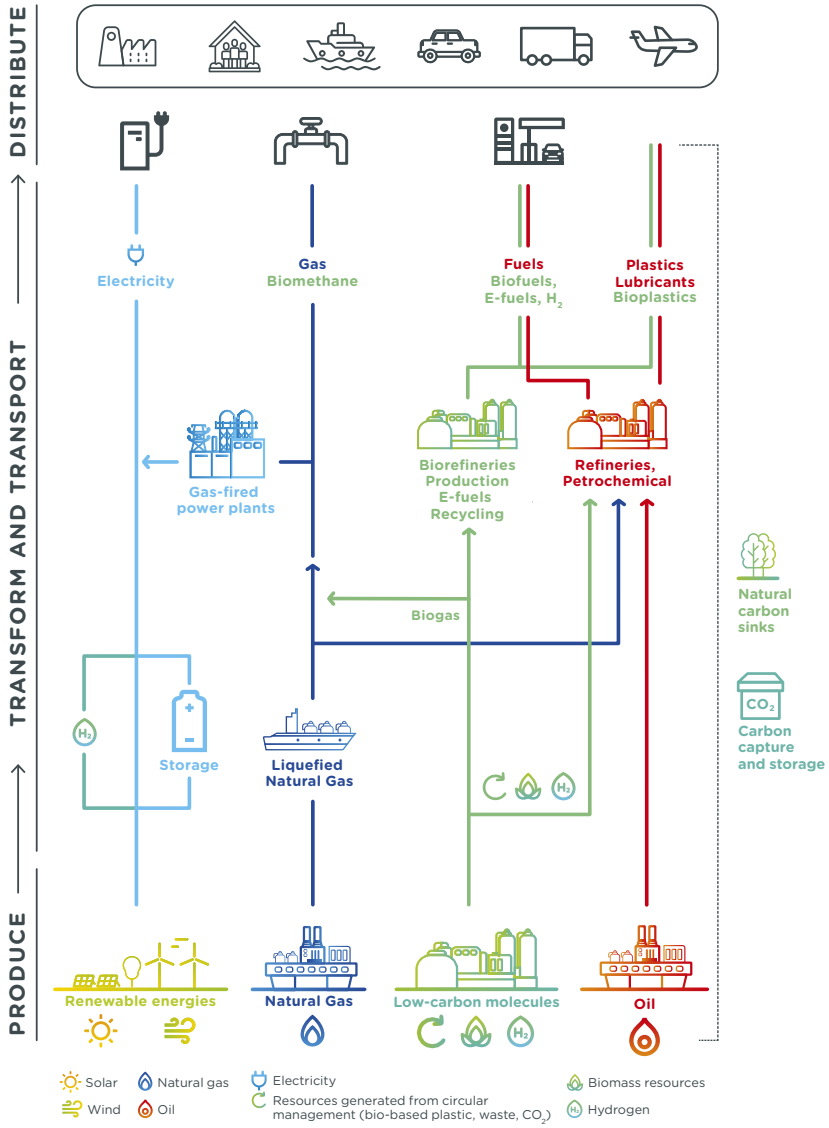
15.6 B$ **Adjusted net income(1) in 2025**

~3.5 B$ **invested** in low-carbon energies in 2025

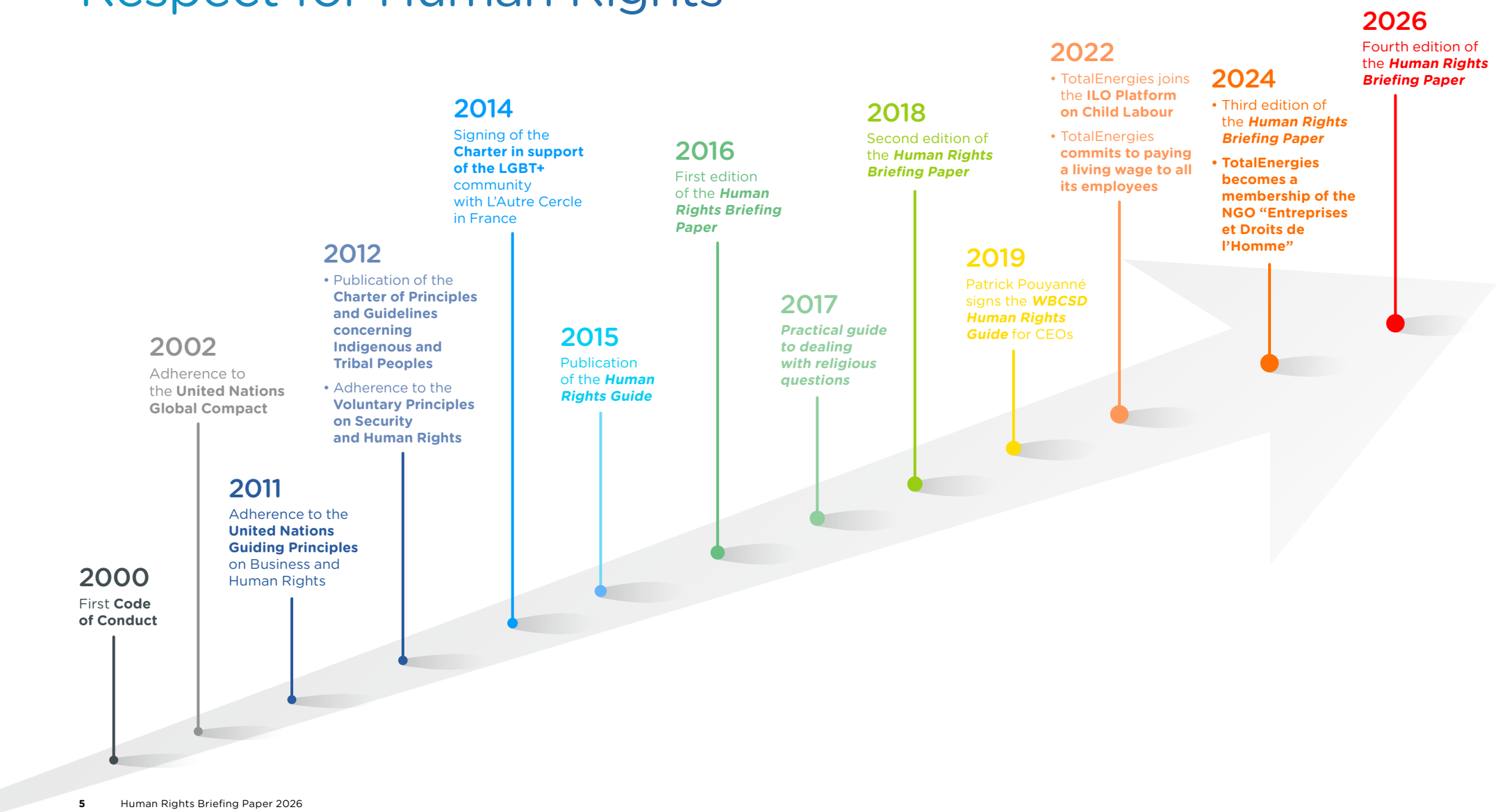
More than **3,500 researchers** in our **15 R&D centers**

>1 B$ **invested in R&D,** industrial innovation and digital developments

(1) TotalEnergies share.



Our Journey to Promote Respect for Human Rights



Our Approach to Human Rights



7 Our Reference Standards
7 Our Salient Issues
8 Our Commitments
9 Our Implementation
10 Our Governance

Respect for Each Other is a core value at TotalEnergies, at the heart of our collective ethics and Code of Conduct. Respect for Each Other is respect for Human Rights. Because it is a value, we are vigilant on this point throughout our operations worldwide. This section of this document outlines our approach to Human Rights, which all of us are required, collectively and individually, to uphold. We expect our suppliers to comply with the same standards as our own.

1.1 Our Reference Standards

TotalEnergies is committed to respecting internationally recognized Human Rights standards, wherever the Company operates, notably:

- The Universal Declaration of Human Rights
- The United Nations Guiding Principles on Business and Human Rights (UNGPs)
- The Voluntary Principles on Security and Human Rights (VPSHR)
- The principles set forth in the fundamental conventions of the International Labour Organization (ILO)
- The OECD Guidelines for Multinational Enterprises
- The Ten Principles of the UN Global Compact

In the event of a conflict between national legal standards and internationally recognized Human Rights standards, we seek to follow the higher ones.

1.2 Our Salient Issues

The main challenges associated with the effects of the Company's activities in terms of respect for Human Rights have been identified using the methodology set out in the United Nations Guiding Principles on business and Human Rights (UNGP) Reporting Framework relating to the "salient issues", i.e., the Human Rights at risk of the most severe negative impact through the Company's activities or business relationships.

On this basis, the Company has identified six salient risks subdivided across three key areas:

1 HUMAN RIGHTS IN THE WORKPLACE

of TotalEnergies' employees as well as of the employees of its suppliers and other business partners:

- Forced labor and child labor
- Discrimination
- Just and favorable conditions of work and safety

2 HUMAN RIGHTS AND LOCAL COMMUNITIES

- Access to land
- The right to health and an adequate standard of living

3 HUMAN RIGHTS IN SECURITY-RELATED ACTIVITIES

- The risk of misuse of force



The Code of Conduct Celebrated its 25th Anniversary!

During the *Business Ethics Day*, celebrated on December 10, 2025, the Chairman of the Ethics Committee stated:

"Our Code of Conduct is now 25 years old and it remains as relevant as ever! Since its inception, it has encouraged us to promote and strengthen a culture of trust, responsibility, and mutual respect within TotalEnergies. In this respect, it remains a guarantee for, together, preserving well-being at work! This wonderful anniversary is an opportunity to reflect on the progress made and to continue to affirm our values, our convictions, and our ambitions."

PAUL MANNES
Chairman of the Ethics Committee

1.3 Our Commitments

To address our salient human rights issues, we take action in each of the three identified areas:

1.3.1 Human Rights in the Workplace

We put in place a working environment where every person is treated with respect and dignity and without fear of intimidation or harassment should be put in place. In particular:

- We prohibit all forms of forced labor and child labor
- We do not tolerate any form of discrimination, whether based on origin, nationality, gender, age, disability, sexual orientation or affiliation with a political, religious, union organization, or minority group
- We take the necessary steps to ensure decent working conditions by:
  - ensuring personal health and safety
  - ensuring a decent wage to all our employees
  - monitoring gender pay equality
  - promoting diversity and inclusion in the workplace
  - respecting the privacy of our employees and the privacy of their personal data
  - respecting freedom of association and collective bargaining

1.3.2 Human Rights and Local Communities

In the projects that we develop and from the earliest stage, we respect the rights of local communities by identifying, preventing and mitigating any adverse Human Rights impact our activities might have on their environment and way of life and remedying the situation as needed. In particular:

- We ensure project-affected people's access to land is maintained or compensated for (including replacement by a new land), and their livelihoods are restored.
- We ensure that the use of locally provided resources by our activities does not negatively affect the local populations' health and right to enjoy an adequate standard of living which includes a healthy environment, access to water and sanitation.

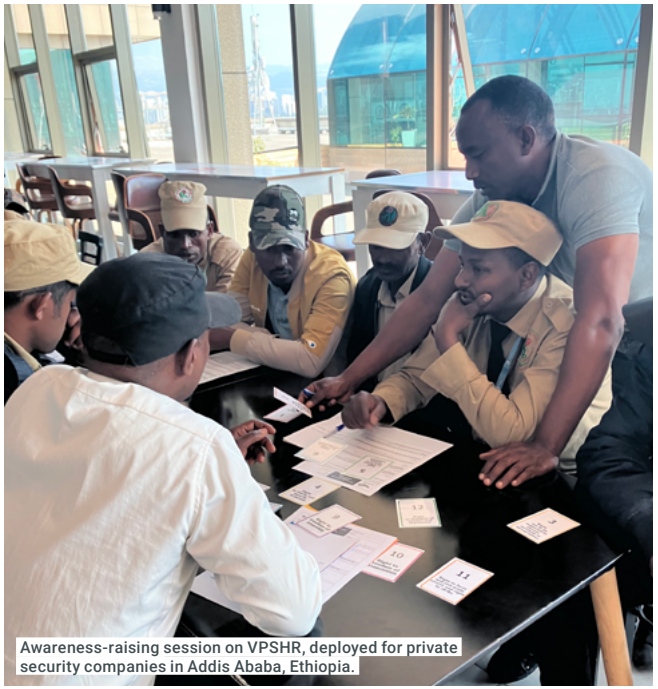
We strive to establish dialogue as early as possible to foster lasting relationships with those local communities. We design and implement grievance mechanisms and corrective measures, particularly towards vulnerable groups.

We respect the rights of Indigenous Peoples and recognize the International Labour Organization (ILO) Convention No. 169 adopted in 1989, the United Nations 2007 Declaration on the Rights of Indigenous Peoples and various World Bank Standards including the International Finance Corporation Performance Standards (IFC). We are establishing a dialogue with communities and exchanging with them about our current and future activities. We have issued a Charter of Principles and Guidelines regarding Indigenous and Tribal People to conduct our projects with consideration of their rights and, while respecting applicable law.

We believe in the necessity for an open civic space and the role of civil society organizations and Human Rights defenders (HRDs) to ensure the respect for Human Rights and to voice the concerns of rights holders. We seek to build and exercise our leverage to encourage our business partners to respect these principles in relation to our activities when necessary and possible.

1.3.3 Human Rights and Security

Where the intervention of government security forces or private security companies is necessary to protect our staff and assets, we take all necessary steps to comply with the Voluntary Principles on Security and Human Rights to which we have adhered since 2012 to avoid the risk of disproportionate use of force. These principles encourage dialogue among governments, NGOs and businesses, and offer recommendations to help companies identifying and managing security-related Human Rights risks while promoting and respecting the rights of local communities.



Awareness-raising session on VPSHR, deployed for private security companies in Addis Ababa, Ethiopia.

1.4 Our Implementation

1.4.1 Due diligence and Human Rights Risks Mapping

We respect the rights of our stakeholders by carrying out, where appropriate, Human Rights due diligence through our risks management processes: with the assistance of qualified third party experts we identify, prevent, mitigate and remedy as needed any impact on their Human Rights in which we may be involved through our activities. We focus on risks to people and pay particular attention to the most vulnerable groups. When appropriate, we disclose our Human Rights impacts assessments and update them.

1.4.2 Remediation and Grievance Mechanisms

We provide, in cooperation with our suppliers and business partners, an appropriate remediation of any adverse Human Rights impact which may result from our activities.

We provide our stakeholders with access to remedy through our global ethics line ethics@totalenergies.com and through other grievance mechanisms addressed to local communities in areas where we operate. We ensure that these mechanisms are effective, understandable by and accessible to all our stakeholders and are not used to impede access to judicial or extrajudicial grievance mechanisms. We do not tolerate any reprisal towards anyone submitting a complaint in good faith and likewise, we expect our suppliers and subcontractors to ensure their workers can express grievances and concerns without fear of reprisal.

1.4.3 Ongoing Engagement and Dialogue with Our Stakeholders

We engage in an open dialogue with our stakeholders including local communities, civil society organizations, Human Rights defenders and workers to better understand and address potential adverse Human Rights impacts. We also reach out to industry associations, our business partners and governments to build our leverage to address Human Rights issues and promote respect for Human Rights globally.

1.4.4 Communication and Training

We communicate our Human Rights approach to internal and external stakeholders and provide Human Rights trainings to our employees. We help our suppliers to understand our Human Rights requirements and how they can effectively respect them.

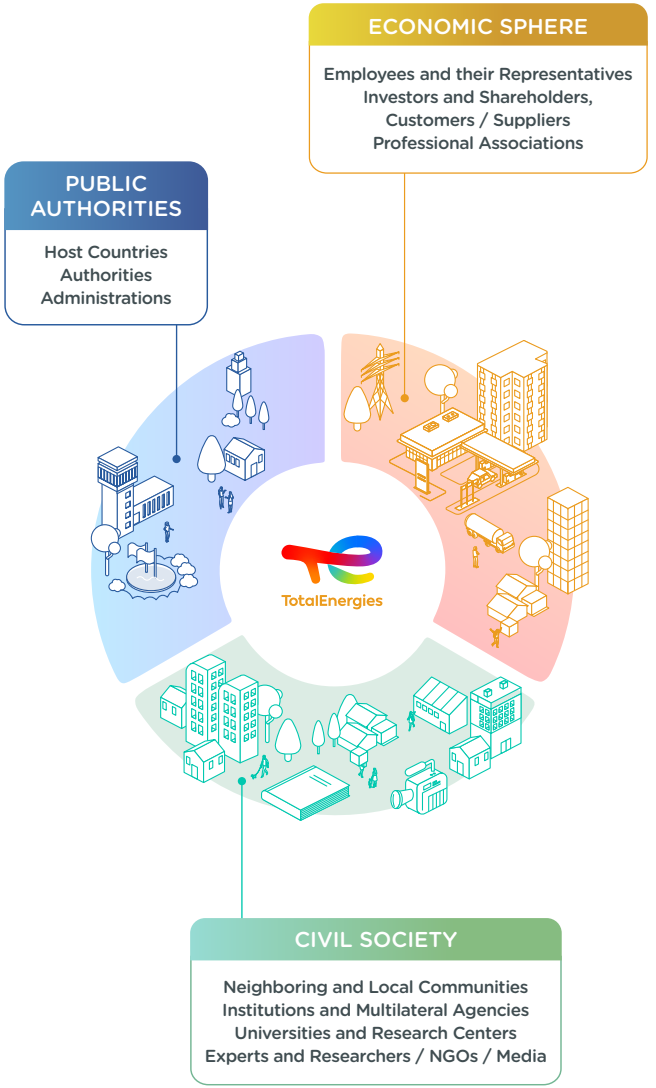
1.4.5 Roadmap and Action Plans

We implement this approach through the development of our Human Rights roadmap and action plans. It enables us to monitor the effectiveness of these activities and to continuously seek ways to improve. Finally, we track and report on our Human Rights progress in our various reports, including this Human Rights Briefing Paper.

1.4.6 Our Suppliers of Goods and Services

We also expect our suppliers of goods and services to comply with our Fundamental Principles of Purchasing and ensure compliance by their own suppliers in turn. They also have to demonstrate that they implement international standards and procedures in the field of Human Rights. We also expect our suppliers to continuously improve their performance on these subjects.

MAPPING OF OUR MAIN STAKEHOLDERS



1.5 Our Governance

Our organization in charge of Human Rights is structured into three levels.

First, the Human Rights department coordinates the analysis of the Company's Human Rights risks, supports operational teams and supervises the actions to promote respect for Human Rights, in close collaboration with the Ethics Committee and in accordance with the Company's Code of Conduct. It reports to the Sustainability & Climate Division, which in turn reports to the President, Strategy & Sustainability, who sits on the Executive Committee.

Secondly, each business segment, as well as the Global Procurement Division, appoints a Human Rights' coordinator or representative, whose role is to coordinate Human Rights matters in his/her respective perimeter and cooperates with the Company's Human Rights department.

At the local level, our affiliates' Human Rights representatives intervene. Most of them are the Ethics Officers in our host countries or dedicated Human Rights correspondents. These Human Rights representatives, who are located as close to the operations as possible, are in charge of promoting the values set out in the Code of Conduct among employees working at subsidiaries.



Ethics Committee meeting, September 2025.

They should also ensure that the Company's commitments are correctly implemented by local stakeholders. In a given country, our organization may be completed with Community Liaison Officers (CLOs) in charge of the day-to-day relationship and interactions with the local communities, including of the operational functioning of local grievance mechanisms.

The Ethics Committee, whose president reports to the Chairman and CEO of the Company, on which representatives of all TotalEnergies' business segments sit, plays a key role of listening and support. Employees, but also people from outside the Company, can contact the committee at the address ethics@totalenergies.com. The Committee protects the confidentiality of the complaints, which can only be lifted with the agreement of the complainant. The Chair of the Ethics Committee presents an annual report on the Committee's ethics-related activities to the Governance and Ethics Committee of the Board of Directors. All alerts received are addressed and, when necessary, recommendations are made in order to lead to the implementation of corrective actions.

The Company's Human Rights roadmap, developed with the various business segments and concerned divisions, is regularly presented to the Company's senior management in order to support the ongoing efforts to implement the Code of Conduct and to respect Human Rights.

The Human Rights Steering Committee, led by the Human Rights department, monitors the implementation of this roadmap. It is chaired by the Sustainability & Climate Senior Vice President. The committee includes representatives of each business segment and of the main functional divisions that have a role related to Human Rights.

Our Human Rights Salient Issues



12 Human Rights in the Workplace
24 Human Rights and Local Communities
28 Human Rights and Security

Salient Human Rights issues associated with TotalEnergies' activities and business relationships were identified in 2016 based on the UNGPs Reporting Framework with the assistance of Shift, an independent Human Rights center of expertise. They break down into three categories: Human Rights in the workplace, Human Rights and local communities and Human Rights in security-related activities.



Sharing knowledge between TotalEnergies staff and apprentices.

TotalEnergies has undertaken concrete actions to prevent and mitigate each salient risk. The non-exhaustive list below provides examples of measures taken over the period from 2024 to 2025 that this report covers.

2.1 Human Rights in the Workplace

2.1.1 Just and Favorable Conditions of Work and Safety

Workplace health and safety

TotalEnergies is committed to protecting the health and safety of its employees wherever it operates. TotalEnergies also requires its industrial and commercial partners to implement a safety policy equivalent to its own.

Promoting social dialogue at the workplace

Social dialogue is a key component of the Company. It includes all types of negotiations, consultations or exchanges of information among the management of TotalEnergies entities, employees and their representatives about economic and workplace issues and concerns relating to company life. The topics addressed in this social dialogue may vary according to each subsidiary, but some are shared concerns across the Company such as health and safety, work hours, compensation, training and equal opportunity.

Moreover, where local laws provide few protections for freedom of organization and the right to collective bargaining, the subsidiary's management is reminded that it must provide alternatives. These may include allowing employees to designate representatives, organizing regular meetings between those representatives and management, providing meeting rooms where employees can gather and adjust work schedules accordingly. 91.9% of employees had trade union representation and/or employee representation in 2025.

In 2024, social dialogue was marked by the renewal of the composition of the TotalEnergies European Works Council. Members benefited from several discussions, notably on TotalEnergies' balanced multi-energy strategy aimed at supporting the energy transition. The Council's Strategy Committees (EP-GRP-MS-RC) allowed elected representatives to grasp this ambition concretely through the presentation of each business segment's strategy. The strength of social dialogue was further demonstrated by the number (15) of European Works Council meetings and site visits in 2025, including several outside France (Czech Republic, Spain).

FOCUS

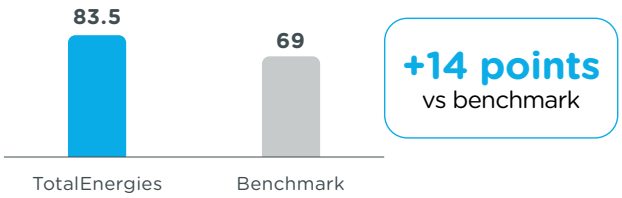
#SafeDriver

Since 2016, TotalEnergies has been carrying out #SafeDriver awareness campaigns for TotalEnergies employees and partner companies using light and heavy vehicles in the course of their duties. The aim is to challenge users, to remind drivers of basic road safety rules and the importance of respecting them, to encourage changes in practices and behaviors, supported by a participatory approach and on-the-ground exchanges. Preventive awareness videos are released each year.

The third #SafeDriver campaign, entitled "All SafeDrivers", ended in 2024. In 2025, prevention video spots called SafeTips were launched on specific topics such as "Foot on the brake," "See and be seen," and "Fatigue at the wheel". The creation and diffusion of videos will continue in 2026.

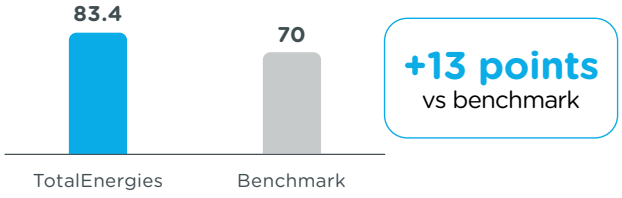
2025 TOTALENERGIES ENGAGEMENT SCORE

IPSOS Benchmark composed of companies larger than 10,000 employees throughout the world (in %).



2025 TOTALENERGIES CARE SCORE

IPSOS Benchmark composed of companies larger than 10,000 employees throughout the world (in %).



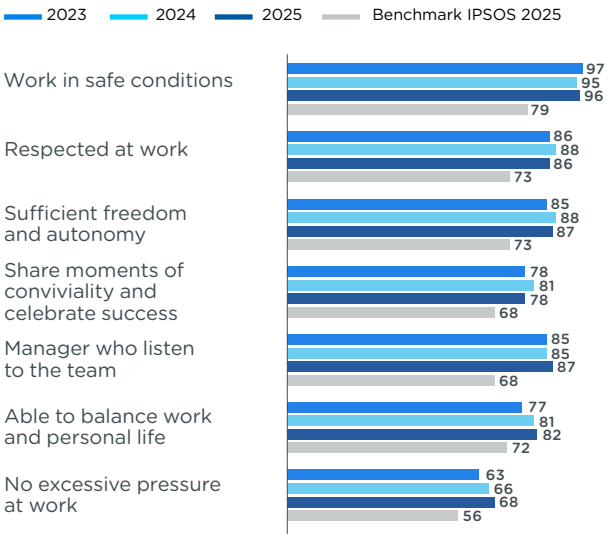
2025 TOTALENERGIES ENGAGEMENT INDEX AND IPSOS BENCHMARK*

IPSOS Benchmark composed of companies larger than 10,000 employees throughout the world (% agree).



2025 TOTALENERGIES CARE INDEX AND IPSOS BENCHMARK*

IPSOS Benchmark composed of companies larger than 10,000 employees throughout the world (% agree).



***** Results scope: Company without Hutchinson.

Globally, TotalEnergies has been a member of the worldwide Global Deal (1) initiative since 2017. This multi-stakeholder partnership's goal is to encourage governments, companies, unions and other organizations to make concrete commitments to improve dialogue with employees on all levels and to propose concrete solutions to reconcile economic performance and social progress. The Global Deal promotes the idea that effective dialogue with employees can contribute to decent work and quality jobs and, as a result, to more equality and inclusive growth, from which workers, companies and civil society benefit.

Every two years, TotalEnergies conducts an internal opinion survey (TotalEnergies Survey) to gather employees' opinions and expectations regarding their professional situation and their perception of the Company, on a local or Company-wide level, on various topics (values, commitment, the Company's ambition, diversity and inclusion, management, talent development, working conditions, etc.).

Since 2023, a complementary and more concise survey, the TotalEnergies Pulse Survey, takes place alternately every other year to enable the measurement of employee engagement and well-being on an annual basis. In 2025, TotalEnergies Pulse Survey was opened to more than 60,000 employees of the Company in nearly 120 countries. The engagement and well-being rates remain at very high levels, well above the benchmarks for companies with more than 10,000 employees (2), with respective rates of 83.5% (Engagement score) and 83.4% (Care score).

(1) International initiative of the OECD and ILO in favor of labor relations.
(2) Benchmark established by IPSOS composed of companies with more than 10,000 employees worldwide: Benchmark engagement score of 69% and care score of 70%.

Promotion of high social standards

Launched in 2024, the Care Together by TotalEnergies global program translates TotalEnergies' CSR commitments and promotes high social standards for all employees worldwide, regardless of local legislation. The program is based on four pillars: Social protection, health, family sphere, working environment and ways of working.

Social protection

- Ensure all employees receive a direct wage that is at least equal to the living wage in the country or region in which they work.
- Where appropriate, set up a health insurance plan or propose a corporate supplementary regime, in addition to the legal plans in force.
- Set up a death benefit plan, whatever the cause, at least equivalent to two years' gross reference salary.



Employees of TotalEnergies, Paris, France.

Health

- Provide medical follow-up to our employees exposed to occupational risks that may have harmful effects on their physical and mental health.
- Propose to our employees a regular health check
- Deploy a global policy for the prevention of psychosocial risks to protect employees' mental health.

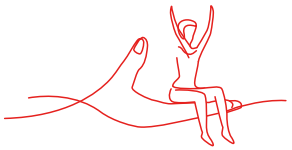
Decent salary at TotalEnergies

Since 2021, TotalEnergies assesses any discrepancies between direct compensation [3] and the living wage [4] in all its subsidiaries [5]. The result of the studies carried out show that, since the end of 2022, the Company had reached its target, as 100% of employees received direct remuneration at least equal to the living wage in the country or region in which they work.



Social protection

Ensure a living wage and quality social protection for all our employees, regardless of their location.



Health

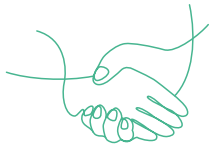
Preserve the physical and mental health of all our employees worldwide.





Family sphere

Give our employees the opportunity to take care of their family.



Working environment and ways of working

Promote a flexible, modern and attractive work organization for our employees while preserving collective efficiency in a safe working environment.

(3) Direct compensation consists of fixed and variable pay. **(4)** TotalEnergies relies on the global database provided by Fairwage Network, which assesses a living wage for a given country or region based on the typical family size (number of children) and the average number of workers (between one and two per household). **(5)** It applies to the so called "périmètre de gestion" i.e., all subsidiaries controlled at more than 50%.

A just transition for our employees

As part of its balanced multi-energy strategy for the benefit of the energy transition, TotalEnergies has designed Visa for TotalEnergies, a comprehensive upskilling program designed to prepare all employees for the new challenges facing the Company and society in general, and to support the development of their skills.

This multi-year training program is deployed in several seasons, each devoted to a key aspect of TotalEnergies' transition.

The first season focused on climate challenges and the answers provided by the Company's ambition.

Season 2 covered fundamentals of electricity, the main lever for reducing the carbon footprint of the energy mix (production, uses, value chains, markets and business models). These first two seasons have trained more than 30,000 employees worldwide.

The third season of Visa for TotalEnergies, "Digital Accelerator", launched in 2024, continued in 2025 with the ambition to accelerate the appropriation of generative Artificial Intelligence tools to serve collective performance. This resulted in the gradual provision of Copilot licenses for Microsoft 365 and Microsoft Power Platform, supported by training on how to use these new tools.

The result: the democratization of new digital practices to give everyone the opportunity to improve their professional efficiency.

This program complements the upskilling approach implemented within the OneTech division, which brings together



Grandpuits refinery site, France.

FOCUS

Caring for One Another: a Shared Commitment Across All Our Subsidiaries

Because psychological well-being is an essential pillar of a sustainable work environment, TotalEnergies subsidiaries are rolling out concrete initiatives to strengthen collective vigilance and support among colleagues.

In 2025, one year after the launch of "Our 5 Levers for a Sustainable Change" initiative awards were presented at the Sustainab'ALL Day, TotalEnergies' global day dedicated to sustainable development.

The five projects nominated for the "Care" Lever 5 Awards of "Our 5 Levers for Sustainable Change" illustrate the breadth and relevance of actions undertaken worldwide. These are all best practices that contribute to spreading a culture of care, listening, and respect. The 2025 winner, led by the EP subsidiary in Nigeria, exemplifies this ambitious and inspiring dynamic, focusing on the theme of everyone's responsibility for the well-being of each individual.

more than 3,000 engineers, technicians and researchers from different business segments of TotalEnergies inside one entity. Skills development pathways geared towards career advancement have been put in place, as well as initiatives to develop technical expertise, such as conference sessions on solar or wind energy.

The M&S segment is also involved in these reskilling efforts: training for service station staff has been developed on the specific features of charging infrastructure for electric vehicles.

Since 2022, 34 career paths have been created for positions in a wide range of technical fields (projects, processes, research & development, etc.). These long-term skills development initiatives are designed to anticipate changes in the Company's activities.

Accompanying the reconversion of the Company's industrial sites, in a spirit of just transition and support for the energy transition, is another aspect of its responsible involvement in local communities. This reconversion takes into account market trends, in order to offer low carbon products to our customers and partners and maintain jobs in the economic areas concerned. Thus, subcontractors at the sites concerned are being supported by TotalEnergies to help them adapt their businesses and the skills of their employees to the transition. Training programs are being implemented to strengthen and adapt employees' skills, particularly toward the new professions emerging from the energy transition. Projects led by other industrial companies may also be followed to facilitate the establishment of new industrial units on the land made available by our industrial sites undergoing redevelopment. A Voluntary Agreement for Economic and Social Development (CVDES) is systematically implemented to support the site and its ecosystem in this phase of change (subcontractors, stakeholders, network of small local businesses, etc.). In this way, TotalEnergies is reaffirming its responsibility to the employment areas in which it operates.

Grandpuits

At the Grandpuits platform, TotalEnergies is supporting the project to convert the site to a "zero-oil" platform announced in September 2020, representing a planned investment of over 500M€. This will include units for the production of sustainable aviation fuels and plastics recycling, as well as photovoltaic electricity generation and battery storage. The CVDES signed between the public authorities and TotalEnergies, with a budget of almost 5M€ dedicated to supporting the Grandpuits and Gargenville employment areas, came to an end in 2024, with to date five third-party projects supported and 78 jobs programmed.

La Mède

The conversion of the La Mède platform into a biorefinery has saved 250 jobs, with 20% of employees receiving training to change careers. More than 115,000 hours of training and upskilling programs are preparing teams for future-oriented sectors such as biofuels and hydrogen. Social dialogue, high standards, and financial support strengthen the human support provided.

2.1.2 Non-Discrimination

We are a Company made up of men and women from diverse cultures, lifestyles, and various opinions. Non-discrimination and diversity are therefore essential—not only to uphold our commitment to human rights but also to enhance our competitiveness, innovation, and appeal.



An employee at a TotalEnergies gas station.

In line with our Code of Conduct, we promote respect for others by condemning all forms of discrimination (based on origin, gender, sexual orientation, disability, age, political, union or religious affiliation, etc.). The Company has long been committed to promoting equal treatment and opportunity that allows every employee to express and develop his or her potential. The Diversity policy is supported at the highest levels and promoted by the Diversity and Inclusion Council, which is chaired by a member of the Company's Executive Committee and composed of fifteen members representing all the Company's activities.

The Company ensures that its employees are made aware of and trained on these issues. To this end, it relies on a number of documents, such as the *Code of Conduct,* the *Human Rights Guide,* and the *Practical guide to dealing with religious questions.*

A comprehensive awareness kit is available for managers so that they can organize a moment of exchange with their teams around the world. The goal: to understand and respect differences in order to create the collective conditions that allow everyone to express their talent, ideas, and energy.

Based on religious beliefs

With eight out of ten people worldwide identifying with a religious belief [6], TotalEnergies operates in an environment where diverse faiths coexist. Employees are increasingly faced with questions about the expression of religious convictions, and managers sometimes struggle to provide satisfactory responses. Following the publication of its *Practical guide to dealing with religious questions* in 2017, TotalEnergies organized sessions to promote the guide and raise awareness.

Towards people with disabilities

TotalEnergies signed the International Labour Organization's (ILO) Business and Disability Charter in October 2018 in order to support employees with disabilities.

TotalEnergies' Mission Handicap structure oversees and coordinates the network of Disability Officers at the business segment level, as well as their network of officers within the sites. In 2020, TotalEnergies joined The Valuable 500, a global initiative aimed at embedding the inclusion of people with disabilities and the recognition of their potential into the roadmap of multinational companies.

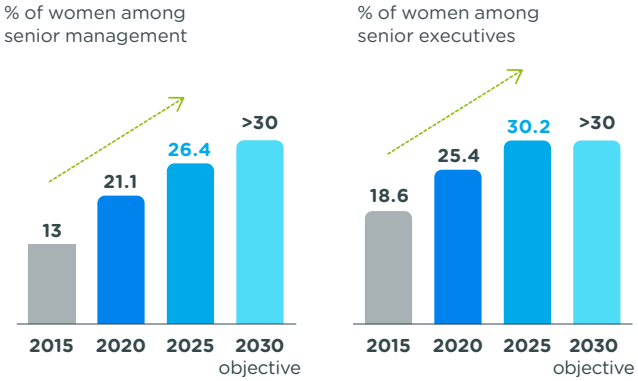
Based on sexual orientation or gender identity

TotalEnergies is a signatory to the charter created by the French organization called l'Autre Cercle. The charter provides a framework for combating workplace discrimination in France based on an individual's sexual orientation or gender identity.

Towards women

In 2010, TotalEnergies signed the Women's Empowerment Principles – Equality Means Business as set out in the United Nations Global Compact, and the Company regularly shows its commitment to equal opportunity and gender equality in the workplace by signing agreements that address diversity and other topics.

EVOLUTION OF FEMINIZATION





Disability is Everyone's Business!

On December 3, 2025, marking International Day of Persons with Disabilities, Catherine Remy, President People & Social Engagement, spoke about the Company's commitment to disability inclusion.

"Today, we celebrate the International Day of Persons with Disabilities. This is the day to take action. Your colleague—or even the person sitting next to you—may already live with a disability or will face such a situation one day. Including persons with disabilities goes beyond words: it is everyone's responsibility! Regardless of our position, it is up to us to build a Company where everyone thrives."

(6) Source: The Future Of World Religions, Population Growth Projections, 2010-2050, Pew Research Center.

The Company has set itself the following targets to be achieved by 2030:

- Over 30% of women in the Executive Committee, Senior executives positions and Senior management positions: women represented 30% in the Executive Committee, 30.2% in Senior executives positions and 26.4% in Senior management positions in 2025,
- 40% of women in the G70 (7): women represented 32.9% in 2025.

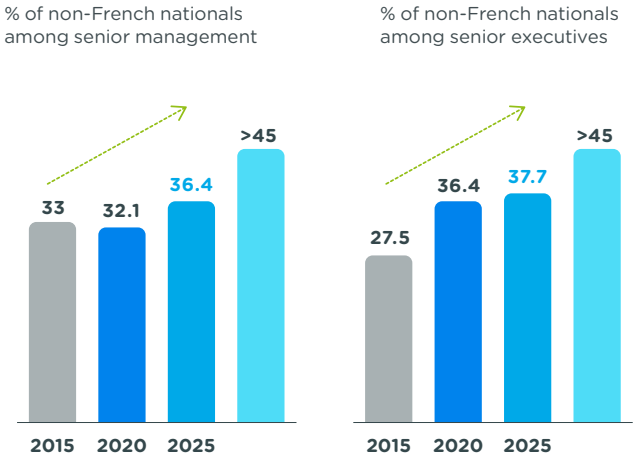
TotalEnergies aims to recruit women in proportions that reflect, at a minimum, the percentage of women graduates at schools and universities in its business sectors.

The internal mobility process implemented as part of Better Together ensures greater transparency and offers new prospects for career growth for both men and women in the Company's various professions.



TotalEnergies' employees at TotalEnergies' Offices in Houston, Texas, USA.

EVOLUTION OF INTERNATIONALIZATION



Towards non-french nationals

With nearly 170 nationalities in its workforce, TotalEnergies benefits from a great cultural diversity and considers it important to promote that diversity at all levels of the Company. The Company has set targets for progress: over 45% of internationals (non-French nationalities) in Senior executives positions and in Senior management positions.

Several measures have been adopted to create a more international management pool, including career paths designed to create more international careers, expatriate assignments for employees of all nationalities (nearly 3,100 employees representing more than 100 nationalities are posted in nearly 100 countries), and orientation and personal development training organized by large regional hubs (such as Houston, Johannesburg and Singapore).

FOCUS

Twice is 20 Years Old!

Through its mentoring programs and development workshops, the TWICE network *(TotalEnergies Women's Initiative for Communication and Exchange)* also supports the Company's gender diversity policy. Founded in 2006, it now operates in France and internationally (with 75 local networks).

TWICE offers a mentoring program, deployed in France and abroad, helping women navigate key stages of their careers. Since 2010, thousands of women have benefited from this initiative.

In 2018, the network launched *TWICE@Digital,* connecting women working in digital fields within the Company and raising broader awareness of digital transformation—so that all women can adapt to ongoing changes and their impact on their roles.

To address the challenge of gender diversity in technical roles, a new TWICE Technical network was launched in 2025. It provides networking opportunities, conferences, inspiring discussions, testimonials, and regular workshops.

twice
TotalEnergies Women's Initiative for Communication and Exchange

(7) Senior executives exercising the most important responsibilities.

2.1.3 Combatting Child Labor and Forced Labor

222 million children worldwide are economically active, representing one in ten children between the ages of 5 and 17. Among them, 160 million work in conditions that violate international standards, according to the ILO and UNICEF [8].

Forced labor, including child labor, remains widespread globally. The ILO estimates that approximately 27.6 million people worldwide are in situations of forced labor, 3.3 million of whom are children. The ILO defines forced labor as "all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily." This refers to situations in which people are compelled to work through violence or intimidation, or through more subtle means such as debt manipulation, withholding of identity documents, or threats of reporting to immigration authorities.

In accordance with ILO standards, the hiring of employees aged under 15 is prohibited. In addition, the minimum age for recruitment for any kind of hazardous work is 18 years of age. TotalEnergies has identified forced labor and child labor as salient risks in its operations and supply chain and is committed to upholding the principles outlined in the ILO's core conventions, particularly the prohibition of forced labor and child labor. To this end, TotalEnergies prohibits the employment of workers under 18 years of age for hazardous or night work and prohibits the employment of workers under 15 years of age or older in case the local legislation provides greater protection for the child.

In 2022, TotalEnergies became the first Oil & Gas company to join the International Labour Organization's Child Labour Platform, a multi-sector initiative to combat child labor. It aims at enabling exchanges of best practices to identify and combat child labor by addressing its root causes among businesses of various sectors participating in this initiative.

In May 2022, the Company published a practical guide on human rights at work for suppliers to provide buyers advice on how to track potential Human Rights issues at the suppliers' and contractor's end and to address those during the contractual relationship.

FOCUS

Diversity Committee, TotalEnergies EP Brazil

Our EP subsidiary in Brazil implements concrete practices to bolster diversity and inclusion at every stage of a professional life: recruitment, mobility, performance, promotion, recognition, and training. The Company combats all forms of discrimination and ensures a safe and respectful work environment. A dedicated committee drives the subsidiary's diversity initiatives.



Members of the Diversity Committee.

FOCUS



Beneficiary of the Nkola project in Angola.

Project Nkola: Empowering Women in Angola

The Nkola project, implemented on Angola's northern coast, places women's empowerment at the heart of local development. The initiative benefits over 7,000 people, including around 2,400 women, by improving their access to income-generating activities and enhancing their economic independence. 600 women receive direct support to develop micro-enterprises, alongside structured assistance to 10 craft cooperatives, fostering their sustainable integration into local value chains.

Additionally, a digital education component reaches 2,400 children and 80 teachers (across 10 equipped schools), helping embed long-term equality and inclusion.

With a budget of approximately 1.5 M$ over two years (launched during the second quarter of 2023), the project actively strengthens women's role as key drivers of economic and social development.

(8) Source: Inequality Observatory - https://www.inegalites.fr/

The Company requires its suppliers to prohibit forced labor and child labor. During documentary and on-site supplier assessments, checks are conducted to ensure that suppliers have effectively implemented measures to prevent forced labor and child labor.

2.1.4 Supply chain

TotalEnergies' activities generate hundreds of thousands of direct and indirect jobs worldwide. Present in nearly 120 countries, the Company works with a network of over 100,000 suppliers of goods and services. In terms of social and environmental responsibility, the activities of the Company's suppliers are likely to present the same risks as those associated with TotalEnergies' own activities. Among the main risks identified are human rights in the workplace.



Manufacturing of Saft batteries at Oskarshamn site, Sweden.

FOCUS

Due Diligence Measures in Mineral Procurement

The origin, extraction and refining conditions as well as the use of certain minerals, ores and raw materials are the subject of particular attention, in light of the potential risks to human rights (like forced labor, child labor and non-decent working conditions), and the environment. TotalEnergies conducted an internal study to identify the Company's priorities in this area. Following a risk analysis, TotalEnergies has identified three priorities in this regard: cobalt, polysilicon and conflict minerals (gold, tungsten, tin and tantalum).

- Cobalt: since cobalt can be used in the manufacture of certain batteries, Saft Groupe (Saft) has been conducting an annual campaign since 2021 to collect information from its suppliers. Saft relies on the Extended Minerals Reporting Template (EMRT) provided by the Responsible Minerals Initiative® (RMI®) to identify the processing units in its supply chain and the country of origin of the cobalt ores. Based on the results and using the RMI® database, Saft verifies whether its cobalt supply chains include suppliers at risk in terms of human rights and environment. Where necessary, specific actions are taken to mitigate or cancel these risks. As part of a progress-led approach, since 2023, Saft is a member of the Cobalt Institute, the global association representing cobalt producers and users. The main objective of the Cobalt Institute is to ensure that cobalt is produced and used ethically and in a sustainable manner, while meeting the needs of industry and society.
- Polysilicon: polysilicon is used in the manufacture of solar panels. When necessary, TotalEnergies entrusts traceability audits to an independent third party.
- Conflict minerals: Pursuant to Rule 13p-1 of the Securities Exchange Act of 1934, as amended, which implemented certain provisions of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010, since 2014, TotalEnergies has filed with the United States Securities and Exchange Commission (SEC) an annual document relating to "minerals from conflict zones" sourced from the Democratic Republic of the Congo or neighboring countries. This document indicates whether, during the preceding calendar year, any such minerals were necessary for the operation or for the production of a product manufactured by TotalEnergies SE or one of its consolidated companies or contracted by TotalEnergies SE or one of its consolidated companies to be manufactured. The purpose of this regulation is to prevent the direct or indirect funding of armed groups in central Africa. For more information, please refer to TotalEnergies' most recent publication, available on the TotalEnergies website or sec.gov.

As conflict minerals may potentially be present in the electrical and electronic components used in battery manufacturing, Saft conducts an annual campaign to collect information from its suppliers. Saft relies on the Conflict Minerals Reporting Template (CMRT) provided by the Responsible Minerals Initiative® (RMI®) to determine the presence of conflict minerals in its supply chain and to identify the processing units for these minerals that are likely to participate in it as well as the country of origin of the ores. Saft became a member of the RMI® in 2022.

In 2025, Saft also launched a campaign to collect information from suppliers in its supply chain for nickel, lithium, graphite and cooper, relaying on version 2.0 of the Extended Minerals Reporting Template (EMRT) of the RMI®.



Human Rights awareness-raising session within the supply chain of TotalEnergies Marketing DRC subsidiary, Kinshasa, DRC.

To address these challenges, supplier relationship management is coordinated by TotalEnergies Global Procurement, which is notably responsible for providing procurement services, assisting the Company's entities and sites [9], and promoting best practices in procurement.

TotalEnergies pays particular attention to working with sustainable suppliers who respect both Human Rights and the environment throughout its value chain. The Company expects its suppliers to adhere to the Fundamental Principles of Purchasing (FPP) and to ensure that their own suppliers do the same.

These principles, first published in 2018 and updated in 2022, outline TotalEnergies' requirements for its suppliers in the following areas: respect for human rights at work, health, safety and security, climate action, environmental respect, prevention of corruption and conflicts of interest and combating fraud, compliance with competition law, promotion of economic and social development.

TotalEnergies has also implemented a supplier qualification process. This process covers five criteria: compliance, technical, health and safety, financial, sustainable development. During this process, suppliers must share their sustainability commitments. A supplier whose sustainability performance is deemed unsatisfactory is required to implement an action plan or may, in certain cases, be excluded from the supplier panel.

FOCUS

Human Rights Awareness in Democratic Republic of the Congo (DRC)

According to the Verisk Maplecroft Index [10], the Democratic Republic of the Congo (DRC) presents a high risk of human rights violations linked to non-compliance with labor laws and decent working conditions, including unfair wages, excessive working hours, as well as risks such as child labor, forced labor, and the abuse of freedom of association. The misuse of force also remains a concern.

These risks are particularly prevalent in the workplace, a factor that reinforces our commitment to human rights due diligence. This is why we have chosen to implement preventive actions, such as sensitisation sessions for our teams, service providers, and local suppliers.

In July 2025, the teams from TotalEnergies Marketing DRC organised several awareness and follow-up sessions on the measures implemented by TotalEnergies Marketing DRC. These sessions enabled local teams, service providers and suppliers to exchange views on these topics, deepen their understanding of the Company's expectations and standards and contribute to a culture of respect for human rights. Over 130 participants attended these awareness sessions.

(9) With the exception of certain entities that retain control of their supplier relationships, such as Hutchinson, Saft Groupe, and TOTSA TotalEnergies Trading SA.
(10) Maplecroft is a British company founded in 2001. It provides standardized risk indices, based on quantitative, qualitative and geospatial data, covering 198 countries and many subnational levels.

To verify compliance with the FPP and help improve suppliers' practices, the Company also conducts documentary and/or on-site assessments of working conditions.

The documentary assessments, carried out by the company EcoVadis [11], evaluate suppliers' maturity and performance in areas such as environmental responsibility, human rights, ethics, and responsible procurement.

On-site supplier assessments have been conducted since 2016 and have been enhanced since 2022. These evaluations are carried out by an independent third party and include an on-site visit, a documentary review and interviews with workers. They assess compliance with environmental standards and labor rights (notably child labor, forced labor, discrimination, freedom of association and collective bargaining, overtime, rest days, occupational health, and safety). In the event of deficiencies, the supplier is required to implement an action plan, monitored by TotalEnergies' Responsible Procurement teams, with effectiveness verified by an independent external provider.

By the end of 2025, the objective of evaluating 1,300 priority suppliers had been achieved. Among the assessed suppliers, over 400 implemented verified improvements, including better management of hazardous waste, access to whistleblowing mechanisms, and compliance with local working time regulations.

FOCUS

Strengthening Due Diligence in the Maritime Transport (Shipping) Value Chain

In the field of maritime and inland waterways transportation, the process and criteria for selecting ships and barges are defined by the teams in charge of vetting. These criteria take into account not only the ship or barge but also the crew, ensuring that the crew has the qualifications and training required under the STCW (Standards of Training, Certification and Watchkeeping for Seafarers) convention. These same teams also verify the application of the safety management system defined for ships by the ISM (International Safety Management) Code of the IMO (International Maritime Organization) as well as industry recommendations such as OCIMF (Oil Companies International Marine Forum) and SIGTTO (Society of International Gas Tanker and Terminal Operators), including those which take into account the human and organizational factors especially for the prevention of accidents to people on board ships or barges. In addition, TotalEnergies' chartering contracts require that the crew belong to a recognized trade union affiliated to the ITF (International Transport Workers' Federation). The ITF represents the interests of transportation workers' unions in bodies that make decisions about jobs, conditions of employment or safety in the transportation sector, such as the ILO (International Labour Organization) or the IMO.

TotalEnergies shares inspection reports with other international oil and gas companies through the Ship Inspection Report Exchange (SIRE) database, established by the Oil Companies International Marine Forum (OCIMF).

Since 2023, a representative from the Human Rights department has participated in several inspection missions conducted by the Vetting teams with shipowners. These missions have facilitated discussions on addressing human rights risks with the various stakeholders involved.



QOGIR liquefied natural gas tanker.

(11) Vessel inspection and assessment process.

HUMAN RIGHTS IN THE WORKPLACE

	Unit	2020	2022	2023	2024	2025
Health and safety at work						
Number of work-related fatalities[12] – All personnel	**Nbr**	**1**	**3**	**2**	**1**	**1**
Company employees	Nbr	0	0	0	0	0
Contractors personnel	Nbr	1	3	2	1	1
Number of occupational injuries	**Nbr**	**289**	**263**	**252**	**219**	**191**
Company employees	Nbr	134	130	108	95	95
Contractors personnel	Nbr	155	133	144	124	96
Number of severe road accidents[13]	**Nbr**	**27**	**15**	**11**	**13**	**16**
Light vehicles and public transportation	Nbr	0	3	4	4	3
Heavy goods vehicles (truck)	Nbr	27	12	7	9	13
Health Indicators (WHRS – World Human Resources Survey)						
% of employees with specific occupational risks benefiting from regular medical monitoring	%	97	99	100	99	100
Number of occupational illnesses recorded in the year (in accordance with local regulations)	Nbr	136	129	107	170	160
Gender						
% of women						
Among all employees	%	34.8	36.3	36.9	36.8	36.7
Among senior management[14]	%	21.1	23.8	25.1	25.8	26.4
Among senior executives	%	25.7	27.5	28.3	29.5	30.2
Internalization						
% of employees of non-French nationality						
Among senior management[15]	%	32.1	34.2	36.3	36.4	36.4
Among senior executives	%	36.3	37.4	37.7	38.6	37.7
Living wage						
Percentage of employees receiving direct remuneration that is at least equal to the living wage for the country or region in which they work	%	-	100	100	100	100
Suppliers						
Priority supplier evaluations[16]	Nbr	79	200	300	300	200

(12) Excluding occupational illnesses where the link to a possible death is subject to medical confidentiality. Zero fatal accidents target. **(13)** Vehicle rollover or other accident resulting in injury to a crew member or passenger (reported accident). **(14)** Restated 2020 data. The percentage of women was 18.2% in 2020, based on the previous calculation method which did not include NP14 staff and senior management.
(15) 2020 data restated. The percentage of non-French nationals was 31.8% in 2020, based on the previous calculation method which did not include senior management. **(16)** On-site assessments, including human rights.

2.2 Human Rights and Local Communities

2.2.1 Access to Land

The development of certain projects may require securing land rights (outright acquisition, easements, rights of way or other arrangements), in compliance with applicable legal frameworks.

These situations can raise complex challenges, particularly when they involve the displacement and resettlement of people or impacts on their properties or livelihoods.

The Company provides its subsidiaries with methods and recommendations to assist them in different situations, including implementing compensation and livelihood restoration measures.

Early studies conducted for a project may, where appropriate, lead to a review of facility locations to minimize impacts on local communities.

Indigenous peoples

Aware of the indigenous Peoples' specificity, TotalEnergies considers the International Labour Organization (ILO) principles as the accurate international standards in this domain. In addition, TotalEnergies acknowledges the criteria provided by the United Nations Development Program (UNDP) and the World Bank standards to characterize Indigenous Peoples, such as historical and geographical "preexistence", "non-dominance", "cultural difference" and "self-identification". TotalEnergies therefore endeavors to know and understand the legitimate requirements of the communities living in its affiliates' sphere of activities, in a way that respects the sovereignty of States.

In line with these Principles and applicable legal standards, while dealing with Indigenous and Tribal Peoples, the TotalEnergies affiliates shall:

- Call on independent expertise to identify within its historical and cultural context indigenous community and to assess its specificities, values and needs,



The village of Quitunda, built for families displaced as a result of the Mozambique LNG project operations, in Afungi, in Cabo Delgado, Mozambique.

- Engage an ongoing dialogue with the indigenous peoples' representatives and the competent government bodies,

EXAMPLE OF A LAND ACQUISITION PROCESS



- Follow the highest national and international applicable standards such as the ILO and UNDP guidelines when implementing programs designed to develop the local economy.

Affiliates shall also consult with the Indigenous and Tribal peoples and their representatives through the procedures established by host governments, as recommended by ILO standards such as the Convention 169, and in this respect:

- Dialogue with the communities in order to understand their goals, needs, values and constraints,
- Communicates plans of the operations to the indigenous groups through presentations and local meetings,
- Inform the indigenous groups about the development of the project.

This approach is enshrined in TotalEnergies' *Charter of Principles and Guidelines for Indigenous and Tribal Peoples,* published in 2012.



A resident of Nyapeya, Murchison Falls National Park, Uganda.

FOCUS

Land Acquisition as Part of the EACOP Project

The major part of EACOP land acquisition program is close to completion. As end of December 2025, more than 99% of the compensation had been paid in Tanzania and in Uganda. For the PAPs requiring relocation to replacement houses as their primary residence is affected by land acquisition, 100% of the replacement houses have been delivered.

To support PAPs whose farming may be disrupted by the land acquisition process, transitional food assistance —a mix of food baskets and cash transfers— has been initiated and will continue until livelihoods have been reestablished.

For concerned PAPs, livelihood restoration programs are implemented for at least 3 years after land acquisition or until livelihoods are fully restored. These programs include financial literacy, agricultural programs to improve crops and livestock, tree nurseries, beekeeping, financial management and business capacity, as well as vocational training to support job seekers.

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Land Acquisition as Part of the Tilenga Project

In Tilenga, the compensation process for the first tranche of land acquisition, known as "Resettlement Action Plan 1 (RAP1)" concerning 622 PAPs was completed in 2021. Only seven PAPs did not accept the compensation offered after valuation of their assets. Pursuant to a judgment of the Court of Masindi on April 30, 2021 which ruled that the compensation amounts offered were fair, TEPU deposited the corresponding funds in a court account for the benefit of these seven PAPs.

The deployment of the program for RAPs 2 to 5, concerning 4,954 PAPs is near conclusion. By the end of 2025, more than 99% of the compensation had been paid. All the PAPs who had not yet signed compensation agreements were subject to a Court Application which concerned 42 PAPs owning/claiming ownership rights in 32 land parcels.

Of the total number of PAPs, a minority of them require relocation to replacement houses as their primary residence is affected by land acquisition. For RAPs 2 to 5, 100% of replacement houses have been handed over by end of December 2024, as part of the progressive deployment of the program. Until the replacement houses are delivered, the affected PAPs could continue to live in their original house.

Improvements in implementation of the land acquisition process following RAP 1 were integrated into procedures for RAPs 2 to 5 including reinforced information to communities to ensure that PAPs understand that they may continue to cultivate their land until they have received their notice to vacate following compensation.

2.2.2 Right to Health and an Adequate Standard of Living

In accordance with internationally recognized Human Rights standards, the right to an adequate standard of living is understood to establish a minimum entitlement to food, clothing and housing. When it comes to our activities and projects, noise and dust emissions, and other potential impacts may also have consequences for the livelihood of neighboring communities. A regular dialogue with local stakeholders is necessary to make sure that our affiliates' activities either have no negative impacts on local communities or, if these cannot be avoided, that these consequences are limited, controlled and addressed through measures to remedy them.

HUMAN RIGHTS AND LOCAL COMMUNITIES

	Unit	2020	2022	2023	2024	2025
Subsidiaries with an integrated grievance mechanism	%	99	100	100	100	100
Number of complaints received during the year	Nbr	-	-	638	1,414	2,252
Number of complaints received during the year that remain unresolved	Nbr	-	-	125	186	183
Percentage of solved complaints[17]	%	-	-	80	87	92

(17) Number of complaints resolved/number of complaints received for the reference year.



Mobile health clinic in Mozambique.

FOCUS

Clean Cooking: Raising the Ambition



By substituting Liquefied Petroleum Gas (LPG – a fossil fuel) in the form of bottled gas for wood and charcoal, "Clean Cooking" has a positive effect on people's health, the environment and the economy. LPG is indeed more efficient for cooking, emits less CO_2 and particles harmful to health than charcoal. It also reduces some of the negative impacts of traditional biomass use, notably on women (time saved facilitating access to education and employment) and on the environment (deforestation).

In May 2024, the Company announced its ambition to give access to Clean Cooking to 100 million people in Africa and India by 2030. To achieve this, the Company will invest more than 400 M$ in the development of LPG for cooking. In 2025, TotalEnergies distributed 1,030 kt of bottled LPG in Africa (in the following countries and territories: Mozambique, Tanzania, Rwanda, Namibia, Senegal, Ivory Coast, Cameroon, South Africa, Kenya, Uganda, Togo, Morocco, Tunisia, Gabon, Mauritius, Burkina Faso, Mayotte and La Reunion) and Asia (in India and Vietnam) serving more than 16 million households and around 65 million people.

FOCUS

Land and People

In 2025, the Canadian firm Land and People Planning Ltd conducted an independent assessment on the land acquisition, resettlement and livelihood restoration program implemented for the Tilenga Project in Uganda. The report concludes that the program was implemented in line with the Project's land acquisition and resettlement commitments, aligned with IFC Performance Standard 5, with no material systemic deficiencies.
Based on the recommendations of this report, TotalEnergies EP Uganda (TEPU) will implement an action plan covering:

- **A monitoring of the livelihood restoration,**
- **Tailored assistance for potentially vulnerable households,**
- **A strengthening of tracking and communication tools for grievance management,**
- **A focused engagement plan dedicated to Resettlement Action Plan closure and livelihoods Programing closure,**
- **Integration of gender in closure reporting, and**
- **The completion of an independent third-party audit, following the closure process.**



Interview with External Expert

JASON PETRUNIA,
Director at Land and People Planning

Who is Land and People Planning Ltd.?
Originally from Canada, Land and People Planning Ltd. is an urban planning and social management consultancy firm majority-owned by members of Indigenous communities. We now also have offices in Uganda and Tanzania. We work with our clients and communities to improve the sustainability and performance of investment projects through increased participation and interaction with the communities involved. We specialize in planning, development, and governance, and help our clients and project-impacted communities find common ground, develop opportunities around projects, and create a lasting positive impact.
Our president, Peter Tapatai, is an Inuk from Baker Lake in the Canadian Arctic. He built a logistics and supply chain business for clients operating in the mining and natural resources sectors in the Canadian Arctic. He perfectly embodies how industrial projects can successfully build the capacity of communities within their areas of operation. Since the creation of Land and People Planning in 2017, we have worked in the field of resettlement and social performance in Africa and elsewhere in the world. Some of our consultants have worked in the field of resettlement for over twenty years.

Why did you want to get involved in the Tilenga project?
Our Africa Manager, Sam Muwanga Kitunzi, is from Uganda and had been following the Tilenga project. Together with our national partner, Interface Consulting Ltd., we were willing to work on the Tilenga project, particularly as some of our team members had previously worked on the EACOP resettlement program in Tanzania.

What are the main findings of your report?
The evaluation conducted in 2024 and 2025 by the Land and People Planning and Interface Consulting consortium focused on the land acquisition, relocation, and livelihood restoration program implemented under the Tilenga project. The report concludes that the program was implemented in accordance with the project's commitments regarding land acquisition and relocation, and in compliance with IFC Performance Standard 5, without any major systemic deficiencies.

What are your recommendations regarding TEPU?
Our recommendations to TEPU focus on the following areas:

- **Restoring livelihoods:** continue monitoring in 2026 to ensure the completion and ownership of training and support measures (agronomic practices, etc.);
- **Supporting vulnerable households:** provide tailored support to potentially vulnerable households, in coordination with local government services;
- **Grievance management:** strengthen monitoring and communication tools, including Q&As and key messages, to ensure consistency and transparency;
- **Information and consultation:** develop an engagement plan dedicated to the closure of relocation action plans and livelihood restoration programs;
- **Gender consideration:** integrate gender data into databases and closure reports;
- **Closure:** launch the formal closure process for the Resettlement Action Plan (RAP).

2.3 Human Rights and Security

In order to prevent any misuse of force, TotalEnergies is committed to implementing the Voluntary Principles on Security and Human Rights (VPSHR) issued by States, NGOs and companies. TotalEnergies has joined the VPSHR Initiative (VPI) in March 2012 as a member and is continuing its efforts to further embed and promote the VPSHR into its activities. Compliance with the VPSHR is based on two major actions: the identification of risks and awareness-raising trainings.

For the risks identification, since 2016, TotalEnergies has been using a VPSHR auto-diagnostic tool[18] (AD) and a VPSHR risk-assessment tool (RA), which help TotalEnergies' affiliates to evaluate their own conformity to the VPSHR, assess the VPSHR-related risks present in their operating environment, and formulate an action plan with recommendations to mitigate the identified risks. Since 2020, both tools are hosted on a secured digital platform and rolled out as part of an annual campaign.

2.3.1 Training and Awareness-Raising Activities on the VPSHR

In 2024 and 2025, the Company implemented several training and awareness-raising programs. Over the course of these two years, the continuation of awareness-raising sessions on VPSHR at local level was encouraged and organised for staff, partners, as well as private security companies and government security forces protecting TotalEnergies' employees and facilities.

Several of our subsidiaries organised training sessions on the following topics:

- Proportional Use of Force Policy;
- Human Rights, Gender, Women and Conflict;
- Conflict Resolution;
- Human Rights and VPSHR.

Examples of training courses delivered in 2024

2,761 people trained in Mozambique by local security teams and an external contractor

47 people trained in Bolivia by local security teams

45 people trained in Jamaica by local security teams

Training courses delivered in 2025 by local security teams, external service providers and the Company's Security Department

More than **2,260** subsidiary staff trained

More than **6,015** staff from private security companies have been trained

In January 2025, South Africa hosted the Company's Security seminar dedicated to English-speaking sub-Saharan Africa.

HUMAN RIGHTS AND SECURITY

	Unit	2024	2025
People trained by TotalEnergies' security department	**Nbr**	**>300**	**>450**



VPSHR training at the 6th Division training center of the Nigerian Army, in Port Harcourt, Nigeria.

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Our Security Approach

With regard to security, TotalEnergies has put in place means to analyze threats and assess risks in order to take preventive measures to limit its exposure to security risks in the countries where it is present. In the face of various types of threat, TotalEnergies ensures that people and assets are protected effectively and responsibly by conducting expert appraisal, consulting and control activities. In particular, it defines security measures for TotalEnergies' affiliates, ensures that these measures are implemented; and provides expertise in the event of a crisis. It relies on a network of Country Chairs assisted by Country Security Officers and on a continuously updated Security framework. The production, updating and distribution of this framework are part of the risk management system.

(18) The AD tool measures the subsidiaries' compliance with the VPSHR, personnel training and relations with government security forces and private security companies.

A workshop dedicated to VPSHR was organised during these sessions, using fictional scenarios involving interactions with government security forces, private security companies, and armed groups, as well as other challenging security and human rights contexts. Participants were asked to identify specific VPSHR-related issues, manage incidents, and report them in accordance with the Company's expectations.

In December 2025 the Mozambique LNG teams attended a VPSHR-related meeting organized by the Ministry of Justice, the VPSHR Initiative Secretariat, the International Code of Conduct Association (ICoCA), the Centro para Democracia e Direitos Humanos (CDD) and the Centre for Security Sector Governance (DCAF), various governments and members of civil society.

2.3.2 Participation in Human Rights and Security Events

The Company participated in the 2024 Annual Plenary Meeting of the Voluntary Principles Initiative ("VPI" or "Voluntary Principles Initiative"), held in Washington, D.C., USA, in May 2024, as well as the 2025 meeting held in London in March 2025. The Company also took part in other VPI member events in Brazil, Mozambique, Nigeria and Ghana. TotalEnergies also took part in the IPIECA Human Rights Working Group and its task force dedicated to Responsible Security. The objective of these groups is to share experiences, approaches and best practices related to the implementation of the Voluntary Principles on Security and Human Rights (VPSHR) among energy-sector companies and to support the Voluntary Principles Initiative (VPI).

Since July 2024, TotalEnergies has been an observer member of the International Code of Conduct Association (ICoCA). This platform aims at fostering dialogue and collaboration among its members, promoting best practices in Responsible Security and contributing to collective efforts to uphold the International Code of Conduct for Private Security Service Providers. In 2024 and 2025, meetings were held in Uganda, South Africa, Egypt and Iraq with ICoCA, to discuss local sector challenges.



VPSHR training for security personnel in Cape Town, South Africa.

FOCUS

Human Rights Defenders in Uganda

TEPU and EACOP are committed to respecting the rights of Human Rights Defenders (HRDs) in relation to the EACOP and Tilenga projects. They regularly engage with the government, petroleum authorities, police, and civil society to discuss the importance of freedom of expression, peaceful protest, and an open civic space. They have published their positions and policies on HRDs on their websites, and they have provided various channels for stakeholders to make complaints or raise alerts, such as an office in the project area, a toll-free number, Community Liaison Officers (CLOs), an email service and contact through traditional leaders and district authorities. TEPU and EACOP strongly oppose any threats or attacks against HRDs and seek to exercise their influence with relevant persons or authorities where, in the framework of their activities, they are alerted of allegations of threats, intimidation, harassment or violence against stakeholders.

In 2025, TEPU took part in a meeting with grassroots HRDs organized by the National Coalition of Human Rights Defenders.

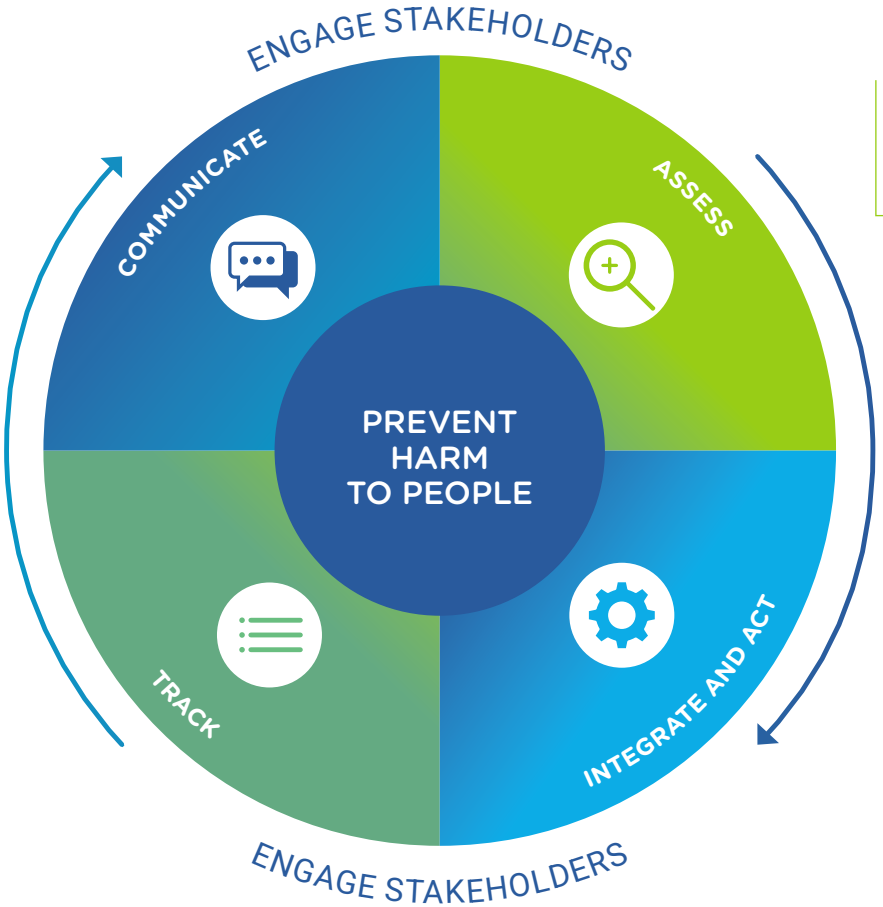
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Human Rights Due Diligence Process

In accordance with the UNGPs, the Company must assess, implement action plans, ensure traceability and communicate with its stakeholders.



ASSESS

Conduct assessments to identify, prevent or mitigate potential Human Rights impacts that may be caused directly by the Business unit's projects or operations, or by project partners and suppliers.

COMMUNICATE

Explain to stakeholders how these issues are being addressed, including through public reporting on due diligence steps taken.

INTEGRATE AND ACT

Implement effective measures to address any impacts that have been identified, including by having in place a grievance mechanism to address complaints lodged by stakeholders, and integrate lessons learnt.

TRACK

Adapt processes to manage any Human Rights impacts that have been identified, including unanticipated impacts, and monitor and track the effectiveness of responses.

As part of its human rights due diligence process, TotalEnergies is implementing actions and measures aimed at preventing and/or mitigating potential negative impacts identified, which will be described in the present chapter. At the beginning of each sub-chapter, a pictogram will indicate which due diligence category (assessment, implementation, traceability, communication) the actions and initiatives described belong to.

3.1 Risk Identification and Management

The risks of impacts on Human Rights for TotalEnergies personnel and third parties were identified according to the criteria defined in a well-established reference document for the mapping of Human Rights risks, the UNGPs Reporting Framework and take into account: severity, scope and/or the remediable nature of the impact. In line with the UNGPs, we undertake Human Rights due diligence to identify, prevent, mitigate and account for how we address any adverse Human Rights impact in which we may be involved, and apply the risk-based approach to narrow down our analysis for each business segment of the Company. We also use Verisk Maplecroft®'s tool to support our risks mapping exercise.

As part of our Human Rights' due diligence process, we consult with potentially affected stakeholders, civil society organizations and trade unions as relevant, and we pay particular attention to the people who are the most vulnerable to or at risk of adverse Human Rights impacts from our activities and business relationships.

3.1.1 The Risk Committee ("Corisk")

Corisk is chaired by a member of the Executive Committee: the President of Strategy & Sustainability or, in his absence, the Chief Financial Officer. It is made up of representatives from the corporate Legal, Strategy & Climate and HSE divisions, all three attached to the Strategy & Sustainability Division, as well as the representatives of the Finance (including Insurance) Division.

Corisk meets at the same pace as Executive Committee meetings. Any project submitted to the Executive Committee (and therefore giving rise to a financial commitment that exceeds certain thresholds) is first examined by Corisk.

Following the review by Corisk of the risks associated with the project submitted, a memorandum from the Strategy & Sustainability Division reflecting Corisk's comments is sent to the Executive Committee.

Human rights risks are among the risks analyzed by Corisk.

3.1.2 Environmental and Social Impact Assessment (ESIA)

For any new industrial project likely to have significant impacts on its stakeholders, an Environmental and Social Impact Assessment (ESIA) is conducted to identify the impacts of the activities on potentially affected stakeholders.

This process is embedded in an internal directive. It assesses the sensitivity of the human, social, economic and cultural environment as well as the impacts of the project on people whether positive or negative, direct or indirect, actual or potential.

ESIAs are typically carried out by third-party experts, under the supervision of TotalEnergies. They are publicly disclosed following the locally applicable rules.

3.1.3 Human Rights Impact Assessment (HRIA)

In alignment with the UNGPs, we also carry out, where appropriate, HRIAs with the assistance of independent third-party experts.



A fisherman in Cabo Delgado, Mozambique.

A HRIA identifies the salient Human Rights issues of a project, allowing to take those impacts into account in the project's development and management. It can be integrated into the ESIA or conducted independently.

These action plans are also reviewed by external experts and monitored by the teams on the field by keeping continuous dialogue with the local communities that may be affected by the project and other stakeholders.

3.1.4 Ethical and Human Rights Assessment in Subsidiaries


TEPBR team meeting, in Rio de Janeiro, Brazil.

In addition to the audits and assistance missions carried out by the Audit and Internal Control Division, which cover certain human rights-related issues, the ethics and human rights-related practices of TotalEnergies' entities are regularly assessed by independent third parties and qualified experts.

The entities are identified in particular according to the level of the risk of human rights violations in each country, the number of alerts received the previous year and the date of the subsidiary's last assessment. These assessments help identify best practices, share them in the Company and recommend areas for improvement. Knowledge and appropriation of the Code of Conduct are tested and reinforced by ethics and human rights awareness-raising sessions. Employees are encouraged to voice their ethical concerns in a confidential manner and report behaviors potentially contrary to the Code of Conduct. These assessments confirmed that the Code of Conduct is well understood by employees.

The ethics and human rights assessments are followed up by action plans within 12 months. The British company GoodCorporation has assessed nearly 170 entities since 2002 in 60 countries with regard to the principles and values enshrined in the Code of Conduct.

In 2024, seven ethics and human rights assessments were conducted. They concerned seven subsidiaries (United States, Angola, Equatorial Guinea, Nigeria, Philippines, Brazil and Serbia). The follow-up of the action plans put in place further to the 2023 assessments in Vietnam, Morocco, South Africa and Republic of the Congo subsidiaries was also carried out in 2024.

In 2025, six ethics and human rights assessments were conducted. They concerned six subsidiaries (in Spain, Turkey, Dominican Republic, Brazil, the United Kingdom and Ghana). The follow-up of the action plans put in place further to the previous year's assessments in subsidiaries of the Republic of Congo, Qatar and the United States was also carried out in 2025.

FOCUS

Risk Assessment and Management in Our Renewable Energy Projects in Saudi Arabia

The Wadi Al Dawasir project, with a capacity of 119 MW, is located southwest of Riyadh. The Environmental and Social Impact Assessment (ESIA) identified the presence of a nomadic Bedouin community that occasionally settles near the project area. While these communities do not reside permanently on the site, their seasonal land use was fully considered in the local context analysis.

A mechanism was established to facilitate exchanges, gather concerns, and address the community's needs throughout the project. A Liaison Officer was deployed.

During the construction phase, regular consultations were held with community representatives, enabling a better understanding of their land use and the identification of concrete adaptation measures. For example, designated areas were set up to accommodate temporary tent installations. These actions helped enhance project transparency, prevent potential tensions, and establish a lasting relationship of trust with the community.

Today, the project is in the operational phase and dialogue with local communities continues. The project teams remain committed to maintaining a long-term engagement based on listening, respecting local practices, and gathering and monitoring the expectations expressed during community visits in the vicinity of the site.


A discussion between members of a Bedouin community and representatives of the Wadi Al Dawasir project, Saudi Arabia.

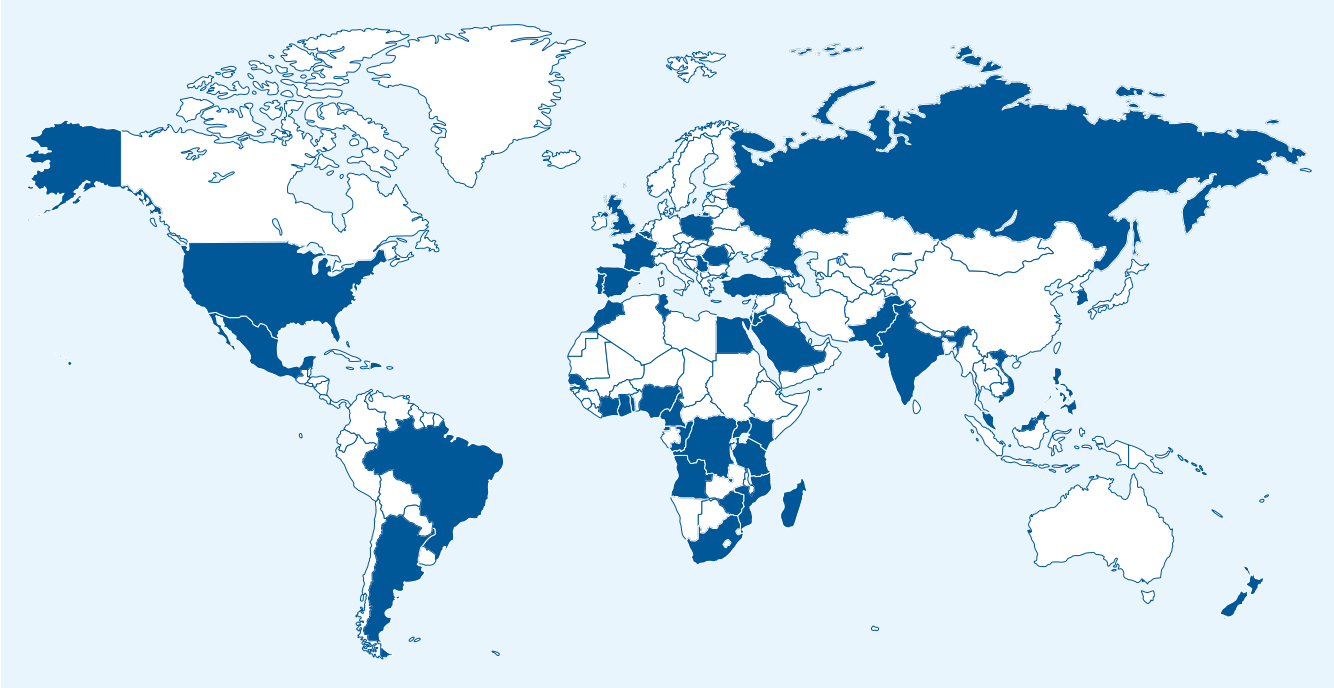
3.2 Awareness Raising and Trainings

In order to disseminate a culture of respect of Human Rights and ensure the implementation of our principles, TotalEnergies aims to raise its employees' awareness via various channels such as intranet sites, the yearly Business Ethics Day, awareness-raising sessions and trainings.

In 2019, TotalEnergies developed a human rights training plan. The goal was to upskill all employees, so that they become agents of change in the long term. This plan covers our employees, which are differentiated in terms of priority:

- The most influential categories (such as Country Chairs, Project Managers and Asset Managers in high risks countries and projects);
- The categories most exposed to Human Rights risks or whose actions may have potentially negative impacts on Human Rights (such as service station managers within the Marketing & Services segment or Community Liaison Officers (CLOs) in the Exploration & Production segment).

HUMAN RIGHTS TRAINING COURSES 2020–2025



	Country	Number of people trained in face-to-face sessions
2020	South Korea, Mozambique, Madagascar, Uganda	Over 500
2021	France, Poland, Kenya	Over 700
2022	Argentina, United Arab Emirates, France, India, Jamaica, Mexico, Mozambique, Romania, Singapore, Tanzania, Tunisia, Zimbabwe, Dominican Republic	Over 2,000
2023	South Africa, Saudi Arabia, Brazil, Cameroon, Democratic Republic of the Congo, Ivory Coast, Egypt, France, India, Jordan, Lebanon, Mozambique, Pakistan, Dominican Republic, Vietnam	Over 3,500
2024	Angola, Brazil, South Korea, France, Equatorial Guinea, Morocco, Mauritius, Nigeria, The Philippines, Puerto Rico, Senegal, Serbia	Over 4,900
2025	South Africa, Angola, Belgium, Brazil, Spain, United States, France, Ghana, Malaysia, Uganda, Poland, Portugal, Democratic Republic of the Congo, Dominican Republic, Romania, Suriname, Togo, Turkey, United Kingdom	Over 3,000



Human rights awareness session on the FPSO MV 27 Cidade de Caraguatatuba, in Rio de Janeiro, Brazil.

3.2.1 In-Person Trainings

Between 2020 and 2025, training and awareness sessions for priority groups, covering all of the Company's business segments, were rolled out in subsidiaries and at our operational sites. More than 14,000 persons participated in these in-person sessions, which lasted an average of 2.5 hours and were delivered, whenever possible, in the language of the host country. These training programs take into account the specific risks of the country concerned, the business segment, and the specific roles and expectations of each employee category.

An awareness session for the local management committee and management teams is organized during each ethics and human rights assessment mission conducted by the consultant GoodCorporation, in collaboration with the Ethics Committee. Between 2020 and 2025, approximately 600 members of subsidiary management committees were trained to these issues.

3.2.2 On-Line Training

In parallel with these face-to-face training sessions, online training courses have been made available to all employees on the Company's training platform.

On December 10, 2019, to mark International Human Rights Day and the centenary of the ILO, an online training course on respecting human rights in the workplace was launched. This module is based on the ILO's fundamental conventions. The objective of this training is to enable employees to better understand the importance of respecting human rights in the workplace, to learn about our reference standards and the risks and consequences of human rights violations. The module is accessible to everyone and mandatory for all company managers. It is available on the platform in English, French, Spanish, German, Dutch, and Polish. From its launch until the end of 2025, this training was completed by more than 76,000 employees.

An online training course has been developed for Country Chairs. It consists of a series of short educational videos on the integration of human rights and ethics within the Company and their role as Country Chairs.

An online training for buyers was also launched in June 2022 on the training platform to raise awareness among this category of employees about human rights risks and challenges in our value chain. Since then, 1,690 buyers have completed this training.



Training session at the OML58 site, Nigeria, 2024.

More than
76,000
employees trained online between 2019 and 2025

FOCUS

2024 and 2025 In-Person Training Achievements'

Nearly 5,000 employees belonging to the priority categories trained in face-to-face training sessions in 2024:

- In the Marketing & Services segment: 620 employees trained. These employees include members of management committees: as well as other priority categories of employees (network directors, segment managers and service station managers) within the subsidiaries, particularly in Angola, Mauritius, Puerto Rico, Equatorial Guinea, Senegal;
- In the Exploration & Production segment: nearly 3,560 employees trained on respect for human rights, including members of the management committees of subsidiaries located in Angola, Nigeria and Brazil;
- In the Integrated Power and Integrated LNG segments: more than 350 employees trained on respect for human rights in Brazil (Casa dos Ventos);
- In the Refining & Chemicals segment: more than 420 employees trained on respect for human rights, including members of the segment's management committee and certain priority groups at Hutchinson sites in Morocco, Brazil and Serbia.

Training on ethics and human rights was followed by around 25 newly appointed executives in 2024.

More than 3,000 employees belonging to the priority categories trained in face-to-face training sessions in 2025:

- In the Marketing & Services segment: about 670 employees trained. These employees include members of management committees (Mancom) as well as other priority categories of employees (network directors, segment managers and service station managers) within the subsidiaries, particularly in Dominican Republic, Democratic Republic of the Congo, Togo, France and Ghana;
- In the Exploration & Production segment: more than 1,380 employees trained on respect for human rights, including members of the management committees of subsidiaries located in Angola, South Africa, Brazil, France, Malaysia, the United States, Qatar, the United Kingdom, Uganda and Suriname;
- In the Integrated Power and Integrated LNG segments: more than 800 employees trained on respect for human rights in Brazil (Casa dos Ventos), in Poland, in France and in Spain;
- In the Refining & Chemicals segment: more than 200 employees trained on respect for human rights, including members of the segment's management committee and certain priority groups at Hutchinson sites in Turkey, Portugal and Romania.

Training on ethics and human rights was followed by 20 executives in 2025.

Awareness-raising sessions on communication and crisis management related to human rights were also organized in partnership with SHIFT. They brought together several dozen participants, including senior managers and representatives from the Communication, Public Affairs, Legal, Civil Society Engagement and Sustainability divisions.



Ethics and human rights awareness session at the Hutchinson site in Hanoi, Vietnam.



"Over the past six years, we have provided face-to-face training to more than 14,000 people around the world"

"Each employee's role is essential to achieving the objectives and fulfilling the commitments of the Company and its subsidiaries. After six years of implementing the training plan, we are proud to have provided in-person training to more than 14,000 people worldwide and to have observed a greater awareness of human rights risks among operational teams. Respect for human rights concerns everyone!"

MARIE-ALIX DOGNIN,
Human Rights Director at TotalEnergies

3.3 Leverage

Principle 19 of the UN Guiding Principles on Business and Human Rights (UNGPs) defines leverage as a company's ability to exert positive influence over its business partners that may cause or contribute to adverse human rights impacts. This influence can be used to reduce or prevent potential or actual human rights impacts arising from their activities.

TotalEnergies has various levers at its disposal to exercise this influence with its suppliers, including selection and tender processes, contractual clauses, awareness-raising initiatives, and sharing best practices.

Examples:

- The M&S segment has implemented a self-assessment mechanism on human rights at work within its subsidiaries. Contracts concluded with service stations operators must include provisions relating to respect for human rights and the VPSHR.
- Awareness-raising sessions are conducted in subsidiaries with representatives of our main suppliers and service providers (e.g., Angola, Nigeria, Brazil).
- Within the M&S sector, hundreds of representatives from major suppliers and service station managers have participated in awareness-raising sessions, including in Equatorial Guinea, Jordan, Puerto Rico, and the Philippines.





Presentation session on TotalEnergies' Code of Conduct and human rights approach for teams at Casa dos Ventos, São Paulo, Brazil, September 2025.

Where necessary and feasible, TotalEnergies exercises its leverage in its business relationships—including partners within a project or other sector companies—while respecting the sovereignty of States and the rules of governance with our partners. To this end, TotalEnergies regularly participates in conferences, human rights working groups with other companies, organises awareness-raising sessions, experience-sharing initiatives, and joint site visits.

Examples of discussion sessions with business partners:

- **Casa dos Ventos,** a key partner of TotalEnergies for its renewable energy activities, São Paulo, Brazil – September 2025,
- **Hyundai,** a commercial partner of TotalEnergies, Seoul, South Korea – January 2024,
- **Petrobras,** a key partner of TotalEnergies EP Brazil, Rio de Janeiro – March 2023.

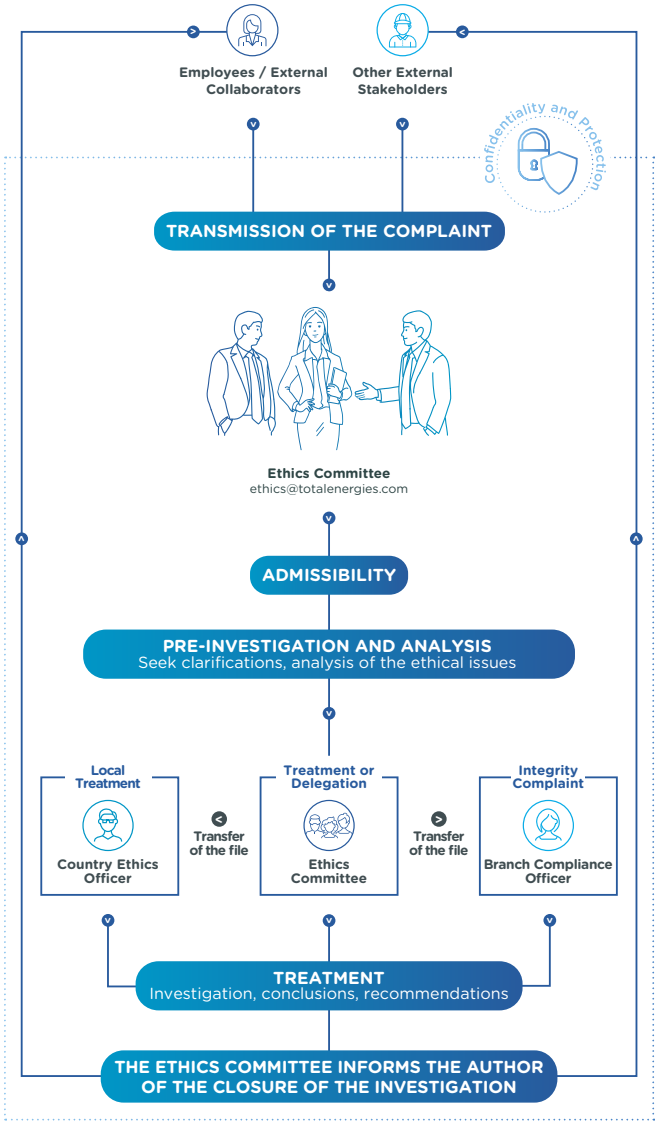
3.4 Remediation Processes and Access to Remedy

3.4.1 Company Level

The Company's employees as well as any other external stakeholders can contact the Ethics Committee to ask questions or report any incident involving a risk of non-compliance with the Code of Conduct, which includes cases involving Human Rights, by using a generic email address *(ethics@totalenergies.com)*. This system was set up in 2008. A procedure published internally and on the TotalEnergies website since December 2020, formally sets out the existing approach for collecting and processing complaints sent to the Ethics Committee. It ensures that the identity of the person making the report is protected, rules out any reprisals against them or against those taking part in the processing of the complaint, and respects applicable laws and regulations in terms of protecting personal data. The Chairman of the Ethics Committee, who directly reports to the Chairman and CEO of the Company, presents an annual report on the Committee's ethics-related activities to the Governance and Ethics Committee of the Board of Directors.

When the Ethics Committee identifies a breach of the Code of Conduct, it formulates recommendations to the local management, who decides how to implement it in accordance with local legislation and the entity's internal regulations. This process is carried out in coordination with the Human Resources function. If a disciplinary sanction is decided in line with a disciplinary procedure (e.g., oral warning, written warning, suspension, dismissal), corrective measures—whether or not linked to a sanction—may be applied to improve processes, managerial practices, communication, and training. In cases for instance of sexual harassment that have led to an investigation, a sanction—potentially up to dismissal—may be recommended by the Ethics Committee. Specific measures may also be proposed to protect the victim and raise awareness among employees regarding sexist behavior and sexual harassment.

COLLECTION AND PROCESSING OF ETHICAL COMPLAINTS




Public discussion about the 'Access to Healthcare' program, Argentina.

In 2024, around 210 reports (internal, external and anonymous) were received, over 60% of which related to human resources issues. In 2025, the Ethics Committee received approximately 190 reports concerning breaches of the Code of Conduct, over 65% of which concerned human resources matters—whether related to HR processes (career development, recruitment, retirement, remuneration) or workplace behavior (harassment, discrimination, interpersonal relations).

FOLLOW-UP ON REPORTS

	2022	2023	2024	2025
Number of alerts relating to the Code of Conduct submitted via ethics@totalenergies.com	150	170	209	190
% of alerts relating to human resources (including harassment, discrimination, and unsatisfactory working conditions)	60%	70%	63%	65%



FPSO CLOV, TotalEnergies, Angola. 2025.

3.4.2 Operational Level

Considering that our activities may generate concerns from local communities, and in line with our engagement towards the UNGPs, it is essential to implement a structured approach to stakeholder engagement and grievance mechanisms.

As regards community grievance management, an internal guide, adopted in 2020, describes the methodology and procedures for managing individual and collective grievances resulting from activities, based on the UNGPs effectiveness criteria, among which the criteria based on engagement and dialogue or on accessibility.

FOCUS

Workers' Voice

Aware of the importance of guaranteeing respect for working conditions on the sites of major construction projects, TotalEnergies has put in place a complementary approach to the already existing assessment and grievances reporting systems. Between 2023 and 2025, the Company deployed as a pilot a digital grievance mechanism, "workers' voice survey" within two of its large industrial projects: Tilenga in Uganda and EACOP in Tanzania.

This pilot aims to directly interview workers of tier-one suppliers and above via their mobile phones in order to collect information on respect for human rights and working conditions on site. Worker participation is voluntary and anonymous. Among the workers who volunteered to participate in the program, the response rate to regular surveys ranges from 56% to 100%. TotalEnergies shares the results of these surveys with suppliers who are required to propose action plans.



Transparent and Structured Grievance Management in Uganda

"My role is to ensure that communities are consulted and engaged in a respectful, transparent, and sincere manner. This involves providing clear and accessible information, conducting culturally appropriate consultations, facilitating access to remedy mechanisms, and identifying collaboration opportunities. I also have the responsibility of regularly updating management on community expectations and concerns. We have a dedicated team of fifteen community liaison officers, men and women, all fluent in the four local languages spoken in the project area. Our grievance management system is accessible through multiple channels: a toll-free number, an email address, and our community liaison officers. Stakeholders are regularly informed about this system through community meetings, Barazas (local public gatherings), radio programs, and written materials translated into local languages."

GODFREY LUKWAGO,
Stakeholder Engagement Manager, Tilenga Project

For example, accessibility can be limited in practice notably when there is no access to technology or cell phones. It is therefore necessary to use alternative awareness raising spots such as radio, podcasts, flyers like in Uganda, or even dedicated physical mailboxes where a claim made on paper can be posted.

In 2024, the number of complaints received was 1,414, with a resolution rate of 87%.

At the end of 2025, 100% of the subsidiaries with an operational activity, had a grievance management mechanism in place. 2,252 grievances have been recorded and 92% of them were resolved.

To ensure continuous improvement, experience feedback processes are implemented. At every stage of the asset lifecycle, the Company is committed to providing timely and appropriate responses to individuals or organizations that believe they have suffered harm.

FOCUS

The Grievance Box: A Transparency Tool in Congo

TotalEnergies operates an oil terminal located in the village of Djeno, near Pointe-Noire. Since February 2025, a grievance box has been installed near the village chief's house. It allows all residents to freely submit their concerns and complaints, complementing the Company's existing communication channels. Each week, the community liaison officer collects the contents of the box and follows up on the issues raised.

FOCUS

Digital Tools Supporting Complaint Management in the United States

TERUSA manages a portfolio of approximately 2 GW of operational solar projects (all located in Texas) and 1.5 GW under construction (solar projects in Texas and Ohio).

In late 2024, TERUSA implemented a dedicated tool to manage grievances in Austin, Texas, to make these procedures more accessible, user-friendly, and easier to track. This system enables stakeholders to ask questions, raise concerns, and file complaints, ensuring they are received, reviewed, and addressed fairly, transparently, and traceably within appropriate time frames. The tool is deployed for ongoing projects, including four solar projects, and is designed for all relevant stakeholders.

The system operates through two complementary communication channels:

- **The first one is a dedicated website accessible to all stakeholders, allowing them to ask questions, report concerns, or submit complaints related to the various projects.**
- **The second one involves visible posting at construction and operational sites. Using a QR code, stakeholders can directly access the online form to submit a complaint, ask a question, or provide feedback.**

All requests received are collected and centralized in a dedicated database. Complaints are categorized by project and type and assigned to the Project Manager for Siting and Community Outreach, who oversees follow-up to ensure traceability of exchanges and compliance with processing deadlines. Alerts facilitate tracking and operational management of complaints.



Danish Fields Solar Power Station, Texas, USA.

3.5 Country Focuses

3.5.1 Nigeria

TotalEnergies began operations in Nigeria in 1956 and currently employs over 1,800 people there. The Company is primarily active in hydrocarbon exploration and production, natural gas liquefaction, and distribution. The Company's oil production is mainly offshore. Several blocks are operated by TotalEnergies EP Nigeria (TEPNG):

- PML 2/3/4, with the producing fields of Akpo and Egina,
- OML 99, with the producing fields of Ikike and Amenam-Kpono,
- OML 100,
- OML 102, with the producing field of Ofon,
- PPL 2000 and PPL 2001 in the West Delta Basin,
- Block OML 58, with the Obagi and Ibewa fields in production.


Egina FPSO, Nigeria.

The Ubeta gas project is under development. TotalEnergies also has a network of approximately 530 service stations. In terms of human rights, Nigeria is classified by Verisk Maplecroft [19] as a high-risk country. Key issues include forced labor, failure to provide just, favorable and safe working conditions, excessive working hours, wage levels, child labor, and insecurity.

The Ethics Officer and the Human Rights Correspondent are responsible for coordinating human rights activities at local level. In October 2024, TEPNG underwent an ethics and human rights assessment conducted by GoodCorporation. In 2024, 1,966 people, including members of management committees, operational staff at onshore exploration sites in Port Harcourt and OML58 and hundreds of representatives from key suppliers and business partners, received training on human rights.

Human Rights in the workplace

TEPNG is committed to promoting just, favorable, and safe working conditions throughout its onshore and offshore operations. In accordance with Company-level commitments, subsidiaries operating in Nigeria ensure that all their employees receive direct compensation at least equal to the Nigerian Living Wage.

Human Rights and local communities

TEPNG's non-commercial grievance mechanism evolved considerably between 2024 and 2025. In 2025, following the optimization of the grievance collection and processing systems, 282 complaints were registered, of which 261 were resolved (37 were related to land issues, 11 to economic losses, 78 to employment, 134 to inappropriate behavior, 13 to cultural heritage, and 9 to the environment).

Education, health, and means of livelihood are priority areas for TEPNG's community engagement. For example, TEPNG's international scholarship program has been running for over 20 years and has produced more than 150 graduates.

In the health sector, a mammography center was inaugurated in Adamawa State in September 2024, helping to improve access to healthcare in areas with limited medical services. This center was funded by TEPNG, National Petroleum Company Limited, SAPETRO, CNOOC, and PRIME 130 Nigeria Limited. To improve access to water, TEPNG supported the construction of a solar-powered well and water treatment plant in Kawar Maila, Borno State.

(19) Maplecroft is a British company founded in 2001. It provides standardized risk indices, based on quantitative, qualitative and geospatial data, covering 198 countries and many subnational levels.

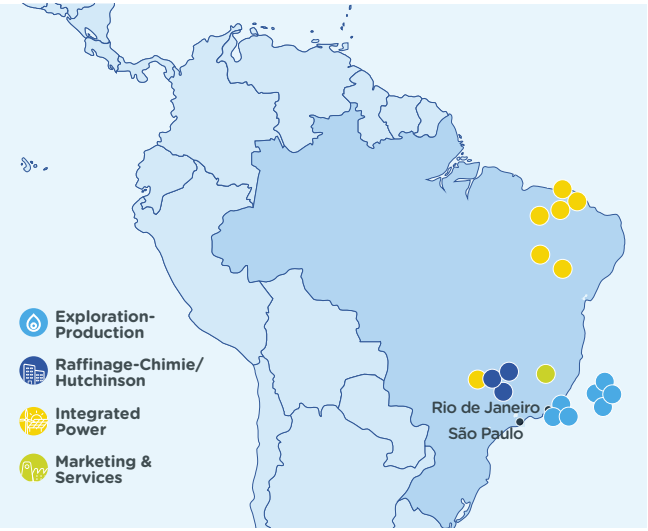
3.5.2 Brazil

TotalEnergies has been present in Brazil since 1975 and employs more than 4,000 people there. Its activities cover exploration and production, gas, renewable electricity (solar and wind), lubricants, chemicals, and elastomer processing (Hutchinson). In terms of human rights, Brazil is classified by Verisk Maplecroft[20] as a high-risk country. Key issues include forced labor, failure to provide just, favorable and safe working conditions, excessive working hours, wage levels, child labor, and insecurity.

To address these issues and to implement its human rights due diligence, an Ethics Officer has been appointed for all TotalEnergies activities in the country. TotalEnergies EP Brazil (TEPBR) has also appointed a Human Rights Correspondent whose primary mission is to lead human rights activities within the subsidiary. Ethics and human rights assessments were conducted at Hutchinson Brazil in 2024 and at TotalEnergies EP Brazil in 2025.

In 2024, 1,135 employees received in-person human rights training, including members of the subsidiaries' management committees. In October 2025, 144 TEPBR employees were also trained. A presentation session on the Code of Conduct and the human rights approach was also held at the Casa dos Ventos[21] headquarters in São Paulo in October 2025.

TOTALENERGIES' PRESENCE IN BRAZIL



+4,000 employees

180 Production by 2025 (in kboe/d)

50 years of presence

Human Rights and local communities

TotalEnergies EP Brazil's non-commercial grievances mechanism is a tool for managing (receiving, considering, investigating, resolving, and closing) complaints from local communities, employees, and suppliers. The subsidiary has set up "Talk to TotalEnergies", a service that makes it easy to contact TEPBR via a free telephone line and an email address. The availability of this service has been widely communicated to communities, employees at onshore and offshore sites, and suppliers.

In addition, TEPBR implements social investment programs in five thematic areas: education and youth inclusion, road safety, support for local economic development, environmental protection, and access to energy. These programs are designed to meet the needs of communities living near the Company's operating sites along the Brazilian coast and in the State of Rio de Janeiro. They contribute to the right of local populations to an adequate standard of living, the right to health, and the right to environmental protection. In 2024 and 2025, three projects focused on empowering women in socioeconomically vulnerable situations were implemented, specifically designed to expand employment and entrepreneurship opportunities: Conectando Mulheres, Energia da Parada, and EcoBuzz. These projects benefited 250 women.

The Capacitar Bioregional project supported 40 people through literacy classes for fishermen, digital training for young people from "Quilombola communities" (descendants of Afro-Brazilian slave communities), and facilitated the installation of a community computer lab. Thanks to the environmental education initiatives of the Baía para Tod@s project, 160 young students from public schools visited an environmental preservation area in Rio de Janeiro to discover local biodiversity and the importance of preserving mangroves. Finally, the Pre-ENEM Social project prepared 15 students from the Morro di Fubá favela for the university entrance exam.

Human Rights in security-related activities

The Company adheres to the VPSHR and TEPBR implements the corresponding procedures established within the Company. In 2024 and 2025, TEPBR completed the risk assessment questionnaire and conducted a self-assessment as part of the annual VPSHR campaigns. Awareness campaigns were deployed to the teams involved. Furthermore, all contracts involving security providers include specific clauses relating to the mandatory requirements of the VPSHR, thus ensuring the ongoing application of these standards. TEPBR continues to be actively represented at the meetings of the Brazilian VPSHR In-Country Working Group, strengthening its commitment and mobilization at the national and sectoral levels.

(20) Maplecroft is a British company founded in 2001. It provides standardized risk indices, based on quantitative, qualitative and geospatial data, covering 198 countries and many subnational levels.

(21) In October 2022, the Company acquired a 34% stake in a joint venture with Casa dos Ventos, one of the leading Brazilian players in the renewable energy sector.

3.5.3 Mozambique LNG Project

TotalEnergies EP Mozambique Area 1 (TEPMA1) has held since 2019 a participation of 26.5% [22] in the Mozambique LNG Area 1 Project. It is the first onshore development of a liquefied natural gas (LNG) plant in the country located on the Afungi Peninsula, in the Cabo Delgado province.

The Project faces significant social challenges with the displacement of households cultivating lands within the area of construction of the LNG facilities (7,000 ha), which underway when Project activities were suspended in April 2021, as well as impact on fishers' economy due to the establishment of a Marine Exclusion Zone.

On January 29, 2026 TotalEnergies and the President of the Republic of Mozambique have announced together the full restart of Mozambique LNG project activities, following the decision made on November 7, 2025, by Mozambique LNG consortium to lift the *force majeure* that was declared in 2021.



Mute Primary School, built with support from the Mozambique LNG project, in Cabo Delgado, Mozambique.

Due diligence and Human Rights policy

A Human Rights Impact Assessment (HRIA) had been conducted in 2015 for the Project which was then operated by Anadarko. To update that assessment and complete it with assessments on the VPSHR and social performance, a Human Rights Due Diligence (HRDD) was conducted by LKL International Consulting and published in 2020.

Mozambique LNG formalized the learnings from these assessments and its approach regarding human rights by adopting its Human Rights Policy in March 2021. Mozambique LNG updated the HRDD in 2023 and again in 2024, incorporating stakeholder feedback.

Given the rapidly changing situation in the province, TotalEnergies on behalf of the partners of Mozambique LNG, entrusted Jean-Christophe Rufin, a recognized expert in the field of humanitarian action and human rights, with an independent mission to assess the humanitarian situation in the province of Cabo Delgado. Published in May 2023, his report [23] highlighted the execution quality of the actions undertaken by Mozambique LNG and their positive impact on the living conditions of local population and made recommendations for improvements to Mozambique LNG's actions on the ground.

(22) TEPMA1, the operator, holds a 26.5% stake in the Mozambique LNG Area 1 Project alongside ENH Rovuma Área Um, S.A. (15%), Mitsui E&P Mozambique Area 1 Ltd. (20%), ONGC Videsh Ltd. (10%), Beas Rovuma Energy Mozambique Limited (10%), BPRL Ventures Mozambique B.V. (10%),
(23) Mozambique_LNG_report appendices.pdf https://totalenergies.com/sites/g/files/nytnzq121/files/documents/2023-05/Mozambique_LNG_report.pd

Implementation of VPSHR

The Security Memorandum of Understanding (Security MoU) signed in March 2019 (amended in July 2020) between Mozambique security providers and oil and gas companies remained in place until October 2023 and has been replaced by a new framework with the Authorities of Mozambique. The new framework has a wider scope, aiming at the restoration and stabilization of public services in the Cabo Delgado province and promoting a suitable environment for proper performance of the Project. It also takes onboard the observations on the Security MoU made by Mr Jean-Christophe Rufin in his May 2023 report and maintains the undertakings by the protection forces in terms of respect of human rights and VPSHR training.

In 2025, 61 training sessions on the VPSHR were delivered to both personnel working for private security companies providing services to the Project and members of the government security forces.

Finally, Mozambique LNG remains involved in the promotion of VPSHR at national level. Mozambique LNG contributed to the initiative that led to the establishment of an In-Country Working Group on the VPSHR and a Cabo Delgado Technical Working Group launched in April 2022. In 2025, the Project staff attended meetings of the Working Group on the VPSHR in Maputo and Pemba, as well as other meetings with human rights groups and United Nations agencies striving to promote human rights.

In December 2025 the Project staff attended a VPSHR-related meeting organised by the Ministry of Justice, the VPSHR Initiative Secretariat, the International Code of Conduct Association (ICoCA), the Centro para Direitos Humanos e Democracia (CDD) and the Centre for Security Sector Governance (DCAF), various governments and members of civil society.

Local grievance mechanism and Incident resolution

Mozambique LNG has implemented a community grievance mechanism, managed remotely, supported notably by a 24h-toll-free telephone line to address any concerns or incidents. In 2025, around 40 awareness sessions on these mechanisms were delivered to the communities in the region where the Project is located.

When PF[24] -related incidents are reported, they are addressed by the Project staff and referred to the PF command for additional investigation. Mozambique LNG takes measures to preserve the anonymity of complainants.

FOCUS

Local Security Situation in the Cabo Delgado 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 stated in a press release that it had never received any information regarding the alleged events described. In a published letter, Mozambique LNG also stated that it had no knowledge of those alleged events and that, before the publication of these allegations, it had never received any information indicating that such events took place, despite maintaining a close communication with the local communities. Based on a review of documents and information available at the time of the alleged facts, the results of which were published on its website, Mozambique LNG has not identified any information nor evidence that would corroborate the allegations of severe abuses.

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

In addition, TotalEnergies has also requested the intervention of the Mozambican Commission on Human rights (CNDH) to conduct its own investigation into these allegations. The CNDH confirmed on March 25, 2025 that it will carry out its own assessment of all relevant information to ensure that the facts are duly ascertained and that the rights of the parties involved are fully respected. In particular, the CNDH has stated that it will follow the investigation launched by the Mozambican judicial authorities to ensure that it is conducted in a transparent, fair and impartial manner. According to the press release published March 13, 2026: ***"After analyzing the information collected, the CNDH informs that, up to this moment, no evidence have been found that confirm allegations of torture or summary executions within the perimeter of the Mozambique LNG Project, as reported by the international press."***

(24) Protection Forces (police and military personnel deployed to ensure the safety of Project activities, employees, and members of nearby local communities)

Ministerial authorities are regularly engaged and discuss about the implementation of the VPSHR with Mozambique LNG. In addition, the Project monitors VPSHR incidents on a case-by-case basis by alerting and communicating directly with the authorities and taking the appropriate measures.

Resettlement

The construction and operation of the Mozambique LNG Project and the Area 4 Rovuma LNG Project involve the physical displacement of the Quitupo community and the economic displacement of households cultivating lands, intertidal collectors and fishing activities within the Project area.

To manage involuntary displacement and ensure the re-establishment and development of livelihoods within the Project area, Mozambique LNG and Area 4 Rovuma LNG projects have developed a Resettlement Plan that was approved by the Government of Mozambique. The Resettlement Plan's implementation was affected by the suspension of activities in Afungi in March 2021. Project teams continued engaging remotely with the resettlement affected community stakeholders. The implementation of the Resettlement Plan resumed in June 2022.



Local shop in Mocimboa da Praia, Cabo Delgado, set up with the support of the Mozambique LNG project.

Following stakeholder consultations and National Resettlement Committee recommendations, 100% of families whose residences were impacted were relocated. Along with the Resettlement Plan, compensation activities resumed in June 2022. At year-end 2025, the Resettlement Plan's land-based compensation activities were fully completed, while compensation for fishers and intertidal collectors reached around 85%. Compensation-related grievances continue to be addressed as part of the wider grievance management system.

Livelihood & socioeconomic development initiatives

The Mozambique LNG Project employs investments into different socioeconomic development projects within its neighboring communities and society. Following the recommendations of Mr Jean-Christophe Rufin, the Project created a Foundation in 2023 for the implementation of a socioeconomic development program covering the whole territory of the Cabo Degaldo province, as part of a consistent and sustainable development strategy. The operational activities of the Foundation were launched in 2024 and continued throughout 2025.

In 2025, Mozambique LNG continued to engage with the communities in Palma and on the border of Cabo Delgado and support their recovery and development. Various socioeconomic development initiatives related to income generation, economic diversification, agriculture, fishery, education, WASH (water, sanitation and hygiene) sectors were implemented, reaching thousands of beneficiaries.

3.5.4 Angola

TotalEnergies has been present in Angola since 1953 and currently employs approximately 1,500 people in the country. The company is a major player in the Angolan energy sector, with core activities in hydrocarbon exploration and production, a strong presence in large-scale offshore projects [25], and a growing commitment to gas and renewable energy development.

In parallel, TotalEnergies is also active in the country through its M&S activities, with a distribution network for petroleum products and lubricants, as well as service stations spread across the country.

Local context regarding Human Rights governance

In terms of respect for human rights, Angola is classified by Verisk Maplecroft [26] as a high-risk country. Key risks include forced labor, the lack of just, favorable and safe working conditions, excessive working hours, wage levels, child labor, and insecurity.



TEPA has implemented a self-reported wage proposal questionnaire for service providers, which is reviewed during compliance meetings to ensure transparency, traceability, and strict adherence to company requirements. This contributes to managing compliance and integrity risks related to relationships with third parties.

TEPA has established a local governance framework for ethics and human rights, which includes an Ethics and Human Rights Committee responsible for monitoring the subsidiary's human rights roadmap, as well as an Ethics Officer and a Human Rights Correspondent, responsible for the effective implementation of human rights due diligence at the local level.

In 2024, TEPA underwent an independent ethics and human rights assessment conducted by GoodCorporation. That same year, 1,068 people—management and operational teams, employees, and onshore and offshore contractors—participated in an in-person human rights training. In 2025 531 employees received the same in-person training.

Human Rights in the workplace

TEPA promotes respect for just, favorable and safe working conditions throughout its operations, with particular attention to offshore operations, which represent the majority of its production.

In accordance with the Company's commitments, employees receive a direct remuneration at least equal to the living wage of the country.

Human Rights and local communities

Since 2023, TEPA has implemented a structured stakeholder consultation program in 53 coastal communities in the provinces of Zaire, Bengo, and Luanda. More than 2,000 people have been consulted.

The "INFORMAQUI" complaints mechanism has been widely deployed and disseminated at the community level. Particular attention is paid to managing risks associated with artisanal fishing activities in regulated maritime zones, through strengthened dialogue with local communities and targeted awareness campaigns. Fifty-three coastal communities and more than 7,000 people have benefited from social programs supported by TEPA in the areas of health, education, and access to drinking water.

Human Rights in security-related activities

Respecting VPSHR is a key element for all TotalEnergies entities in Angola (EP and M&S) in their security and human rights risk management.

Given the nature of its core business, TotalEnergies Marketing Angola regularly deploys private security personnel who are in direct contact with local communities. In 2025, a comprehensive action plan was implemented for its management and service station managers. This issue is regularly monitored by the M&S Executive Committee.

In 2025, this approach was reinforced by the organization of 14 VPSHR training sessions, which brought together approximately 332 participants, including both management teams and private security personnel. Finally, all contracts involving security providers contain VPSHR clauses, thus contributing to compliance with these principles.

(25) The diversified asset portfolio covers the entire offshore spectrum, including block 17 (Girassol, Dalia, Pazflor and CLOV), block 32 (Kaombo) and block 0.
(26) Maplecroft is a British company founded in 2001. It provides standardized risk indices, based on quantitative, qualitative and geospatial data, covering 198 countries and many subnational levels.

3.5.5 Suriname

Suriname is a coastal country located in north-eastern South America, bordering Guyana, French Guiana and Brazil. It has a population of 634,000 and a GDP of 4.42 B$.

TotalEnergies, operator of Block 58 (40%) [27], took the final investment decision in October 2024 for the GranMorgu project, which aims to develop the Sapakara and Krabdagu fields, located 150 km off the coast of Suriname. The project comprises a floating production, storage and offloading (FPSO) unit with a capacity of 220 kb/d, based on the design principles of units that have proven their worth in Guyana in a similar environment. The total investment is estimated at around 10.5 B$, with production expected to start in 2028.

Local content is estimated to be more than 1 B$ over the duration of the project and more than 6,000 jobs, direct, indirect and induced, are expected to be created.

The ESIA launched in 2023 for the project, which applies IFC performance standards, was submitted to the National Environmental Authority in December 2024 and approved in April 2025. This assessment covers the environmental and social impacts of the project, including human rights.

Suriname is classified by Verisk Maplecroft [28] as a country at high risk in terms of human rights. Key issues include child labor, the lack of just, favorable and safe working conditions, excessive working hours, wage levels and access to remedy.

Human Rights in the workplace

In 2024, a specific training mission on the fundamental principles of social performance, dialogue, and grievance management was conducted in Suriname, enabling the TotalEnergies EP Surinam team to identify and mitigate human rights risks throughout the development of GranMorgu.



TotalEnergies EP headquarters in Panamaribo, Suriname.

Human Rights and local communities

A total of 518 key stakeholders were identified. Stakeholder consultations focused on four groups: the communities concerned (Indigenous and tribal people, fishing communities), civil society, authorities, and economic actors.

As soon as Block 58 was awarded, information and consultation meetings were held with stakeholders in Paramaribo and all the coastal districts, including the indigenous communities of Galibi and Kalebaskreek. Quarterly meetings have been held since June 2023 as part of a dialogue plan dedicated to the development project.

In 2024, public consultations on the Environmental and Social Impact Assessment (ESIA) brought together 380 participants in six districts (five fishing communities and two Indigenous communities), and a dedicated session included eight NGOs and 32 participants, including NGOs opposed to the project.

A community grievance mechanism, with a dedicated telephone hotline, has been operational since 2023.

Alongside the Final Investment Decision (FID) announcement, TotalEnergies and its partner APA signed a memorandum of understanding with the Health Ministry to support the rehabilitation of Paramaribo's two main mother and child hospitals at a cost of around 13 M$. In 2024, 300 children from tribal villages participated in a TEEPSR social investment project. TEEPSR also launched a scholarship program for 30 students from nine districts, which is expected to benefit 120 students over four years. In 2024-2025, road safety initiatives reached 28 schools across eight districts, training 520 students and 52 teachers.

A voluntary biodiversity action plan supporting the country's biodiversity strategy has been in place since January 2024 for a 2-year pilot period, targeting marine, terrestrial and coastal (mangrove) ecosystems.

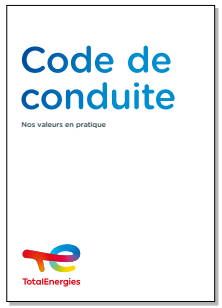
Human Rights in security-related activities

Compliance with the VPSHR is a key element for all TotalEnergies entities in Suriname in their management of security and human rights risks. Training is provided to private security personnel prior to their deployment on site. These measures include mandatory VPSHR training prior to the deployment of security forces, annual risk assessments, and case-by-case follow-up of security-related incidents through the grievance mechanism in place since 2023.

(27) APA Corporation (40%) and Staatsolie (20%).
(28) Maplecroft is a British company founded in 2001. It provides standardized risk indexes, based on quantitative, qualitative and geospatial data, covering 198 countries and many subnational levels.

3.6 Reference Documents

Code of Conduct



The Company's first Code of Conduct was published in 2000 and its latest update was in 2021.
It is available in 18 languages. The Code of Conduct is a reference document intended for all our employees worldwide.

The Code of Conduct:

- Is informed by our five values, including our two core values (Safety and Respect for Each Other) that guide all our actions.
- Describes the practices to maintain with respect to safety, integrity, respect for human rights and other areas.
- Lists the international standards that TotalEnergies applies.
- Defines the Company commitments to its internal and external stakeholders.
- Explains the role of the Ethics Committee and describes the steps to follow when reporting an issue that violates the Code of Conduct or to request guidance.
- Enumerates reference documents available to everyone as a further resource.

It also applies to our suppliers of goods and services, setting out our expectations with regard to their behavior and ethical standards. They must apply standards equivalent to ours, particularly with regard to their employees, and remedy any shortcomings.

More broadly, this document is publicly communicated to all of our external stakeholders: host countries, local communities, customers, suppliers and contractors, business partners, and shareholders.

The Fundamental Principles of Purchasing



These principles were published in 2014 and their last update dates back to 2022.

They are derived from the Company's Code of Conduct and uphold the fundamental principles defined in the international standards and guidelines that the Company commits to respect in its Code of Conduct. The Fundamental Principles of Purchasing are the foundation for the long-term relationships that the Company wishes to build with its suppliers. The Company expects all suppliers of goods and services to comply with these principles and ensure compliance by their own suppliers in turn.

The Guide to Human Rights



Published in 2015, it complements the Company's Code of Conduct and is also made available to employees and stakeholders. Its goal is to raise TotalEnergies employees' awareness on issues relating to Human Rights in its industry and it provides guidance as to the appropriate behavior to adopt in their activities and relationships with stakeholders.

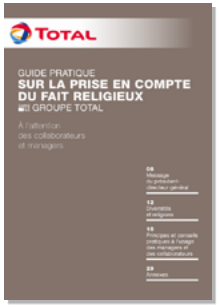
It includes case studies and offers proposed answers to common questions and concerns about Human Rights, notably child labor, discriminatory practices and collective negotiations.

Human Rights Briefing Paper



The Human Rights Briefing Paper was first published in 2016. The second edition was published in 2018, the third in 2024, and the fourth in 2026.

The Practical Guide to Dealing with Religious Questions



Published in 2017, it aims at providing practical solutions to issues raised by our employees and managers worldwide on matters of religious expression at work, while promoting respect for differences and tolerance of each other's beliefs and at helping managers. Available in ten languages, it is also distributed on Business Ethics Day, in all the Company's entities.

3.7 Main Partners

Shift

Shift is a non-governmental organization specializing in human rights in businesses. Founded by John Ruggie, lead author of the UNGPs, it serves as a center of expertise on the Guiding Principles for Business and Human Rights. TotalEnergies has partnered with Shift since 2016.

GOOD CORPORATION

GoodCorporation is a recognized player in the field of business ethics and human rights. This company has been a partner of TotalEnergies since 2002, and has assessed more than 170 entities in 60 countries against the principles and values set out in the Code of Conduct.

GBI

The Global Business Initiative (GBI) is an organization whose goal is to help its member companies respect human rights throughout their operations and value chains. GBI uses the UN Global Rights Guidelines (UNGPs) as a framework and regularly organises training sessions and experience-sharing workshops. TotalEnergies has been a member of GBI since 2009.

WBCSD World Business Council for Sustainable Development

The World Business Council for Sustainable Development (WBCSD) is a global network of around 250 leading companies driving sustainability as a key driver of competitiveness. TotalEnergies has been a member of the WBCSD since 2014.

IPIECA

The International Petroleum Industry Environmental Conservation Association (IPIECA) is the global association of the oil and gas industry dedicated to improving environmental and social performance. IPIECA was founded in 1974 at the request of the United Nations Environment Programme. TotalEnergies has been a member since 1974.

WE SUPPORT UN GLOBAL COMPACT

Since 2002, TotalEnergies has adhered to the United Nations Global Compact, an initiative for corporate responsibility, promoting respect for principles in the areas of human rights, labor, the environment and the fight against corruption.

VOLUNTARY PRINCIPLES ON SECURITY HUMAN RIGHTS

The Voluntary Principles on Security and Human Rights (VPSHR) are an initiative created in 2000 that brings together representatives from governments, businesses, and non-governmental organizations. It promotes principles that guide companies in conducting their security operations while respecting human rights. TotalEnergies has been a member of the VPSHR initiative since 2012.

ILO International Labour Organization | CHILD LABOUR PLATFORM

In 2022, TotalEnergies became the first oil and gas company to join the ILO's Child Labour Platform (CLP), a business-led initiative to combat child labor. The CLP brings together companies, governments, employers' organizations, and workers' organizations. Its objective is to implement joint activities and to promote exchanging best practices on child labor prevention and remediation.

edh entreprises pour les droits de l'Homme

In 2024, the Company joined *Entreprises pour les Droits de l'Homme* (EDH), a French non-profit association that promotes respect for human rights by businesses, in order to exchange views on current issues with other French companies with an international reach.

Appendices



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Glossary

B	Billion
CLO	Community Liaison Officer
Grievance	A grievance is the expression, orally or in writing, of dissatisfaction or a specific allegation related to policies, projects, operations or activities, to actual or perceived impacts or to the behavior of employees or contractors.
€	Euro
EACOP	East African Crude Oil Pipeline
EP	Exploration & Production segment of TotalEnergies
ESIA	Environmental and Social Impact Assessment
EXCOM	TotalEnergies Executive Committee
FPP	Fundamental Principles of Purchasing
FPSO	Floating Production, Storage, and Offloading
GRP	Gas Renewable and Power segment of TotalEnergies
$ or USD	American dollar
Household (PAP)	A PAP (Project Affected Person) corresponds to a group of individuals forming a household or an entity (institution, company) which has been identified, within the framework of the studies carried out for the program of acquisition of the land necessary for the execution of the project, as having at least one asset impacted by the implementation of the project. An asset can be a dwelling, a construction, a plot of bare or cultivated land, plants, trees, crops.
HRDD	Human Rights Due Diligence
HRIA	Human Rights Impacts Assessment
HSE	Health, Safety & Environment
IFC	International Finance Corporation
ILO	International Labour Organization
IMO	International Maritime Organization
Living wage	A living wage is defined as an income that allows an employee to provide a decent life for their family, for standard working hours, to cover their essential expenses (food, water, electricity, housing, education, health, clothing, etc.) and to cope with some of life's uncertainties.
M	Million
M&S	Marketing & Services segment of TotalEnergies
NGO	Non-governmental Organization
OCDE	Organisation for Economic Co-operation and Development
One MAESTRO	Management and Expectations Standards Towards Robust Operations (TotalEnergies' HSE reference framework)
R&C	Refining & Chemicals segment of TotalEnergies
UDHR	Universal Declaration of Human Rights
UN	United Nations
UNDP	United Nations Development Programme
UNGPs	United Nations Guiding Principles on Business and Human Rights
USD	American dollar
VPSHR	Voluntary Principles on Security and Human Rights

Concordance Table with the UNGPs Reporting Framework

UNGPs Reporting Framework		Location where addressed in this Briefing Paper
Policy commitment	A1.1	Our approach to Human Rights chapter
	A1.2	Our approach to Human Rights chapter
	A1.3	Our approach to Human Rights chapter
Embedding Respect	A2.1	Integration in our processes and actions chapter
	A2.2	Integration in our processes and actions chapter
	A2.3	Integration in our processes and actions chapter
	A2.4	Integration in our processes and actions chapter
	A2.5	Integration in our processes and actions chapter
Statement of salient issues	B1	Our approach to Human Rights chapter
Explanation of salient issues	B2	Our Human Rights Salient Issues chapter
Geographical Focus (if any)	B3	Our Human Rights Salient Issues chapter
Additional severe impacts (if any)	B4	Our Human Rights Salient Issues chapter
Management of salient issues	C1.1	Our Human Rights Salient Issues chapter
Stakeholder Engagement	C2.1	Integration in our processes and actions chapter
	C2.2	Integration in our processes and actions chapter
	C2.3	Integration in our processes and actions chapter
Assessing impacts	C3.1	Integration in our processes and actions chapter
	C3.2	Integration in our processes and actions chapter
Integrating Findings and Taking Action	C4.1	Integration in our processes and actions chapter
	C4.2	Integration in our processes and actions chapter
	C4.3	Integration in our processes and actions chapter
Tracking Performance	C5.1	Indicators appendices
Remediation	C6.1	Integration in our processes and actions chapter
	C6.2	Integration in our processes and actions chapter
	C6.3	Integration in our processes and actions chapter
	C6.4	Integration in our processes and actions chapter
	C6.5	Integration in our processes and actions chapter

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Indicators

HUMAN RIGHTS IN THE WORKPLACE

	Unit	2020	2022	2023	2024	2025
Health and safety at work						
Number of work-related fatalities[1] – All personnel	**Nbr**	**1**	**3**	**2**	**1**	**1**
Company Employees	Nbr	0	0	0	0	0
Contractors Personnel	Nbr	1	3	2	1	1
Number of occupational injuries	**Nbr**	**289**	**263**	**252**	**219**	**191**
Company Employees	Nbr	134	130	108	95	95
Contractors Personnel	Nbr	155	133	144	124	96
Number of severe road accidents[2]	**Nbr**	**27**	**15**	**11**	**13**	**16**
Light vehicles and public transportation	Nbr	0	3	4	4	3
Heavy goods vehicles (truck)	Nbr	27	12	7	9	13
Health Indicators (WHRS – World Human Resources Survey)						
% of employees with specific occupational risks benefiting from regular medical monitoring	%	97	99	100	99	100
Number of occupational illnesses recorded in the year (in accordance with local regulations)	Nbr	136	129	107	170	160
Gender						
% of women						
Among all employees	%	34.8	36.3	36.9	36.8	36.7
Among senior management[3]	%	21.1	23.8	25.1	25.8	26.4
Among senior executives	%	25.7	27.5	28.3	29.5	30.2
Internationalization						
% of employees of non-French nationality						
Among senior management[4]	%	32.1	34.2	36.3	36.4	36.4
Among senior executives	%	36.3	37.4	37.7	38.6	37.7
Living wage						
Percentage of employees receiving direct remuneration that is at least equal to the living wage for the country or region in which they work	%	-	100	100	100	100
Suppliers						
Priority supplier evaluations[5]	Nbr	79	200	300	300	200

HUMAN RIGHTS AND LOCAL COMMUNITIES

	Unit	2020	2022	2023	2024	2025
Subsidiaries[6] with an integrated grievance mechanism	%	99	100	100	100	100
Number of complaints received during the year	Nbr	-	-	638	1,414	2,252
Number of complaints received during the year that remain unresolved	Nbr	-	-	125	186	183
Percentage of solved complaints[7]	%	-	-	80	87	92

HUMAN RIGHTS AND SECURITY

	Unit	2024	2025
People trained by TotalEnergies' security department	**Nbr**	**>300**	**>450**

AWARENESS-RAISING AND TRAINING SESSIONS

	Unit	2022	2023	2024	2025
People trained in face-to-face sessions	Nbr	>2,000	>3,500	>4,900	>3,000
People who have completed the e-learning course on human rights (cumulative total since 2019)	Nbr	35,000	>69,000	70,000	>76,000

(1) Excluding occupational illnesses where the link to a possible death is subject to medical confidentiality. Zero fatal accidents. **(2)** Vehicle roll-over or other accident resulting in injury to a crew member or passenger (reported accident). **(3)** Restated 2020 data. The percentage of women was 18.2% in 2020, based on the previous calculation method which did not include NP14 staff or senior management. **(4)** Restated 2020 data. The percentage of non-French nationals was 31.8% in 2020, based on the previous calculation method which did not include senior management. **(5)** On-site assessments, including human rights. **(6)** Subsidiaries within the One MAESTRO scope that have operational activities. **(7)** Number of complaints resolved / number of complaints received for the reference year.

Cautionary Note

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About TotalEnergies

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.

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