

11.1 World Economic Forum Core ESG metrics

The following table uses the core metrics proposed by the World Economic Forum in the white paper titled “Measuring Stakeholder Capitalism – Towards common metrics and consistent reporting” published in September 2020.

Sub-items, proposed metrics and disclosures	Reported	TotalEnergies' disclosures (2021)
PRINCIPLES OF GOVERNANCE		
Governing Purpose		
<p>Setting purpose</p> <p>The company's stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental and social issues. Corporate purpose should create value for all stakeholders, including shareholders.</p>	Yes	<p>Our 100,000 employees are committed to energy that is more affordable, cleaner, more reliable and accessible to as many people as possible.</p> <p>At the heart of the climate stakes, TotalEnergies' aim is to provide energy that is more available, more affordable, cleaner and accessible to as many people as possible. In this context, the Company's ambition is to reach carbon neutrality (net zero emissions) by 2050 together with society.</p> <p>(Source: 2021 URD, §1.1.1 and 5.4)</p>
Quality of Governing Body		
<p>Board composition</p> <p>Composition of the highest governance body and its committees by: competencies relating to economic, environmental and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual's other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation.</p>	Partially	<p>1.9.1 A fully committed Board of Directors</p> <p>The Board of Directors defines TotalEnergies' strategic vision and supervises its implementation in accordance with the corporate interest of the Corporation, by taking into consideration the social and environmental challenges of its business activities.</p> <p>It approves investments or divestments for amounts greater than 3% of shareholders' equity and it is informed of those greater than 1%. The Board may address any issue related to the Company's operations. It monitors the management of both financial and non-financial matters and ensures the quality of the information provided to shareholders and financial markets.</p> <p>The Board of Directors is assisted by the four committees it has created: the Audit Committee, the Governance and Ethics Committee, the Compensation Committee, and the Strategy & CSR Committee. The duties of the Board of Directors and of the Committees are described in point 4.1.2 of chapter 4.</p> <p>The composition of the Board of Directors (14 directors including 9 independent members as of March 16, 2022) reflects the diversity and complementary of experience, skills, nationalities and cultures that are critical to addressing the interests of all of the Company's shareholders and stakeholders.</p> <p>Refer to the URD Chapter 4.1: “Administration and management bodies”.</p> <p>Information provided on gender only, no details on other under-represented social groups.</p> <p>(Source: 2021 URD, §1.9.1 and 4.1)</p>
Stakeholder Engagement		
<p>Material issues impacting stakeholders</p> <p>A list of the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged.</p>	Partially	<p>The answer is provided in chapter 5.1 summarizing our dialogue with stakeholders.</p> <p>But the Corporation hasn't disclosed a detailed materiality analysis.</p> <p>(Source: 2021 URD, §5.1 and 5.3 to 5.10)</p>

Sub-items, proposed metrics and disclosures	Reported	TotalEnergies' disclosures (2021)
Ethical Behaviour		
Anti-corruption		<p>To prevent risks of corruption, TotalEnergies has implemented a robust and regularly updated anti-corruption compliance program. The aim of this program is to promote a culture of compliance and transparency, which is key in ensuring the sustainability of the Company's activities. Failure to comply with such legislation such as the U.S. Foreign Corrupt Practices Act and the French law on transparency, the fight against corruption and the modernization of the economy, is likely to expose the Company to a high criminal, financial and reputation risk, as well as the enforcement of measures such as the review and reinforcement of the compliance program under the supervision of an independent third party.</p>
1. Total percentage of governance body members, employees and business partners who have received training on the organization's anti-corruption policies and procedures, broken down by region		<p>The commitment of the entire Company and the efforts undertaken are unrelenting in order to ensure the sustainability and continuous improvement of the anti-corruption compliance program, which the U.S. authorities deemed to be appropriate in 2016, thus putting an end to the monitorship that was introduced in 2013. [...]</p>
a) Total number and nature of incidents of corruption confirmed during the current year, but related to previous years; and	Partially	<p>The commitment of the management bodies is also expressed externally by TotalEnergies' joining anti-corruption initiatives and supporting collaborative and multi-party approaches. TotalEnergies joined the Partnering Against Corruption Initiative (PACI)⁽¹⁾ in 2016, thereby adhering to the PACI Principles for Countering Corruption. The Chairman and Chief Executive Officer of TotalEnergies SE became a member of the PACI Board in 2018 and subsequently Co-Chairman of the initiative at year-end 2019. TotalEnergies is also a member of other initiatives that contribute to the global effort against corruption, such as the U.N. Global Compact since 2002 and the Extractive Industries Transparency Initiative (EITI)⁽²⁾ since its launch in 2002. [...]</p>
b) Total number and nature of incidents of corruption confirmed during the current year, related to this year.		<p>An initial online anti-corruption course was rolled out in 2011 and a more in-depth online module in 2015. This module is accessible to all employees and mandatory for the targeted personal (almost 43,000 employees) and new hires. At the end of 2021, season 1 of the anti-corruption online course had been followed by approximately 42,000 employees, and season 2 by approximately 40,000 employees in the various regions where the Company operates its activities. [...]</p>
2. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption.		<p>In 2021, the Company recorded just over 350 integrity incidents (covering fraud, corruption or influence peddling) which led -where established and one or more Company employees were involved- to more than 110 sanctions, up to and including dismissal.</p>
(Source: 2021 URD, §5.8.1)		
3.6.3.1		
Protected ethics advice and reporting mechanisms		<p>TotalEnergies has a three-tier organization: Corporate, business segments and operational entities. Each tier is involved in and accountable for identifying and implementing measures in the Vigilance Plan deemed appropriate within the scope of the entity in question.</p>
A description of internal and external mechanisms for:		<p>The Action Principles are driven by the Executive Committee.</p>
1. seeking advice about ethical and lawful behaviour, and organizational integrity;	Yes	<p>The Ethics Committee is the guarantor of the implementation of the Code of Conduct. Its chairman, who reports to the Chairman and Chief Executive Officer of TotalEnergies SE, presents an annual ethics report to the Governance and Ethics Committee of the Board of Directors.</p>
2. reporting concerns about unethical or unlawful behaviour, and organizational integrity.		5.7
		<p>The Ethics Committee is where representatives of all TotalEnergies' business segments sit. Its key role is one of listening and support. Employees, but also people from outside the Company, can contact the committee at the address ethics@total.com. The Committee protects the confidentiality of the complaints, which can only be lifted with the agreement of the complainant.</p>

(1) Launched in 2004 within the World Economic Forum, PACI now numbers approximately 90 major corporations and forms a platform for discussion for business leaders and governmental and non-governmental organizations, allowing them to share their experiences and ideas and develop best practices.

(2) The EITI brings together representatives of the governments of the member countries as well as representatives of civil society and business in order to strengthen transparency and governance with regard to income from oil, gas and mineral resources.

Sub-items, proposed metrics and disclosures	Reported	TotalEnergies' disclosures (2021)
Ethical Behaviour		
<p>Protected ethics advice and reporting mechanisms</p> <p>A description of internal and external mechanisms for:</p> <ol style="list-style-type: none"> 1. seeking advice about ethical and lawful behaviour, and organizational integrity; 2. reporting concerns about unethical or unlawful behaviour, and organizational integrity. 	<p>Yes</p>	<p>5.8.1.5</p> <p>In addition, TotalEnergies takes actions in order to develop a speak-up culture and asks its employees to report any situations that they consider to be contrary to the Code of Conduct. This culture is encouraged by regular communication on the rule adopted in late 2020, which formalized the procedure for collecting integrity alerts (corruption, fraud and influence peddling). This rule expressly provides that no disciplinary sanction, nor any direct or indirect discriminatory retaliatory measure, may be taken part against the whistleblower, as long as it is made in good faith, and this even in the facts subsequently turn out to be inaccurate or unfounded, and in particular to recall and/or not to give rise to any proceedings or sanctions. This rule, combined with the one also adopted in 2020 by the Ethics Committee concerning the collection and processing of reports, covers all situations or behaviors likely to be contrary to the Company's Code of Conduct.</p> <p>In this respect, echoing this Code, the rule adopted at the end of 2020 by the Anti-Corruption Compliance recalls the various existing alert channels: each employee can therefore contact any manager, Human Resources, the Compliance Officers or Ethics Officers, or the Ethics Committee, depending on what seems most appropriate. The Ethics Committee is responsible for ensuring compliance with the Code of Conduct. Its Chairperson, who reports to the Chairman and Chief Executive Officer of TotalEnergies SE, presents an annual Ethics Report to the Governance and Ethics Committee of the Board of Directors.</p> <p>Both employees and third parties can refer to this Committee by writing to ethics@total.com. TotalEnergies does not tolerate any retaliation measures or discrimination toward anyone submitting a report in good faith and undertakes to respect confidentiality.</p> <p>(Source: 2021 URD, §3.6.3.1, 5.7 and 5.8.1.5)</p>
Risk and Opportunity Oversight		
<p>Integrating risk and opportunity into business process</p> <p>Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental and social issues, including climate change and data stewardship.</p>	<p>Yes</p>	<p>Information disclosed in the 2021 URD, Chapters 3 and 5.</p> <p>(Source: 2021 URD, §3.1 and 5.4)</p>

Sub-items, proposed metrics and disclosures

Reported

TotalEnergies' disclosures (2021)

PLANET

Climate change

Indicators related to climate⁽¹⁾

GHG emissions		Operated emissions				Equity emissions			
		2021	2020	2019	2015	2021	2020	2019	2015
SCOPE 1									
Direct GHG emissions	Mt CO ₂ e	34* (33)	38* (36)	41	42	49	52	55	50
BREAKDOWN BY SEGMENT									
Upstream oil & gas activities	Mt CO ₂ e	14	16	18	19	23	24	26	22
Integrated Gas, Renewables & Power, excluding upstream gas operations	Mt CO ₂ e	5	3	3	-	6	5	4	-
Refining & Chemicals	Mt CO ₂ e	15* (14)	17	20	22	19	22	25	27
Marketing & Services	Mt CO ₂ e	<1	<1	<1	<1	<1	<1	<1	1
BREAKDOWN BY GEOGRAPHY									
Europe: EU 27 + Norway + UK + Switzerland	Mt CO ₂ e	20* (19)	22* (21)	24	22	18	20	23	22
Eurasia (incl. Russia) / Oceania	Mt CO ₂ e	1	1	1	5	17	17	18	13
Africa	Mt CO ₂ e	9	10	11	12	7	7	8	9
Americas	Mt CO ₂ e	5	4	4	4	7	7	6	5
BREAKDOWN BY TYPE OF GAS									
CO ₂	Mt CO ₂ e	32	34	39	39	47			
CH ₄	Mt CO ₂ e	1	2	2	2	1			
N ₂ O	Mt CO ₂ e	<1	<1	<1	<1	<1			
SCOPE 2									
Indirect emissions from energy use	Mt CO ₂ e	2* (2)	3* (3)	4	4	5			
Of which Europe: EU 27+ Norway + UK + Switzerland	Mt CO ₂ e	1* (1)	2* (2)	2	2	2			
SCOPE 1+2	Mt CO ₂ e	37* (35.7)	41* (38)	44	46	54			

Greenhouse Gas (GHG) emissions

For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO₂ e) GHG Protocol Scope 1 & Scope 2 emissions.

Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.

Yes

Methane emissions		Operated emissions				Equity emissions
		2021	2020	2019	2015	2021
Methane emissions	kt CH ₄	49	64	68	94	51
BREAKDOWN BY SEGMENT						
Upstream oil & gas activities	kt CH ₄	48	62	66	92	48
Integrated Gas, Renewables & Power, excluding upstream gas operations	kt CH ₄	<1	<1	<1	0	2
Refining & Chemicals	kt CH ₄	1	1	1	1	1
Marketing & Services	kt CH ₄	0	0	0	0	0
BREAKDOWN BY GEOGRAPHY						
Europe: EU 27 + Norway + UK + Switzerland	kt CH ₄	7	12	15	9	5
Eurasia (incl. Russia) / Oceania	kt CH ₄	1	3	3	33	16
Africa	kt CH ₄	23	31	39	49	18
Americas	kt CH ₄	18	18	10	3	12

(1) Refer to point 5.11 of the chapter 5 for the scope of reporting.

Sub-items, proposed metrics and disclosures

Reported

TotalEnergies' disclosures (2021)

Climate change

Other indirect GHG emissions		2021	2020	2019	2015
SCOPE 3^(a)					
Indirect GHG emissions related to the use by customers of energy products	Mt CO ₂ e	400* (370)	400* (350)	410	410
BREAKDOWN BY PRODUCTS					
Petroleum products	Mt CO ₂ e	285* (255)	320* (270)	335	350
Gas	Mt CO ₂ e	115	80	75	60
BREAKDOWN BY GEOGRAPHY					
Europe: EU 27 + Norway + UK + Switzerland	Mt CO ₂ e	220* (202)	215* (190)	232	256
Eurasia (incl. Russia) / Oceania	Mt CO ₂ e	79* (77)			
Africa	Mt CO ₂ e	68* (59)			
Americas	Mt CO ₂ e	33* (31)			

Greenhouse Gas (GHG) emissions

For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO₂ e) GHG Protocol Scope 1 & Scope 2 emissions.

Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.

Intensity indicators		2021	2020	2019	2015
Lifecycle carbon intensity of energy products used by the customers (71 g CO ₂ e/MJ in 2015)	Base 100 in 2015	90* (89)	92* (90)	94	100 ^(d)
Intensity of GHG emissions (Scope 1+2) of operated Upstream oil & gas activities ^(b)	kg CO ₂ e/boe	17	18	19	21
Intensity of GHG emissions (Scope 1+2) of Upstream oil & gas activities ^(b) on equity basis	kg CO ₂ e/boe	19			
Intensity of methane emissions from operated oil & gas facilities (Upstream)	%	0.13	0.15	0.16	0.23
Intensity of methane emissions from operated gas facilities	%	<0.1	<0.1	<0.1	<0.1
Other indicators					
Net primary energy consumption (operated scope)	TWh	148	147	160	153
Global energy efficiency indicator (GEEI)	Base 100 in 2010	87.0	90.2	88.0	90.8
Flared gas (Upstream oil & gas activities operated scope) (including safety flaring, routine flaring and non-routine flaring)	Mm ³ /d	3.6	4.2	5.7	7.2
Of which routine flaring	Mm ³ /d	0.7	0.6	0.9	2.3 ^(d)

* Valuation of these indicators excluding the COVID-19 effect.

(a) Oil products including bulk refining sales and biofuels ; Natural Gas excluding minority stakes in public companies.

(b) This indicator doesn't include LNG assets in its perimeter.

(c) Indicator developed in 2018, with 2015 as the baseline year.

(d) Volumes estimated upon historical data.

Sub-items, proposed metrics and disclosures	Reported	TotalEnergies' disclosures (2021)
Climate change		
TCFD implementation		
<p>Fully implement the recommendations of the Task Force on Climate related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well below 2 °C above pre-industrial levels and pursue efforts to limit warming to 1.5 °C – and to achieve net zero emissions before 2050.</p>	Yes	<p>Non-financial performance statement aligned with TCFD recommendations, the climate report responds to TCFD recommendations. (Source: 2021 URD, §5.4)</p>
Nature Loss		
Land use and ecological sensitivity		
<p>Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA).</p>	Yes	<p>8.9% of TotalEnergies' proved reserves are operated reserves located close to or in protected areas or areas rich in biodiversity⁽¹⁾. Furthermore, 150 sites operated by the Company representing 8,860 hectares are located in or close to protected areas or key areas for biodiversity⁽²⁾.</p>
Fresh Water Availability		
Water consumption and withdrawal in water stressed areas		
<p>Report for operations where material: megalitres of water withdrawn, megalitres of water consumed and the percentage of each in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool.</p>	Yes	<p>In order to identify its facilities exposed to the risk of water stress, TotalEnergies records the withdrawal of water on all of its operated sites significant for this indicator and assesses these volumes on the basis of the current and future water stress indicators of the WRI⁽³⁾ Aqueduct tool. In 2021, the Company's sites withdrew 101 million m³ of fresh water, with net consumption of 75 million m³. 54% this volume was withdrawn in areas of water stress according to the WRI definition, i.e. areas where human demand for water exceeds 40% of resources available. These are mainly highly populated urban areas, such as urban areas in Northern Europe. According to the CDP Water definition, these withdrawals represent 10% of the overall Company's water withdrawals (including brackish water and seawater). For priority sites defined as those located in water stress areas and withdrawing more than 500,000 m³ per year, TotalEnergies assesses water resources risk levels using, in particular, the Local Water Tool (LWT) for Oil & Gas from the Global Environmental Management Initiative (GEMI). This tool also helps guide the actions taken to mitigate the risks and to make optimal use of water resources on the sites when necessary.</p>
<p>Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.</p>		<p>This risk assessment establishes that the activities of the sites operated by the Company only expose the other users of the water to a relatively low risk of water shortage. The risk mainly concerns TotalEnergies sites for which the water supply could be cut in order to maintain access to water for priority users.</p> <p>In 2021, TotalEnergies responded to the CDP Water survey for the 2020 period and was, for the fourth consecutive year, graded A-. The main indicator used in this reporting is freshwater withdrawal. (Source: 2021 URD, §5.5.3)</p>

(1) In accordance with the IFC reference framework.

(2) In accordance with the GRI reference framework.

(3) World Resources Institute. The indicators in this paragraph are evaluated from the Project Basic Water Stress 2030.

Sub-items, proposed metrics and disclosures	Reported	TotalEnergies' disclosures (2021)
PEOPLE		
Dignity and Equality		
Diversity and inclusion	Yes	<p>Throughout its activities, diversity is integral to TotalEnergies' identity and key to its success. The Company has long been committed to promoting equal opportunity and diversity, and strives to promote an inclusive corporate culture and an environment that allows every employee to express and develop his or her potential.</p> <p>The diversity of its employees and management is crucial to the Company's competitiveness, appeal, acceptability and capacity for innovation. TotalEnergies aims to develop its employees' skills and careers by implementing an inclusive Human Resources policy, while excluding any discrimination related to origin, gender, sexual orientation or gender identity, disability, age or affiliation with a political, labor or religious organization, or membership in a minority group.</p> <p>This policy is supported at the highest levels and promoted by the Diversity Council, which is chaired by a member of the Company's Executive Committee. The Diversity Council is also charged with making specific recommendations on issues identified each year by the Executive Committee.</p> <p>(Source: 2021 URD, §5.6.3.1) N.B. Tables of employees available in §5.6.1.1:</p> <ul style="list-style-type: none"> – Breakdown by employment contract, – Breakdown by age group, – Total number of managers, – Breakdown of managers / non managers by age group. <p>Breakdown by gender available in §5.6.3.1:</p> <ul style="list-style-type: none"> – Among all employees, – Among employees with permanent contracts (CDI), – Among managers (first levels, middle, senior and senior executive),. – Breakdown by gender and age group <p>Breakdown by nationality available in §5.6.3.1:</p> <ul style="list-style-type: none"> – Among all employees, – Among managers (senior and senior executive).
Pay equality	Partially	<p>The Company's compensation policy applies to all companies in which TotalEnergies SE holds the majority of voting rights. That policy has several aims: to ensure external competitiveness and internal fairness, reinforce the link to individual performance, increase employee share ownership and implement the Company's corporate social responsibility commitments. [...]</p> <p>The Company's compensation policy is designed to offer competitive, fair and responsible compensation. In particular, it stipulates that compensation levels must be equivalent internally for positions with the same level of responsibility in a given environment (activity, country). Fair treatment is ensured within the Company through the widespread use of weighting for management positions (JL ≥ 10) via the Hay method. Performance reviews for Company employees, covering actual versus targeted results, skills assessment and overall job performance, are conducted during an annual individual review and formally issued in accordance with the same principles and guidelines across the entire Company.</p> <p>The compensation structure for the Company's employees is based on the following components, depending on the country:</p> <ul style="list-style-type: none"> – a base salary, which is subject to individual and/or general salary-raise campaigns each year. The merit-based salary-raise campaigns are intended to compensate employees' individual performance according to the targets set during the annual individual review, including <i>at least</i> one HSE target; and – an individual variable compensation starting at a certain level of responsibility. This is intended to compensate individual performance (quantitative and qualitative attainment of previously set targets), managerial practices, if applicable, and the employee's contribution to collective performance evaluated on the basis of HSE targets set for each business segment, which represents up to 10% of the variable portion. In 2021, 90.4% of the Company's entities (WHRS scope) included HSE criteria in the variable compensation. In particular, HSE criteria include greenhouse gas reduction targets. <p>(Source: 2021 URD, §5.6.1.2)</p>

Sub-items, proposed metrics and disclosures	Reported	TotalEnergies' disclosures (2021)
Dignity and Equality		
<p>Pay equality</p> <p>Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men, minor to major ethnic groups, and other relevant equality areas.</p>	Partially	<p>In terms of compensation, TotalEnergies has been adopting specific measures to prevent and compensate for discriminatory wage differentials in several countries. Regular checks are carried out during salary-raise campaigns to ensure equal pay among men and women holding positions with the same level of responsibility.</p> <p>Since 2019, consistent with French Act 2018-771 of September 5, 2018, on the freedom to choose one's professional future, the Company has published an index in France for its three units of economic and employee interest (UESs) on wage differentials and the steps taken to eliminate them. That index, based on a score of 100, reflects five indicators: wage differentials, pay raise differentials excluding promotions, promotion rate differentials, percentage of female employees who received a pay raise in the year they returned from maternity leave, number of employees of the under-represented gender among the ten employees who received the highest compensation</p> <p>(Source: 2021 URD, §5.6.3.1) N.B. The index table is available in §5.6.3.1</p>
<p>Wage level</p> <p>1. Ratios of standard entry level wage by gender compared to local minimum wage.</p> <p>2. Ratio of the annual total compensation of the CEO to the median of the annual total compensation of all its employees, except the CEO.</p>	Yes	<p>In 2021, TotalEnergies initiated a process to assess any discrepancies between the direct salary and the living wage⁽¹⁾ in all its subsidiaries⁽²⁾. The result of the studies carried out show that by the end of 2021, 98% of employees received a direct salary that exceeds the living wage in the country or region in which they work. The Company intends to perpetuate this approach to ensure that 100% of its employees receive a direct salary that exceeds the living wage by the end of 2022.</p> <p>A living wage is defined as an income that allows employees:</p> <ul style="list-style-type: none"> – 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.); – the ability to cope with some of life's uncertainties. <p>(Source: 2021 URD, §5.6.1.2)</p> <p>TotalEnergies has set itself the goal that, by the end of 2022, no employees will have a direct salary that is lower than the decent living wage in the country or region, in which they work.</p> <p>(Source: 2021 URD, §5.7.1)</p> <p>The Company's policy consists of providing levels of compensation that are higher than the minimum level observed locally, through regular benchmarks, in countries where legislation guaranteeing a minimum wage is lacking.</p> <p>(Source: 2021 URD, §5.6.1.2)</p> <p>At the global level, a verification of compliance with the minimum wage guaranteed by local legislation is also carried out on the base salary.</p> <p>At the global level, in order to ensure equal pay for men and women, the Company plans to implement an annual review in all countries and a corrective action plan if necessary.</p> <p>(Source: 2021 URD, §5.6.3.1)</p> <p>N.B.</p> <p>1. Ratio of the lowest base salary by gender to the minimum salary guaranteed by local legislation, aggregated by geographical area, available in §5.6.3.1</p> <p>2. Chairman and Chief Executive Officer compensation ratio available in §4.3.2.1</p>

(1) TotalEnergies relies on the global database provided by the Fairwage Network, which assesses the 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).

(2) It applies to the so called "périmètre de gestion" i.e., all subsidiaries controlled at more than 50%.

Sub-items, proposed metrics and disclosures	Reported	TotalEnergies' disclosures (2021)
Dignity and Equality		
Risk for incidents of child, forced or compulsory labor		
<p>An explanation of the operations and suppliers considered to have significant risk for incidents of child labour, forced or compulsory labour. Such risks could emerge in relation to:</p>	Yes	<p>Forced and child labor have been identified as risks of severe negative impacts from our activities on human rights, notably in the supply chain, and mentioned as such in the Non-financial performance statement – Human rights section. The supplier qualification process is presented in the Non-financial performance statement – Procurement section.</p> <p>(Source: 2021 URD, §5.7.1 and 5.10)</p>
<p>a) type of operation (such as manufacturing plant) and type of supplier; and</p>		
<p>b) countries or geographic areas with operations and suppliers.</p>		
Health and well being		
Health and safety		<p>1. Indicators:</p> <p>Number of fatalities as a result of work related injury: 1</p> <p>Rate of fatalities as a result of work related injury (per 100 million hours worked): 0.26</p> <p>High consequence work related injuries (excluding fatalities): 12</p> <p>Recordable work related injuries (per 100 million hours worked): 0.73</p> <p>Main types of work related injury: In 2021, of the 285 occupational accidents reported, 273 related to accidents at the workplace. 76% of these occurred, in decreasing order of the number accidents, when handling loads or objects, walking, using portable tools or working with powered systems.</p> <p>Number of hours worked: 389 million</p> <p>(Source: 2021 URD, §5.3.2)</p> <p>2. Explanations:</p> <p>The Company has a policy for the prevention of occupational accidents which applies to all employees of subsidiaries and of contractors working on a site operated by one of these subsidiaries. The safety results are monitored with the same attention for all. This policy is described in the One MAESTRO reference framework.</p> <p>The indicators monitored by TotalEnergies include work-related accidents whether they occur at workplace, during transportation within the framework of long-term contracts, or during an industrial accident. In addition to its aim of zero fatalities in the exercise of its activities, TotalEnergies has set itself the target of continuously reducing the TRIR indicator and, for 2022, of reducing it below 0.70 for all personnel of the Company and its contractors. The 2021 target was 0.75.</p> <p>(Source: 2021 URD, §5.3.2)</p> <p>In terms of medical monitoring, the health referential framework provides that each Company subsidiary offers all employees a medical checkup at least every two years and sets out a formal medical monitoring procedure taking into account the requirements under local law (frequency, type of examination, etc.) and the level of exposure of its personnel to the various risks. Medical monitoring of employees is conducted at a health department, which may be internal (occupational health departments in France, clinics in five countries in Africa) or external. Furthermore, in view of its activities and exposure, TotalEnergies has an international medical department that designs, coordinates and supervises operational medical logistics abroad. It is the decision-making level in terms of medical safety of expatriate and national employees. For foreign subsidiaries, it coordinates the organization of health services, employee aptitude assessments, medical monitoring and support for employees and expatriates' families, and medical evacuations. It also conducts audits of medical facilities in countries where TotalEnergies is present and issues recommendations.</p> <p>At the corporate level, TotalEnergies also has a Medical Advisory Committee that meets regularly to discuss key health issues relating to the Company's activities. It decides whether there is a need for additional health protection strategies to be implemented. It consists of external scientific experts and the Company's senior executives and stakeholders concerned by these issues. In 2021, a feedback session on the COVID-19 pandemic was conducted in order to learn from it and use it in any possible future crisis.</p>
<p>1. The number and rate of fatalities as a result of work related injury; high consequence work related injuries (excluding fatalities); recordable work related injuries; main types of work related injury; and the number of hours worked.</p>	Yes	
<p>2. An explanation of how the organization facilitates workers' access to non occupational medical and healthcare services, and the scope of access provided for employees and workers.</p>		

Sub-items, proposed metrics and disclosures	Reported	TotalEnergies' disclosures (2021)
Health and well being		
<p>Health and safety</p> <p>1. The number and rate of fatalities as a result of work related injury; high consequence work related injuries (excluding fatalities); recordable work related injuries; main types of work related injury; and the number of hours worked.</p> <p>2. An explanation of how the organization facilitates workers' access to non occupational medical and healthcare services, and the scope of access provided for employees and workers.</p>	Yes	<p>On a broader level, TotalEnergies also supports the promotion of individual and collective health programs in the countries where it operates, including vaccination campaigns and screening programs for certain diseases (COVID-19, AIDS, cancer, malaria, etc.) for employees, their families and local communities. It is also developing social protection schemes (see section 5.6.1.2 of this chapter). Lifestyle risk awareness activities (anti-smoking and anti-alcohol campaigns, etc.) are also implemented on a regular basis. (Source: 2021 URD, §5.3.4)</p> <p>The Company provides pension and employee benefit programs (health and death) that meet the needs of the subsidiaries, as well as the Company's standards, designed to ensure that each employee can:</p> <ul style="list-style-type: none"> – in case of illness, receive coverage that is at least equal to the median amount for the national industrial market; – participate in a savings or supplementary retirement plan; – organize the protection of the family in the event of the death of the employee. <p>To this end, TotalEnergies is deploying a number of commitments and mechanisms worldwide:</p> <ul style="list-style-type: none"> – Where appropriate, each entity sets up a pension and health insurance plan, in addition to the legal plans in force, with the assistance of Human Resources department of the business segment; – A health check-up at least every two years is offered by each entity to all its employees, subject to the local regulations and context; – Each entity sets up a death benefit plan, whatever the cause, at least equivalent to two years' gross reference salary. At the end of 2021, nearly 90% of the Company's permanent employees were covered worldwide. <p>TotalEnergies has also set up a global mental health prevention program to take care of employees, wherever they are in the world.</p> <p>These programs, which are regularly reviewed and, if necessary, adjusted, are administered by the subsidiaries and supplement any programs provided under local law. (Source: 2021 URD, §5.6.1.2)</p> <p>N.B. Tables available in §5.3.4:</p> <ul style="list-style-type: none"> – Percentage of employees with specific occupational risks benefiting from regular medical monitoring, – Number of occupational illnesses recorded in the year.
Skills for the future		
<p>Training provided</p> <p>1. Average hours of training per person that the organization's employees have undertaken during the reporting period, by gender and employee category (total number of trainings provided to employees divided by the number of employees).</p> <p>2. Average training and development expenditure per full time employee (total cost of training provided to employees divided by the number of employees).</p>	Yes	<p>The technical and business know-how of employees and their ability to manage large projects underpin the Company's operational excellence and are essential assets for the Company's development. [...] TotalEnergies is developing the skills of its employees especially through training, by offering adapted further education programs aimed at developing the skills and employability of employees.</p> <p>The Company's training catalog offers nearly 5,300 training content (onsite and remote training) covering all technical, business and cross-functional fields, including behavioral softskills. (Source: 2021 URD, §5.6.2)</p> <p>N.B. Tables available in §5.6.2:</p> <ul style="list-style-type: none"> – Average number of training days/year per employee, – Breakdown by gender, – Average training cost per employee.

Sub-items, proposed metrics and disclosures	Reported	TotalEnergies' disclosures (2021)
PROSPERITY		
Employment and Wealth Generation		
Absolute number and rate of employment		Attracting and retaining the talent the Company needs is a key factor in carrying out the company project. To succeed in that task, TotalEnergies carefully manages its hires and departures. (Source: 2021 URD, §5.6.1) N.B. Tables available in §5.6.1.1:
1. Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region.	Yes	Total number hired on permanent contracts (CDI) – Women/Men, – French/Other nationalities, – Managers / Non managers,
2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.		– Breakdown by age group, – Breakdown by region. Total departures/ total employees – Women/Men, – Breakdown by region.
Economic Contribution		
1. Direct economic value generated and distributed (EVG&D), on an accruals basis, covering the basic components for the organization's global operations, ideally split out by: – Revenues – Operating costs – Employee wages and benefits – Payments to providers of capital – Payments to government – Community investment.	Partially	Calculation of EVG&G not done as such, but some elements are available. (Source: 2021 URD, §1.1.3, 1.10 and 8.7)
2. Financial assistance received from the government: total monetary value of financial assistance received by the organization from any government during the reporting period.		
Financial investment contribution		
Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company's investment strategy.	Yes	Information provided in the URD. (Source: 2021 URD, §1.6.1 and 5.4.6)
Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders.		
Innovation in better products and services		
Total R&D expenses		1.7.2 R&D at the heart of our strategy OneTech's Research & Development Hub brings together all the Company's R&D in one entity. This organization allows for the acceleration of the development of industrial solutions, products, and services, which more than ever involve and benefit several of the Company's activities and business units.
Total costs related to research and development.	Yes	Based on the various scenarios studied by TotalEnergies, the goal of achieving carbon neutrality (net zero emissions) by 2050 entails more than large-scale deployment of proven technologies such as photovoltaic solar power, wind power and biofuels. It also requires technological game-changers and the development of completely new industrial value chains, such as hydrogen, synthetic fuels, and carbon capture and storage.

Sub-items, proposed metrics and disclosures	Reported	TotalEnergies' disclosures (2021)
Innovation in better products and services		
		<p>The transformation of TotalEnergies into a multi-energy company calls for agile R&D that is firmly committed to innovation. At the heart of the strategy, R&D is focusing on its teams and partners who specialize in the electricity and renewables value chain, and technology for shrinking our environmental footprint.</p> <p>The research projects are defined by the principles that underpin the growth strategy and the Company's ambition of carbon neutrality.</p> <p>These R&D programs are organized around five lines:</p> <ul style="list-style-type: none"> – the "Power" R&D line covers renewable energies, their hybridization and their distributed operation, for example by supplying the network from the batteries of electric vehicles. The challenge is to reduce the production costs of low-carbon energy, decarbonize assets and offer new processes and services; – the "CO₂ & Sustainability" R&D line develops innovative and competitive technologies by focusing on increasingly sustainable solutions. This research concerns the capture and the use of CO₂, for sustainable synthetic fuels and the storage of CO₂, as well as the development of low environmental footprint technologies for the entire low-carbon liquefied natural gas chain, biogas and hydrogen sector. Work undertaken on quantifying greenhouse gas emissions, water and soil management is also contributing to the development of low-carbon technologies; – the "Upstream" R&D line aims to improve the operational efficiency of exploration and production activities, both in terms of reducing greenhouse gas emissions and cutting costs to ensure a low break-even point and a smaller carbon footprint; – the "Downstream Processes & Polymers" R&D line supervises and operates research on polymer recycling, the development of new-generation biofuels and process electrification; – the "Fuels & Lubricants" R&D line is supporting the transformation of the world of transport and new forms of mobility, developing products to increase the performance of electrical systems and gas engines and to reduce the environmental footprint of existing solutions.
Total R&D expenses	Yes	
Total costs related to research and development.		<p>In addition to TotalEnergies' five R&D lines, some subsidiaries conduct R&D centered on their own businesses. At Hutchinson, for example, research activities focus on three main issues connected with mobility of the future: weight reduction and energy efficiency, electrification, and smart objects. Saft Groupe is conducting research into more safe and more efficient batteries, particularly in the field of mobility and renewable energy storage, using artificial intelligence and big data, and developing solid-state batteries, safer for electric mobility.</p> <p>R&D is also investigating forward-looking topics with the aim of evaluating the potential of emerging technologies for the Company's businesses.</p> <p>With an R&D workforce of more than 4,000 employees, the Company invested \$849 million in R&D in 2021 (versus \$895 million in 2020 and \$968 million in 2019). Including developments in digital technology (described in 1.7.3) and industrial projects for CO₂ capture and storage, and including investments made by Total Carbon Neutrality Ventures (TotalEnergies' venture capital fund dedicated entirely to carbon neutrality activities, with cumulative investments expected to reach \$400 million by 2023), the Company's investment to prepare for the future amounted to \$1.1 billion.</p> <p>TotalEnergies carries out its R&D projects with an open innovation approach, drawing on its talent pool, research infrastructure, pilot sites and R&D centers worldwide, as well as start-ups and top-ranked academic partners. TotalEnergies operates 18 R&D centers across the globe, and has signed about 1,000 agreements with its partners.</p> <p>In addition, the Company implements an active intellectual property policy to protect its innovations, maximize their use and differentiate its technology. In 2021, the Company filed more than 200 patent applications.</p> <p>(Source: 2021 URD, §1.7.2)</p>

Sub-items, proposed metrics and disclosures	Reported	TotalEnergies' disclosures (2021)
Community and social vitality		
Total tax paid	Yes	<p>TotalEnergies publishes in its URD an annual report covering the payments made by its extractive affiliates to governments, per country and per project, among which tax payments, with a specific breakdown on corporate income tax payments.</p> <p>(Source: 2021 URD, § 9.3)</p> <p>The Company also issues a tax transparency report, which provides additional information on the taxes paid in its main countries of operations on a country-by-country basis and on the total tax contribution, broken down by nature of tax.</p>
<p>Total tax paid by the group, including corporate income taxes, property taxes, non creditable VAT and other sales taxes, employer paid payroll taxes, and other taxes that constitute costs to the company, by category of taxes.</p>		