

11.2 World Economic Forum (WEF/IBC) 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	TOTAL's disclosures (2020)
PRINCIPLES of GOVERNANCE		
Governing Purpose		
Setting purpose 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.	Yes	TOTAL's <i>raison d'être</i> is to supply to as many people as possible a more affordable, more available and cleaner energy. As a supporting component of society's evolutions, energy is a fundamental resource for economic, social and human development, which currently faces a twofold challenge: satisfying the energy needs of an ever-growing world population while reducing global warming. The Group's <i>raison d'être</i> is rooted in that challenge. TOTAL's intention in becoming a broad energy company is to help meet that challenge in a responsible way. (Source: 2020 URD, §1.2 and 5.1)
Quality of Governing Body		
Board composition Composition of the highest governance body and its committees by: competencies relating to economic, environmental and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual's other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation.	Partially	1.7.1 A fully committed Board of Directors Comprising 13 directors as of March 17, 2021, including eight independent members, the Board of Directors reflects the diversity and complementary experience, expertise, nationalities and cultures that are critical to addressing the interests of all of the Group's shareholders and stakeholders. The Board of Directors defines TOTAL's strategic vision and supervises its implementation in accordance with its corporate interest by taking into consideration the social and environmental challenges of its business activities. 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. The Board of Directors is assisted by the four committees it has created: Audit, Governance & Ethics, Compensation, and Strategy & CSR. Refer to the URD Chapter 4.1: "Administration and management bodies". Information provided on gender only, no details on other under-represented social groups. (Source: 2020 URD, §1.7.1 and 4.1)
Stakeholder Engagement		
Material issues impacting stakeholders A list of the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged.	Partially	Response is provided by listing the main challenges identified at the beginning of each DPEF sub-chapter. But the Company hasn't disclosed a detailed materiality analysis. (Source: 2020 URD, §5.1 and 5.3 to 5.10)
Ethical Behaviour		
Anti-corruption 1. Total percentage of governance body members, employees and business partners who have received training on the organization's anti-corruption policies and procedures, broken down by region a. Total number and nature of incidents of corruption confirmed during the current year, but related to previous years; and b. Total number and nature of incidents of corruption confirmed during the current year, related to this year. 2. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption.	Partially	To prevent risks of corruption, TOTAL has implemented a robust, regularly updated anti-corruption compliance program that has been rolled out throughout the Group. The aim of this program is to promote a culture of compliance and transparency, which is key in ensuring the sustainability of the Group'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 Group 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. The commitment of the entire Group 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. [...] The commitment of the management bodies is also expressed externally by TOTAL joining anti-corruption initiatives and supporting collaborative and multipartite approaches. TOTAL joined the <i>Partnering Against Corruption Initiative (PACI)</i> ⁽¹⁾ in 2016, thereby adhering to the PACI Principles for Countering Corruption. TOTAL's Chairman and Chief Executive Officer became a member of the PACI Board in 2018 and subsequently Co-Chairman of the initiative at year-end 2019. TOTAL 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. [...] Awareness raising actions are carried out toward all employees. The Group's intranet contains a section on the fight against corruption which provides employees with various media, e.g. the internal standards and guides such as the booklet entitled Prevention and fight against corruption. Poster campaigns communicating the key messages in the risk areas are held on a regular basis; a campaign on the "Speak-Up" theme, among other things, was held before the Business Ethics Day. An initial anti-corruption e-learning course was rolled out in 2011 and a more in-depth e-learning module in 2015. This module is accessible to all employees and mandatory for the targeted personal (almost 43,000 employees) and new hires. At year-end 2020, season one of the anti-corruption e-learning course had been followed by approximately 41,000 people and season two by approximately 39,000 people. (Source: 2020 URD, §5.8.1)

(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	TOTAL's disclosures (2020)
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>3.6.3.1</p> <p>The Group 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> <p>The Action Principles are driven by the Executive Committee.</p> <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 TOTAL, presents an annual ethics report to the Governance and Ethics Committee.</p> <p>5.7</p> <p>The Ethics Committee is an independent structure where representatives of all TOTAL's business segments sit. Its key role is one of listening and support. Both employees and external stakeholders can refer matters to the Ethics Committee by sending an email to ethics@total.com. The Committee ensures the confidentiality of the complaints, which can only be lifted with the agreement of the complainant.</p> <p>5.8.1.5</p> <p>In addition, TOTAL 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 and a rule was adopted in late 2020 to formalize the procedure for collecting integrity alerts (corruption, fraud and influence peddling); it reminds the various existing alert channels: employees, depending on the option they feel is most appropriate, can contact any manager, human resources, the Compliance Officers or Ethics Officers, or the Group Ethics Committee. Both employees and third parties can refer to this Committee by writing to ethics@total.com. The Group will not tolerate any retaliation measures or discrimination toward anyone submitting a report in good faith and undertakes to respect confidentiality.</p> <p>(Source: 2020 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 2020 URD, Chapter 3.</p> <p>(Source: 2020 URD, §3.1)</p>

Sub-items, proposed metrics and disclosures

Reported

TOTAL's disclosures (2020)

PLANET

Climate change

Indicators related to climate^(a)

GHG emissions		2020	2019	2018	2015
SCOPE 1 OPERATED					
Direct GHG emissions at operated sites	Mt CO ₂ e	36 (38*)	41	40	42
Of which Europe: EU 27 + Norway + United Kingdom + Switzerland	Mt CO ₂ e	21 (22*)	24	24	22
BREAKDOWN BY SEGMENT					
Upstream hydrocarbons activities ^(b)	Mt CO ₂ e	16	18	18	19
Integrated Gas, Renewables & Power, excluding upstream gas operations	Mt CO ₂ e	3	3	2	-
Refining & Chemicals ^(b)	Mt CO ₂ e	17	20	21	22
Marketing & Services ^(b)	Mt CO ₂ e	<1	<1	<1	<1
BREAKDOWN BY GHG TYPE					
CO ₂	Mt CO ₂ e	34	39	38	39
CH ₄	Mt CO ₂ e	2	2	2	2
N ₂ O	Mt CO ₂ e	<1	<1	<1	<1
SCOPE 2 OPERATED^(IV)					
Indirect emissions from energy use at operated sites	Mt CO ₂ e	3 (3*)	4	4	4
Of which Europe: EU 27 + Norway + United Kingdom + Switzerland	Mt CO ₂ e	2 (2*)	2	2	2
SCOPES 1 & 2 FROM OPERATED OIL & GAS FACILITIES^{(b)+(III)+(IV)}					
	Mt CO ₂ e	35.8 (39*)	41.5	42	46
SCOPE 1 EQUITY SHARE					
Direct GHG emissions based on equity share	Mt CO ₂ e	52	55	54	50
SCOPE 3^(b)					
Other indirect emissions – Use by customers of products sold for end use	Mt CO ₂ e	350 (400*)	410	400	410
Of which Europe: EU 27 + Norway + United Kingdom + Switzerland	Mt CO ₂ e	190 (215*)	232	231	256
Methane emissions					
Methane emissions from Group operated activities	kt CH ₄	64	68	79	94
Intensity of methane emissions from operated oil and gas facilities for Upstream hydrocarbons activities	%	0.15	0.16	0.19	0.23
Intensity of methane emissions from operated gas facilities for Upstream hydrocarbons activities	%	<0.1	<0.1	<0.1	<0.1
Carbon intensity indicators					
Carbon intensity of energy products used by the Group's customers (71 g CO₂e/MJ in 2015)	Base 100 in 2015	90 (92*)	94	95	100^(e)
Intensity of GHG emissions (Scopes 1 & 2) at operated sites for Upstream hydrocarbons activities	kg CO ₂ e/bep	18	19	20	21
Other indicators					
Net primary energy consumption (operated scope)	TWh	147	160	143 ^(d)	153
Group energy efficiency indicator (GEEI)	Base 100 in 2010	90.2 ^(d)	88.0	88.4	90.8
Flared gas (Upstream hydrocarbons activities operated scope) (including safety flaring, routine flaring and non-routine flaring)	Mm ³ /d	4.2	5.7	6.5	7.2
Of which routine flaring	Mm ³ /d	0.6	0.9	1.1	2.3 ^(f)

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

(a) Refer to point 5.11 of this chapter for the scope of reporting.

(b) The Group usually follows the oil industry reporting guidelines published by IPIECA which are conform to the GHG Protocol methodologies. In this document, only item 11 of scope 3 (use of sold products), which is the most significant, is reported. Emissions for this item are calculated based on sales of finished products for which the next stage is end use, in other words, combustion of the products to obtain energy. A stoichiometric emission factor is applied to these sales (oxidation of molecules to carbon dioxide) to obtain an emission volume.

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

(d) Excluding primary energy consumption of Direct Énergie gas power plants

(e) The change in this indicator between 2019 and 2020 can be explained by a lower refinery utilization.

(f) Volumes estimated upon historical data.

(Source: 2020 URD, §5.6.4)

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 (tCO₂e) GHG Protocol Scope 1 & Scope 2 emissions.

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

Yes

Sub-items, proposed metrics and disclosures	Reported	TOTAL's disclosures (2020)
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, climate report responds to TCFD recommendations.</p> <p>(Source: 2020 URD, §5.6)</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>2.6% of TOTAL's proved reserves are operated reserves located close to or in protected areas or areas rich in biodiversity⁽¹⁾. Furthermore, 109 sites operated by the Group representing 3,318 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> <p>Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.</p>	Yes	<p>In order to identify its facilities exposed to the risk of water stress, TOTAL records the withdrawal and discharge 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 2020, the Group's sites withdrew 105 million m³ of fresh water, with net consumption of 75 million m³. Half this volume was withdrawn in areas of high or extremely high 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 9.6% of the overall Group'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, TOTAL 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>This risk assessment establishes that the activities of the sites operated by the Group only expose the other users of the water to a relatively low risk of water shortage. The risk mainly concerns TOTAL sites for which the water supply could be cut in order to maintain access to water for priority users. In 2020, TOTAL responded to the CDP Water survey for the 2019 period and was, for the third consecutive year, graded A-. The main indicator used in this reporting is fresh water withdrawal.</p> <p>(Source: 2020 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.

Sub-items, proposed metrics and disclosures	Reported	TOTAL's disclosures (2020)
PEOPLE		
Dignity and Equality		
		<p>Through its activities, diversity is integral to the Group's identity and key to its success. The Group has long been committed to promoting equal opportunity and diversity, and strives to promote 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 Group's competitiveness, appeal, acceptability and capacity for innovation. TOTAL aims to develop its employees' skills and careers while prohibiting any discrimination related to origin, gender, sexual orientation or 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 Group'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: 2020 URD, §5.3.3.1)</p> <p>N.B. Tables of employees available in §5.3.1.1:</p> <ul style="list-style-type: none"> - Breakdown by employment contact - Breakdown by age bracket - Total number of managers <p>Breakdown by gender available in §5.3.1.1:</p> <ul style="list-style-type: none"> - Among all employees - Among employees with permanent contacts (CDI).
<p>Diversity and inclusion</p> <p>Percentage of employees per employee category, by age group, gender and other indicators of diversity (e.g. ethnicity).</p>	Yes	
		<p>The Group's compensation policy applies to all companies in which TOTAL 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 Group's corporate social responsibility commitments.</p> <p>A large majority of employees are covered by laws that guarantee a minimum wage, and, whenever that is not the case, the Group's policy ensures that compensation is above the local minimum wage. Regular benchmarking is used to assess compensation based on the external market and the entity's competitive environment. Each entity's positioning relative to its reference market is assessed by the human resources division within each business segment, which monitors evolutions in payroll, turnover and consistency with the market.</p> <p>Fair treatment is ensured within the Group through the widespread use of weighting for management positions (JL ≥ 10)⁽¹⁾ via the Hay method, which is used to assign a salary range to each job level. Performance reviews for Group 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 organization.</p> <p>The compensation structure for the Group'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 at least one HSE (Health, Safety, Environment) 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 2020, 87.4% of the Group's entities (WHRS scope) included HSE criteria in the variable compensation. <p>(Source: 2020 URD, §5.3.1.2)</p> <p>With regard to compensation, TOTAL has been adopting specific measures to prevent and compensate for discriminatory wage differentials since 2010. Regular audits are conducted 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 the French Act of September 5, 2018, on the freedom to choose one's professional future, the Group 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 underrepresented gender among the ten employees who received the highest compensation.</p> <p>(Source: 2020 URD, §5.3.3.1)</p> <p>N.B. The index table is available in §5.3.3</p>
<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>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>	Partially	<p>(Source: 2020 URD, §5.3.1.2)</p> <p>N.B. Compensation ratios are available in §4.3.2.1</p>

(1) Job level of the position according to the Hay method. JL10 corresponds to the first level of junior manager (*cadre débutant*) (≥ 300 Hay points).

Sub-items, proposed metrics and disclosures	Reported	TOTAL's disclosures (2020)
<p>Risk for incidents of child, forced or compulsory labor</p> <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> <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>	<p>Yes</p>	<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 DPEF – Human rights section. The new supplier qualification process is presented in the Non-financial performance statement – Procurement section.</p> <p>(Source: 2020 URD, §5.7.1 and 5.10)</p>
<p>Health and well being</p>		
		<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: 0.26 (per 100 million hours worked)</p> <p>High consequence work related injuries (excluding fatalities): 11</p> <p>Recordable work related injuries: 0.74 (per 1 million hours worked)</p> <p>Main types of work related injury: In 2020, of the 289 lost time injuries reported, 280 relate to accidents at the workplace. 78% of these occurred, in decreasing order of the number accidents, when walking, handling loads or objects, using portable tools or working with powered systems or lifting systems.</p> <p>Number of hours worked: 389 million</p> <p>(Source: 2020 URD, §5.4.2)</p> <p>2. Explanations:</p> <p>The Group has a policy for preventing occupational accidents that applies to all employees of Group subsidiaries and employees 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 the Group 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, TOTAL has set itself the target of continuously reducing the TRIR indicator and, for 2020, of keeping it below 0.80 for all personnel of the Group and its contractors.</p> <p>In terms of medical monitoring, the referential framework requires that each Group entity 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, TOTAL 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. It ensures the organization of aptitude assessments and medical monitoring of employees and their families living abroad, medical support for subsidiaries, audits of medical structures in countries where the Group operates, as well as issuing recommendations and coordinating medical evacuations.</p>
<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>	<p>Yes</p>	<p>To complement this program, TOTAL has set up an employee health observation committee to monitor the health of a sample of employees in order to identify the emergence of certain illnesses and, if applicable, suggest appropriate preventive measures. The data is gathered anonymously during medical examinations worldwide.</p> <p>At the corporate level, TOTAL also has a Medical Advisory Committee that meets regularly to discuss key health issues relating to the Group'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 Group's senior executives and stakeholders concerned by these issues. The theme for 2020 was the COVID-19 pandemic and in particular the measures taken by the Group while managing the crisis.</p> <p>On a broader level, TOTAL 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 (AIDS, cancer, malaria, etc.) for employees, their families and local communities. It also develops employee benefit programs (refer to point 5.3.1.2 in this chapter), and regularly takes action to raise awareness of lifestyle risks (anti-smoking and anti-drinking campaigns, etc.). Every year, in order to share information on progress in the area of Industrial Hygiene, TOTAL holds a technical day of discussions on different subjects with the relevant business segments. In 2020, this event did not take place because of the COVID-19 pandemic.</p> <p>(Source: 2020 URD, §5.4.4)</p> <p>The Group provides pension and employee benefit programs (health and death) that meet the needs of the subsidiaries as well as the Group'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; – arrange for the protection of family members in the event of the employee's death, via insurance that provides for the payment of a benefit recommended to equal two years' gross salary. <p>These programs, which are regularly reviewed and, if necessary, adjusted, are administered by the subsidiaries and supplement any programs provided under local law.</p> <p>(Source: 2020 URD, §5.3.1.2)</p> <p>N.B. Tables are available in §5.4.4:</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. <p>(Source: 2020 URD, §5.4.4)</p>

Sub-items, proposed metrics and disclosures	Reported	TOTAL's disclosures (2020)
Skills for the future		
Training provided		
1. Average hours of training per person that the organization's employees have undertaken during the reporting period, by gender and employee category (total number of trainings provided to employees divided by the number of employees).	Yes	The technical and business know-how of employees and their ability to manage large projects underpin the Group's operational excellence and are essential assets for the Group's development. TOTAL therefore offers ongoing, customized training programs aimed at enhancing employees' skills and employability. These training courses reflect a commitment to skills enhancement and career support, including for employees moving between business segments and/or geographical regions. (Source: 2020 URD, §5.3.2)
2. Average training and development expenditure per full time employee (total cost of training provided to employees divided by the number of employees).	Yes	N.B. Tables are available in §5.3.2: – Average number of training days/year per employee – Breakdown by gender – Average training cost per employee (€ thousands).
PROSPERITY		
Employment and Wealth Generation		
Absolute number and rate of employment		
1. Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region.	Yes	Attracting and retaining the talent the Group needs is a key factor in carrying out the company project. To succeed in that task, the Group carefully manages its hires and departures (...) (Source: 2020 URD, §5.3.1) N.B. Tables available in §5.3.1.1: Total number hired on permanent contracts (CDI) – Women/Men – French/Other nationalities – Breakdown by region
2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.	Yes	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: 2020 URD, §1.1.3, 1.8.1 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.	Yes	
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.
Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders.	Yes	(Source: 2020 URD, §1.4.1)

Sub-items, proposed metrics and disclosures	Reported	TOTAL's disclosures (2020)
Innovation in better products and services		
<p>Total R&D expenses Total costs related to research and development.</p>	<p>Yes</p>	<p>1.5.1 R&D at the heart of our strategy</p> <p>Based on the various scenarios studied by TOTAL, 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.</p> <p>The Group's transformation from an oil and gas company into a broad energy group calls for agile R&D that is firmly committed to innovation. At the heart of the Group's 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. The Group's research projects are defined by the principles that underpin its strategy and its goal of carbon neutrality: acting on emissions, acting on products and acting on demand.</p> <p>These R&D programs are organized around on five priorities:</p> <ul style="list-style-type: none"> - Safety and the environment, including satellite-based emissions monitoring and research into plastics and product recycling. - A low-carbon energy mix, including optimization of the natural gas (and particularly LNG) value chain; renewables and power storage solutions (hydrogen, etc.); hybrid systems; gains in energy efficiency; carbon capture, utilization and storage; and bioproducts. - Operational efficiency, including programs aimed at combining productivity gains, lower operating costs and carbon emissions reductions through the use of digital technology and electrification. - New products, including ecodesign, biosourcing and the development of products with special properties, such as high-performance fluids for electric motors. - Digital technology, which is embedded in every program, including advanced research into high-performance computing technology and the use of artificial intelligence for industrial applications. <p>These research programs may be led by a business segment on behalf of its business lines or those of other segments; or, when they involve topics with broad relevance, they may be coordinated at Group level in order to establish synergies, capitalize on expertise and pool knowledge and infrastructure.</p> <p>In addition to the Group's five R&D priorities, some subsidiaries may 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.</p> <p>R&D is also investigating forward-looking topics with the aim of evaluating the potential of new technology for the Group's businesses, such as nanotechnologies, robotics, hydrogen and new mobility solutions.</p> <p>With an R&D workforce of more than 4,000 employees, the Group invested \$895 million in R&D in 2020 (versus \$968 million in 2019 and \$986 million in 2018). The Group's investment for the future – including developments in the field of digital technology and carbon capture and storage industrial projects, as well as investments led by Total Carbon Neutrality Ventures (TOTAL's venture capital fund, which focuses solely on carbon neutrality businesses and expects to invest a total of \$400 million dollars by 2023) – has risen to more than \$1.1 billion.</p> <p>The Group 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. The Group operates 12 R&D centers and six techcenters across the globe, and has signed roughly 1,000 agreements with its partners.</p> <p>In addition, the Group implements an active intellectual property policy to protect its innovations, maximize their use and differentiate its technology. In 2020, the Group filed more than 200 patent applications.</p> <p>(Source: 2020 URD, §1.5.1)</p>
Community and social vitality		
<p>Total tax paid Total tax paid by the group, including corporate income taxes, property taxes, non creditable VAT and other sales taxes, employer paid payroll taxes, and other taxes that constitute costs to the company, by category of taxes.</p>	<p>Partially</p>	<p>In 2020, TOTAL incurs \$2,450 million of corporate income taxes, \$3,768 million of production taxes for its extractive operations, \$2,178 million of employer social security contributions and collects \$20,981 million of excise duties.</p> <p>(Source: 2020 URD, § 1.1.3)</p> <p>In addition, TOTAL discloses each year a report on the payments made to Governments by the Group's Extractive Companies, notably including payments of taxes by country and by Project.</p> <p>(Source: 2020 URD, § 9.3)</p>