



VPSHR Annual Report

March, 2022



TotalEnergies

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Introduction

This report describes TotalEnergies' (the "Company") overall commitment and 2021 implementation of the Voluntary Principles on Security and Human Rights ("VPSHR" or "VPs"). The Company joined the initiative

in March 2012 as a member of the Corporate Pillar and is continuing its efforts to further embed and promote the VPSHR into its day-to-day business activities.

TotalEnergies key achievements in 2021 were the following:



Continuous VPSHR Trainings organized at operational levels;



Enhancing the Auto-Diagnostic and Risk-Assessment (ADRA) tools feedback;



Development of a new e-learning VPSHR module and inclusion of a first-step gender and vulnerable-group sensitive approach;



Launch of a VPSHR annual campaign with a global strategy deployed in each country where the Company operates.

During the year, special attention has been given to three countries: Myanmar, Mozambique and Uganda.

In Myanmar, since the February 2021 coup, TotalEnergies stopped investment in new projects but chose to maintain its operation of Yadana to ensure continuation of power supplies to Yangon and the western Thailand population. During that period and until the Company's announcement of its withdrawal from the Yadana project and resignation as operator in January 2022, no direct support by Government Security Forces was sought to assist with sensitive situations with local communities.

In Mozambique, the evolving security situation in the north of Cabo Delgado province led TotalEnergies to withdraw all Mozambique LNG project personnel from the Afungi site and to declare force majeure in April 2021.

In Uganda, the development phase of the Lake Albert project which includes Tilenga (operated by TotalEnergies EP Uganda) and EACOP (in which TotalEnergies EP Uganda) has begun in April 2021 and a proactive approach is being taken to ensuring that each stage of the project is implemented in

accordance with internationally recognized Human Rights standards and the VPSHR. The Company has reiterated its commitment not to accept, tolerate or contribute to any acts of violence against Human Rights Defenders or any other person.

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

A. TotalEnergies' commitment to the VPSHR

I. Public statement of commitment or endorsement of the VPSHR

TotalEnergies' commitment to the VPSHR is explicitly enshrined in various Company documents (e.g. the Code of Conduct, the Human Rights Guide and the Human Rights Briefing Paper¹) and the 2018 top management's commitment reiteration remains valid.

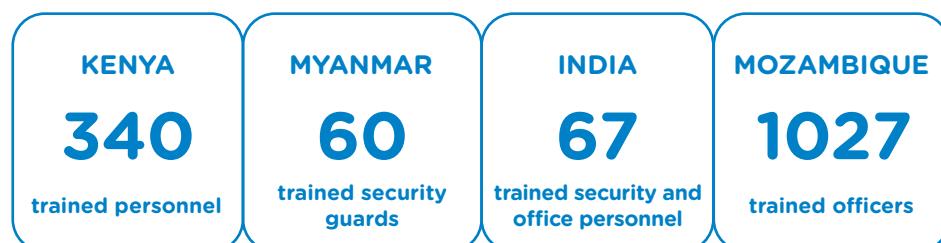
1. Reference documents are available on [Human Rights | Sustainable performance \(totalenergies.com\)](#)

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

2021 VPSHR TRAINING ACTIVITIES

Several trainings and awareness-raising programs were conducted throughout TotalEnergies in 2021. Awareness sessions at operational level were encouraged and organized for employees, Private Security Companies (PSC) and Government Security Forces (GSF).

Topics such as "conflict resolution", "use of force and Human Rights during guarding operations", "VPSHR and security tasks", "Human Rights principles" or even "Rights of detainees" are being discussed to gradually deepen understanding on the subject. Some examples for 2021:



For more information regarding trainings in Mozambique, please refer to the 2020 VPSHR Annual Report on [VPSHR | Sustainable Performance \(totalenergies.com\)](#)

INVOLVEMENT IN VPSHR EVENTS

TotalEnergies attended the Voluntary Principles Initiative's ("VPI" or "VP Initiative") 2021 Virtual Annual Plenary Meeting in March 2021. The

Company also participated in other events with VPI members, including regular Corporate Pillar calls, United-Kingdom VPs Working Group and In-Country

Working Groups meetings. TotalEnergies also attended IPIECA's² Social Responsibility Group and more precisely its Human Rights Working Group and Responsible Security Task Force's virtual meetings where VPSHR related matters are broadly discussed. The purpose of these groups is to share experiences, approaches and best practices on VPSHR implementation between energy companies and to provide support to the VP Initiative relevant to the sector. Since 2019, TotalEnergies has been internally using an online communication platform benefitting Country Security Officers and operational security managers that includes a VPSHR channel for learning about VP-related topics, deploying the VPSHR tools, encouraging the sharing of experience, examining case studies, and disseminating key information.

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

DEVELOPMENT OF A VPSHR E-LEARNING MODULE AND FIRST-STEP GENDER AND VULNERABLE GROUPS-SENSITIVE APPROACH

Company Security worked on the development of a new e-learning project designed for operational security managers, including a complete "Get to know security actors and the VPSHR" module. This gave us the opportunity to include first-step materials on gender and vulnerable groups. This work will be

completed in 2022 and tools to be developed by the expert consulting team contracted by the VP Initiative will enable the Company to better train both its security team, VPSHR trainers and sensitize third parties to the implementation of VPSHR on the field.

DEVELOPMENT OF A GUIDANCE FOR ENTRY AND OPERATIONS IN CONFLICT-AFFECTED AND HIGH-RISK AREAS

Taking into consideration the 2020 Report by the United Nations Working Group on Business and Human Rights³ which made clear that businesses operating in conflict-affected areas should conduct operations in a conflict sensitive manner, TotalEnergies continued to participate in a multi month collaboration with an advisory organization to develop a conflict analysis tool that could be used to help the Company's subsidiaries to manage VPSHR issues in high-risk conflict or post-conflict areas. The "Guidance for Entry and Operations in Conflict-Affected and High-Risk Areas" which takes the form of a practical Do's/Don'ts guidance could be used by the Company to undertake analysis on root causes and conflict drivers when performing VPSHR Risk-Assessment. It will also be applicable to other contexts in which there is a high risk of conflict and to re-enter into such contexts for the resumption of operations suspended and will be evaluated in 2022. The Company was also part of the VPI's Conflict Working Group in 2020 and will attend meetings in 2022.

3. Report of the Working Group on the issue of Human Rights and transnational corporations and other business enterprises, "*Business, Human Rights and conflict-affected regions: towards heightened action*", 2020.

B. Policies, Procedures and Related Activities

I. Implementation of the VPSHR

In May 2019, TotalEnergies published its internal VPSHR Company Rule (“VPSHR Rule” or “Rule”) that stipulates TotalEnergies’ VPSHR requirements. A VPSHR Guide and Manual providing guidelines on how to implement the VPSHR Rule has been published internally in early 2021. This Guide and Manual applies to all Company affiliates as controlled by the Company in accordance with their respective decision-making process and subject to their applicable laws.

Please refer to the TotalEnergies 2020 VPSHR Annual Report for more details on [VPSHR | Sustainable Performance \(totalenergies.com\)](https://www.totalenergies.com)

Since 2021, a new organization has been implemented which highlights the role of the Head of Operation with respect to the VPI and facilitates the exchange of information regarding VPSHR implementation at entities’ level via the six Regional Security Representatives attached to the Operations

Department. They are both advisors to the Country Chairs and they supervise the Country Security Officers. Therefore, the link between security actors and VPSHR implementation has been reinforced and this contributes to better mitigate the risks.

II. Company procedure to conduct Security and Human Rights risk-assessments and VPSHR auto-diagnostic evaluations

RISK-ASSESSMENT AND AUTO-DIAGNOSTIC TOOLS PRESENTATION

Since 2016, the Company has been using Auto-Diagnostic and Risk-Assessment tools – both inspired by the Implementation Guidance Tools (IGT), which help TotalEnergies’ affiliates to evaluate their own compliance with the VPSHR, assess the VP-related risks present in their operating environment, and formulate an action plan with recommendations to mitigate the identified risks. The Auto-Diagnostic tool takes the form of a questionnaire which, once completed, gives the entity’s VPSHR compliance rate on a scale from 0% to 100%, identification of an action

plan to mitigate the risks and increase the level of compliance. The Auto-Diagnostic must be updated once a year and following any incident or significant change at the entity level. The Risk-Assessment tool must be completed at least every two years and once completed, it generates a risk matrix and an action plan for implementation. In order to strengthen the Company's actions – particularly in conflict or post conflict-affected areas, security reviews allow the Security Division to monitor ADRA action plans and audit the VPSHR implementation on the field.

ORGANISATION OF ANNUAL VPSHR CAMPAIGNS (ADRA CAMPAIGNS)

These tools are deployed during the annual ADRA campaigns rolled out across Company entities worldwide. Each Regional Security Representative contacts the Country Security Officer or Security Manager in the target countries to share the campaign strategy and tools. An explanatory infographic is also shared with them.

Since 2020, both tools were updated and made available on a secure digital platform. In 2021, this allowed for strengthening monitoring and better traceability of results.

PRELIMINARY FINDINGS OF THE 2021 ADRA CAMPAIGN

Company Security launched its annual ADRA campaign in November 2021 and a total of 101 countries were surveyed. Previous campaigns focused on high-risk entities, however, the 2021 ADRA campaign strategy was intended to provide an overview of the Company's VPSHR risks. Therefore, the following were targeted:



Countries that had never provided information or whose information was more than 2 years old;



Countries whose VPSHR compliance rate was below 60% during the 2020 campaign;



Countries whose Risk-Assessment's results indicates high or extreme risks during the 2020 campaign.

The participation rate reached 87% and shows the progress made to raise awareness of the Company VPSHR tools among Country Security Officers and operational security managers.

Out of 86 countries surveyed in the Auto-Diagnostic, 89% responded. Out of 83 countries surveyed in the Risk-Assessment, 95% responded. Results are still under process, but first indicators provide the following figures:

43 % of entities have a high compliance rate between 90% and 100%;

40 % have a compliance rate between 60% and 89%;

16 % have a compliance rate considered as low, i.e. below 60%;

27 % have risk-assessment results highlighting high or extreme VPSHR risks.

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

The 2019 VPSHR Company Rule addresses security and VPSHR incidents and near-miss incidents procedures by outlining the various measures to take when facing security-related incidents with Human Rights consequences. A VPSHR incident report template is annexed to this Rule and made available

on the VPSHR canal as well as in the VPSHR kit transmitted to entities. As one of the 12 categories of security incidents classified as “serious” incidents, VPSHR incidents must be reported to Company Security within 24 hours.

IV. Company procedure for taking the VPSHR into consideration when establishing relationship with Private Security Companies

The VPSHR Rule stipulates that all contracts with Private Security Companies have to include a VPSHR clause requiring PSC to comply with the VPSHR commitments and the Company standards. On August 26, 2020, TotalEnergies’ Marketing & Service branch deployed a VPSHR clause to be included in

the operation contracts of the Company’s service station network. This VPSHR clause must be included in all new contracts, renewals, extensions, and amendments. In 2021, the VPSHR clause was included in more than 1 600 contracts.



C. Implementation of the VPSHR in a country: Uganda

I. Context

TotalEnergies IN UGANDA: THE TILENGA PROJECT

The Lake Albert area in Uganda has major oil resources that are being developed by the Tilenga project (“the Project”)⁴, operated by TotalEnergies EP Uganda (TEPU).

Located in the Buliisa and Nwoya districts, the Tilenga project involves the development of 6 fields with the drilling of approximately 420 wells from 31 locations, with the aim of achieving plateau oil production of 190kb/d.

Tilenga project partners are committed to implementing the project in an exemplary manner taking into consideration the environmental and biodiversity stakes, as well as the rights of the concerned communities, in accordance with the stringent performance standards of the International Finance Corporation (IFC). Fully aware of the Project’s sensitive nature, TEPU is also committed to minimizing the impact on local population by limiting relocations and supporting the households concerned. Regular stakeholder engagement occurs with the full spectrum of stakeholders and includes consultations and effective grievance mechanisms.

4. Please refer to the Project website for more information: [Tilenga & EACOP: two projects rigorously researched and assessed | TotalEnergies.com](#)

THE SECURITY AND HUMAN RIGHTS SITUATION IN UGANDA

According to the Verisk Maplecroft’s Security Forces and Human Rights index, despite having a strong legal framework, Uganda is the 22nd riskiest country in the world and the 7th riskiest in Africa. The country has ratified or signed eight out of ten relevant treaties in security and Human Rights field (e.g., *Geneva Conventions and Protocols*, *Montreux Document*, *Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment*, *Convention for the Protection of all Persons from Enforced Disappearance*, etc.).

Civil society in Uganda is vibrant and engaged on business and Human Rights issues. NGO are particularly active in the protection of Human Rights Defenders and seek to intervene for instance where arrests of Human Rights Defenders occur. In areas near the border with the Democratic Republic of Congo (DRC), deployment of police and private security companies have been increased recently due to insecurity and crime. Moreover, project-induced in-migration suggests crime rates may increase in the Project area.

RELATIONS WITH PRIVATE SECURITY COMPANIES (PSC)

PSC services are required both in Kampala and at site-level. These contracts are carefully drafted and include stringent Human Rights measures. In order to operate in Uganda, PSC must obtain a license. All PSC security guards – contracted by TEPU, receive VPSHR training, conducted by TEPU internal security team before being deployed to ensure quality control. Regular follow up sessions are held and screening for

past Human Rights abuses by PSC staff is carried out. More generally the Project’s approach to Human Rights due diligence in relation to security is through the continuous implementation of these VPSHR. TEPU supervisors both in Kampala and onsite have been appointed to oversee daily security activities. Constant dialogue occurs through regular meetings.

RELATIONS WITH GOVERNMENT SECURITY FORCES (GSF)

TEPU maintains good working relations with Ugandan GSF units deployed outside the perimeter of the Project site. In 2021, a Memorandum of Understanding (MoU) was negotiated which is expected to be signed in 2022. This MoU gives the Project a clear framework for continuous engagement on VPSHR. To reinforce the skills of the GSF assigned to the protection of Project assets and personnel, TEPU provides them with training on VPSHR and internationally recognized Human Rights. To mitigate the risks linked to the use of force or abuse during protests or riots by community members, training of field officers on

this topic has been held. Moreover, TEPU personnel (including Human Rights, social performance and security teams as well as Human Rights officers, Community Liaison Officers and Country Security Officers) are actively engaged in developing a positive and trusting working relationship conducive to being able to exercise leverage where appropriate. Until the MoU is formally signed, TEPU does not provide any equipment or logistic support to GSF. Following signature any equipment transfer or support will follow a strict procedure set out in the MoU.

II. Policies and procedures

INTERNAL POLICIES

TEPU’s internal policy is consistent with the Company’s VPSHR Rule and VPSHR Training is a cornerstone of the affiliate security department’s efforts to meet VPSHR standards. TEPU has pledged

to respect Human Rights throughout the Tilenga Project. It is also committed to respecting the IFC Performance Standards which include Performance Standard 4 on Community Health, Safety and Security.

HUMAN RIGHTS IMPACT ASSESSMENT

A Human Rights Impact Assessment (HRIA) for the Tilenga Project – conducted between December 2020 and January 2022, was commissioned by TEPU to understand the risks and impacts of the Tilenga Project on Human Rights and to develop a proactive and comprehensive action plan for ongoing Human

Rights Due Diligence. This HRIA builds upon prior Human Rights assessments that the Project has undertaken, notably through the Environmental and Social Impact Assessment (ESIA). Within this HRIA security and Human Rights was recognized as a salient issue for the Project.

ESTABLISHMENT OF FORMALISED RELATIONSHIPS WITH SECURITY PROVIDERS

In application of the Company VPSHR Rule, TEPU has engaged a dialogue with national authorities and made every effort to establish an official agreement. As mentioned above, in 2021, an MoU has been negotiated and submitted to the Ugandan Ministry of Internal Affairs. The document notably stipulates that all personnel will adhere to key guidelines including the VPSHR, United Nations Basic Principles on the Use of Force and Firearms by Law Enforcement Officials, and Code of Conduct for Law Enforcement Officials. Through the MoU, TEPU will ensure that the

Government commits not to deploy commanders of units who have in the past been responsible for Human Rights abuses and ongoing VPSHR and Human Rights Training of GSF deployed in the Project area. The document also addresses the right of Civil Society Organisations, Non-Governmental Organisations, Media individuals and Human Rights Defenders to express themselves freely. TEPU will seek to ensure that the MoU is signed shortly to give the Project a clear framework for continuous engagement on the VPSHR.

DEVELOPMENT OF A STRONG RELATIONSHIP WITH CIVIL SOCIETY

TEPU has developed a good working relationship in particular with the Civil Society Coalition on Oil and Gas (CSCO) which is a loose network of 60 member organisations working towards the sustainable governance of Uganda's oil and gas resources. Strong collaboration with the Project's Community Liaison Officer (CLO) has been highlighted as a decisive strategy for mitigating the risks of protests that could lead to GSF intervention. TEPU ensures that the

information about the Project's security arrangement is shared with communities and workers, and that the grievance mechanisms are effective and can receive complaints about the conduct of GSF and PSC without retaliation. In addition, complaints that relate to potential Human Rights impact are rapidly escalated to the Project and included in a followed-up through the Project's incident management and reporting mechanism.

III. VPSHR Trainings

Given the turn-over of the security personnel, TEPU has implemented VPSHR Trainings renewed on a regular basis. Review of the VPSHR Trainings material was part of the HRIA conducted between 2020 and 2022. Results show that structure and content of the trainings are consistent with the VPSHR, demonstrates the Company commitment toward the respect of Human Rights and accurately specifies to attendees the Company VPSHR Rule requirements. Moreover, the scenarios as well as the animated videos bring added value to the training providing

concrete illustration of how VPSHR implementation can contribute to mitigate TEPU's activities related risks. In 2021, TEPU conducted 26 such trainings sessions and a total of 123 GSF members and 349 PSC guards were trained during the year. In a continuous effort to improve the VPSHR Training program, TEPU is in the process of strengthening materials with messages on combatting gender-based violence, freedom of expression and the rights of Human Rights Defenders, as well as the importance of recording and addressing complaints.



Training sessions are also given to subsidiary's staff who can receive VPSHR awareness trainings. A real training dynamic and sensitivity to training is well anchored in TotalEnergies subsidiaries in Uganda. As an example, One TotalEnergies Uganda held the

2021 Business Ethics Day. The theme was "Train Up to Speak Up" to encourage staff to acquire – through ethics, compliance and Human Rights Trainings, the necessary knowledge and confidence to speak up when they witness misconduct.

IV. VPSHR Incident case study

CONTEXT

The Project raised concerns about shrinking civic space in Uganda, including among NGO. TEPU made it clear that it does not tolerate any attack, or threats, against those who peacefully promote Human Rights in relation to its activities.

REPRESENTATIVE EXAMPLE

In May 2021, a road was blocked by community members who wished to protest in relation to a pending court case in Masindi district related to a land dispute on ownership rights. By law in Uganda, protests must be notified to the local police due to restrictions on public gatherings under the Public Order Management Act. Under this act, the police are given discretion to allow or refuse public gatherings. Thus prior to public gatherings, demonstrators must write to the police notifying them of the purpose, date, time, and venue. To mitigate the risk that undue force is used by the police during such gatherings,

the site security department liaises on a daily basis with all security stakeholders and therefore was informed that this demonstration was likely to occur. Thanks to the prior development of a trusting and strong collaboration TEPU was able to work with PSC and GSF to insist on respectful management of the demonstration. De-escalation measures were prepared to ensure that protestors voices could be heard. A constructive dialogue took place which included TEPU's Community Liaison Officer, and the demonstration ended peacefully.

COLLABORATIVE APPROACH IN IMPLEMENTING THE VPSHR

Given the salient security and Human Rights issues, TEPU is considering whether the Project can work with other organizations to seek to establish an in-country working group or structure to increase knowledge of the VPSHR in Uganda.

D. Lessons Learned and Issues

I. Notable security issues with Human Rights implications

Despite force majeure and general reduction of its staff since April 2021, TotalEnergies has maintained a strong security organization in Mozambique which remains one of the sensitive countries in which it is present. VPSHR Trainings initiated in December 2020 in partnership with an international specialist risk consultancy, were maintained throughout the year for security staff and Government Security Forces. Moreover, a community-based security advisor – dedicated mainly to VPSHR, is present in the field.

To improve the sustainability and the ownership of training, a Train-the-Trainer system including interactive training methods has been implemented in Cabo Delgado, Mozambique since December 2020.

Therefore, training is provided directly by superiors and extended to other units in the country. Thus, such trainings can be held in the attendees' local language to ensure messages are effectively communicated.

The situation in Myanmar has also been challenging for the Company in 2021. In a continuous effort to promote VPSHR in Myanmar, TotalEnergies EP Myanmar (TEPM) was part and co-chair of the Myanmar VPSHR In-Country Working Group's Steering Committee lead by the Myanmar Centre for Responsible Business (MCRB).

From February 1st, 2021, TEPM has avoided calling on any military or police support for security of its personnel and assets. As an example, the subsidiary circumvented the risk of road blockage due to demonstrations by putting in place staff relief by helicopter. Such anticipating action prevented any request for GSF intervention that could lead to the use of force and maximized staff protection. In doing so, the Company took all appropriate measures to avoid the occurrence of trigger events.

II. TotalEnergies' blueprint – Our way forward in 2022

IMPROVE VPSHR IMPLEMENTATION AT OPERATIONAL LEVEL FOLLOW-UP

In 2022, we aim to strengthen our VPSHR activities, and improve our overall VPSHR implementation. We will strive to implement the following objectives:

- + Follow-up ADRA action plans, VPSHR incident management and reporting;
- + Develop partnerships with recognized training organisations that can deliver quality and adapted VPSHR Trainings to our 2022 priority countries;
- + Managing our inhouse VPSHR community, intensifying exchanges and communications, sharing best practices tools to monitor VPSHR implementation before the annual VPSHR ADRA campaign;
- + Improving our approach by setting up a system to monitor trainings provided to and by subsidiaries and consolidate the information in a database.

PRIORITY COUNTRIES

Countries whose VPSHR compliance rate was below 60% and/or whose Risk-Assessment's results has indicated high or extreme risks during the 2021 ADRA campaign.

FINALIZE AN E-LEARNING TRAINING COURSE FOR OPERATIONAL SECURITY MANAGERS WITH A DEDICATED VP MODULE

Considering the impact of the COVID-19 pandemic on in-person trainings and increase in e-learning tools, the Company Security Division has started the development of an e-learning training course for operational security managers in 2021. To avoid a classroom-style training that can lose its effectiveness if not conducted regularly, Company

Security Division will further its work on a digital and personalised training tailored to Country Chairs and operational security manager's needs. The dedicated VPSHR module aims at ensuring the attendees are sufficiently equipped to make decisions quickly and in compliance with to the Company VPSHR rule and to efficiently implement the VPSHR at operational level.

IMPROVE VPSHR TRAINING KITS AND INTERNAL TOOLS FOR AFFILIATE TRAINERS (FURTHER OUR GENDER AND VULNERABLE GROUP-SENSITIVE APPROACH)

The Company's Security Division provides for each entity a VPSHR kit consisting of internal and external reference framework, documents templates – such as a Memorandum of Understanding template and a VPSHR clause to be included in contracts, as well as training materials. In 2022, the VPSHR coordination

will update this kit with new training materials including the VPI's recommendation to better incorporate a gender and vulnerable group-sensitive approach into security policies and procedures in coordination with the Company Human Rights Department.

UPDATED RISK-ASSESSMENT AND AUTO-DIAGNOSTIC TOOLS TO BE DEPLOYED DURING THE VPSHR 2022 CAMPAIGN

The Company called on a consultant to assess the quality of VPSHR Risk-Assessment and Auto Diagnostic tools developed by the Company Security Division and suggest ways to simplify the tools. These proposals should improve the quality and

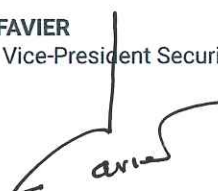
participation of the Company's subsidiaries in the VPSHR risk-assessment process, the presentation of these tools and implementation of compensatory actions.

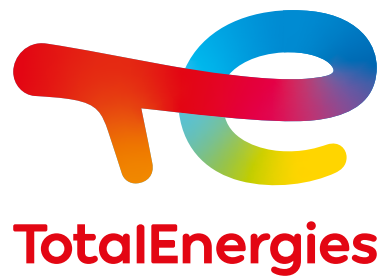
PURSUE ACTIVE COLLABORATION WITH THE OTHER INTERNATIONAL OIL COMPANIES BILATERALLY AND WITHIN IPIECA

Aware of the benefits of exchange with other International Oil Companies (IOCs) and the added value of exchanging experience as well as peer learning workshops on security and Human Rights, TotalEnergies will continue to engage with IPIECA's

Social Responsibility Groups and Task Forces. The Company will also actively identify opportunities and potential synergies with other companies to better implement responsible security operations.

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