



GRI Content Index 2022 GRI Standards 2021

TotalEnergies

September 2023

GRI CONTENT INDEX

Statement of use		TotalEnergies SE 1st January 2022 - 31st December 2022	
GRI 1 used		GRI 1: Foundation 2021	
Applicable Standard(s)	GRI	Sector	GRI 11 : Oil and Gas Sector 2021
GRI Universal Standards 2021			Location
GRI Standard Title	Disclosure Number	Disclosure Name	
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	2-23	Policy commitments	Note: the precautionary approach or principle is not addressed separately, it is integrated in TotalEnergies risk management processes. Code of Conduct Business Integrity Guide Human rights guide Practical Guide for Suppliers : Implementing the Fundamental Principles of Purchasing Practical guide to dealing with religious questions Prevention and fight against corruption Fundamental principles of purchasing Tax policy URD 2022, 3.3.3 Risk assessment and management, p.135-139 URD 2022, 3.6.5.2 Awareness-raising and training of TotalEnergies Employees, p.154 URD 2022, 3.6.5.3 Awareness-raising and training of suppliers, p.154 URD 2022, 4.1.2.3 Committees of the Board of Directors, p.209-214

	2-24	Embedding policy commitments	Code of conduct Business Integrity Guide Human rights guide Tax transparency report 2021-2022, 2 Our approach to tax, p.18-31 Practical Guide for Suppliers : Implementing the Fundamental Principles of Purchasing URD 2022, 5.7 Actions to respect human rights, p.344 URD 2022, 3.6.5.2 Awareness-raising and training of TotalEnergies Employees, p.154 URD 2022, 3.6.5.3 Awareness-raising and training of suppliers, p.154 URD 2022, 3.6.4.2 Procedures for assessing suppliers, p.153 URD 2022, 3.6.8 Implementation report, p.156-175 URD 2022, 4.1.2.3 Committees of the board of directors > The Governance and ethics committee, p.211-212 URD 2022, 4.1.2.3 Committees of the board of directors - The strategy & CSR committee, p.214 URD 2022, 5.7 Actions to respect human rights, p.344-349 URD 2022, 5.8.1 Fighting corruption, p.349-352 URD 2022, 5.8.1.1 Management commitment, p.350 URD 2022, 5.8.1.3 Internal standards, p.350 URD 2022, 5.8.1.4 Awareness raising and training, p.351 URD 2022, 5.8.2 Fighting tax evasion, p.352-353 URD 2022, 5.10.2 Sustainable procurement program, p.361-363 URD 2022, 5.10.3 Specific focus, p.363-364
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	2-28	Membership associations	Sustainability & Climate 2023 Progress Report, p.65, 78, 81 TotalEnergies website, Industry and business associations membership
	2-29	Approach to stakeholder engagement	TotalEnergies website, Stakeholder relationships URD 2022, 1.8.5 An ongoing dialogue with our stakeholders, p.42-43 URD 2022, 5.1 Sustainable development at the heart of the strategy, p.264-268 Sustainability & Climate 2023 Progress Report, p85-86 Sustainable & Climate 2023 Progress Report. Engaging with stakeholders p.85-86 The Company has defined and implemented since 2006 an internal methodology of stakeholder mapping and engagement named SRM+ (Stakeholder Relationship Management). How entities identify stakeholders and seek to ensure meaningful engagement is managed at local level and not consolidated at Company level.
	2-30	Collective bargaining agreements	URD 2022 5.6.3.3 PROMOTING SOCIAL DIALOGUE p.342-343 TotalEnergies website. ESG Databook - social indicators > Social Dialogue Sustainable & Climate 2023 Progress Report. Engaging with stakeholders p.85-86
GRI 3: Material Topics 2021	3-1	Process to determine material topics	TotalEnergies website, Challenges identification TotalEnergies website, Reporting scopes and methodology URD 2022, 5.11 Reporting scopes and methodology, p.366-369
	3-2	List of material topics	URD 2022, 3.1 Risk factors, p.120-129 URD 2022, 5.11.2 Scopes > Changes in scope of consolidation, p.367 URD 2022, Note 2. Changes in TotalEnergies' perimeter, p.427-428 URD 2022, 5.11 Reporting scopes and methodology, p.366-369
	3-3	Management of material topics	Management of each of TotalEnergies material topics is disclosed in URD 2022 chapter 5 Non-financial performance.

GRI sector Standard 2021 - GRI 11 : Oil and Gas Sector 2021

GRI sector Standard 2021 GRI 11 : Oil and Gas Sector 2021			Location
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	11-1-3	Energy consumption outside of the organization	URD 2022, 5.4.4 Targets and metrics to measure climate-related risks and opportunities, p.299 URD 2022, 5.11.4 Details of certain indicators > Life cycle Carbon intensity of the products sold & Scope 3 GHG emissions, p.368-369 URD 2022, 11.1 World Economic Forum Core ESG metrics > Climate change > Other indicators, p.624 Sustainability & Climate 2023 Progress Report, Our indicators, p.98 CDP Climate Change 2022, (C6.5) Account for your organization's Scope 3 emissions, disclosing and explaining any exclusions, p.41-45

GHG emissions	11-1-4	Energy intensity	URD 2022, 5.4.4 Targets and metrics to measure climate-related risks and opportunities > Intensity indicator, p.301 URD 2022, 5.11.4 Details of certain indicators > GEEI, p.368 CDP Climate Change 2022, C8 Energy, p.53-57 Sustainability & Climate 2023 Progress Report, Our indicators, p.98
	11-1-5	Direct (Scope 1) GHG emissions	URD 2022, 5.4.4 Targets and metrics to measure climate-related risks and opportunities, p.299-301 URD 2022, 5.11.4 Details of certain indicators > Environmental or climate change-related definitions and indicators, p.368 URD 2022, 11.1 World Economic Forum Core ESG metrics > Greenhouse Gas (GHG) emissions, p.623-624 Sustainability & Climate 2023 Progress Report, p.99-100 CDP Climate Change 2022, (C4.1) Did you have an emissions target that was active in the reporting year?, p.18-29 CDP Climate Change 2022, C5 Emissions methodology, p.37-40 CDP Climate Change 2022, C6 Emissions data, p.40-49 CDP Climate Change 2022, C7 Emissions breakdowns, p.49-53
	11-1-6	Energy indirect (Scope 2) GHG emissions	URD 2022, 5.4.4 Targets and metrics to measure climate-related risks and opportunities, p.299-301 URD 2022, 5.11.4 Details of certain indicators > Environmental or climate change-related definitions and indicators, p.368 URD 2022, 11.1 World Economic Forum Core ESG metrics > Greenhouse Gas (GHG) emissions, p.623-624 Sustainability & Climate 2023 Progress Report, p.99-100 CDP Climate Change 2022, C5 Emissions methodology, p.37-40 CDP Climate Change 2022, C6 Emissions data, p.40-49 CDP Climate Change 2022, C7 Emissions breakdowns, p.49-53
	11-1-7	Other indirect (Scope 3) GHG emissions	URD 2022, 5.4.4 Targets and metrics to measure climate-related risks and opportunities, p.301 URD 2022, 5.11.4 Details of certain indicators > Scope 3 GHG emissions, p.369 URD 2022, 11.1 World Economic Forum Core ESG metrics > Greenhouse Gas (GHG) emissions, p.624 Sustainability & Climate 2023 Progress Report, p. 51-53: 100 CDP Climate Change 2022, C4 Targets and performance, p.18-37 CDP Climate Change 2022, C6 Emissions data, p.40-49

<p>GHG emissions</p>	<p>11-1-8</p>	<p>GHG emissions intensity</p>	<p>URD 2022, 3.6.8.4 Climate > Targets and indicators related to climate change, p.173-174 URD 2022, 5.4.4 Targets and metrics to measure climate-related risks and opportunities, p.299 URD 2022, 5.11.4 Details of certain indicators > Environmental or climate change-related definitions and indicators, p.368 URD 2022, 11.1 World Economic Forum Core ESG metrics > Greenhouse Gas (GHG) emissions, p.624 Sustainability & Climate 2023 Progress Report, Our 2022 progress and our 2025-2030 Objectives, p.43 Sustainability & Climate 2023 Progress Report, Our performance indicators, p.100 CDP Climate Change 2022, C4 Targets and performance, p.18-37 CDP Climate Change 2022, C6 Emissions data > C6.1, p.40</p>
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<p>Climate adaptation, resilience, and transition</p>	<p>11-2-1</p>	<p>Management of material topics</p>	<p>CDP Climate Change 2022, C1 Governance, p.4-7 CDP Climate Change 2022, C3 Business strategy, p.14-18 URD 2022, 1.3 Transforming ourselves to reinvent energy, p.16-20 URD 2022, 1.4 Our climate ambition: net zero emissions by 2050, together with society, p.20-29 URD 2022, 1.8.2 Our integrated multi-energy model, p.40 URD 2022, 1.10.1 Overview of the 2022 fiscal year, p.50-58 URD 2022, 3.6.3.1 Organization, p.146-147 URD 2022, 3.6.8.4 Climate, p.165-166 URD 2022, 5.4 Climate change-related challenges (as per TCFD recommendations), p.279-316 URD 2022, 5.9.1 Fostering the economic development of host regions, p.354-355</p>
	<p>11-2-2</p>	<p>Financial implications and other risks and opportunities due to climate change</p>	<p>URD 2022, 1.4.2.2 Reducing indirect emissions, p.26-30 URD 2022, 5.4 Climate change-related challenges (as per TCFD recommendations), p.279-316 URD 2022, 11.2 SASB report > Management of the Legal & Regulatory Environment > EM-EP-530a.1, p.651-652 URD 2022, 11.2 SASB report > Reserves Valuation & Capital Expenditures> EM-EP-420a.2, p.645 CDP Climate Change 2022, (C2.3a) Provide details of risks identified with the potential to have a substantive financial or strategic impact on your business, p.10-12 CDP Climate Change 2022, (C2.4a) Provide details of opportunities identified with the potential to have a substantive financial or strategic impact on your business, p.12-14 CDP Climate Change 2022, C11 Carbon pricing, p.64-66 CDP Climate Change 2022, C12 Engagement, p.67-77 URD 2022, 5.4.2.3 RESILIENCE OF THE ORGANIZATION'S STRATEGY, p296-297 URD 2022, 5.4.3 Risk management p 297-298 CDP Climate Change 2022, C-OG9.8b, p.61-62 URD 2022, 1.6 Our investment policy, p34-35 URD 2022, 5.4.2.3 RESILIENCE OF THE ORGANIZATION'S STRATEGY, p296-297</p> <p>Note: The emissions potential for proven and probable reserves are not publicly reported but can be estimated to around 6 Gt CO2e on the basis of some information available in URD 2022 (proven and probable reserves life duration of 17 years compared to proven reserves life duration of 10 years)</p>

<p>Climate adaptation, resilience, and transition</p>	<p>11-2-3</p>	<p>Reduction if GHG emissions</p>	<p>CDP Water 2022, W4.1 Have you identified any inherent water-related risks with the potential to have a substantive financial or strategic impact on your business?, p.15, 16 CDP Climate Change 2022, (C2.3a) Provide details of risks identified with the potential to have a substantive financial or strategic impact on your business, p.10-12 CDP Climate Change 2022, (C2.4a) Provide details of opportunities identified with the potential to have a substantive financial or strategic impact on your business, p.12-14 URD 2022, 5.4 Climate change-related challenges (as per TCFD recommendations), p.279-316 URD 2022, 11.2 SASB Report > EM-EP110a.3, p.632 CDP Climate Change 2022, (C3.4) Describe where and how climate-related risks and opportunities have influenced your financial planning, p.17 CDP Climate Change 2022, C4 Targets and performance, p.18-37 CDP Climate Change 2022, C5 Emissions methodology, p.37-40 Sustainability & Climate 2023 Progress Report, Progress Report, p.41-60</p>
	<p>11-2-4</p>	<p>Additional sector disclosure</p>	<p>TotalEnergies website, Climate URD 2022, p. 298, 302, 306-317 Sustainability & Climate 2023 Progress Report, p.16; p.19</p>

<p>Air emissions</p>	<p>11-3-1</p>	<p>Management of material topics</p>	<p>TotalEnergies website, Environment TotalEnergies website, Climate TotalEnergies website, People's health and safety Safety health environment quality charter CDP Climate Change 2022, C1 Governance, p.4-7 CDP Climate Change 2022, C3 Business strategy, p.14-18 URD 2022, 1.4 Our climate ambition: net zero emissions by 2050, together with society, p.20-29 URD 2022, 3.6.3.1 Organization, p.146-147 URD 2022, 3.6.3.4 Safety, health and the environment > Limiting risks for the health and safety of consumers, p.151 URD 2022, 3.6.8.4 Climate, p.165-166 URD 2022, 5.3.5 Limiting risks for the health and safety of consumers, p.279 URD 2022, 5.4 Climate change-related challenges (as per TCFD recommendations), p.279-316</p>
	<p>11-3-2</p>	<p>Nitrogen oxides (Nox), sulfur oxides (SOx), and other significant air emissions</p>	<p>URD 2022, Chapitre 1.5 Our sustainability ambitions and targets, p. 30 URD 2022, Chapitre 5,5 Environmental challenges, p. 317 Sustainability & Climate 2023 Progress Report, Environment, p.103 Sustainability & Climate 2022 Progress Report, Our indicators > Environment, p.103 URD 2022, 3.6.8.3 Environment, p.164-165 URD 2022, 5.5.1 General policy and environmental targets > Our environmental targets, p.318 URD 2022 5.5.3 Limiting the environmental footprint of the Company activities p320-321 CDP Climate Change 2023, C9. Additional metrics, p.57-58</p>
	<p>11-3-3</p>	<p>Assessment of the health and safety impacts of product and service categories</p>	<p>URD 2022, 3.6.3.4 Safety, health and the environment > Limiting risks for the health and safety of consumers, p.151 URD 2022, 5.3.5 Limiting risks for the health and safety of consumers, p.279</p> <p>Note : The Company does not publish a quantitative indicator - information unavailable - This requirement does not fit any classical environment objective for companies.</p>

Biodiversity	11-4-1	Management of material topics	Safety health environment quality charter Protecting Biodiversity Commitments and Actions Biodiversity : our Ambition & Commitments URD 2022, 3.6.3.1 Organization, p.146-147 URD 2022, 5.4.1 Governance, p.280-281 URD 2022, 5.5.4 Managing damage to biodiversity and ecosystems during projects and operations, p.322-323
	11-4-2	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<p>The company has developed a Biodiversity Register including 100 % of its operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas. The register is used for the identification of sensitive biodiversity areas achieved through an internal GIS (Geographical Information System) tool using monthly updated biodiversity data prepared by the UNE-WCMC.</p> <p>Full avoidance of certain biodiversity priority areas and activities is applied:</p> <ul style="list-style-type: none"> - The Company does not conduct oil and gas exploration or extraction operations at natural sites included on the UNESCO World Heritage List. - The Company does not conduct any oil exploration activities in Arctic sea ice. <p>The Company develops biodiversity action plans (BAPs) for operated production sites located in the most sensitive protected areas corresponding to International Union for Conservation of Nature (IUCN) I to IV and Ramsar protected areas, and for each new project located in a IUCN Protected area I or II or a Ramsar area, the Company commits to implement measures to produce a net positive impact on biodiversity. BAPs can also be developed on a voluntary basis outside these priority areas when necessary.</p> <p>URD 2022, 1.5 Our sustainability ambitions and targets > Biodiversity, p.33 URD 2022, 3.6.3.4 Safety, health and the environment > Managing damage on biodiversity and ecosystems during projects and operations, p.151 URD 2022, 5.5.1 General policy and environmental targets > Biodiversity, p.318 URD 2022, 5.5.4 Managing damage to biodiversity and ecosystems during projects and operations, p.322-323 URD 2022, 11.1 World Economic Forum Core ESG metrics > Land use and ecological sensitivity, p.625 Sustainability & Climate 2023 Progress Report, p.75-77 and 82 Protecting Biodiversity Commitments and Actions</p>
	11-4-3	Significant impacts of activities, products, and services on biodiversity	<p>URD 2022, 5.5.4 Managing damage to biodiversity and ecosystems during projects and operations, p.322-323 URD 2022, 11.1 World Economic Forum Core ESG metrics > Land use and ecological sensitivity, p.625 Sustainability & Climate 2023 Progress Report, p.75-77 and 82 Protecting Biodiversity Commitments and Actions</p>

Biodiversity	11-4-4	Habitats protected or restored	URD 2022, 5.5.4 Managing damage to biodiversity and ecosystems during projects and operations > 3. Existing sites, p.323 Sustainability & Climate 2023 Progress Report, p.75-77 and 82 Protecting Biodiversity Commitments and Actions, p.12, 13, 14, 15, 18, 25, 27
	11-4-5	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Sustainability & Climate 2023 Progress Report, p.58, 75-77 and 82 URD 2022, 5.5.4 Managing damage to biodiversity and ecosystems during projects and operations, p.322-323 URD 2022, 11.2 SASB Report > Biodiversity Impacts, p.634-635 Protecting Biodiversity Commitments and Actions

Waste	11-5-1	Management of material topics	TotalEnergies website, Environment CDP Climate Change 2022, C1 Governance, p.4-7 CDP Climate Change 2022, C3 Business strategy, p.14-18 URD 2022, 1.4 Our climate ambition: net zero emissions by 2050, together with society, p.20-29 URD 2022, 3.6.3.1 Organization, p.146-147 URD 2022, 3.6.8.4 Climate, p.165-166 URD 2022, 5.4 Climate change-related challenges (as per TCFD recommendations), p.279-316
	11-5-2	Waste generation and significant waste-related impacts	URD 2022 5.5.3 Limiting the environmental footprint of the Company activities p320-321 URD 2022, 5.5 Environmental challenges, p.317 CDP Climate Change, (C9.1) Provide any additional climate-related metrics relevant to your business, p.57 CDP Climate Change, (C6.5) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions > Waste generated in operations, p.43
	11-5-3	Management of significant waste-related impacts	URD 2022, 5.5.5 Promoting the circular economy > Waste prevention and management, p.325
	11-5-4	Waste generated	URD 2022, 5.5.5 Promoting the circular economy > Waste prevention and management, p.325 Note : Breakdown of waste is done per sector of the Company, but not by type of waste (drilling wastes, others). Drilling waste are not reported together with industrial waste. Company has no tailing waste."
	11-5-5	Waste diverted from disposal	URD 2022, 5.5.5 Promoting the circular economy > Promoting circular resource management, p324-325 Refer to 11-5-4
	11-5-6	Waste directed to disposal	URD 2022, 5.5.5 Promoting the circular economy > Waste prevention and management, p.325 Refer to 11-5-4

Water and effluents	11-6-1	Management of material topics	Sustainability and Climate 2023 Progress Report, p79-80 CDP Water Security Questionnaire 2022
	11-6-2	Interactions with water as a shared resource	Sustainability & Climate 2023 Progress Report, Care for the Environment > Preserving Fresh Water, p.78-79 CDP Water Security Questionnaire 2022
	11-6-3	Management of water discharge-related impacts	CDP Water Security Questionnaire 2022, W3 Procedures, p.9-11
	11-6-4	Water withdrawal	CDP Water Security Questionnaire 2022, (W3.3a) Select the options that best describe your procedures for identifying and assessing water-related risks, p.12-14 Sustainability and Climate 2023 Progress Report, p79-80
	11-6-5	Water discharge	URD 2022, 11.2 SASB Report, 631-654 Note: Concentration (mg/L) of hydrocarbons discharged in produced water and process wastewater is reported with a split onshore/offshore
	11-6-6	Water consumption	CDP Water Security Questionnaire 2022, W1 Current state, p.4-6 CDP Water Security Questionnaire 2022, (W3.3a) Select the options that best describe your procedures for identifying and assessing water-related risks, p.12-14

Closure and rehabilitation	11-7-1	Management of material topics	TotalEnergies website. Employment and social inclusion Sustainable & Climate 2023 Progress Report. Transforming with our people p.68-69 URD 2022 1.8.1 Our employees p.39-40 URD 2022, 3.6.3.1 Organization, p.146-147 URD 2022, 4.1.2.3 Committees of the Board of Directors > The Governance and ethics committee, p.211-212 URD 2022 5.6.1.1 RESPONSIBLE MANAGEMENT OF THE COMPANY'S WORKFORCE p.327-329 URD 2022, 5.6.2 Supporting and maintaining long-term employability of employees p.331-334
	11-7-2	Minimum notice regarding operational changes	URD 2022 5.6.3.3 PROMOTING SOCIAL DIALOGUE p.342-343 <p>Note: This information depends upon local working conditions and regulations in the 130 countries in which the Company operates. Company policies are adapted by subsidiaries and entities based on local parameters.</p>
	11-7-3	Programs for upgrading employee skills and transition assistance programs	TotalEnergies website, Employment and social inclusion URD 2022, 5.6.2 Supporting and maintaining long-term employability of employees p.331-334
	11-7-4	Additional sector disclosure	Protecting Biodiversity Commitments and Actions, Biodiversity conservation during rehabilitation, p.21 <p>TotalEnergies doesn't publish a list of its operational sites that have closure and rehabilitation plans in place, have been closed and are in the process of being closed.</p>
	11-7-5	Additional sector disclosure	URD 2022, 5.5.3 Limiting the environmental footprint of the Company activities > soil protection, p.321 : "At year-end 2022, 155 industrial sites, that were no longer in operation (excluding service stations), were in the process of remediation or under monitoring." <p>Note: List of decommissioned structures left in place and description the rationale for leaving them in place are not reported. Such list does not appear relevant considering that dismantling and remediation are done according to local regulations in the 130 countries in which the Company operates. Local regulators approve and then assess the dismantling and remediation plans, defining the schedule and priorities. For example, in Norway only a part of the concrete structure of the Frigg platform has been left in place following the decision of the Norwegian Parliament. The concrete structure was cut below 40 m. depth and properly indicated to avoid any maritime traffic disturbance.</p>
	11-7-6	Additional sector disclosure	URD 2022, Note 12 : Provisions and other non-current liabilities, p.477 : Provisions for environmental contingencies : 751 M\$

Asset integrity and critical incident management	11-8-1	Management of material topics	Safety health environment quality charter TotalEnergies website, Environment Sustainability & Climate 2023 Progress Report, 4. Care for the Environment > Circular Resource Management, p.80-81 URD 2022, 3.6.3.1 Organization, p.146-147 URD 2022, 5.4.1 Governance, p.280-281 URD 2022, 5.5.5 Promoting the circular economy > Waste prevention and management, p.325
	11-8-2	Significant spills	URD 2022, 3.6.3.4 Safety, health and the environment > Limiting the environmental footprint of TotalEnergies activities > Soil protection, p.150-151 URD 2022, 3.6.8.3 Environment > Actions to mitigate risks and prevent impacts and monitoring procedures, p. 164-165 URD 2022, 5.5.2 Preventing risks of accidental pollution, p.319 URD 2022, 5.5.3 Limiting the environmental footprint of the Company activities > Soil protection, p.320-321 URD 2022, 11.2 SASB report > Biodiversity Impact > 3.EM-EP-160a.2, p.637 URD 2022, 11.2 SASB report > Critical Incident Risk Management > 3.EM-EP-540a.2, p.653 Sustainability & Climate 2022 Progress Report, Our indicators > Environment, p.103 Note: "Majors spills are described in detail in URD, if they occur; There was no such event in 2022."
	11-8-3	Additional sector disclosure	URD 2022, 3.6.8.2 Health and Safety > Monitoring procedures, p.163-164 URD 2022, 5.3.1 Preventing the occurrence of major industrial accidents, p.273 URD 2022, 11.2 SASB report > Critical Incident Risk Management > EM-EP-540a.1, p.637 Sustainability & Climate 2023 Progress Report, Ensuring People's Safety > Preventing major accidents and accidental pollution, p.64 Sustainability & Climate 2023 Progress Report, Our indicators > Health and Safety indicators, p.101
	11-8-4	Additional sector disclosure	URD 2022, 2.2.3.2 Americas, p.85 URD 2022, 5.4.2.3 RESILIENCE OF THE ORGANIZATION'S STRATEGY, p296-297 URD 2022, Note 3. Business segment information > Impairments recognized in years 2021 and 2020, p.423 URD 2022, 11.2 SASB report > Reserves Valuation & Capital Expenditures > EM-EP-420a.1, p.645 Note: There is no information regarding tailings facilities. There is no tailing dams in the operated domain of the Company. There is no information to report.

Occupational health and safety	11-9-1	Management of material topics	Safety health environment quality charter TotalEnergies website, People's health and safety TotalEnergies' Twelve Golden rules - Safety at work Human Rights Briefing Paper Update, Addressing our salient issues in the workplace > Workplace health and safety, p.25-26 Sustainability & Climate 2023 Progress Report, Ensuring People's Safety, p.63-64 URD 2022, 3.6.2.1 Safety, health and the environment, p.145 URD 2022, 3.6.3.1 Organization, p.146-147 URD 2022, 3.6.3.4 Safety, health and the environment, p. 148-151 URD 2022, 3.6.8.2 Health and safety, p.162-164 URD 2022, 5.3 Health & Safety for everyone, p.271-279
	11-9-2	Occupational health and safety management system	URD 2022, 3.6.3.4 Safety, health and the environment, p.148-151 URD 2022, 3.6.4.1 Procedures for assessing subsidiaries > HSE assessments, p.152 URD 2022, 5.3 Health & Safety for everyone, p.271-279 Sustainability & Climate 2023 Progress Report, Ensuring People's Safety, p.63-64 Code of Conduct, p.17, 20 and 21 One MAESTRO Referentiel The 12 Golden rules - Safety at work TotalEnergies website, People's health and safety Safety health environment quality charter
	11-9-3	Hazard identification, risk assessment, and incident investigation	URD 2022, 3.3.1 Fundamental elements of the internal control and risk management systems, p.134 URD 2022, 3.3.3 Risk assessment and management, p.135-136 URD 2022, 3.6.8.2 Health and safety > Actions to mitigate risks and prevent risks, p.162-164 URD 2022, 5.1 Sustainable development at the heart of the strategy > Identification and assessment of main challenges and risks, p.269 URD 2022, 5.3 Health & Safety for everyone, p.271-279 URD 2022 5.6.3.3 PROMOTING SOCIAL DIALOGUE p.342-343 One MAESTRO Referentiel Sustainability & Climate 2023 Progress Report, Ensuring People's Safety, p.63-64
	11-9-4	Occupational health services	URD 2022, 5.3 Health & Safety for everyone, p.271-279 URD 2022, 11.1 World Economic Forum Core ESG metrics > Health and well being, p.628-629

Occupational health and safety	11-9-5	Worker participation, consultation, and communication on occupational health and safety	TotalEnergies website, People's health and safety URD 2022, 5.3 Health & Safety for everyone, p.271-279 URD 2022 5.6.3.3 PROMOTING SOCIAL DIALOGUE p.342-343 URD 2022, 11.1 World Economic Forum Core ESG metrics > Health and well being, p.628-629
	11-9-6	Worker training on occupational health and safety	One MAESTRO Referentiel Sustainability & Climate 2023 Progress Report, Ensuring People's Health and Safety, p.63-64 URD 2022, 3.6.8.2 Health and safety, p.162-164 URD 2022, 5.3 Health & Safety for everyone, p.271-279 URD 2022, 5.6.2 Supporting and maintaining long-term employability of employees p.331-334 URD 2022, 5.9.2.1 A structured operational societal approach > Implementing and monitoring societal actions and projects, p.357 URD 2022, 11.1 World Economic Forum Core ESG metrics > Health and well being, p.628-629 URD 2022, 11.2 SASB Report > Health & Safety for everyone >M-EP 320a.1, p.642
	11-9-7	Promotion of worker health	TotalEnergies website, People's health and safety URD 2022 5.6.1.2 A RESPONSIBLE COMPENSATION POLICY p.329-331 URD 2022, 5.3.4 Preventing occupational health risks, p.277-278
	11-9-8	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Fundamental principles of purchasing TotalEnergies website, People's health and safety URD 2022, 5.3 Health & Safety for everyone, p.271-279 URD 2022, 5.10 Contractors and suppliers, p.361-365
	11-9-9	Workers covered by an occupational health and safety	Sustainability & Climate 2023 Progress Report, Our indicators > Health and Safety indicators, p.101 URD 2022, 3.6.8.2 Health and safety, p.162-164 URD 2022, 5.3 Health & Safety for everyone, p.271-279 URD 2022, 5.10 Contractors and suppliers, p.361-365

<p>Occupational health and safety</p>	<p>11-9-10</p>	<p>Work-related injuries</p>	<p>URD 2022, 3.6.8.2 Health and safety, p.162-164 URD 2022, 5.3.2 Preventing occupational accidents, p.274-275 URD 2022, 5.3.3 Preventing transport accidents, p.276 URD 2022, 5.11.2 Scopes, p.366-367 URD 2022, 11.1 World Economic Forum Core ESG metrics > Health and well being, p.628-629 Sustainability & Climate 2023 Progress Report, Our indicators > Health and Safety indicators, p.101</p>
	<p>11-9-11</p>	<p>Work-related ill health</p>	<p>URD 2022, 5.3.4 Preventing occupational health risks, p.277-278 URD 2022, 5.4.6 European Taxonomy, p.302-316 URD 2022, 5.11.2 Scopes, p.366-367 URD 2022, 11.1 World Economic Forum Core ESG metrics > Health and well being, p.628-629 URD 2022, 11.2 SASB Report > Security, Human Rights & Rights of Indigenous Peoples, p.638 Sustainability & Climate 2023 Progress Report, Our indicators > Health and Safety indicators, p.101 Code of Conduct, External Resources, p.39-42</p>

<p>Employment practices</p>	<p>11-10-1</p>	<p>Management of material topics</p>	<p>TotalEnergies website, Employment and social inclusion TotalEnergies website, Supply chain URD 2022 1.8.1 Our employees p.39-40 URD 2022, 3.6.3.1 Organization, p.146-147 URD 2022, 3.6.4.2 Procedures for assessing suppliers, p.153 URD 2022, 3.6.8.5 Suppliers > Supplier assessment, p.174-175 URD 2022, 4.1.2.3 Committees of the Board of Directors > The Governance and ethics committee, p.211-212 URD 2022 5.6.1.1 RESPONSIBLE MANAGEMENT OF THE COMPANY'S WORKFORCE p.327-329 URD 2022, 5.6.2 Supporting and maintaining long-term employability of employees p.331-334 URD 2022, 5.10 Contractors and suppliers, p.361-365 Sustainable & Climate 2023 Progress Report. Transforming with our people p.68-69 Fundamental principles of purchasing Practical Guide for Suppliers: Implementing the Fundamental Principles of Purchasing</p>
	<p>11-10-2</p>	<p>New employee hires and employee turnover</p>	<p>URD 2022 5.6.1.1 RESPONSIBLE MANAGEMENT OF THE COMPANY'S WORKFORCE p.327-329 TotalEnergies website. ESG Databook - social indicators > Permanent hires - Departures</p>
	<p>11-10-3</p>	<p>Benefits provided to full-time employees that are not provided to temporary or part-time employees</p>	<p>URD 2022, Note 10 Payroll, staff and employee benefits obligations p.471-474</p>
	<p>11-10-4</p>	<p>Parental leave</p>	<p>URDD 2022, 5.6.3.2 CONTRIBUTE TO IMPROVED QUALITY OF LIFE AT WORK AND THE WELL-BEING OF EMPLOYEES p. 340-341 TotalEnergies website. ESG Databook - social indicators > Childcare leave</p>

Employment practices	11-10-5	Minimum notice regarding operational changes	URD 2022 5.6.3.3 PROMOTING SOCIAL DIALOGUE p.342-343 Note: Refer to 11-7-2. This information depends upon local working conditions and regulations in the 130 countries in which the Company operates. The Company policies are adapted by subsidiaries and entities based on local parameters.
	11-10-6	Average hours of training per year per employee	URD 2022, 5.6.2 Supporting and maintaining long-term employability of employees p.331-334 Sustainable & Climate 2023 Progress Report. Transforming with our people p.68-69 TotalEnergies website. ESG Databook - social indicators > Training
	11-10-7	Programs for upgrading employee skills and transition assistance programs	TotalEnergies website, Employment and social inclusion URD 2022, 5.6.2 Supporting and maintaining long-term employability of employees p.331-334
	11-10-8	New suppliers that were screened using social criteria	URD 2022, 3.6.4.2 Procedures for assessing suppliers, p.153 URD 2022, 5.10.2 Sustainable procurement program > Integration in the procurement process / Pre-qualification of suppliers, p.362 TotalEnergies website, Supply chain Fundamental principles of purchasing
	11-10-9	Negative social impacts in the supply chain and actions taken	No quantitative information disclosed. In 2022 quantitative data disclosed : URD 2022 5.10.2 Sustainable Procurement Program > Achievements in 2022 > Suppliers evaluation p.363 TotalEnergies website, Supply chain URD 2022, 5.10 Contractors and suppliers, p.361-365

<p>Non-discrimination and equal opportunity</p>	<p>11-11-1</p>	<p>Management of material topics</p>	<p>TotalEnergies website, Value creation for host regions TotalEnergies website, Supply chain TotalEnergies website, Human rights TotalEnergies website, Employment and social inclusion Sustainable & Climate 2023 Progress Report. Transforming with our people p.68-69 Sustainable & Climate 2023 Progress Report. An inclusive company that respects each of its employee p.70-71 Sustainable & Climate 2023 Progress Report. Upholding human rights p.65-67 URD 2022 1.8.1 Our employees p.39-40 URD 2022 5.6.1.1 RESPONSIBLE MANAGEMENT OF THE COMPANY'S WORKFORCE p.327-329 URD 2022, 5.6.2 Supporting and maintaining long-term employability of employees p.331-334 URD 2022 5.6.3.1 PROMOTING EQUAL TREATMENT OF EMPLOYEES AND AN INCLUSIVE CULTURE p.337 URD 2022, 5.10 Contractors and suppliers, p.361-365 Fundamental principles of purchasing Practical Guide for Suppliers : Implementing the Fundamental Principles of Purchasing</p>
	<p>11-11-2</p>	<p>Proportion of senior management hired from local community</p>	<p>URD 2022 1.5 Our sustainability ambitions and targets > Diversity p.34 URD 2022 1.8.1 Our employees p.39-40 Sustainable & Climate 2023 Progress Report. An inclusive company that respects each of its employee p.70 TotalEnergies website, ESG Databook - social indicators > Diversity URD 2022 5.6.3.1 PROMOTING EQUAL TREATMENT OF EMPLOYEES AND AN INCLUSIVE CULTURE > MAKING MANAGEMENT MORE INTERNATIONAL p.338</p>
	<p>11-11-3</p>	<p>Parental leave</p>	<p>URDD 2022, 5.6.3.2 CONTRIBUTE TO IMPROVED QUALITY OF LIFE AT WORK AND THE WELL-BEING OF EMPLOYEES p. 340-341 TotalEnergies website, ESG Databook - social indicators > Childcare leave</p>
	<p>11-11-4</p>	<p>Average hours of training per year per employee</p>	<p>URD 2022, 5.6.2 Supporting and maintaining long-term employability of employees p.331-334 Sustainable & Climate 2023 Progress Report. Transforming with our people p.68-69 TotalEnergies website, ESG Databook - social indicators > Training URD 2022, 5.7 Actions to respect human rights > Awareness-raising and training, p.345</p>
	<p>11-11-5</p>	<p>Diversity of governance bodies and employees</p>	<p>TotalEnergies website, Employment and social inclusion TotalEnergies website, ESG Databook - social indicators > Workforce ; Diversity URD 2022 4.1.1 Composition of the Board of Directors p.178-179 URD 2022 5.6.1.1 RESPONSIBLE MANAGEMENT OF THE COMPANY'S WORKFORCE p.327-329 URD 2022 5.6.3.1 PROMOTING EQUAL TREATMENT OF EMPLOYEES AND AN INCLUSIVE CULTURE p.335-338</p>

<p>Non-discrimination and equal opportunity</p>	<p>11-11-6</p>	<p>Ratio of basic salary and remuneration of women and men</p>	<p>URD 2022 5.6.1.2 A RESPONSIBLE COMPENSATION POLICY p.329-331 URD 2022 5.6.3.1 PROMOTING EQUAL TREATMENT OF EMPLOYEES AND AN INCLUSIVE CULTURE p.335-340 GENDER EQUALITY IN THE WORKPLACE INDEX (FRANCE) - 2023 RESULTS URD 2022 11.1 World Economic Forum Core ESG metrics > Pay equality p.626-627</p>
	<p>11-11-7</p>	<p>Incidents of discrimination and corrective actions taken</p>	<p>URD 2022 3.6.8.1 HUMAN RIGHTS > WHISTLE-BLOWING MECHANISMS p.162 Sustainable & Climate 2023 Progress Report. Engaging with stakeholders p.85 URD 2022, 5.7 Actions to respect human rights p.344 Note: The Company provides the total number and the nature of alerts received per year by the Ethics Committee through the internal whistleblowing mechanism and continues to work in order to improve the level of transparency of KPIs. However, the Company has to comply with local standards and regulations of privacy. For this reason, it is not in a position to publish data at worldwide level (Ex: Legal constraints In France, it is not allowed to gather, neither to publish, data regarding ethnicity or sexual orientation).</p>

<p>Forced labor and modern slavery</p>	<p>11-12-1</p>	<p>Management of material topics</p>	<p>TotalEnergies website, Employment and social inclusion TotalEnergies website, Human rights TotalEnergies website, Supply chain URD 2022, 5.7 A DEDICATED ORGANIZATION, p.344 URD 2022 5.9 Value creation for host regions p.354-360 URD 2022, 3.6.4.2 Procedures for assessing suppliers, p.153 URD 2022, 3.6.8.5 Suppliers > Supplier assessment, p.174-175 URD 2022, 4.1.2.3 Committees of the Board of Directors > The Governance and ethics committee, p.211-212 URD 2022, 5.7 Actions to respect human rights, p.344-346 URD 2022, 5.10 Contractors and suppliers, p.361-365 URD 2022, 5.10.2 Contractors and suppliers > Sustainable procurement program, p.361-363 Human Rights Briefing Paper Update, Addressing our salient issues in the workplace > Labor rights, p.20-22 Human Rights Internal Guide, Prohibition on forced labor and child labor, p.22 Sustainable & Climate 2023 Progress Report. Upholding human rights p.65-67 Fundamental principles of purchasing Practical Guide for Suppliers : Implementing the Fundamental Principles of Purchasing</p>
	<p>11-12-2</p>	<p>Operations and suppliers at significant risk for incidents of forced or compulsory labor</p>	<p>URD 2022, 3.6.8.5 Suppliers, p.174-175 URD 2022, 5.7.1 Respect for human rights in the workplace, p.346-347 URD 2022, 5.10.3 The sustainable procurement program, p.361 Human Rights Internal Guide, Prohibition on forced labor and child labor, p.22 Human Rights Briefing Paper Update, Addressing our salient issues in the workplace > Labor rights, p.20-22 Sustainability & Climate 2023 Progress Report, Upholding Human Rights > Human Rights in the Workplace, p.65 URD 2022. 5.10.2 Sustainable procurement program > Achievements in 2022 > Suppliers evaluation, p.363 (reporting on quantitative figures) Forced and child labor have been identified as risks of severe negative impacts on human rights from our activities as well as from our suppliers' activities (they have been identified as "salient issues" based on the UN reporting framework on human rights). A new supplier qualification process has been implemented with a framework that notably covers human rights. Suppliers audits are carried out. Rather than to report on incident indicators, TotalEnergies approach is to implement preventive action plans to avoid such incidents and to foster capacity building of suppliers and stakeholders.</p>

<p>Forced labor and modern slavery</p>	<p>11-12-3</p>	<p>New suppliers that were screened using social criteria</p>	<p>URD 2022, 3.6.4.2 Procedures for assessing suppliers, p.153 URD 2022, 5.10.2 Sustainable procurement program > Priorities of the sustainable procurement program > 3.Integration in the procurement process – Pre-qualification of suppliers, p.362 TotalEnergies website, Supply chain Fundamental principles of purchasing</p>
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<p>Freedom of association and collective bargaining</p>	<p>11-13-1</p>	<p>Management of material topics</p>	<p>TotalEnergies website, Employment and social inclusion URD 2022 5.6.3.3 PROMOTING SOCIAL DIALOGUE p.342-343 TotalEnergies website, Supply chain Human Rights Internal Guide, Prohibition on forced labor and child labor, p.22 URD 2022, 5.7 A DEDICATED ORGANIZATION, p.344 URD 2022, 5.10.2 Contractors and suppliers > Sustainable procurement program > Achievements in 2022 p.362-363 URD 2022, 5.10.2 Contractors and suppliers > Sustainable procurement program p.361-363 Human Rights Internal Guide, Collective bargaining and freedom of association, p.21 Sustainable & Climate 2023 Progress Report. Upholding human rights p.65-67 Fundamental principles of purchasing Practical Guide for Suppliers : Implementing the Fundamental Principles of Purchasing</p>
	<p>11-13-2</p>	<p>Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk</p>	<p>TotalEnergies website, Employment and social inclusion URD 2022 5.6.3.3 PROMOTING SOCIAL DIALOGUE p.342-343 URD 2022, 3.6.8.5 Suppliers, p.174-175 URD 2022, 5.7.1 Respect for human rights in the workplace, p.346-347 Human Rights Internal Guide, Collective bargaining and freedom of association, p.21 The right to freedom of association and collective bargaining is a fundamental human right in the workplace as defined in the Universal Declaration of Human Rights and in the fundamental Conventions of the ILO. The Company complies with these international standards and has identified human rights at work as a salient human rights issue. Human rights at work is part of the framework used in the ethical assessments carried out worldwide by the Ethics Committee, the Human Rights department and a third party. Based on findings, subsidiaries define and implement action plans and monitoring measures as needed.</p>

Economic impact	11-14-1	Management of material topics	URD 2022, 1.3 Transforming ourselves to reinvent energy, p.16-20 URD 2022, 1.8.2 Our integrated multi-energy model, p.40 URD 2022, 1.8.4 A global footprint, with local roots, p.42-43 URD 2022, 1.10.1 Overview of the 2022 fiscal year, p.50-58 URD 2022, 3.6.4.2 Procedures for assessing suppliers, p.153 URD 2022, 4.1.4 Assessment of the Board of Directors' practices, p.215-216 URD 2022, 5.4.1 Governance, p.280-281 URD 2022, 5.9 Value creation for host regions, p.354-360 URD 2022, 5.10 Contractors and suppliers, p.361-365 Fundamental principles of purchasing Practical Guide for Suppliers : Implementing the Fundamental Principles of Purchasing
	11-14-2	Direct economic value generated and distributed	URD 2022, 1.1.3 Our business model, p.12-13 URD 2022, 1.10 Our financial performance, p.50-63 URD 2022, 8.7 Notes to the Consolidated Financial Statements, p.419-536 URD 2022, 11.1 World Economic Forum Core ESG metrics > Prosperity > Employment and Wealth Generation, p.630
	11-14-3	Proportion of senior management hired from local community	URD 2022 1.5 Our sustainability ambitions and targets > Diversity p.34 URD 2022 1.8.1 Our employees p.39-40 Sustainable & Climate 2023 Progress Report. An inclusive company that respects each of its employee p.70 TotalEnergies website, ESG Databook - social indicators > Diversity URD 2022 5.6.3.1 PROMOTING EQUAL TREATMENT OF EMPLOYEES AND AN INCLUSIVE CULTURE > MAKING MANAGEMENT MORE INTERNATIONAL p.338
	11-14-4	Infrastructure investments and services supported	URD 2022, 5.9 Value creation for host regions, p.354-360 TotalEnergies website, Value creation for host regions Creating shared value TotalEnergies.com
	11-14-5	Significant indirect economic impacts	URD 2022, 5.9 Value creation for host regions, p.354-360 Sustainability & Climate 2023 Progress Report, Preserving Fresh water > Involving our suppliers, p.79 Tax transparency report 2021-2022, 2 Our Total tax Contribution, p.32-35
	11-14-6	Proportion of spending on local suppliers	URD 2022, 5.10.3 Specific focuses > Local Economic Development, p.364

<p>Local communities</p>	<p>11-15-1</p>	<p>Management of material topics</p>	<p>TotalEnergies website, Human rights TotalEnergies website, Value creation for host regions URD 2022, 1.8.4 A global footprint, with local roots, p.42-43 URD 2022, 3.6.1.3 Dialogue with stakeholders, p.144 URD 2022, 3.6.4.1 Procedures for assessing subsidiaries > Assessments regarding human rights, p.152 URD 2022, 5.7.2 Respect for human rights of local communities, p.347-348 URD 2022, 5.7.3 Respect for human rights in security-related activities, p.348 URD 2022, 5.9 Value creation for host regions, p.354-360 Human Rights Internal Guide, p.13, 24, 26-31 Human Rights Briefing Paper Update, Addressing our salient issues in local communities, p.27-32 Sustainability & Climate 2023 Progress Report, Upholding Human Rights > Human Rights and Local Communities, p.65-66 VPSHR Annual Report 2022 p.16-17 VPSHR Annual Report 2022, A. TotalEnergies' commitment to the VPSHR p.4-5, p.17-18 URD 2022, 5.7.1 Respect for human rights in the workplace, p.346-347 Refer to 11-11-7 – Legal constraints - the Company has to comply with local standards and regulations of privacy. For this reason, it is not in a position to publish this data at worldwide level (Ex: Legal constraints In France, it is not allowed to gather, neither to publish, data regarding ethnicity, ...).</p>
	<p>11-15-2</p>	<p>Operations with local community engagement, impact assessments, and development programs</p>	<p>URD 2022, 3.6.4.1 Procedures for assessing subsidiaries > Assessments regarding human rights, p.152 URD 2022, 3.6.6 Whistle-blowing mechanisms, p.155 URD 2022, 3.6.8.1 Human rights, p.156 URD 2022, 5.7.2 Respect for human rights of local communities, p.347-348 URD 2022, 5.9 Value creation for host regions, p.354-360 URD 2022, 11.1 World Economic Forum Core ESG metrics > Health and well being, p.628-629 URD 2022, 11.2 SASB Report > EM-EP210a.3, p.638 Sustainability & Climate 2023 Progress Report, Upholding Human Rights, p.65-66 Human Rights Internal Guide, p.13, 24, 26-31 Human Rights Briefing Paper Update, Addressing our salient issues in local communities, p.27-32 VPSHR Annual Report 2022, B. Policies, Procedures and related activities II. Company procedure to conduct Security and Human Rights risk-assessments and VPSHR auto-diagnostic evaluations p.10-11 & III. Company mechanisms for reporting and addressing security-related incidents with Human Rights implications p.13, C. Implementation of the VPSHR in a country: Papua New Guinea, p.10-20 URD 2022 1.8.5 An ongoing dialogue with our stakeholders: pages 42-43 URD 2022 3.6.1.3 Dialogue and local stakeholder involvement: pages 144-147 URD 2022 5.1 Sustainable development at heart of our strategy: pages 264-265</p>

<p>Local communities</p>	<p>11-15-3</p>	<p>Operations with significant actual and potential negative impacts on local communities</p>	<p>URD 2022, 3.6.8.1 Human rights, p.156 URD 2022, 5.7 Actions to respect human rights, p.344-346 URD 2022, 5.9.2.1 A structured operational societal approach > Analysis of challenges and societal context, p.357 URD 2022, 5.9.2.2 Examples of management of negative impacts linked to operational activities, p.358 Sustainability & Climate 2022 Progress Report, Upholding Human Rights > Human Rights in the Workplace, p.65 Human Rights Internal Guide, p.13, 24, 26-31 Human Rights Briefing Paper Update, Addressing our salient issues in local communities, p.27-32 VPSHR Annual Report 2022, C. Implementation of the VPSHR in a country: Papua New Guinea, p.10 URD 2022 3.6.4 Assessment procedures: pages 152-153 URD 2022 3.6.5 Actions to mitigate risks and prevent severe impacts: page 153 URD 2022 5.9.2 Managing Societal challenges: pages 356 - 359 URD 2022, 5.7 Actions to respect human rights, p.344 Managed at local level. No consolidated data available at corporate level.</p>
	<p>11-15-4</p>	<p>Additional sector disclosure</p>	<p>Human Rights Briefing Paper Update, Addressing our salient issues in local communities, p.27-32 Human Rights Internal Guide, p.10, 13, 26, 30, 31 and 47 Sustainability & Climate 2023 Progress Report, Our Projects in Uganda and Tanzania, p.39-40 URD 2022, 3.6.3.4 SAFETY, HEALTH AND THE ENVIRONMENT p.148 URD 2022, 3.6.6 Whistle-blowing mechanisms, p.155 URD 2022, 3.6.8.1 Human rights > Community grievance mechanisms, p.159 URD 2022, 3.6.8.1 Human rights > VPSHR incident resolution, p.160 URD 2022, 3.6.8.1 Human rights > Whistle-Blowing mechanisms p.162 URD 2022, 5.9.2.1 A structured operational societal approach > Handling grievances from neighboring communities, p.357 See also the actions of the Company's affiliates in Uganda and Tanzania published on their respective websites: Tilenga HRIA report (2022) TEPU Human Rights Annual Report (2022) EACOP HRDD report (2023) EACOP Local Report (2022)</p>

<p>Land and ressource rights</p>	<p>11-16-1</p>	<p>Management of material topics</p>	<p>TotalEnergies website, Human rights TotalEnergies website, Value creation for host regions URD 2022, 1.8.4 A global footprint, with local roots, p.42-43 URD 2022, 3.6.1.3 Dialogue with stakeholders, p.144 URD 2022, 3.6.4.1 Procedures for assessing subsidiaries > Assessments regarding human rights, p.152 URD 2022, 3.6.8.1 Human rights > Land Acquisition, p. 158 URD 2022, 5.7.2 Respect for human rights of local communities, p.347-348 URD 2022, 5.7.3 Respect for human rights in security-related activities, p.348 URD 2022, 5.9 Value creation for host regions, p.354-360 Human Rights Internal Guide, p.27, 28, 32, 33 Human Rights Briefing Paper Update, Adressing our salient issues in local communities, p.27-32 Sustainability & Climate 2022 Progress Report, p. 65-66, 80-81, p.94 Sustainability & Climate 2023 Progress Report, Our Projects in Uganda and Tanzania, p.39-40 VPSHR Annual Report 2022, GENDER AND VULNERABLE GROUPS-SENSITIVE APPROACH p.9, COMMUNITY-BASED SECURITY APPROACH p.17-18</p>
	<p>11-16-2</p>	<p>Additional sector disclosure</p>	<p>URD 2022, 3.6.8.1 Human rights > Land Acquisition, p. 158 URD 2022, 5.7.2 Respect for human rights of local communities, p.347-348 Human Rights Internal Guide, p.27, 28, 32, 33 Human Rights Briefing Paper Update, Adressing our salient issues in local communities, p.27-32 Sustainability & Climate 2022 Progress Report, p. 65-66, 80-81, p.94 Sustainability & Climate 2023 Progress Report, Our Projects in Uganda and Tanzania, p.39-40 URD 2022, 5.9 Value creation for host regions p.354-360 URD 2022, 3.6.8.1 Human rights p.158-159, Mozambique: our ongoing commitment to our stakeholders p.348 URD 2022, 3.6 Vigilance Plan p.143-175</p>

<p>Rights of indigenous peoples</p>	<p>11-17-1</p>	<p>Management of material topics</p>	<p>Human Rights Internal Guide, p.32-33 Human Rights Briefing Paper Update, ADDRESSING OUR SALIENT ISSUES IN LOCAL COMMUNITIES > Indigenous and Tribal Peoples p.30, p.31-32, p33 URD 2022, 5.7 Organization, p.344 URD 2022, 3.6.3.3 Human rights, p. 147-148 URD 2022, 11.2 SASB Report > Security, Human Rights & Rights of Indigenous Peoples, p.638 Tanzanian Taturu Community FPIC agreement signed in March 2023 Please refer to the Company’s commitments and international references in page 33 of the 2018 Human Rights Briefing Paper. The approach of the Company focuses on indigenous people in general and it is not gender-based. Note however that indigenous women’s voice is now sought in consultations for FPIC processes e.g. Tanzanian Taturu Community FPIC agreement signed in March 2023 with EACOP.</p>
	<p>11-17-2</p>	<p>Incidents of violations involving rights of indigenous peoples</p>	<p>URD 2022, 3.6.8.1 Human rights, p. 156-162 URD 2022, 5.9.2.1 A structured operational societal approach > Dialogue and local stakeholder involvement, p.356-357 The Company policies on indigenous peoples are adapted and deployed at local level by affiliates and subsidiaries. The Company reports claims logged at corporate level (ethics@totalenergies.com) or at local level whenever there is a local grievance mechanism in place. However, the Company has to comply with local standards and regulations of privacy. For this reason, it is not in a position to publish data at worldwide level (Ex: Legal constraints in France, it is not allowed to gather, neither to publish, data regarding ethnicity or sexual orientation...).</p>
	<p>11-17-3</p>	<p>Additional sector disclosure</p>	<p>URD 2022, 5.9.2.1 A structured operational societal approach > Dialogue and local stakeholder involvement, p.356-357 Prior to any project, we conduct a human rights impact assessment to identify potential impacts on indigenous people if any. We seek assistance from experts in this area, including anthropologists. The Company is aware of all the locations where indigenous people are present and where we operate.</p>

<p>Rights of indigenous peoples</p>	<p>11-17-4</p>	<p>Additional sector disclosure</p>	<p> Human Rights Internal Guide, p.32-34 Human Rights Briefing Paper Update, p.30-32 Human Rights Briefing Paper update Free Prior and Informed Consent (FPIC) Agreement with the Akie Community of Napilikunya Free Prior and Informed Consent (FPIC) Agreement with the Taturu community We have issued our Charter of Principles and Guidelines regarding Indigenous and Tribal People in 2012, which provides a process of interacting with indigenous peoples affected by our projects. Note that recently, EACOP signed FPIC agreements with indigenous peoples pursuant to a similar process as the one described in the Company’s Charter. Please refer to those agreements that are publically accessible for the Tanzanian Akie community and for the Tanzanian Taturu community. </p>
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<p>Conflict and security</p>	<p>11-18-1</p>	<p>Management of material topics</p>	<p>Safety health environment quality charter TotalEnergies website, People's health and safety TotalEnergies website, Human rights TotalEnergies website, Supply chain Code of Conduct, p.3, 4, 10, 11, 20 and 21 Human Rights Briefing Paper Update, Adressing our salient issue related to security, p.33-35 Human Rights Internal Guide, p.36, 38-41 Sustainability & Climate 2023 Progress Report, Upholding Human Rights > Human rights and security operations, p.66 VPSHR Annual Report 2022, B Policies, procedures and related activities p.10-13 Fundamental principles of purchasing Practical Guide for Suppliers : Implementing the Fundamental Principles of Purchasing URD 2022, 3.6.2.2 Human rights and fundamental freedoms, p. 145-146 URD 2022, 3.6.3.4 Safety, health and the environment, p. 148-151 URD 2022, 3.6.8.1 Human rights > Subsidiary assessments, p. 156 URD 2022, 5.7 Actions to respect human rights, p.344-346 URD 2022, 5.7.1 Respect for human rights in the workplace, p.346-347 URD 2022, 5.10.2 Sustainable procurement program, p.361-363 Note: All the information publicly disclosable is available on the VPSHR Annual report.</p>
	<p>11-18-2</p>	<p>Security personnel trained in human rights policies or procedures</p>	<p>URD 2022, 3.6.5.3 Sustainable procurement program > Awarness raising and training of suppliers, p.154 URD 2022, 5.10.2 Sustainable procurement program > Suppliers' awareness-raising and mobilization, p.362 URD 2022, 5.7 Actions to respect human rights, p.344-348 VPSHR Annual Report 2022, III. VPSHR Trainings p.18-19 VPSHR Annual Report 2022, 2022 VPSHR TRAINING AND AWARENESS ACTIVITIES p.4-5, II. Policies and procedures p.16-18</p>

Anti-competitive behavior	11-19-1	Management of material topics	Business Integrity Guide URD 2022, 5.8.1 Fighting corruption, p.349-352 Code of Conduct, Integrity - Fraud and Corruption, p.12-13
	11-19-2	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	URD 2022, 3.5 Legal and arbitration proceedings, p.142

Anti-corruption	11-20-1	Management of material topics	URD 2022, 3.6.8.5 Suppliers > Whistleblowing mechanism, p.175 URD 2022, 5.10 Contractors and suppliers, p.361-365 Human Rights Internal Guide, p.44, 49 Human Rights Briefing Paper update, p.13, 20, 22, 24 and 37 Fundamental principles of purchasing
	11-20-2	Operations assessed for risks related to corruption	URD 2022, 3.1.5 Risks relating to operations > Business ethics, p.127 URD 2022, 3.3.2 Control environment > Business integrity and ethics, p.134 URD 2022, 3.3.3.3 Systems in place > Regarding risk prevention relating to changes in the regulatory environment and business ethics, p.137-138 URD 2022, 5.8.1.3 Internal Standards, p.350 URD 2022, 3.6.4.2 Procedures for assessing suppliers, p.153
	11-20-3	Communications and training about anti-corruption policies	URD 2022, 5.8.1.4 Awareness raising and training, p.351
	11-20-4	Confirmed incidents of corruption and actions taken	URD 2022, 5.8.1.7 Disciplinary action, p.352
	11-20-5	Additional sector disclosure	URD 2022, 1.5 Our sustainability ambitions and targets > Business ethics commitments, p.31 URD 2022, 2.3.5 Contractual framework of Upstream oil and gas production activities, p.97 URD 2022, 9.4 Reporting of payments to governments for purchases of oil, gas and minerals (EITI reporting), p.587-589 URD 2022, 11.1 World Economic Forum Core ESG metrics > Ethical Behavior > Anti-corruption, p.621 TotalEnergies supports governments efforts towards advancing transparency in accordance with the EITI framework. An example is TotalEnergies' public stance in favor of the publication by host governments of all its Petroleum contracts and licenses, whenever signed. Publication depends upon local conditions and regulations and host government decision.
	11-20-6	Additional sector disclosure	URD 2022 point 5.8.1.3 INTERNAL STANDARDS p350 https://totalenergies.com/sustainability/creating-shared-value/business-ethics

Payments to governments	11-21-1	Management of material topics	URD 2022, 1.2 Our strategy : an integrated multi-energy Company, p.14-15 URD 2022, 1.8.2 Our integrated multi-energy model, p.40 URD 2022, 1.10.1 Overview of the 2022 fiscal year, p.50-58 URD 2022, 5.4.1 Governance, p.280-281 URD 2022, 5.8.2 Fighting tax evasion, p.352-353 URD 2022, 5.9.1 Fostering the economic development of host regions, p.354-355 Tax transparency report 2021-2022, 2 Our approach to tax, p.18-31
	11-21-2	Direct economic value generated and distributed	URD 2022, 1.1.3 Our business model, p.12-13 URD 2022, 1.10 Our financial performance, p.50-63 URD 2022, 8.7 Notes to the Consolidated Financial Statements, p.419-536 Tax transparency report 2021-2022, 3 Our total tax contribution p.32-35 ; 5 Country by country information p.36-46 URD 2022, 11.1 World Economic Forum Core ESG metrics > Prosperity > Employment and Wealth Generation, p.630
	11-21-3	Financial assistance received from government	Based on existing information, TotalEnergies does not currently receive significant assistance from governments in the countries in which it operates.
	11-21-4	Approach to tax	Tax transparency report 2021-2022, 2 Our approach to tax, p.18-31 URD 2022, 5.8.2 Fighting tax evasion, p.352-353
	11-21-5	Tax governance, control, and risk management	URD 2022, 3.1.4 Geopolitics and developments in the world > Regulatory developments, p.126 URD 2022, 3.3.4 Main characteristics of the internal control and risk management procedures relating to the preparation and processing of accounting and financial information, p.139-140 URD 2022, 3.6.6 Whistle-blowing mechanisms, p.155 URD 2022, 4.1.2.3 Committees of the board of directors > The audit committee, p.209-211 URD 2022, 5.8.2 Fighting tax evasion, p.352-353 Tax transparency report 2021-2022, Assurance statement, p.8 Our tax policy

Payments to governments	11-21-6	Stakeholder engagement and management of concerns related to tax	Tax transparency report 2021-2022 URD 2022, 5.8.2 Fighting tax evasion, p.352-353
	11-21-7	Financial assistance received from government	Tax transparency report 2021-2022
	11-21-8	Additional sector disclosure	URD 2022, 9.3 Report on the payments made to governments (Article L. 22-10-37 OF THE French Commercial Code), p.558
Public policy	11-22-1	Management of material topics	URD 2022, 5.8.2 Fighting tax evasion, p.29-30 URD 2022, 5.8.2 Fighting tax evasion, p.652 Tax transparency report 2021-2022 p.31 https://totalenergies.com/sustainability/stakeholder-relationships-advocacy/advocacy
	11-22-2	Political contributions	https://totalenergies.com/sustainability/stakeholder-relationships-advocacy/advocacy https://totalenergies.com/sites/g/files/nytnzq121/files/documents/2021-12/Directive applicable a la representation d interets signee EN.pdf https://totalenergies.com/sustainability/creating-shared-value/business-ethics