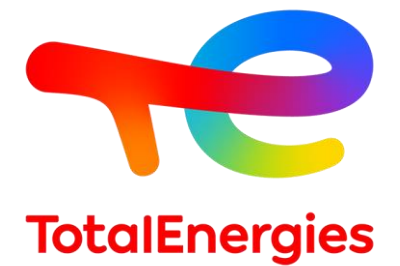


Gender Pay Gap Report 2022

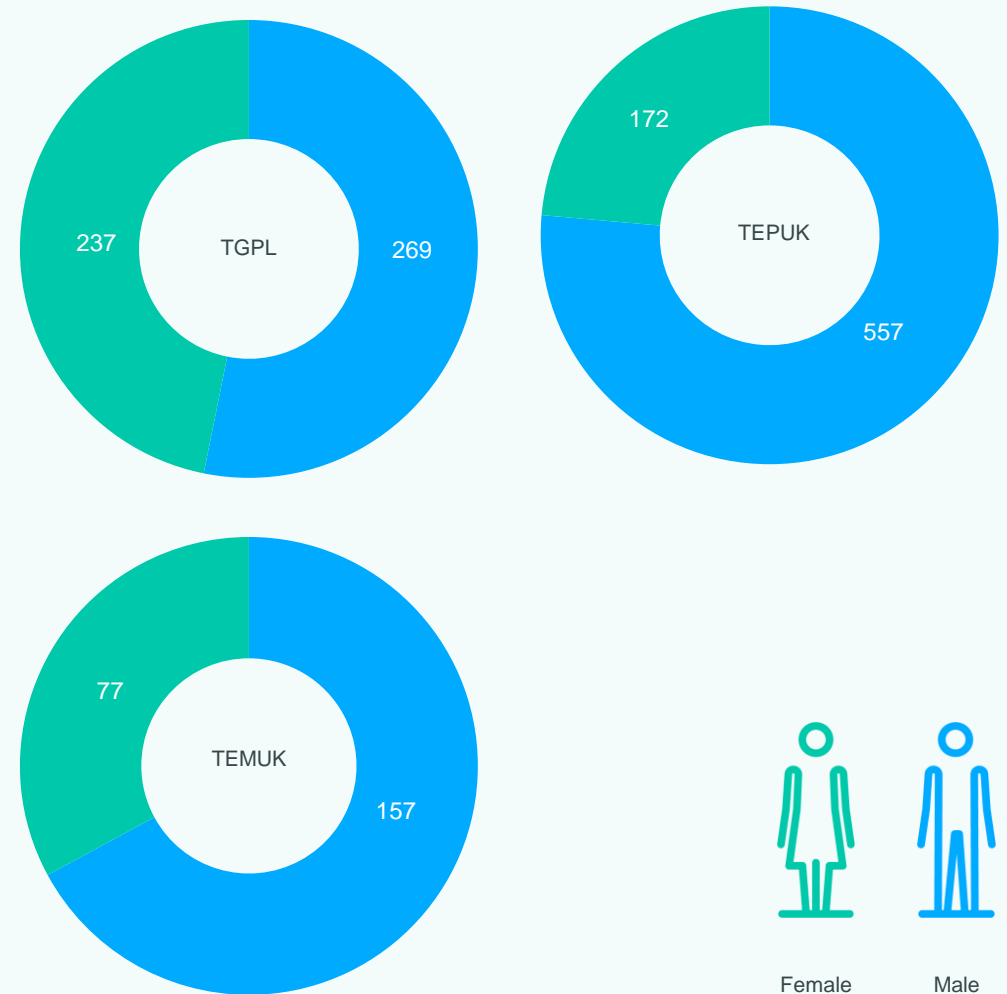


Introduction

Since 2017, UK companies with more than 250 employees have been required to produce an annual report on their gender pay gap. In line with this requirement, we have today published the 2022 gender pay gap reports for:

- TotalEnergies Exploration & Production UK Ltd (TEPUK)
- TotalEnergies Gas & Power UK Ltd (TGPL)
- Our TotalEnergies Marketing UK Limited (TEMUK) business is not required to report its gender pay gap because it had fewer than 250 employees in 2022 however, we have included the details for completeness.

Number of relevant employees



A note from our Country Chair



Since we began reporting on gender pay in the UK, TotalEnergies has seen a slow but steady narrowing of the gap across the key metrics in all our reporting companies. We are pleased to have made these inroads but know that we have much further to go and much more to do.

Whilst the gender pay gap measures oversimplify a complex issue, the requirement to report on it has brought gender diversity into sharp focus and further encourages our determination to address it. We know that the diversity of talents within TotalEnergies is crucial to its competitiveness, innovative capacity and attractiveness.

Our gender pay gap is in part a result of lower female representation in senior and technical positions which traditionally attract higher salaries. So in 2021 the Company set new objectives, targeting 30% female representation by 2025 in its highest executive bodies and in leadership positions throughout the organisation, including its Executive Committee,

Management Committees and Senior Managers. Here in the UK we are supporting the Company's drive towards greater gender diversity.

But with 2025 just around the corner, we must make greater strides and so we're focusing our attention on three areas:

- A recruitment process that encourages diversity
- Inclusivity in the workplace
- Engaging with young people to encourage them into our industry

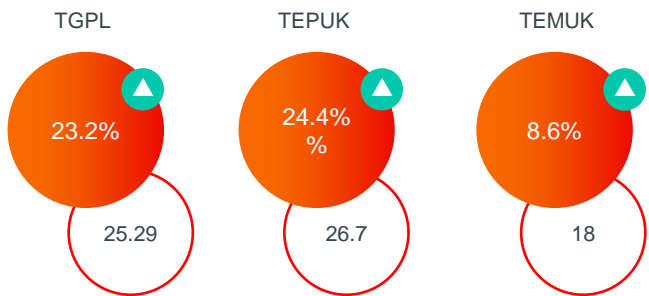
As we said last year, it may be some time before we solve the issue of the gender pay gap, but until then I am confident that we provide equal pay for equal work, and that ours is a Company that nurtures diversity and wants to see change. We will continue with our work.

Nicolas Payer
UK Country Chair
TotalEnergies

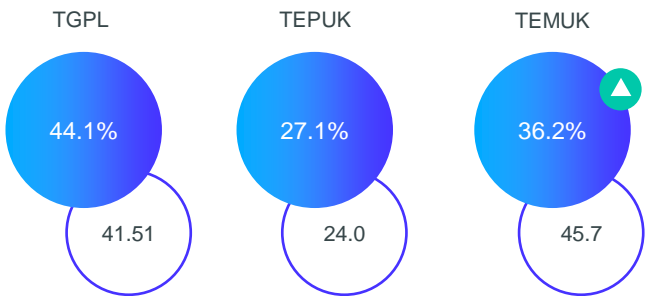
The data



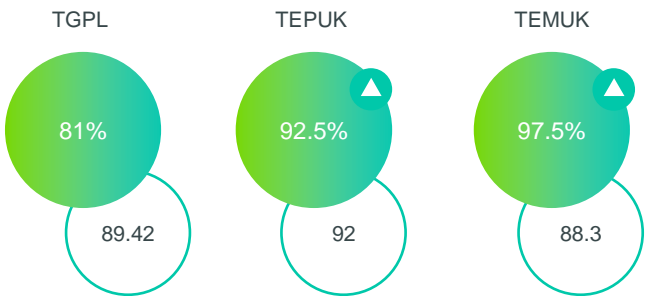
Mean gender pay gap



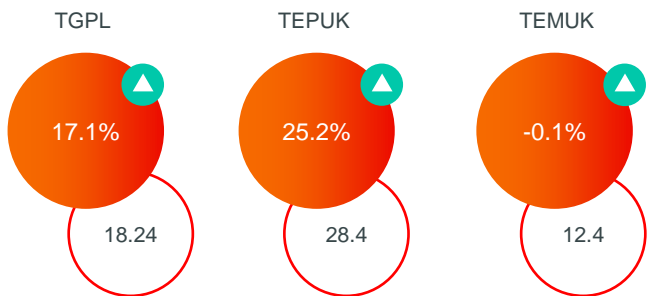
Mean bonus gender pay gap



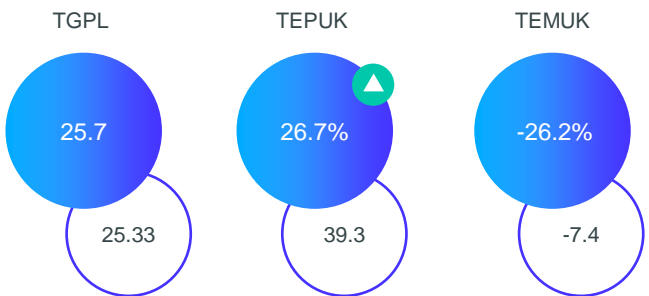
Proportion of males receiving a bonus



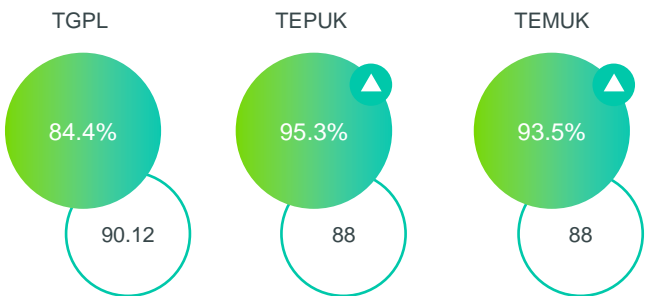
Median gender pay gap



Median bonus gender pay gap

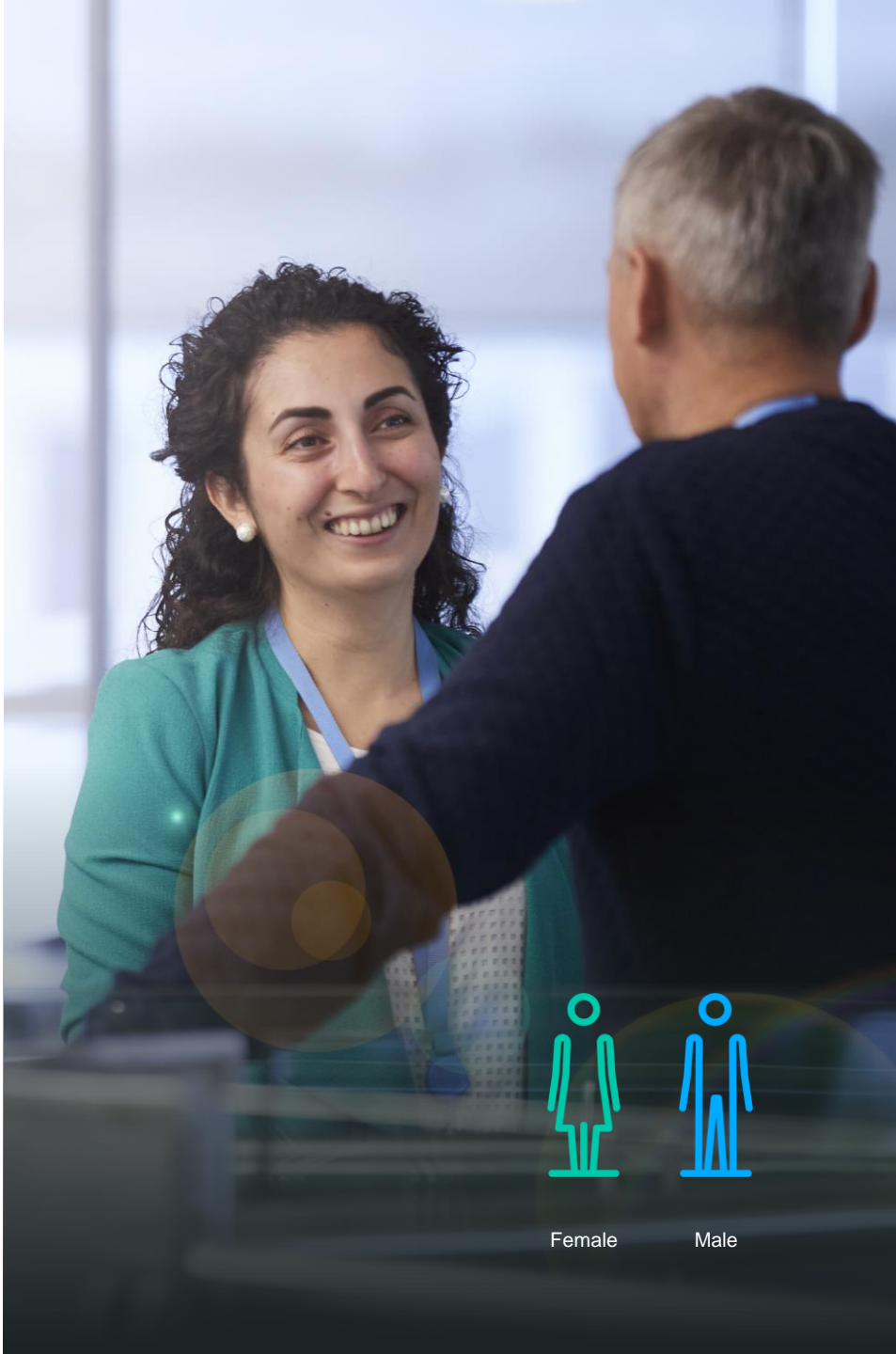
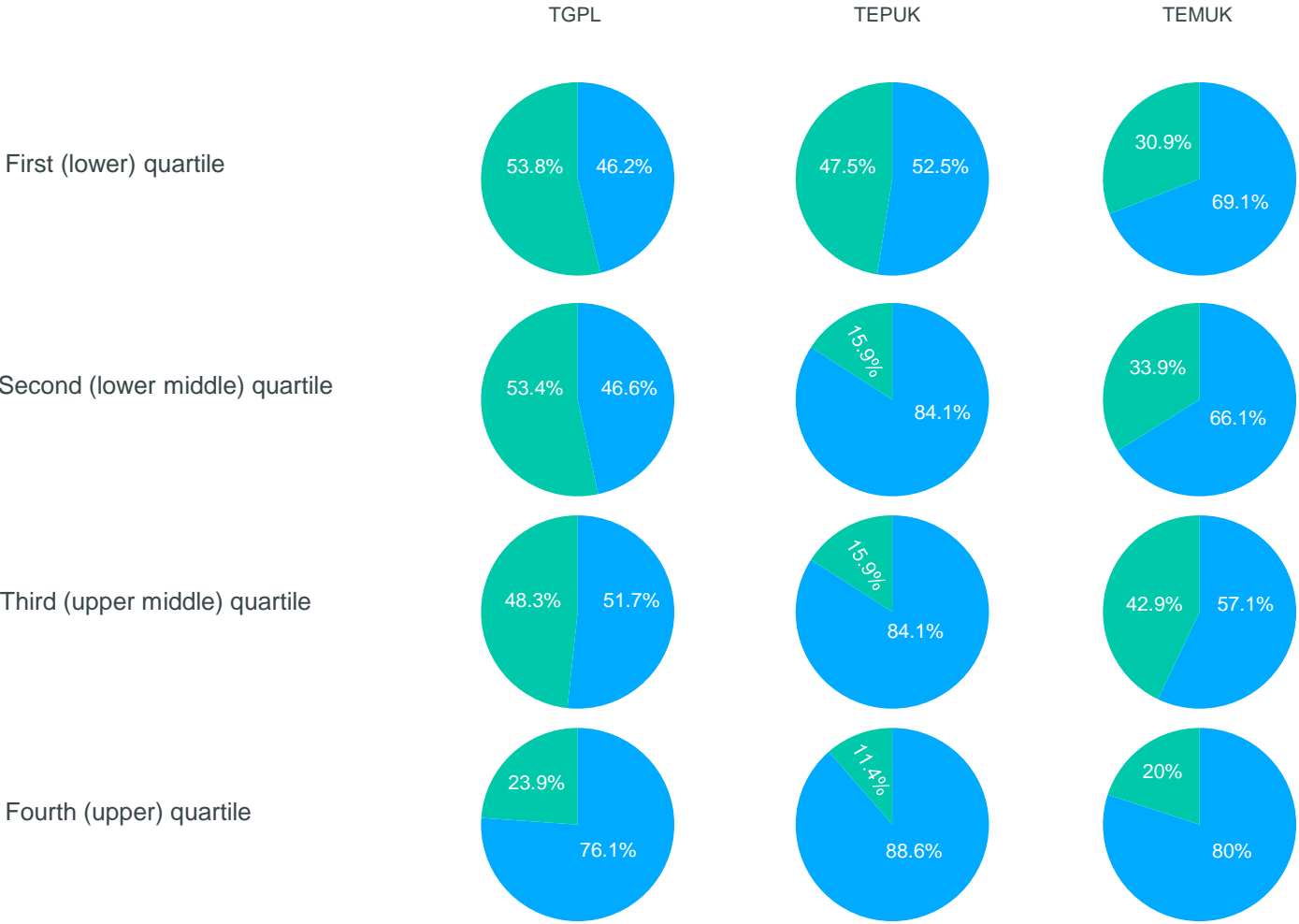


Proportion of females receiving a bonus



The data

Proportion of males and females in each pay quartile



Summary of the reports

All three companies report a narrowing of the gender pay gap for both the mean and median measures, further building on our progress since 2017. The proportion of males and females receiving a bonus has either declined or improved in similar measures in each organisation.

Our TotalEnergies Gas & Power business has seen increases in the mean and median bonus gap, whilst our Exploration & Production business has seen a relatively small widening of the mean bonus gap but a significant improvement to the median gap. Our Marketing Services business has also seen an improvement in the mean bonus gap, but a widening of the median gap in favour of females. Ideally, we'd see a gap of 0 across all metrics.

Looking at the pay quartiles, Gas & Power and Marketing Services have a better balance across the first, second and third quartiles. Exploration & Production has a good balance in the first quartile but is significantly unbalanced in all other quartiles. Gas & Power has the better overall gender balance, followed by Marketing Services and then Exploration & Production.



Explaining our gaps

At TotalEnergies we are working towards a better gender balance in our business but gaps do still exist. There are several reasons for this.

Women are under-represented in large parts of our industry

The energy industry, with its foundations in technical and industrial jobs, has traditionally attracted more men than women. That is particularly the case at our industrial and offshore sites where the majority of the workforce is male. Our focus now is to challenge that tradition and demonstrate that we can offer fulfilling careers across all our operations to everyone in equal measure. Providing equal opportunities for both women and men is important to TotalEnergies and we are committed to creating inclusive, attractive and motivating work conditions for everyone.

Our UK business make-up is approximately one third female to two thirds male. This imbalance significantly affects our gender pay gap because men receive a proportionately higher share of the salary and bonus 'pot' than women, and women are traditionally overrepresented in the lower pay quartiles.

Increasing the number of females across our business, and their representation across the pay quartiles would significantly improve our gender pay gap.

Women in senior positions

As well as being under-represented at our operational sites, there are fewer women in senior leadership and technical roles where pay is higher. In all three reporting companies you can see that in the lower pay quartile the numbers of men and women are more evenly balanced, whereas in each of the other pay quartiles we can see this balance deteriorate.

More women working in part-time positions

Traditionally more women than men work in part-time or flexible roles. Whilst this issue does not impact the gender pay gap, it can affect bonus payments. The impact of the pandemic has seen a re-evaluation of work-life balance, and we are now seeing fewer requests for part-time working as flexible or hybrid working options increase in our onshore and office-based roles.

What are we doing to eliminate the gap?

Knowing and understanding the data is important, but we also need to act on it. It may take some time until we've eliminated the gap, but we're committed to making continuous improvements to help narrow it every year.

A recruitment process that encourages diversity

We know that attracting - and retaining - more women into our operational, technical and leadership roles is critical if we are to see women taking a greater proportion of pay and bonus at TotalEnergies UK businesses.

Working with our hiring managers is crucial to addressing this issue and through our Better Together Manager-Coach programme we have developed a different approach to recruitment by:

- Supporting Managers to better define the job requirements, removing long lists of 'must-haves' and considering flexible working options
- Creating gender-neutral job adverts
- Pre-defining the shortlisting process for all job applicants based on job requirements allowing for better CV screening
- Ensuring interview panels consist of one female interviewer and one male interviewer wherever possible
- Ensuring consistent and structured interview questions so all candidates get the same questions, based on the needs of the job
- Offering unconscious bias training to all Managers



Inclusivity in the workplace

Our Exploration & Production business is our largest UK employer and this is where our gender pay gap is biggest. It is driven by the technical nature of the business and the number of positions based on our offshore sites where roles are traditionally, but not exclusively, held by males. When we look at our offshore sites, the percentage of females working at them drops to single digits.

Those working on our offshore sites are well known for the pride in their assets and the welcome they offer to new and visiting workers. But recognising that the number of women on sites remained stubbornly low, we took action to

help offshore management teams understand some of the barriers that made working offshore more challenging, and less inclusive for women.

The management team - predominantly male - were able to see the offshore experience through the eyes of women. They determinedly took on board the feedback and have set about making changes that improves the offshore experience for women. This has included simple measures such as ensuring sanitary bins in rooms; easier access to female-specific areas and sanitary products; laundry bags to aid better discretion and an extended catalogue of PPE designed for females. Some strategic and more complex actions are still being analysed and may form part of our inclusivity improvements in the future.

The aim is to attract and retain more women to the traditionally higher paid positions that also attract additional allowances. These roles also provide operational experience that is often a prerequisite to senior, onshore managerial roles, which are also higher paid.

Engaging with young people to encourage them into our industry

One of the challenges we face is the smaller number of female job applicants with the qualifications we require. Our response is to play our part in encouraging more children and young people to study STEM subjects at school by sponsoring and supporting projects that focus on these topics:

- We've welcomed interns across our business in a variety of fields, from process engineering to HR, and environmental analysis to marketing. Our gender-balanced programme will continue to grow in 2023
- We continue to implement an early careers programme for graduates and apprentices, building diversity in our organisation
- We've established a partnership with the University of Aberdeen in support of its Centre for Energy Transition, which includes the sponsorship of an MSc in Renewable Energy Engineering, an MSc Energy Transition Systems and Technologies and a PhD studentship in Offshore Energy System Integration
- We continue to sponsor and support STEM-based projects in and for schools across the UK, such as those in collaboration with SCDI's Young Engineers & Science Clubs
- Our Action! programme offers employees up to 3 days per year to volunteer in a variety of areas, but especially in activities that support youth inclusion and education
- This year, a dedicated project is addressing the need to engage with young people at different stages of their education, including school pupils considering their future, and university pupils looking for that first step on the ladder. We're developing communications kits that address their key questions and we're training our people to more effectively engage. We're also targeting the teachers and lecturers who are incredibly influential in the lives and decision-making process for young people
- We're developing our digital channels to help us better share the career stories of our people, because they are fascinating and inspiring and a great way to encourage others to join us

Diversity & Inclusion at TotalEnergies in the UK

Our aim is to be a diverse organisation, in which everyone is treated equally and fairly and where all voices are welcomed and listened to.

We firmly believe that through the actions outlined in this report, we're supporting diversity and inclusivity across not just gender but also the other characteristics that make us unique such as ethnicity, nationality, age, sexuality, religion, experience, socio-economic background and education. We support this approach through active networks which work across all our UK businesses; mentoring; training and open discussion.



Explaining the report

The report covers four calculations to measure gender pay:

- **Gender pay gap** (mean and median): the difference in the average pay of all men and all women across an organization.
- **Gender bonus gap** (mean and median): the difference in the average bonuses of all men and women across an organisation.
- **The proportion of men and women receiving bonuses.**
- **The proportion of men and women in each quartile of an organisation's pay structure.**

What is the difference between mean and median?

The mean calculation is an average of all the pay or bonus earnings of male and female employees. **The median** is the mid-point in a list of all the pay and bonus earnings of male and female employees.

The gender pay gap

The gender pay gap is a calculation that compares the pay for all employees in a business. It does not consider differences in job function, job level, qualifications, performance and experience. Gender pay gap reporting encourages discussion about the progress of women in UK businesses. We welcome that discussion, but it should be stressed that a gender pay gap is not the same thing as unequal pay.

Equal pay

At TotalEnergies we conduct regular analysis across our business to ensure that both women and men are being paid equally for the same, or similar, work. **This is also known as equal pay.**

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