

## EXPRESSION OF INTEREST FOR THE PROVISION OF EMPLOYEES MEDICAL INSURANCE, GROUP LIFE ASSURANCE AND GROUP PERSONAL ACCIDENT INSURANCE COVERS

REFERENCE: 10485550

### Background

TotalEnergies EP Uganda (COMPANY) in its capacity as Operator of Contract Area (CA) 1 and License Area (LA) 2, in conjunction with its Joint Venture partner(s), invites experienced and reputable insurance providers to express their interest in provision of Employees Medical Insurance, Group Life Assurance and Group Personal Accident Insurance Services as further described below.

### Scope of Work:

The scope of work covers the provision for the Engineering, rental or supply, operation and maintenance services for:

#### 1. Employee Medical Insurance Cover

Interested providers shall demonstrate at a minimum the ability to provide:

- Diverse panel of hospitals through which employees can access medical services throughout Uganda & East Africa.
- Handle referrals outside the East African region.
- Handle medical claims that may be incurred outside the communicated hospital panel.
- Provide diverse medical benefits available to the employees, competitive expenditure limits and reasonable coverage exclusions.
- Provide counselling services to employees through the panel.
- Have in place help lines to assist employees who may have challenges accessing the medical services.
- Put in place clients' complaint-log and demonstrate proactive action taken to address these issues.
- Technology in place to ease access of services by employees.
- Put in place and adherence to reporting structures – to both the employee

and the employer.

- Provide value-added services for employees.

#### 2. Group Life Assurance and Group Personal Accident Insurance Covers

- Diverse benefits available to employees through the GPA & GLA covers.
- Turnaround time for settlement of claims.
- Ability to provide value-added services for the employees.

#### Minimum requirements Insurance Providers

- Industry Compliance & Licensing: Poses all valid statutory licenses required to provide medical insurance, GPA & GLA covers within the areas mentioned.
- Operational capacity: proven track record of performing similar services for a minimum of 5 years in Uganda, East Africa and handling referrals outside the East African region.
- Financial & Statutory: Adequate financial capacity to undertake the eventual contract and full compliance with Ugandan statutory requirements not limited to (NSSF, Tax, insurances for employees and 3rd parties).
- HSE & Quality: Demonstrate implementation of a robust Health, Safety and Environment (HSE) Management system, Quality Policy and related procedures in compliance with local and international standards.
- National Content: Demonstrate commitment to the statutory National Content requirements for Oil and Gas operations as detailed in the 2016 Upstream petroleum regulations.
- NSD registration: Evidence of valid registration (or active application) and classification as Ugandan Company on the National Supplier Database (NSD) managed by the Petroleum Authority of Uganda (PAU).

### EOI Participation

Competent Insurance Providers shall express their interest by:

- submitting an email to [ep.prequalification-ugexp@totalenergies.com](mailto:ep.prequalification-ugexp@totalenergies.com) on or before **6<sup>th</sup> April 2026** no later than **17:00 Hrs.** (GMT+3) to request for the prequalification questionnaire for the aforementioned services.
- Quote in the subject line; **"PR No. 10485550: Employees Medical Insurance, Group Life Assurance and Group Personal Accident Insurance Services"**
- Provide the details of the participating insurance company's name, physical address, contact person including telephone number and email address.

Following receipt of the EOI email request, COMPANY shall register the interested landlord in its e-Sourcing platform SAP – ARIBA, to enable the interested parties to submit their completed prequalification questionnaires.

All prequalification and eventual tender process shall be conducted through the e-Sourcing platform.