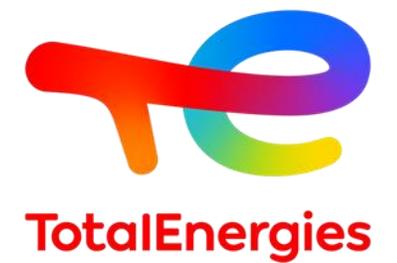


# Gender Pay Gap Report 2023

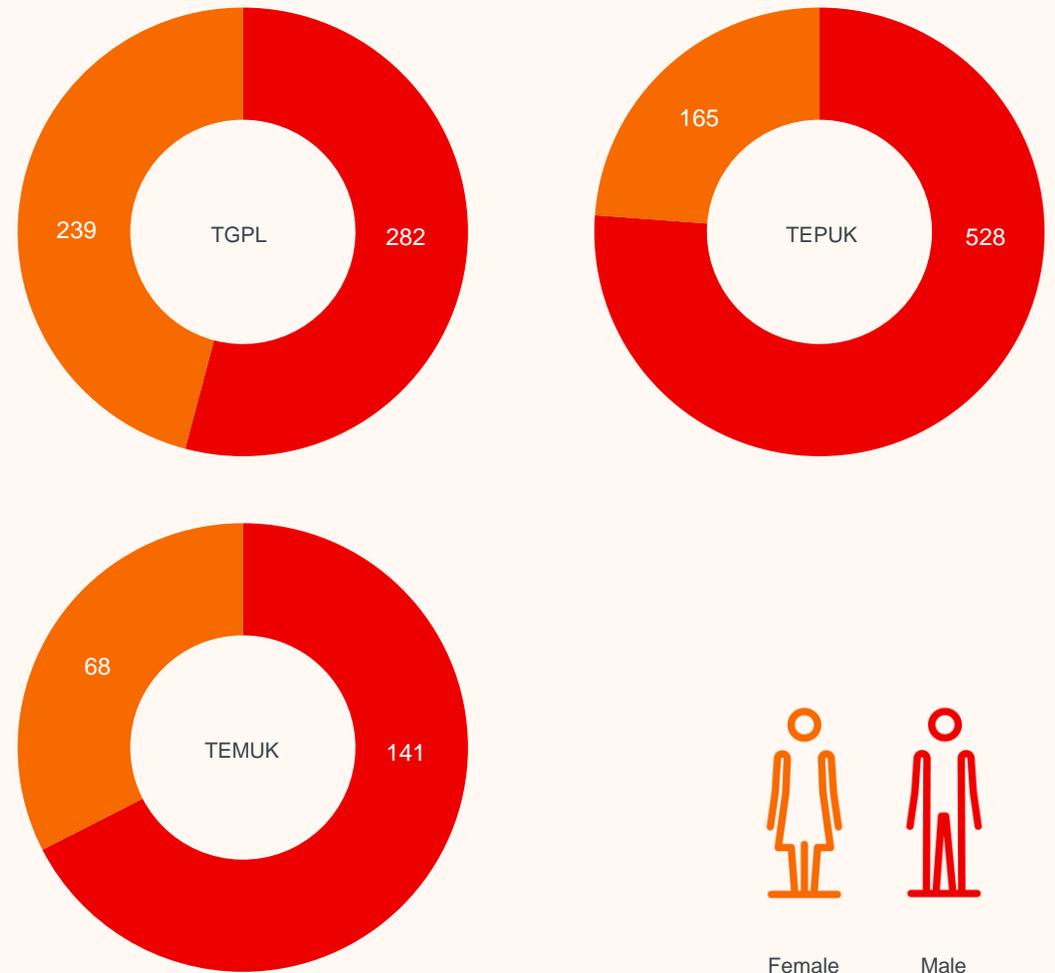


# Introduction

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 2023 gender pay gap reports for:

- TotalEnergies Exploration & Production UK Ltd (TEPUK)
- TotalEnergies Gas & Power UK Ltd (TGPL)
- Our TotalEnergies Marketing Limited (TEMUK) business is not required to report its gender pay gap because it had fewer than 250 employees in 2023 however, we have included the details for completeness

Number of relevant employees



# A note from our Country Chair



**TotalEnergies continues to see a slow but steady narrowing of the gap across the key metrics in our two reporting companies in the UK. We are pleased to have made progress but as last year, we know that we still have much further to go and much more to do.**

Whilst we believe that 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 talent within TotalEnergies is crucial to our competitiveness, our pioneering spirit and our success.

Our gender pay gap is in part a result of lower female representation in senior and technical positions which traditionally attract higher salaries. Changing the gender balance at our offshore sites – where we employ a significant proportion of our people – is a challenge and we expect it to take some time for that to change. But it doesn't mean that it's not worth doing and over the course of this year we have

continued with our efforts to make our sites more accessible to women.

We know we must continue to make greater strides and so we maintain our focus on:

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

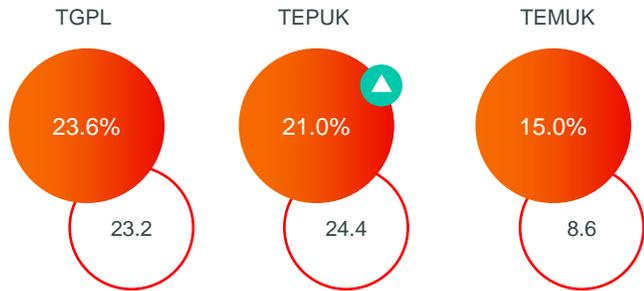
We know that it may be some time before we solve the issue of the gender pay gap, but that doesn't mean that we won't maintain our focus on it. Until then I am confident that we provide equal pay for equal work, and that ours is a Company that nurtures diversity, values inclusivity and wants to see change. We continue with our work.

**Nicolas Payer**  
**UK Country Chair**  
**TotalEnergies**

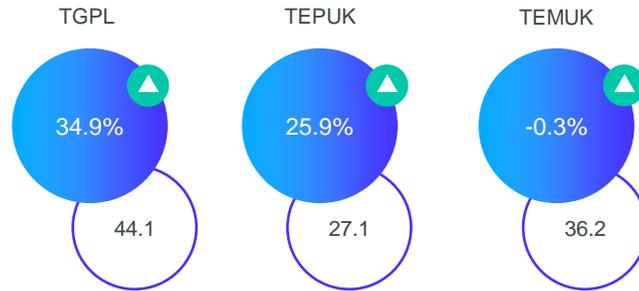
# The data



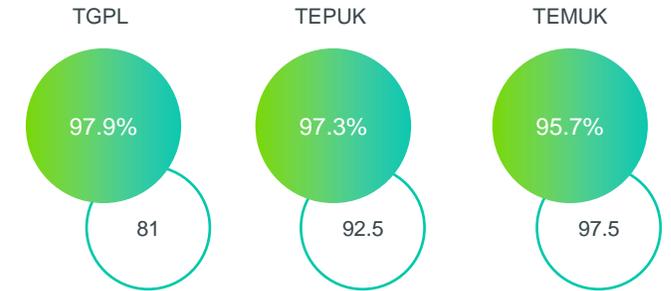
Mean gender pay gap



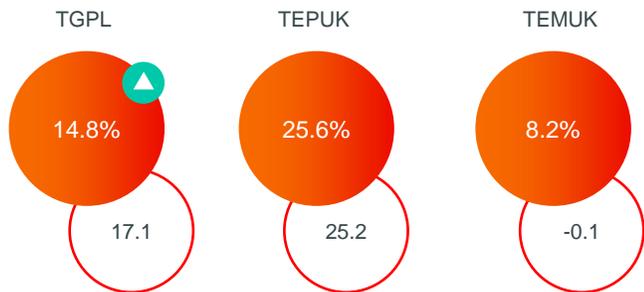
Mean bonus gender pay gap



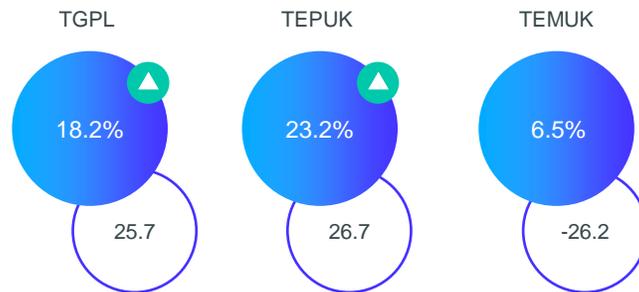
Proportion of males receiving a bonus



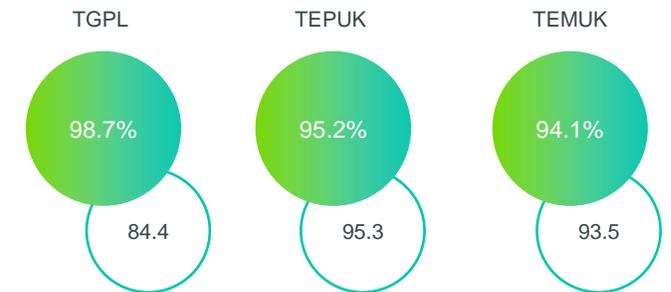
Median gender pay gap



Median bonus gender pay gap

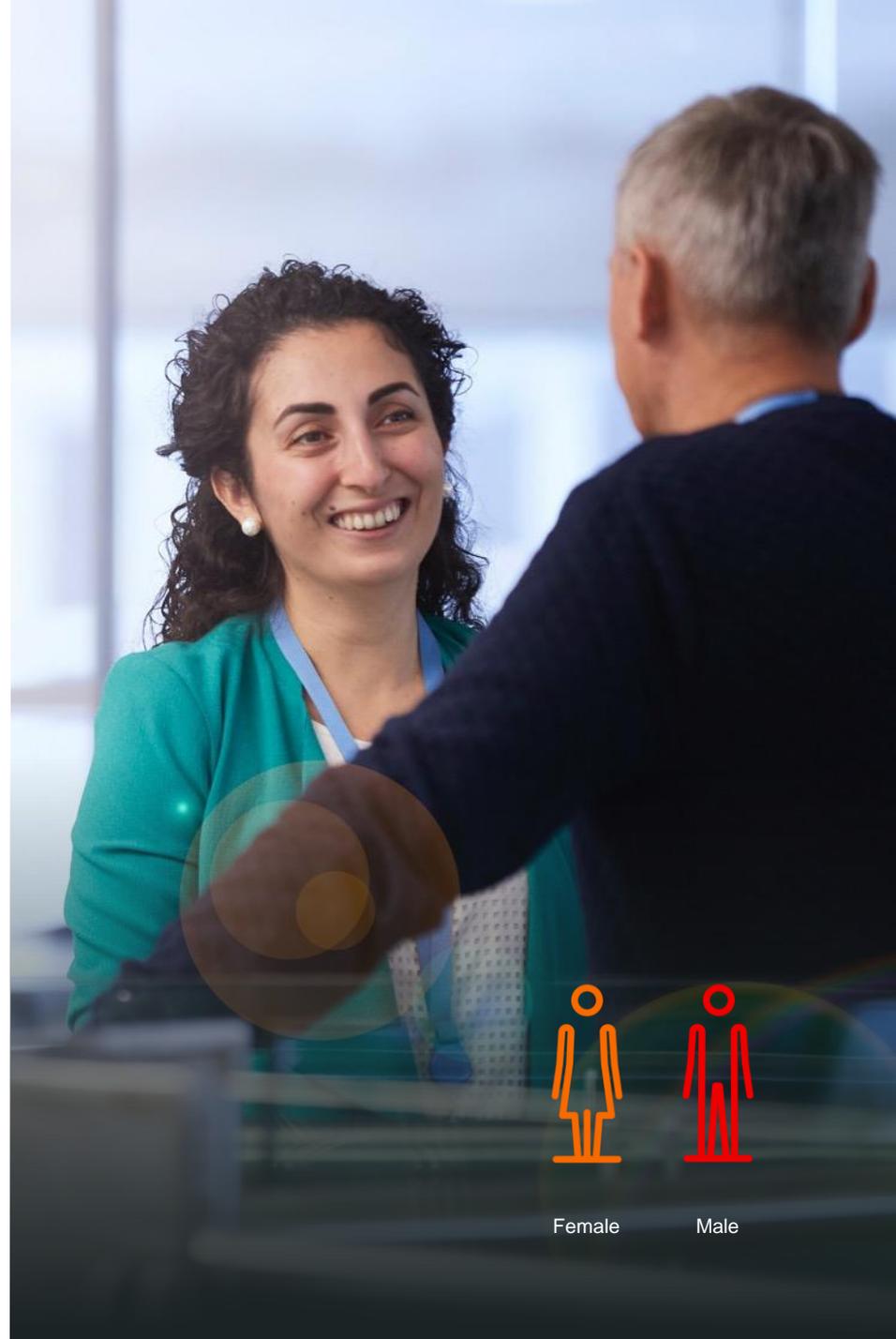
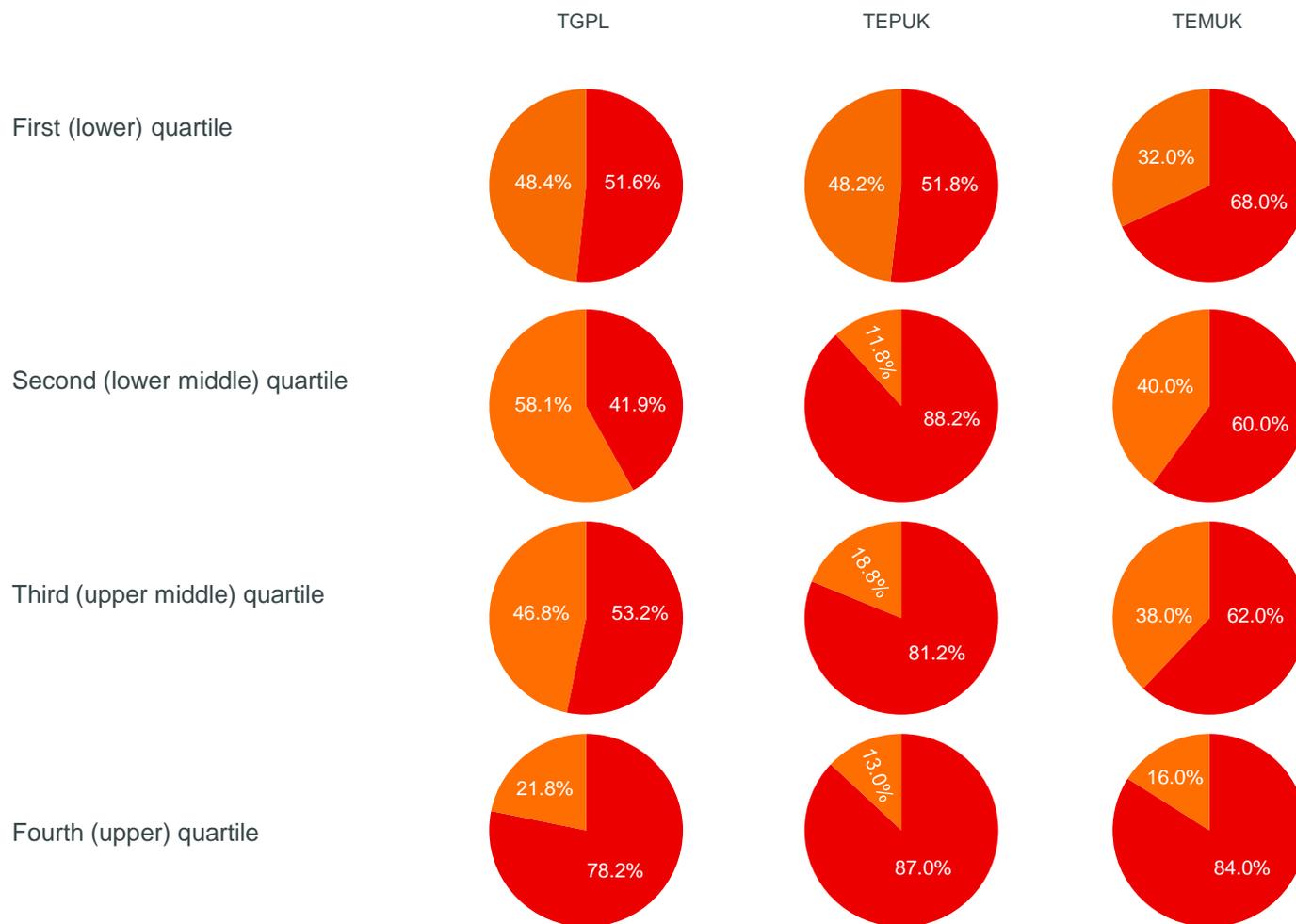


Proportion of females receiving a bonus



## The data

### Proportion of males and females in each pay quartile



# Summary of the reports

**Both reporting companies, TotalEnergies E&P UK and TotalEnergies Gas & Power, see a narrowing of the gap in three out of four metrics, with small increases (0.4%) seen in the median and mean gender pay gaps respectively. Contrastingly, our Marketing Services business has seen a widening of the gap in three out of four metrics, a trend that can largely be attributed to the movement of a small number of senior females.**

All three companies report high levels of bonus payment to both males and females. This is attributable to an exceptional bonus paid to all staff across TotalEnergies at the end of 2022. Those who did not receive it were not in position on the qualifying date to be eligible for it.

Looking at the pay quartiles: in Gas & Power a slight decrease in female representation in the upper two pay quartiles can be attributed to changes of a small number of individuals at a senior level whilst a c.5% movement of females from the Lower to Lower Middle quartile suggests a developing pipeline of female talent moving through the business. In Exploration & Production, we see an increase in female representation in the upper two quartiles which is attributable to higher female representation on our Executive Committee.

In Marketing Services, we see a good balance of genders across the first, second and third quartiles but not in the upper quartile, which is predominantly male.



# 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 Exploration & Production we can see this improving in the upper two pay quartiles, and in Gas & Power we see women moving through the pay quartiles, from Lower to Lower Middle. At this level of female representation, even small numbers of women moving into or out of a pay quartile can have a big impact on the report.

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## 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. These include:

## 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 in 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 the following approach to recruitment:

- 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 Managers



## Inclusivity in the workplace

**Our Exploration & Production business is our largest UK employer with a gender split of 76% men to 24% women. 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 drives the gender pay gap. When we look at our offshore sites, the percentage of females working at them drops to single digits.**

In 2022 we embarked on a programme to try and improve inclusivity for women on our offshore sites.

Through a series of workshops, the management team, predominantly male, were able to see the offshore experience through the eyes of women,

and determinedly took on board the feedback and set about making changes. This has included simple measures such as ensuring sanitary bins in rooms; easier access to female toilets and sanitary products; laundry bags to aid better discretion and access to personal protective equipment (PPE) designed for females.

As our offshore management team has changed over time, we've continued that programme of inclusivity in 2023 and 2024.

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 by sponsoring and supporting projects that focus on these topics. And:**

- We've welcomed interns across our business in a variety of fields, from process engineering to HR, and environmental analysis to marketing. Our programme continues in 2024
- We continue to implement an early careers programme for graduates and apprentices building diversity in our organisation
- We continue to support students at the University of Aberdeen and in 2024 we will

provide sponsorship to their Centre for Doctoral Training course entitled The Role of Geoscience in the Energy Transition

- We continue to sponsor and support STEM-based projects in and for schools across the UK, including those in collaboration with Young Engineers & Science Clubs such as the Climate Matters programme which was rolled out to schools across Grampian and Shetland in 2023
- 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. In 2023 130 volunteers gave 645 hours of their time to 13 initiatives that took place across the UK. This included mentoring support in schools

- We established a programme of communication dedicated to teachers and lecturers who are highly influential in the lives of young people making decisions about subjects to study, courses to follow or careers to aspire to. We've done this through dedicated events and with the support of people including senior female offshore leaders, graduates, and other experienced professionals (both male and female) who have been willing to share their experiences of our industry with education professionals
- We've used our social media presence and our website to share the career stories of our people who are fascinating and inspiring. These stories go a long way to encourage others to join us on our energy transition journey in the UK

## 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 we're supporting diversity and inclusivity across not just gender but also the other characteristics that make us unique including 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; Diversity & Inclusion Officers; Disability Officers; mentoring; training and open discussion. We encourage active communication across our internal channels,

offering everyone the opportunity to share their life experiences and what is important to them. We host events throughout the year to raise awareness of and discuss topics such as neurodiversity, dementia, childcare and overcoming adversity; we invite external speakers into our businesses to help us broaden our thinking and better understand our colleagues and wider society.

We offer opportunities for networking to help women and men find their place in our organisation, and we encourage everyone to be themselves at work. We seek regular and anonymous feedback from our employees on the topics of diversity and inclusivity and aim to act on their suggestions. Our quest to create a diverse, inclusive, and equitable place to work is constant, without end.



# Explaining the report

The report covers four calculations to measure gender pay:

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- **Gender pay gap** (mean and median): the difference in the average pay of all men and all women across an organisation
- **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?

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**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

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**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

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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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