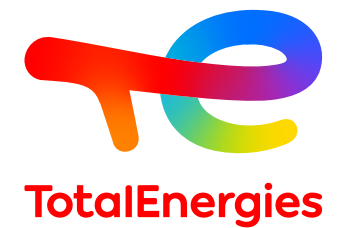


The Social Report

TotalEnergies EP Uganda

2024



Contents



1 Introductions

- 03 A message from the General Manager
- 05 Social Performance Director's Letter to Stakeholders
- 07 Glossary
- 08 Overview of the Tilenga Project
- 10 Social Action Across Stakeholder Circles
- 12 The Tilenga Social Strategy
- 14 Social Performance in Numbers



2 Land Access and Associated Programmes

- 17 The Land Acquisition Framework
- 20 Q&A with ATACAMA Consulting
- 24 Compensation Boosts Financial Inclusion in Tilenga Region
- 25 Resettlement Housing
- 27 Q&A with Excel Construction
- 28 Livelihoods
- 29 Transitional Food Support
- 30 Livelihood Restoration Programme
- 33 Q&A with Living Earth Uganda
- 35 Livelihood Restoration Programme Changing Farmers' Lives



3 Stakeholder and Community Engagement

- 38 Continuous Engagement
- 40 Engagement with Civil Society
- 42 The Community Concerns and Grievance Management
- 44 Football Awakening the Spirit of Community
- 46 Mini-League Nurturing Women Players

4 Supporting Access to Health and Well-being

- 50 Safety at Work
- 51 Community Health Programme
- 53 Q&A with HPI
- 55 Supporting Public Health Facilities in Host Communities
- 57 Health and Environment
- 59 Road Safety
- 61 Q&A with Safe Way Right Way
- 64 Tree Planting for Greener Communities
- 66 Q&A with Kilimo Trust
- 69 Taking Action to Improve Communities

5 Supporting Access to Safe Water and Cleaner Energy

- 72 Access to Safe Water
- 73 Kirama piped water system
- 74 Clean water from community boreholes
- 74 Q&A with DSS - Borehole Rehabilitation Project
- 76 Cleaner energy for communities

6 Maximising National Content, Skilling, and Education

- 80 TEP Uganda Deputy General Manager Shares the National Content Vision
- 87 The Industry Enhancement Centre (IEC)
- 89 Q&A with SINOPEC International
- 91 Q&A with McDermott
- 96 Q&A with Mineral Services Limited
- 98 Emergency Medicine Simulation Centre
- 101 Skilling Ugandans
- 106 The Secondary School Scholarship Programme
- 108 Alumni Testimonies

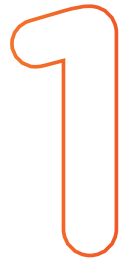
7 Supporting Diversity and Inclusion

- 114 Women in Energy and Extractives Network
- 115 Community Gender main-streaming
- 117 Q&A with Networth Consult
- 119 Preserving Cultural Heritage
- 122 Q&A with CCFU- Culture for Livelihoods



Philippe GROUEIX
General Manager TotalEnergies EP Uganda

A message from the **General Manager**



It is my profound pleasure to introduce to you the inaugural edition of the TotalEnergies EP Uganda Social Report. This report spotlights our Social Actions in Uganda since the commencement of our operations in 2012 until today. This issue also coincides with the TotalEnergies 100th anniversary and, as we celebrate this key milestone, I would like to greet all the staff and our various stakeholders who have been part of our journey to deliver a sustainable project and shared value for all.

With our nearly 70-year history in Uganda that started with the creation of the Marketing and Services affiliate, followed by the establishment of the Exploration & Production affiliate 12 years ago and more recently the acquisition of Total Eren setting us as the operator of the first large scale solar PV plant of the country, we continue to demonstrate our commitment to Uganda and the African continent. In line with

our multi-energy strategy, we are further enhancing this commitment by exploring new opportunities in the renewables sector as well.

Having a long-term presence in our host country means establishing profitable, sustainable projects that create jobs, deliver expertise, involve stakeholders, foster transparent dialogue, undertake responsible impact management and socio-economic development initiatives.

The Lake Albert resources development project is a key component of our portfolio fully aligned with our Company strategy to develop low cost and low emission hydrocarbons.

From the beginning, we committed to develop the Tilenga project in an exemplary manner within the highest international standards and taking into highest



From the beginning, we committed to develop the Tilenga project in an exemplary manner within the highest international standards and taking into highest consideration the biodiversity and environmental stakes as well as the local communities' rights.

consideration the biodiversity and environmental stakes as well as the local communities' rights.

With all our staff we thus developed our vision to guide the project development: "to safely, sustainably and economically produce crude oil in the Albertine region, while sharing value, making a positive impact on local communities, contributing to preservation and improving biodiversity."

We are all conscious about our responsibility to translate these commitments into reality on the ground and are proud today to share, through this report, all initiatives that have already brought positive outcome for the surrounding communities.

Since the commencement of the project development phase in 2022, the landscape of the Tilenga project has steadily transformed. Construction works and installation of vital project facilities have ramped up. This has resultantly led to the increase in manpower recruitment with nearly 9,000 Ugandan staff employed by the

Company and contractors of which nearly 4,000 of these are from within the area of operation.

Safety, as our core value, remains at the heart of our operations. As the Albertine region becomes busier on account of our activities, we are implementing regular Health, Safety and Environment training for our staff, contractors, and partners, continuously evaluating and refining our traffic and journey management programmes and supporting host communities with road safety awareness among other initiatives.

To conclude, I invite you to explore in more depth all our various social initiatives detailed within this report encompassing our education programmes, detailed land acquisition and livelihood restoration programmes, stakeholder engagement and our support to access to clean energy, water and health among others.

Philippe GROUEIX

General Manager

TotalEnergies EP Uganda

Social Performance Director's Letter to Stakeholders



Joy MUBALLE
Social Performance Director

The TEP Uganda Social report is designed to support our commitment to transparency by sharing information with Tilenga project stakeholders. It consolidates some of the information from our ongoing reporting to stakeholders, and makes it easily accessible. The report lays out the progress we have made in the delivery of our sustainability commitments and ambitions as at the end of Q1 2024. Just as our operations have grown, so too have our sustainability initiatives. This report consolidates our reporting and communication to stakeholders and is a point of reference as concerns our sustainability initiatives.

We're committed to regularly reporting and engaging project stakeholders, in our efforts and progress to meet social requirements and deliver the company's bold new ambition, which is to share value with and make a positive impact on project host communities while safely, sustainably, and economically producing crude oil in the Albertine region.

The Tilenga Project can be a catalyst for positive change and socio-economic development in the communities where we operate. TEP Uganda

strives to harness and realise that potential in partnership with project stakeholders. Our actions are guided by requirements of the Laws of Uganda, and TotalEnergies Company rules and policies, with reference to the IFC Performance standards as the benchmark for international good practice. We strive to meet the most stringent of those requirements.

Our sustainability initiatives include those required by laws and policies, and those that are discretionary – we aim to manage social risks and negative impacts, as well as to maximise the socio-economic development impact of our projects, in line with the Government of Uganda's commitments to the sustainable development goals.

Since the inception of our operations in 2012, we have mobilized management programmes to respond to social risks and impacts identified in the project Environmental and Social Impact Assessment (ESIA).

In 2022, the company also evolved the Social Affairs department into the Social Performance Directorate with increased capacity to manage the project's social risks and impacts and delivering it's ambition



We invested in supporting access to water in project host communities.

to share value with and positively impact project host communities. The Directorate has a headcount of 70 people who manage land access and associated programmes, stakeholder engagement, social impact management programmes, and corporate social responsibility functions.

In 2023, we improved our social management programmes by incorporating lessons learned, in order to achieve greater impact. We expanded our community health programme to include vulnerable groups, expanded the scope of our gender programme to enable greater women's participation in the project and the local economy, and grew the size of the Social Performance team to increase our capacity to deliver the scale of our social ambition. We also accelerated the pace of compensation for land required for the project, scaled up our livelihood restoration programme to reach over 3,000 project affected people, and improved our approach to community engagement to support a proactive response to communities. In addition to all that, we invested in supporting access to water in project host communities, supported thousands of households to have access to clean and renewable solar energy, shined a light on school teachers who do the vital work of nurturing and educating young people, and increased the number of secondary school merit scholarships for talented young people from project host districts. We also resumed community football tournaments to engage

the young people in Buliisa and Nwoya.

Our Social Sustainability activities are led by the Social Performance Directorate and integrated in departments across the organisation. This report delves into those initiatives, as well as the activities under Social Sustainability that have been delivered by the Human Resources Department, National Content, and Health and Safety Environment (HSE). It showcases our achievements and commitment to employing and skilling Ugandans, and sourcing from Ugandan companies. The report also highlights some of the contractors who are vital in the delivery of our social management programmes.

Our aims in establishing the TEP Uganda Social Report are as follows:

- To document, for stakeholders, our concrete actions towards meeting the Tilenga Project's sustainability commitments.
- To further deliver on TEP Uganda's commitment to transparency and information-sharing with stakeholders at varied levels.
- To have a central, cohesive, and accessible repository of information on our approach and actions for Social Sustainability.
- To have a detailed publication with a long shelf-life that can be used as a public reference on Social Sustainability in the Tilenga Project.

I believe the information shared achieves those aims. This report is not intended to exhaustively cover all our social sustainability initiatives – that would require a much bigger document – but rather to illuminate our approach and achievements to-date.

I would like to acknowledge the contribution of key stakeholders to the progress documented in this report. These include; our General Manager, Philippe Groueix, whose authentic commitment to, and consistent promotion of sustainability is why it is integrated across our organization; our joint venture partners and the industry regulator, the Petroleum Authority of Uganda (PAU), who support our commitment; and the TEP Uganda Social Performance team, which is at the heart of all the activities for sustainability. Most of all I would like to thank the Tilenga Project affected communities whose participation and contribution to our programmes is vital for the success of our commitment to sustainability.

Lastly, your feedback is important for the continuous improvement of the Tilenga project implementation, especially the social initiatives. Therefore, please share your feedback and inquiries with us at EP.TEPUinfo@totalenergies.com

Joy MUBALLE
Social Performance Director



Glossary

CCGM	Community Concerns and Grievance Management Procedure
CGV	Chief Government Valuer
CLO	Community Liaison Officer
CNOOC	China National Offshore Oil Corporation
CPF	Central Processing Facility
ESIA	Environmental Social Impact Assessment
HSE	Health and Safety Environment
IFC	International Finance Corporation
LARF	Land Acquisition Resettlement Framework
MEMD	Ministry of Energy and Mineral Development
MLHUD	Ministry of Lands, Housing and Urban Development
NEMA	National Environment Management Authority
PAHs	Project Affected Households
PAPS	Project Affected Persons
PAU	Petroleum Authority of Uganda
RAPS	Resettlement Action Plans
TEP Uganda	TotalEnergies Exploration and Production Uganda
TotalEnergies EP Uganda	TotalEnergies Exploration and Production Uganda
UNRA	Uganda National Roads Authority
UNOC	Uganda National Oil Company
UPIK	Uganda Petroleum Institute-Kigumba

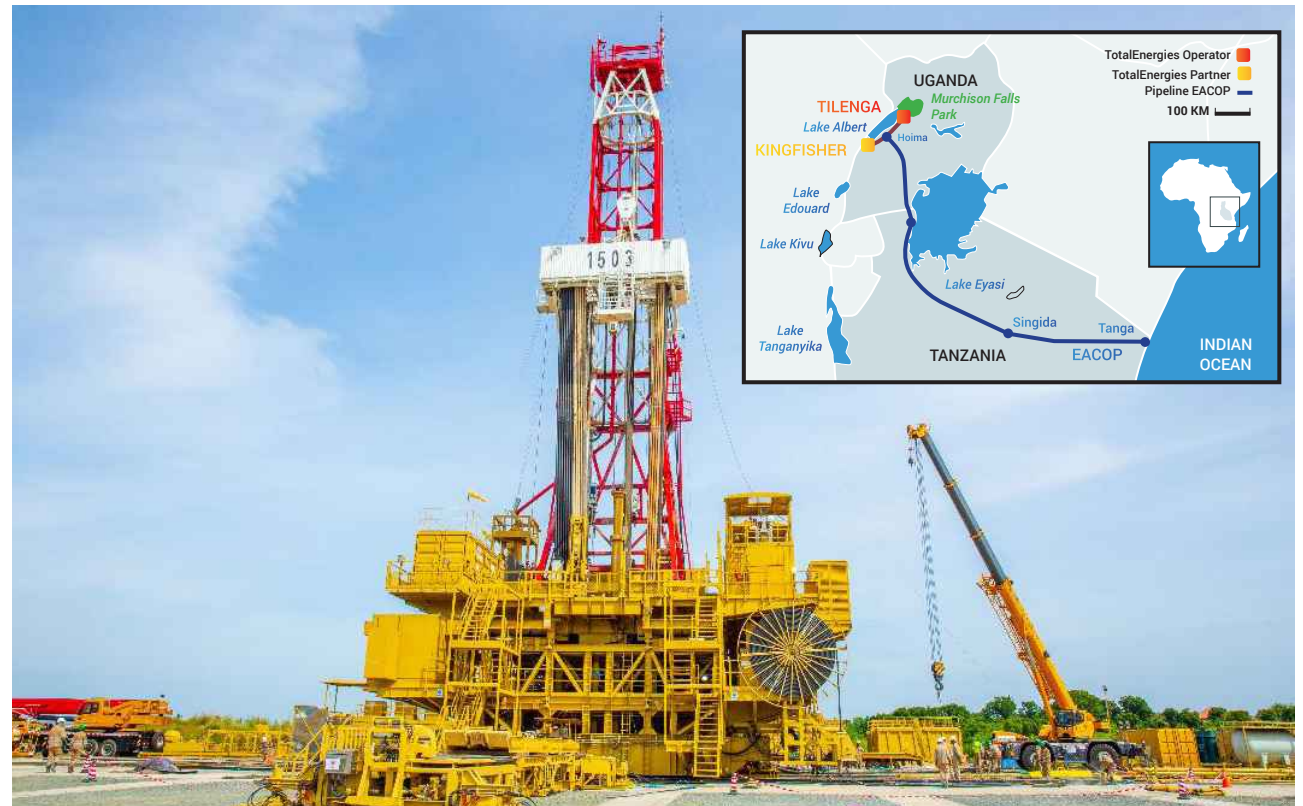
Overview of the Tilenga Project

Developing Oil and gas resources is part of Vision 2040, Uganda's strategy to achieve "a transformed Ugandan society from a peasant to a modern and prosperous country within 30 years". Vision 2040 states that the development of Uganda's oil resources is an "opportunity to spur economic growth, create employment, foster technology transfer, and generate revenues for investments in development of other strategic sectors. The Tilenga project is based in the Lake Albert region of Uganda (mainly the Buliisa and Nwoya Districts). After start-up, it will produce up to 190,000 barrels of oil per day to meet global demand.

TEP Uganda is the operator of the Tilenga project. The project is currently in the development phase. The development consists of drilling over 400 wells from 31 well pads, 10 of which are located north of Victoria Nile and 21 south of the river.

Three oil rigs will be used in the drilling operations. Prior to drilling of the wells and construction of surface facilities, **Enabling Infrastructure** is being put in place and these include:

- **An Industrial Area (site preparation at 97% completion by end of December 2023),**
- **Roads (A1 West, C1 and N2 roads 100% complete; A1 East – 64% complete; and A4 -53% complete by end of December 2023) and**
- **Well pads (site preparation progress at 33% completion by end of December 2023).**



A rig in the Tilenga project area

All Central Processing Facility (CPF) platform areas and three well pads have been handed over by the Enabling Infrastructure contractor to the Surface Facilities and Drilling contractors, respectively, with works progressing on the rest.

The second major project component, the **Surface Facilities Engineering, Procurement, Supply, Construction and Commissioning** (EPSCC) is also underway, both at the industrial area (IA) and "offsite" locations. The industrial area will consist of the Central Processing Facility with capacity to process up to 200,000 barrels of oil per day and

710,000 barrels of liquids per day. Oil, gas and water will be separated at the CPF before export of stabilised crude. The offsite scope includes:

- Pipelines and Flowlines,
- Lake Water Abstraction Facility (LWA),
- Horizontal Directional Drilling (HDD) of the Nile River Crossing and
- Well pads surface facilities.

EPSCC construction works at the industrial area stood at 3% whereas the works at the offsite locations stood at 30%

by end of December 2023. Detailed engineering for the IA and offsite EPSCC scopes stood at 81% and 80% respectively. Flowline and pipeline construction works have commenced north of the Nile with just over 1,000 joints welded, constituting over 11km of pipeline as at the end of December 2023.

Setting up of a 3,900-person construction camp is underway and was at 67% completion by the end of December 2023.

Drilling and Wells is the third major project component. In this scope, all three oil rigs are currently in operation both north and south of the Nile, having drilled a total of 31km of wells altogether as of December 2023. Drilling operations are being supported by a robust geoscience and reservoir engineering team which has superintended the setup of 10 Passive Seismic Network stations critical for monitoring seismic activity in the region.

During the production phase, once crude is stabilised at the CPF, it will be exported to a delivery point at Kabalega Industrial Park through a 98km feeder line. At the delivery point, part of the crude will go to a future oil refinery while the rest will enter the East African Crude Oil Pipeline (EACOP). The project is also



implementing a Carbon Footprint Reduction (CFR) strategy which, among others, includes setting up of a 40,000 – 80,000 tonnes/year Liquefied Petroleum Gas (LPG) recovery facility to be situated at the industrial area.

The LPG EPSCC call for tender was launched in December 2023.

Overall, the Tilenga Project execution is being undertaken in an environmentally,

socially, and economically sensitive context. The company's goal is to deliver value for the local communities and the country in an efficient and sustainable manner.

Social Action Across Stakeholder Circles

TotalEnergies EP Uganda's Social initiatives focus and benefit a range of stakeholders that include: project affected people, project affected communities, the project host districts, and national stakeholders. Many of our social actions focus on project affected people and communities to ensure Tilenga social impacts are managed, value and benefits from the project are shared with our host communities. We are deliberate in ensuring that our social actions are inclusive, socially, culturally, and economically appropriate. Inclusion is essential to diversity because talent and ability to contribute to society have no gender, race, or creed. We promote diversity and inclusion in the project and support it in our host communities.

At the heart of our social strategy is ensuring that the land access is secured in line with Ugandan Law and international good practice. In the design and delivery of the Project Resettlement Action Plans, livelihood restoration programmes, cultural heritage, and resettlement programme we strive to meet International Finance Corporation Performance Standards.

Smallholder agriculture and livestock production are the predominant livelihoods in the Tilenga host districts: Buliisa, Nwoya, Hoima, Kikuube, and Pakwach. Therefore, Agriculture Support Services are the core of our livelihood restoration programmes to project affected people. And that programme



is a component of our global agriculture strategy. The presence of the Tilenga Project has accelerated the development of improved road infrastructure by the Uganda National Roads Authority, linking the region to markets for their agro-produce. The improved access to markets has created the opportunity for inclusive growth of agribusiness. In partnership with district local governments, and other development actors, we will support improved productivity, strengthening of agriculture value chains, to achieve improved livelihoods for our host communities. Our Community Agriculture programme, like all our social impact management programmes, will focus on

directly impacted communities: 84 villages in the 5 districts.

We recognize that many villages in our host districts are not directly affected by the project and have designed additional discretionary investments in Agriculture to advance our ambition to share value and make a positive impact.

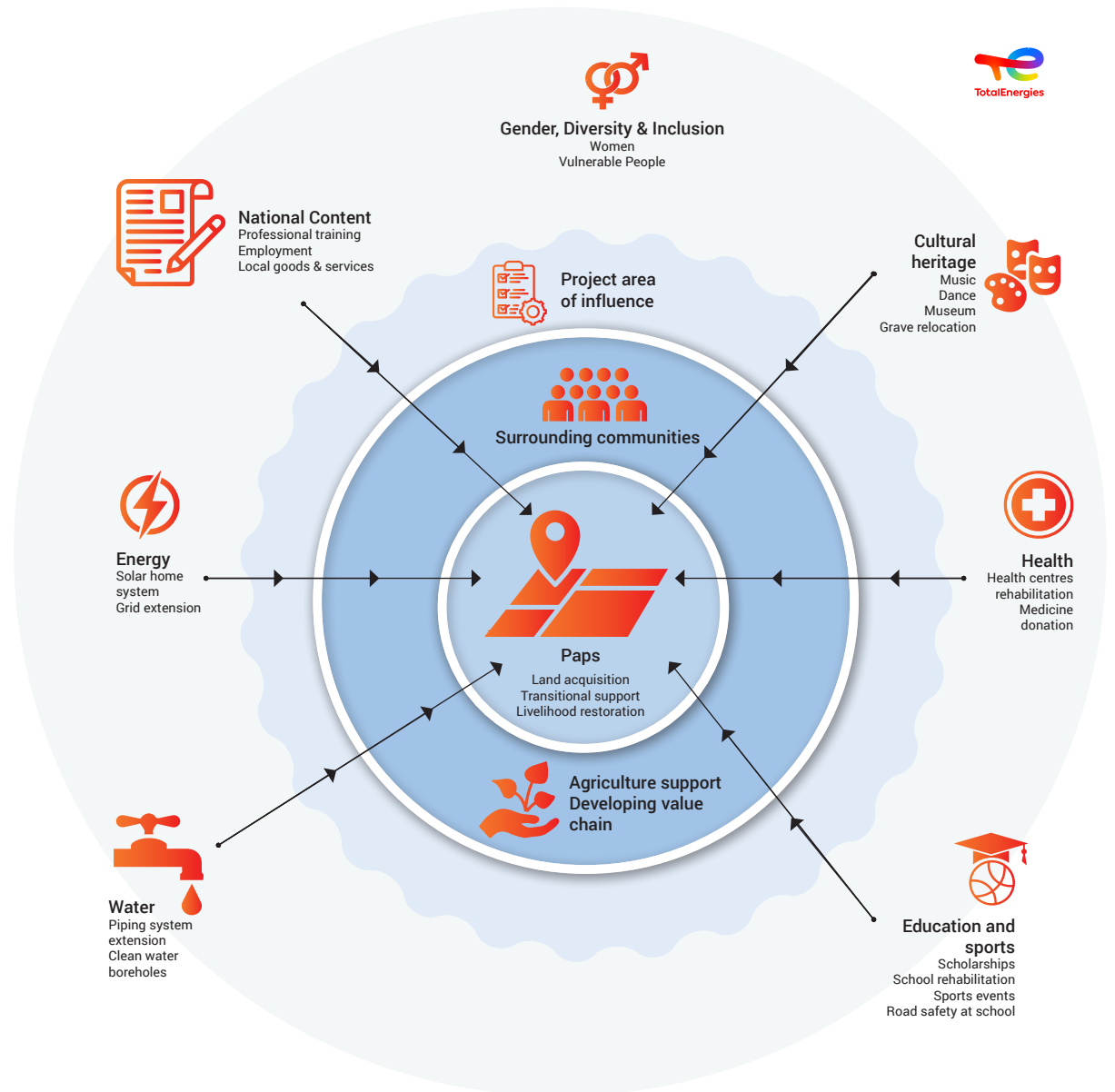
Maximizing the participation of Ugandans in the project through employment, and supply of goods and services is key to our strategy to share value with project affected communities, and all Ugandans. All jobs are openly and transparently advertised through various media. However, for the recruitment of unskilled workers, priority is given to communities surrounding the Tilenga project operations. Selection is carried out through a public ballot system organised in coordination with the TotalEnergies EP Uganda contractors, Local Council One (LC1) Chairpersons and the TotalEnergies EP Uganda Community Liaison Officer.

We are investing in the education and skilling of Ugandans. The TotalEnergies EP Uganda secondary school scholarship programme aims to promote the number of STEM graduates from our host districts and is designed to provide additional support to girls. Hundreds of Ugandans have been trained in vocational trades.



Ugandan companies are providing both specialized and non-specialized goods and services, for instance camp management, manpower provision, medical, training and consultancy among others. Others are providing specialized goods and services such as engineering, design, technical studies and construction etc. This is the impact of local supplier development initiatives, by TotalEnergies EP Uganda and a range of complementary initiatives by the company and our sub-contractors, to grow the value of contracts to Ugandan companies.

The figure below illustrates the range of our social actions and how they correspond to our different stakeholders.



The Tilenga Social Strategy

Sustainability is integral to TotalEnergies EP Uganda's strategy. We are committed to providing the energy the world needs, in an environmentally and socially sustainable way. We believe that our projects can be catalysts for positive change, and socio-economic development in communities where we operate. This is why we strive to deliver this potential through multi-stakeholder partnerships with governments, development partners and civil society, and through our supply chains. We believe that positive change and local development require a collaborative and concerted approach to Environmental and Social Sustainability initiatives across our operations.



Over
10,000
people were consulted when conducting the Environmental and Social Impact Assessment (ESIA)

TotalEnergies EP Uganda's commitment to social sustainability is guided by the following Company rules on Environmental and Social Sustainability: TotalEnergies EP Code of Conduct, TotalEnergies EP Security Charter, TotalEnergies EP Societal Policy, TotalEnergies EP Corporate Social Responsibility, TotalEnergies EP Ethics Charter, the Total Human Rights Guide, the Group HSE rule and Stakeholder and Local Impact Management.

Social Sustainability in the Tilenga Project is pursued in compliance with TotalEnergies EP's rules, the laws and regulations of the Government of Uganda including those laws that outline Uganda's commitments to



Over
1,000
people were engaged through Key Informant Interviews (KIIs) when consulting the communities on their needs and priorities.



international law, and the TotalEnergies Exploration and Production Uganda Affiliate HSE Charter, with reference to the IFC Performance Standards, as a benchmark for good international practice.

Social sustainability in the Tilenga Project aims first to manage the risks and negative impacts associated with project construction and operations, and then to promote local participation and benefits from the project. Social sustainability is not only the right thing to do, but also good business. It is vital for securing and maintaining the project's social license to operate.

TotalEnergies Exploration and Production Uganda, pursues its commitment to sustainability in the following ways: (i) identifying and assessing the environmental and social impacts, risks, and opportunities of projects; (ii) effectively engaging with communities and other project stakeholders to disclose project-related information by consulting with local communities on matters that directly affect them, and providing a feedback mechanism through which community grievances can be heard and resolved; (iii) managing of environmental and social project risks and adverse impacts

throughout the life of the project; and (iv) promoting shared value by maximising the socio-economic development impact of the Tilenga Project.

The process of anticipating project risks and impacts started in 2015 and concluded with the approval of the Project Environmental Social Impact Assessment (ESIA), which included recommendation of management actions, by the National Environmental Management Authority in 2019. The ESIA and accompanying management programmes were developed with reference to the International Finance Corporation Performance Standards, the industry benchmark for good international practice.

Tilenga Project social commitments are managed systematically through the project Social Management System (SMS) that allows for continuous improvement in the identification and management of project social risks and impacts.

Social Management Programmes are delivered in proportion to the scale, magnitude, and duration of the anticipated risks and impacts, and are reviewed and improved against actual realities in the project's different phases.

Central to social sustainability is the management of risks and impacts on



households affected by land acquisition for the project. Resettlement Action Programmes and livelihood restoration programme address individuals, households and communities affected by physical and economic displacement from the project land acquisition. In addition to managing the risks and impacts associated with land acquisition, and displacement, TotalEnergies EP Uganda implements programmes to manage the impacts on affected communities, as well as initiatives that benefit primary and secondary districts affected by the project.

PROMOTING SHARED VALUE

Shared value initiatives are designed to promote participation in, and provide benefits from the project for affected people and households. The objective of these initiatives is to maximise the development impact of the project in Uganda, and particularly in project affected communities.

TEP Uganda's shared value initiatives are based on what opportunities exist for the supply of goods and services to deliver the project, and informed local needs and priorities identified by project affected communities. Community priorities are identified through good practice participatory

methodologies including Asset-based Community Development methodology, and the Community Score Card methodology. These participatory methods are designed to ensure that communities are active participants in their development.

TEP Uganda employs a multi-stakeholder approach to the design and delivery of shared value. We work with Uganda national government institutions, local governments where we operate, communities, and development actors with shared objectives.

Shared value initiatives are classified into 3 categories:

- (1) Local and national content in the project contracts,
- (2) Inclusive employment and maximising employment of Ugandans
- (3) Corporate social responsibility investment

Our Corporate Social Responsibility (CSR) initiatives are discretionary investments made to maximise benefit-sharing with communities that host our operations. Our CSR initiatives commenced in 2012. Following the Final Investment Decision for the Tilenga Project in March 2022, we have developed a Strategy for the development phase of the project which was informed by the approach recommended by the International Finance Corporation guide to strategic community investment. The first step in developing the strategy was consulting the communities on their needs and priorities. Over 1,000 people were engaged through Key Informants Interviews (KIIs), Focus Group Discussions (FGDs), Community Score Card (CSC) and the Asset Based Community Development (ABCD) methodology. The consultations were designed to be inclusive of women and youth. The priorities were defined in consultation with communities, following key pillars of our CSR strategy: education, skilling, health, sanitation, and energy access.

Social Performance in Numbers



1. Land/Resettlement/ Livelihoods

RAP 1

- 622 people compensated
- 552 supported under agricultural support programme
- 212 people supported with financial capacity building
- 107 people supported with business management training
- 105 beneficiaries supported with Alternative Vocational Training

RAP 2 to 5

- 4,878 PAPs compensated for and assets
- 3,990 PAP households targeted for support under the livelihoods restoration programme
- 3,273 households supported under the Crop Improvement Programme
- 2,655 households supported under the Livestock Improvement Programme
- 805 individual beneficiaries trained under Alternative Vocational Training Programme
- 30 people supported under the Business Incubation Programme

- Construction of 224 resettlement houses completed

Transitional food support

- Completed 6 months' support period to 3,780 households
- Pending enrolment of 208 households

Volumes of food distributed

- 472,575 kg of maize flour
- 472,582 kg of cassava flour
- 472,501 kg of beans
- 139,621 liters of cooking oil



2. Community Health

- 1,790 people tested for HIV
- 141,219 condoms distributed during community engagements
- 6 radio talk shows held on malaria awareness
- 3,875 participated in community health sensitisation events

- 730 people screened for Non-Communicable Diseases (NCDs)
- 154 government health workers trained on malaria awareness
- 839 Village Health Team members trained on managing HIV, malaria and NCDs
- 375 religious, political, and cultural leaders sensitised on health promotion



3. Access to Safe Water

- **2,000** households benefited from the Kirama Water Scheme
- **20** boreholes rehabilitated in Buliisa District
- **203** participating in hygiene and sanitation sensitization
- **60** people trained as Water User Management Committee members to oversee the boreholes



4. Energy Access

- **4,362** Primary Six direct beneficiaries in **181** schools received solar lamp donations
- **45,432** children and **1,038** adults (indirect beneficiaries) received solar lamp donations
- **82** public and community schools in Nwoya district received **5** lamps each
- **34,000** Solar lamps sold under the Last-mile Solar Entrepreneurship Pilot programme

5. Stakeholder Engagement



68,794 people participated in **3,499** engagements in 2023

Radio engagements (2023)



- **304** radio messages and announcements on movement of project equipment were aired across three radio stations
- **634** announcements on recruitment and

- employment fraud awareness were aired across three radio stations
- **244** announcements on unreachable PAPs (aired by Biiso FM in Buliisa and Spice FM in Hoima)
- **240** announcements on vacation of fully acquired Tilenga project land were aired by Biiso FM in Buliisa
- **19** podcasts on road safety and grievance handling procedure were aired by Biiso FM in Buliisa



6. Grievances and Concerns

- **1605** grievances and concerns registered by end of 2023
- **1504** were successfully resolved.
- **55** grievances were still open



7. NGO Coordination

- **115** bilateral engagements held by NGO Relations Unit
- **24** multilateral engagements with NGO and other partners
- **35** responses to NGOs' advocacy, concerns, and feedback
- **3** field visits conducted with Civil Society Coalition on Oil and Gas
- **10** editions of Let's Talk! Bulletin published
- Summary of Tilenga Project Human Rights Impact Assessment published



8. Gender Mainstreaming

- **3,608** people participating in community gender sensitization events.
- **62** village gender champions trained
- **762** project personnel participating in gender sensitization events
- **2,236** Gender IEC materials in four local languages and English distributed across the Tilenga project area



9. Community Capacity Building

- **1,203** project personnel participating in financial literacy training
- **4,126** community members participating in financial literacy training.
- **108** people participating in Business Mentorship Programme
- **24** businesses chosen for support in the Business Mentorship Programme



10. Employment/Skilling/Contracts

- **8,659** Ugandans employed by TotalEnergies EP Uganda and Contractors since Tilenga project start to end of 2023
- **3,734** employees from within project footprint
- **USD 644** Million value of locally obtainable goods & services in all procurements awarded by TotalEnergies EP Uganda
- to both Ugandan and Non-Ugandan Companies by end of 2023.
- **200** Ugandans selected to train at Uganda Petroleum Institute Kigumba as part of the Tilenga Academy Training Programme.
- **900** Ugandans trained and certified
- **433** internships and graduate trainee placements at TEP Uganda for Ugandans.
- **327** beneficiaries of TEP Uganda secondary school scholarships programme



11. Tree planting

- **100,000** trees planted by ECOTRUST in Nwoya and Buliisa districts in public places under Grow a Tree Everywhere (GATE I) project
- **10,000** trees planted under Gendered Green Investment, targeting 500 women and **1,000** youth
- **300** trees planted by TotalEnergies EP Uganda staff to replace species in the Entebbe Botanical Gardens under Action! program
- **75,000** trees to be planted by farmers in the Tilenga region, including Project Affected Persons, under GATE II



12. Community Football

- Over **100,000** youth and women directly engaged
- **200** football teams participating in Community Football leagues
- **40** women's football teams participating in Community Football leagues
- **20** schools benefiting from football fields rehabilitation



Land Access and Associated Programmes

2

A total of **1,174** hectares are required to develop facilities under the Tilenga Project (RAPS 1-5). Most of the land has been acquired from 5,576 landowners and land users, known collectively as Project Affected Persons (PAPS). TotalEnergies EP Uganda, is in the final stages of the land acquisition process. As of January 25th, 2024, all project affected people had been compensated for land acquired for the development of the industrial area in Buliisa. Compensation for land required for other Tilenga Project facilities is at 99.3% completion. Whilst TotalEnergies EP Uganda is responsible for the execution of the land acquisition process including all administrative costs and payment of compensation, the land will be owned by the Government of Uganda and leased back to TotalEnergies EP Uganda for a term of 49 years.

In accordance with Ugandan Law, the compensation rates applied for land, permanent buildings, rates for crops and temporary structures are determined based on market analysis conducted by an accredited appraiser from the District Land Boards (DLBs) and



approved by the Chief Government Valuer (CGV).

The land acquisition process has been guided by the Land Acquisition Resettlement Framework (LARF) and Resettlement Action Plans (RAPs), which were developed by the project joint venture partners and approved by the Ministry of Energy and Mineral Development (MEMD).



The Land Acquisition Framework

The Land Acquisition Resettlement Framework and Resettlement Action Plans were developed to guide the land acquisition process. The key guiding documents are consistent to Ugandan laws: Constitution of the Republic of Uganda, Land Act, Land Acquisition Act, Local Government Act, Petroleum (Exploration, development, and production) Act, Mining Act, National Environment Act, Administrator General Act, Succession Act, Persons with Disabilities Act, and Children Act. The documents are also consistent with the Environmental Impact Assessment (EIA) Guidelines for the Energy Sector, National Guidelines on Valuation Assessment, National and Physical Planning Standards and Guidelines, as well as good international practice specifically the International Finance Corporation (IFC) Performance Standards (PS) 1, 5 and 8 which are the main performance standards on environmental and social sustainability. PS 1 focuses on assessment and management of environmental and social risks and impacts; PS 5 focuses on Land Acquisition and Involuntary Resettlement;

and PS 8 focuses on Cultural Heritage. Other key guiding documents for the land acquisition process included TotalEnergies EP Uganda rules that include a code of conduct, human rights guide, and societal referential on stakeholder and local impact management.

The Land Acquisition Resettlement Framework set out 12 principles for land acquisition. These are avoidance and minimisation of physical and economic displacement and associated resettlement; integration of resettlement into overall project planning; compliance with the laws, standards and policies; active and informed stakeholder engagements; cultural appropriateness applied in access and resettlement planning and implementation; publicly disclosed cut-off dates; compensation at replacement value; application of a comprehensive resettlement assistance package; recognition of informal land rights; targeted assistance to vulnerable people; establishment of a grievance mechanism; and undertaking appropriate monitoring and evaluation.

TEP Uganda developed 5 Resettlement Action Plans (RAPs), which were approved by the MEMD. The Resettlement Action Plans for Tilenga Project incorporated resettlement goals and principles, a legal and policy framework, a socio-economic baseline, the project impact, stakeholder engagement, a concerns and grievance

mechanism, an entitlement and compensation framework, resettlement and relocation packages, the land acquisition process, livelihood restoration, vulnerable households, institutional arrangements for implementation, monitoring and evaluation, and a RAP budget and implementation strategy. The Tilenga land acquisition was categorised into 5 Resettlement Action Plans (RAPs 1-5) described below.

RAPS 1-5 FACILITIES DESCRIPTION:

RAP 1 in Kasenyi Village, Ngwedo Sub county, Buliisa District, constituted three facilities which are the industrial area, Central Processing Facility (CPF), and N1 access road. It covers an area of 318 hectares of land and it impacted 622 PAPs of whom 30 were primary residents.

RAP 2 is the north-western component of the project and is in 10 villages and three sub counties in Buliisa District. It comprises 18 facilities (six well pads, six flow lines, five access roads and one lake water abstraction area) covering an area of 117 hectares and impacting 327 PAPs of whom 61 were primary residents.

RAP 3a is the north-western component located in six villages in Ngwedo Sub county in Buliisa District and comprises 22 facilities (six well pads, eight trunk lines, six access roads, and two Horizontal Directional Drilling (HDD) sites) covering an area of 98 hectares. 786 PAPs were impacted of whom 16 were primary residents.

RAP 3b is the south-eastern component comprising 33 facilities (11 well pads, 11 trunk lines, and 11 access roads) which cover an area of 183 hectares impacting 823 PAPs of whom 32 were primary residents.



RAP 4 is the feeder oil pipeline route which constitutes four facilities that are the feeder pipeline right of way, feeder pipeline mobile camp, heat trace power stations and access roads all on 148 hectares and which impacts 1,846 PAPs of whom 51 were primary residents.

Land Acquisition Resettlement Framework and Resettlement Action Plans were developed to guide the land acquisition process.

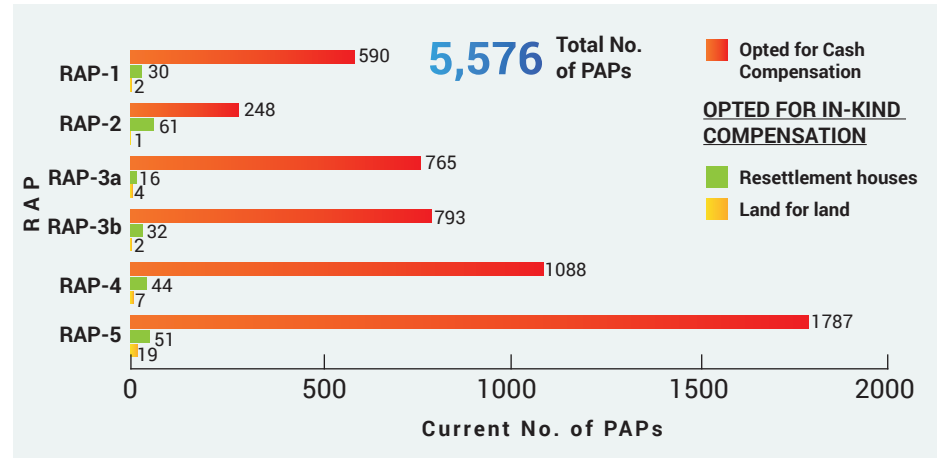
RAP 5 constitutes main roads. These are the nine access roads, two community roads, eight district roads, and six Uganda National Roads Authority (UNRA) roads.

In summary, the RAPs Tilenga Project land acquisition commitments include:

- Complying with applicable national legislation and international financing standards requirements.
- Ensuring that all landowners and land users affected by the land acquisition process are treated with respect and receive compensation at full replacement value.
- Identifying vulnerable people affected by land acquisition and assisting them as necessary.
- Signing compensation agreements with each affected person, household, or institution.
- Paying compensation and giving notice prior to accessing land
- Providing transitional support through food packages to eligible households.
- Constructing and providing replacement houses for physically displaced households and ensuring land titling for the plots to assure land tenure security.
- Developing and implementing livelihood restoration programmes for eligible households.

STATUS

Summary of Impacted PAPs (As of January 2024)



The land acquisition process has consisted of five key activities as follows:

Planning: This includes engagement with key stakeholders to inform and validate the Land Acquisition and Resettlement Framework (LARF), and with the government for approval, and assessment of appropriate locations for project infrastructure (technical/environment/social).

Consultation: This is an ongoing process of organised iterative consultations throughout the process of planning, implementation, and monitoring. The Government of Uganda and the company disclose the intentions for land acquisition and consult affected communities on creation of coordination committees and resettlement planning committees.

Surveys: These include aerial surveys of planned footprint to inform baseline eligibility, detailed cadastral surveys, assets inventory and due diligence surveys, setting out cut-off dates, socio-economic baseline and census of affected persons.

Drafting of RAPs: This entails establishing coordination committees and resettlement planning committees, designing of compensation packages, disclosure of draft RAP for attainment of comments,

and submission of final RAP and valuation reports to the government for approval.

Implementation: This includes disclosure of RAP reports to stakeholders, financial literacy training of PAPs and spouses, individual entitlement disclosures and secure agreements payment of compensation, land acquisition and physical relocation, cultural heritage management, implementation of livelihood restoration plans, grievance management and monitoring and evaluation.

GENDER SENSITIVITY IN LAND ACQUISITION

The land acquisition process has been designed to be gender sensitive and inclusive. During implementation, spousal consent is a key requirement. Signatures of both a husband and wife are required during property valuation, and on compensation agreements. Where a couple opts for in-kind compensation, the replacement title deed bears the names of husband and wife.

Because of the multiple roles women play in households, including growing food for the family, they are a major point of focus for involvement in the livelihood restoration programmes, especially with agricultural support.

Q&A with ATACAMA Consulting

1. Can you briefly tell us about your company and the kind of services it provides?

Atacama Consulting is a boutique environmental and social advisory firm based in Kampala, that was established in 2004. The firm provides its services under three broad service areas, i.e., sustainability services, impact assessment services, and social and policy services.

2. What was your company's motivation to work with TotalEnergies EP Uganda?

Over the years, Atacama Consulting has differentiated itself as a solution-oriented environmental consultancy firm with the capacity to take on stretch assignments.

Atacama Consulting's first engagements with TotalEnergies EP Uganda in 2012 were about provision of environmental services, specifically, Environmental and Social Impact Assessments (ESIAs) at the

onset of oil and gas exploration. Atacama's interactions with the oil and gas industry players presented an enormous opportunity for learning and growth. The high industry standards and quality demands presented the right opportunity for the firm to take on and embrace new challenges while learning from entities such as TotalEnergies EP Uganda that are considered best in the industry. The firm has since grown from a technical standpoint regarding improved project management and execution expertise in aspects such as Health, Safety, Social, Security and Environment (H3SE) and logistics management.

3. How did you ensure that industry good practice standards are adhered to?

The firm invested time and resources in understanding the specific standards and best practices that apply to particular activities of the Resettlement Action Plan (RAP) process. This was done through staff and sub-contractor inductions and trainings at the beginning of the RAP planning and throughout the implementation processes.

In addition, resettlement services were carried out under the supervision and guidance of Government of Uganda agency representatives, specifically from Ministry of Energy and Mineral Development (MEMD) and Ministry of Lands, Housing and Urban Development (MLHUD). Both



MEMD and MLHUD personnel were present at site (in Buliisa, Hoima and Kikuube districts) during the Tilenga cadastral land and asset inventory surveys, participated in stakeholder engagements, and signed the associated survey forms too.

During the RAP implementation, MEMD representatives were present at site to oversee the disclosure exercise, sign compensation agreements (on behalf of the government), and participate in engagements with PAPs and various stakeholders. Petroleum Authority of

Uganda (PAU) personnel also monitored fieldwork activities and were key in the management of grievances and disputes.

Atacama worked with experienced resettlement experts throughout the RAP planning and implementation phase to ensure that lessons learned from other projects world over are considered in the various resettlement processes. Specifically, the firm worked with an International Resettlement Advisor, an international Livelihood Restoration Advisor, a Monitoring and Evaluation Advisor, and a Stakeholder

Engagement Advisor from Monkey Forest Consult throughout the RAP implementation phase.

In addition, internal monitoring and evaluation was undertaken throughout the process to check and ensure adherence to industry good practices as well as commitments contained in the approved RAP reports. Progress monitoring reports were prepared and submitted to TotalEnergies EP Uganda on a monthly, quarterly, and annual basis. Atacama also conducted quarterly perception studies to ascertain stakeholders' understanding of the project processes and delivery. From the monthly and quarterly monitoring reports, gaps and any non-compliance issues were captured and remedial actions, as and where necessary undertaken.

4. Can you give us a sense of the scale of your operations over this period?

The number of personnel employed at any one point in time was variable depending mainly on the activity level and/or stage of RAP planning and implementation. At peak, 220 personnel were deployed (including sub-contractor staff) in the clusters of: Project Management, Stakeholder Engagement, Data, Grievances Management, Livelihood Restoration/Livelihood Implementation, Monitoring and Evaluation, Health,



Environment, Social, Safety and Security (H3SE), Logistics, Finance, Administration, Survey, Valuation, Legal, GIS/Mapping, Information Technology, Architecture, and Cultural Heritage and Archaeology. However, as the project progressed towards the contract end date of 3rd December 2023, there was a reduction in the activity levels, and 92 personnel were working on the project.

5. Are there any issues you had not anticipated, that emerged during the process and turned out to be crucial?

The COVID-19 pandemic led to a time lag between the approval of RAP valuation reports in July (RAP 2&4) and October (RAP 3a, 3b & 5) 2019 and, commencement of the RAPs 2-5 implementation phase in March 2021. Prior to commencement of the RAP implementation phase, a Tilenga Project

uplift (30%) was approved by PAU to cover the time lag between 2019 and 2021. The uplift was a top up to the Chief Government Valuer approved compensation award, in addition to the 30% disturbance allowance applicable to all PAPs.

Issuance of land titles within the project area post gazettelement: Despite the issuance of statutory instruments and publication of the same in the Uganda Gazette in May 2019 (RAPs 2&4) and January 2020 (RAPs 3a, 3b

& 5), which indicated that there should have been no further titling or buying and selling on that parcel, several land parcels within the project area were either titled or surveyed with deed plans generated. This resulted into either land ownership or boundary disputes where the PAPs identified during the RAP planning phase were not the applicants for the land titles.

PAPs with affected land measuring less than 0.11 acres (11 decimals): In line with the entitlement matrix, all affected landowners were offered both cash and in-kind compensation options. 33 chose in-kind compensation, and 25 of those held land measuring less than 0.11 acres (11 decimals). However, Section 19 of the 2010 Physical Planning Act of Uganda, requires a minimum of 11 decimals for any titling approvals to be undertaken by the District Land Board and national regulations do not permit for titling of land below this threshold. Purchase of such small replacement land holding (0.11 acres or less) presented a challenge regarding security of tenure (titling) for the 25 PAPs.

6. What challenges did your company experience during the contract implementation period?

Land ownership and/or boundary disputes: A total of 302 land disputes were recorded throughout the period ending December 3rd, 2023; 132 cases from the RAP planning phase and 169 disputes were registered during the implementation phase. Delayed resolution of land disputes by the disputing parties led to delayed compensation, land acquisition and titling of the project footprint.

Support towards disputes resolution includes but is not limited to; re-survey/mapping of the disputed land in the presence of all disputants; follow-up with each disputant for evidence of ownership (sale documents, court judgements, and customary certificates, among others); and engagement with identified mediators for updates regarding dispute resolution.

To-date, only 64% of recorded disputes are resolved and closed. Of the unresolved disputes, 28% have fully signed MOUs with TotalEnergies EP Uganda that permit progression of Tilenga Project activities

as the resolution process continues in parallel. 2.9% have partially signed MOUs and 4.7% remain outstanding without an MOU as of December 3rd, 2023.

Grievance management: As of June 19th, 2023, 620 grievances had been recorded and majority (98%) of the cases were resolved. For pending grievances, complainants tend to delay the resolution process where the available evidence is against their claim and/or expectation.

Unreachable PAPs: This refers to PAPs who either do

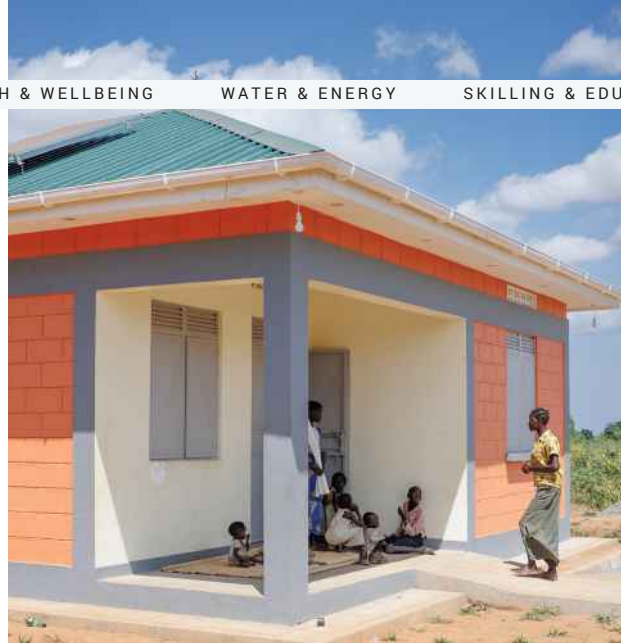


64% of recorded disputes are resolved and closed. **28%** have fully signed MOUs with TEP Uganda that permit progression of Tilenga Project activities as the resolution process continues in parallel.

not have contact details or whose known contact details (captured during RAP planning) are inaccurate or out of service. The RAP team worked with local leaders and host communities to ascertain the whereabouts of unreachable PAPs, some of whom had moved out of the project area without notifying family and neighbours about their new location. It was challenging for the team to locate such PAPs so that they could participate in RAP implementation activities specifically disclosure of entitlements, compensation agreement signing and participation in approved livelihood restoration programmes.

Separated/divorced PAPs: At the start of and during the RAP implementation phase, a number of PAPs had separated from or divorced their spouses (as recorded during RAP planning) and as such, could not participate in RAP implementation activities without either spousal consent or proof of separation/divorce that was requested for by the RAP team. In the absence of formal legal divorce, remedial actions that required obtaining certain documents as proof of divorce/separation were required. The divorced/separated PAPs were reluctant to obtain the requested documents which resulted into delayed disclosure of entitlements and compensation payment. Where the PAP was unable to obtain either the letter of entitlement split or the letter of separation from the former spouse's family, considerations were made to enable the PAP participate in the disclosure and compensation process.

7 What measures did you put in place to ensure that the land acquisition, compensation, and resettlement transitions were fair and reasonable for project affected people (PAPs)?



For smooth implementation of the resettlement process, continuous and consistent engagement (formal and informal) with PAPs was crucial. Stakeholder engagement focused on relationship building through transparency, awareness creation, feedback gathering and addressing of concerns raised by the PAPs specifically;

- a) Sensitisation campaigns about the resettlement processes were conducted prior to the start of any and/or each field activity. Community and one-on-one engagements were held with PAPs about various aspects of the project.
- b) Provision of interpretation services at all project activity sites enhanced the uptake of project information since interpreters were selected from the available community personnel, or those selected by the PAPs themselves (PAPs included).
- c) Active involvement of PAPs in project activities also facilitated collaboration. There were Resettlement Planning Committees (RPCs) that were tasked with bridging the information gap between the project team and the PAPs, especially during the peak of the COVID-19 pandemic when physical community meetings were restricted. The RPCs are comprised of PAPs and cater for special interest categories like the elderly, youth, the disabled and women.
- d) The grievance mechanism also offered a platform through which disagreements were discussed and resolved. Specifically for asset valuation related grievances about asset omission from the valuation workbook, the project assessed the claims and remedies were made where the PAP's claim was genuine.
- e) Adoption and use of known community points as venues for project activities, especially the disclosure and agreement signing exercise, ensured that PAPs were not inconvenienced and did not have to travel long distances to participate.
- f) There was consistent application of the entitlement matrix across the board for all PAPs. This implies that a uniform valuation methodology, based on the full replacement cost approach was employed for affected assets.
- g) The Project Disputes Management procedure ensures that the project does not participate in the resolution exercise but encourages disputants to engage each other and follow available structures to reach an understanding.
- h) There was provision of resettlement assistance to PAPs and/or affected households during both RAP planning and implementation execution.
- i) The project collaborated with the National Identification Regulatory Agency (NIRA) to assist PAPs with processing of National Identity cards at no cost to the PAP. The NIRA team was stationed at project activity sites for this exercise.
- j) The project supported representatives of deceased PAPs to acquire letters of administration which were processed and handed to the respective estate

Compensation Boosts Financial Inclusion in Tilenga Region

- administrators at no cost to the PAP.
- k) Support was extended to vulnerable households to enable them and/or their representatives to participate in RAP implementation activities. Disclosure was conducted at PAP homes for persons that suffered ill health or physical disability. In addition, such PAPs had their dry food rations (under the Transitional Support Services Programme) delivered to their homes.
 - l) There was flexibility with regards to required project documentation for divorced/separated PAPs. PAPs who failed to submit proof of split/divorce from their former spouses were assisted to process another document (the divorced/separated PAP undertaking) to assist them participate in the project activities.
 - m) In addition, the project opted for the Business Online (BOL) payment method for PAPs who were experiencing challenges with bank account opening.

For traceability and transparency, monetary compensation to Project Affect Persons (PAPs) for land acquired for project activities and any assets on that land, is done through the banking system. However, the larger number of PAPs had no bank account or previous experience with formal banking.

Initial disclosure of the survey and valuation process, as well as that of every individual or household's entitlements, is done before payments are made.

The Tilenga Project land acquisition team, in partnership with the local affiliate of an international bank operating in the region, supports PAPs to open bank accounts through which they can receive their compensation packages.

Banking officials set up an information desk during the disclosure stage, to sensitise the communities on the importance of having a bank account and assist them with the procedures of opening one.

Those without the requisite documents such as national IDs and local council recommendation letters are assisted in processing them.

The company covers the costs of opening the bank accounts for all PAPs as well as the costs for maintaining them, for a period of 12 months after payments have been made to the account.

Based on payments made since resettlement action plan 1 (RAP1) to date, 88 percent of PAPs have received their funds through bank accounts and four percent by mobile money transfers. Only eight percent who couldn't open bank accounts due to lack of national identification and other documents received their compensation in cash through the bank encashment arrangement. What happens in this arrangement is that the money due to



the PAP is deposited with the bank. The TEP Uganda team responsible for land acquisition receives the cash in the presence of bank officials and pays it out to the PAP at the bank premises.

By January 2024, 99.4% Of paps under raps 2-5 had been paid compensated.

To support the households manage potential gender and financial or social risks and to ensure that decisions are made based on joint household input, spousal consent is a key requirement during the account opening process, as well as withdrawal and utilisation of the funds.

Project Affected Persons seem to be making longer term investment decisions with their compensation packages, with some of them purchasing extra farmland for their families.

The programme has changed the banking and financial inclusion landscape in the Albertine region. Initially, only one banking institution operated in the area, but the land

acquisition and compensation process has attracted other banking outlets over the years and more people from the Tilenga communities are embracing formal banking.

The compensation process is supported by the Financial and Business Capacity Services programme, which was carried out between April 2021 and August 2021 for RAPs 2-5. This was implemented by contractor Sunmaker Energy, to empower households make sound and impactful decisions with their compensation packages and any other household income.

The capacity building programme is part of the over-arching effort to restore PAPs livelihoods, through training in business management, bookkeeping, financial literacy, and access to financing. It focuses on programmes for wage earners and self-employed individuals to equip them with vocational skills, support them to kick-start businesses or boost already existing small enterprises, as well as learn life-long tips on managing and growing their incomes.



Resettlement Housing

Based on national regulations and international requirements for major infrastructure projects, all the people whose primary residence happens to be on land acquired for project activities must receive a replacement home that is equal to or better than what they had previously.

For an adequate replacement house to be designed, the existing home's structure is first assessed to ensure it is suitable for the affected family. The structures therefore range between two to four bedroomed houses.

Under RAP 1, 30 primary residences were

affected. This batch of replacement houses were constructed, handed over and all PAPs have settled into their new neighbourhoods and are rebuilding their livelihoods.

For RAPs 2 to 5,

189 

houses out of a planned **205** were completed by January 2024.

The structures include a sitting area, veranda, a detached kitchen, a solar energy system, rainwater harvest tank with a

capacity of 5,000 litres, and an improved latrine. The kitchen is fitted with an improved, energy-saving cook stove.

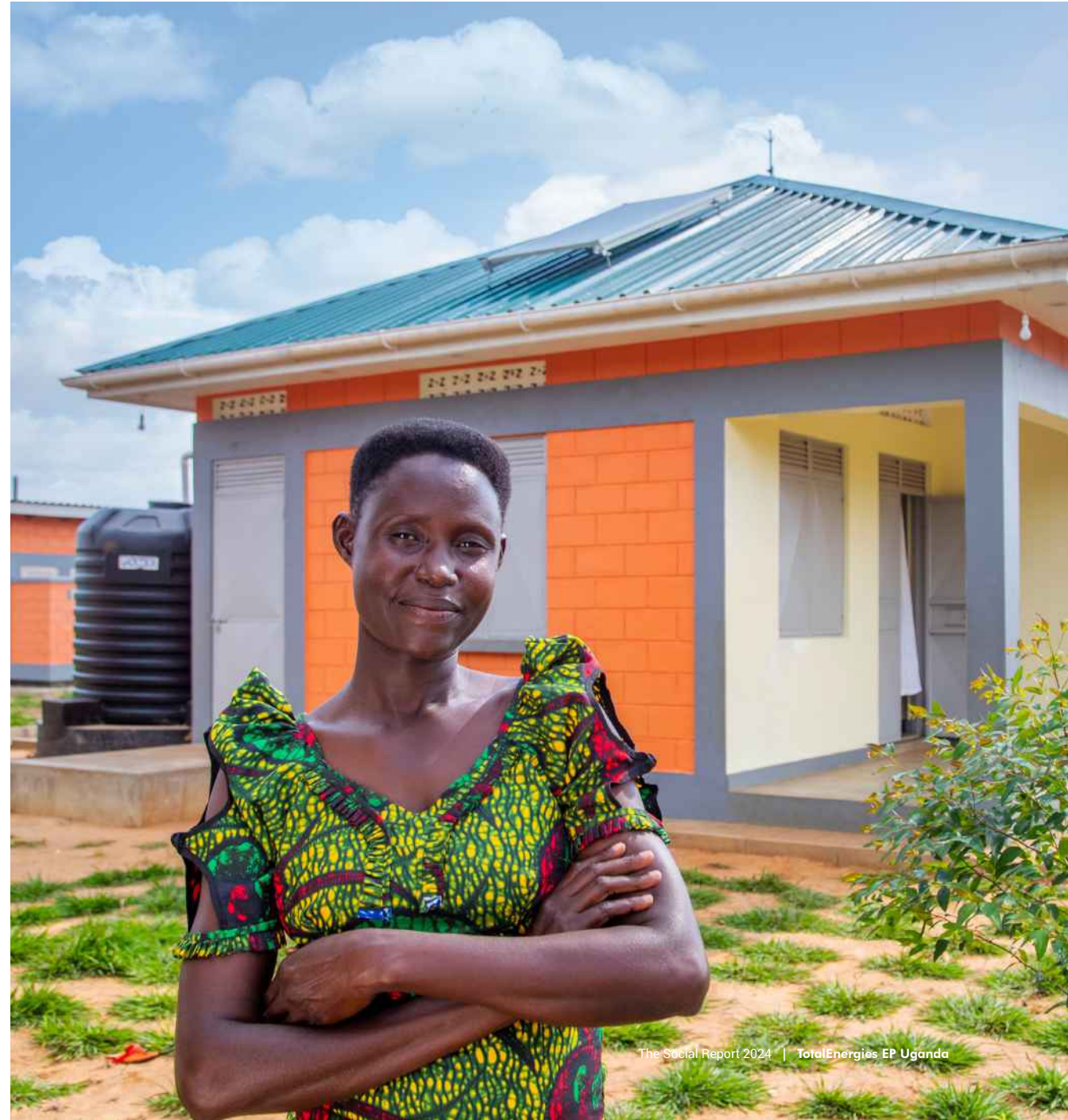
The replacement houses are located on parcels of land chosen by the affected households and have been designed and built to last for at least 25 years before any major renovations are required.

All beneficiary households are assisted by TotalEnergies EP Uganda to acquire free-hold land titles and are supported during this transition period by being enrolled onto the various livelihood restoration programmes. Specific emphasis is also placed on joint spousal participation at every step, to ensure familial cohesion in the resettlement process. Before a family can be relocated, they are given psychosocial support to manage the change in their surroundings and neighbourhood.

Many are moving from traditional housing and homesteads to a modernised type of house. They are supported to make this adjustment, with training on sanitation and safety in the new structure and shown how the solar energy and water harvesting systems function.

The housing construction project has been one of the most outstanding examples of national and local content benefits from the Tilenga oil and gas activities. Construction in the districts of Hoima, Buliisa and Kikuube is being done by Ugandan companies: Excel Construction, ATX Ltd and Teltec Uganda Ltd. Potens Engineering Limited, another Ugandan company, is providing 3rd Party Quality Assurance and certification. The building materials and labour are all locally sourced.

The project construction team, the government authorities from the district, and the industry regulator – Petroleum Authority of Uganda, also carry out pre-occupation inspections to ensure that the houses are of the best quality. Relevant district departments issue occupation permits before families can relocate.



Q&A with Excel Construction

1. Can you briefly tell us about your company and the work it does for TotalEnergies EP Uganda?

Excel Construction Ltd was incorporated in 1992 and is a leading player in the Ugandan construction industry. As a venture partner with the Madhvani Group Ltd, Excel has access and support to:

- A worldwide network of offices for procurement
- Project finance and management expertise

We are currently working with TotalEnergies EP Uganda on the construction of Resettlement Action Plans 2-3A replacement houses for the Tilenga Project and general civil works at the Operator's Camp (OC) – where workers on the project live, and the Operational Support Base (OSB).

2. Can you talk about what Excel Construction is doing as regards sourcing for goods and services from within the project region? What is the scale of benefits to the communities?

Excel has been able to accomplish what we have done through implementation of our Local Content Policy. Excel's compliance to this engagement can

be evidenced in the number of employees recruited:

- Uganda Nationals are 401 which is equivalent to 95% and
- Expatriates are 22 in number which is equivalent to 5%.

In compliance with National Content Regulations, we ensure the following:

- We give priority to recruitment of the local community in project execution. The positions for unskilled labour are completely (100%) reserved for locals from the project area.
- When sourcing for materials, priority is given to the local community of the project area to a capacity they can handle, without compromising on quality and safety. Sourcing from the rest of Uganda is done only if those materials are not available in the project footprint. International procurement is done only when those materials are not available in the country.
- Training and knowledge transfer is planned for and implemented during execution of all Excel's projects.

3. How do you ensure that goods (such as construction materials) and services (skills) sourced from

the community meet the required industry/sector standards?

To ensure that goods and services sourced from the community meet the required industry/sector standards, suppliers are evaluated before being brought on board, during implementation and at the end of the project. Additionally, material tests and inspections are conducted to ensure that the required quality is achieved.

4. Do you think your work on the resettlement housing under the Tilenga Project is making a sustainable impact on the host communities?

Yes, the project is making a sustainable impact on the host communities through employment and training of the workers recruited from the project area. For example, out of 253 employees deployed on the project, 76 were recruited from the host communities. This amounts to 30% of our community content.

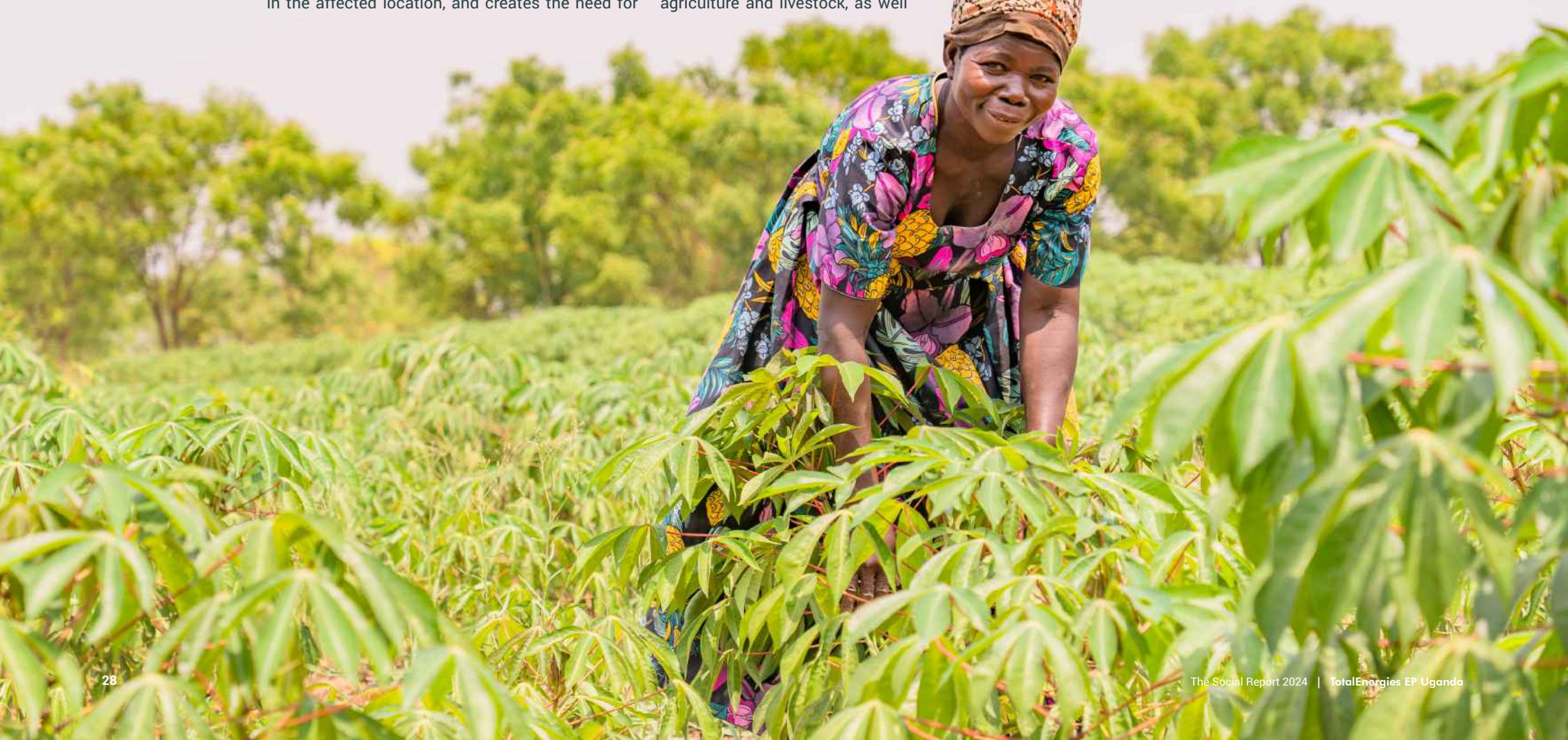
Many local suppliers are not registered in the National Supplier Database. But to ensure the host community benefits from the project, we gave them supply opportunities and encouraged them to register for their own benefit in future projects.

Livelihoods

Many of the Tilenga Project affected households rely on agriculture and or livestock production. Acquisition of their land for the project therefore, impacts the size of land they retain for livelihoods in the affected location, and creates the need for

wholly or partially re-establishing those livelihoods at new locations within the project area. The risks associated with economic displacement were identified in the project ESIA, and a Livelihood Restoration Plan, based on existing livelihood strategies, and in consultation with affected communities, was developed to manage those risks. The plan addresses new livelihood establishment in agriculture and livestock, as well

as livelihood diversification skilling, including support to start up new businesses. TotalEnergies EP Uganda's goal has been to avoid or mitigate the risk of short-term and long-term hardship to project affected households. This has been delivered through two key initiatives: the transitional food support programme, and the livelihood restoration programme.



Transitional Food Support

To avoid the risk of short-term hardship in the process of establishing livelihoods within the project area, PAPs were informed that they could continue using their land for production even after they had been compensated until such a time as when the land was required for the start of project construction at which point they would then be issued a notice to vacate.

Following the issuance of the notice to vacate, affected households had 30 days to relocate their assets and maximise returns from existing gardens before the land could be accessed by the project. Households were enrolled in the transitional food support programme and became eligible to receive transitional food support after they received the notice to vacate.

TotalEnergies EP Uganda contracted Eco and Partner, a Ugandan company, to deliver essential food supplies to all project affected households for a period of six months.

The basket of transitional food support provided to households consists of local dietary staples: maize flour, cassava flour, beans, and cooking oil. This is to ensure families maintain diets they are



familiar with, and any risk of nutritional deficits is mitigated.

The TEP Uganda contractor employs a food specialist to check the quality of food in every consignment and ensure that it is sanitary and safe for consumption.

Under Resettlement Action Plans 2 to 5, the transitional food support programme

targets 4,250 households.

The amount of food given depends on the size of the family. The smallest household size (2-3 people) receives 2kg of maize flour, 2kg of cassava flour, 2kg of beans, and 0.5litres of cooking oil, while the largest (nine people and above) are provided with 6kg of maize flour, 6kg of cassava flour, 6kg of beans, and two litres of cooking oil. This is given out

monthly, for a period of six months.

The food distribution centres are established at village level, to bring the service as close to the community as possible. Food for vulnerable people such as the elderly and people with disability is delivered to their homes.

The volumes of food below were distributed to project affected people between December 2021 and January 2024.



Currently, about 20 percent of the cassava flour and 40 percent of the maize flour is sourced from the local farmers and suppliers in the Tilenga footprint. The volumes sourced from the community vary seasonally, depending on productivity.

By January 2024, 3,780 out of 4,042 households, had received their full allocation of six months of transitional food support and exited from the programme. To ensure that households are empowered to be self-reliant at the end of the transitional food support period, the delivery of livelihood restoration support is timed to coincide with the expiry of their notice to vacate, and the start of their eligibility for transitional food support.



Livelihood Restoration Programme

Livelihood restoration is a critical component of the land acquisition process for the Tilenga Project; it is part of TotalEnergies EP Uganda's commitment to deliver the project in line with international best practice.

The Project Livelihood Restoration Programme is designed to improve, or

restore, the livelihoods and standards of living of project affected households. The programme aims to support PAPs in re-establishing and improving land-based livelihoods and diversifying their household incomes by developing new skills that are in demand in the project area.

Implementation of the programme is informed by the Livelihood Restoration Plan, developed to address risks project affected people might face as identified in the project ESIA. The specific aims of livelihood restoration initiatives are to; build the capacity of project affected people to sustainably restore and improve their livelihoods; provide improved agricultural inputs

and support services, and start-up kits to enable successful restoration of livelihoods or start of new livelihoods; enable synergies with other development actors including local authorities, and civil society; achieve measurable improvement in livelihoods that are tracked using clear progress indicators; and develop a handover strategy after livelihoods have been restored.

The livelihood restoration plans were designed and implemented in line with IFC Performance Standard 5, relevant laws of Uganda, and TEP Uganda policies.

TotalEnergies EP Uganda developed the following livelihood restoration programmes. The Agricultural (crop and livestock) Support Services programme was created to support restoration of land-based livelihoods that are the predominant livelihoods amongst project affected households.

These services are designed to support farmers access and utilise good agronomical practices to improve their household income levels. They do this by providing training and extension services, crop production improvement support, post-



harvest handling equipment and training, and livestock improvement and tree-nursery improvement services.

All affected households are eligible to take part in the programme. We engaged Community Integrated Development Initiatives, a Ugandan NGO, and Living Earth Uganda, to deliver the service.

In addition, to enable project affected households develop skills projected to be in demand in the growing local economy, TotalEnergies EP Uganda developed the Financial and Business Capacity Development Services Programme to deliver vocational skills training and business training (costing/budgeting, marketing and bookkeeping), in order to support the development of Village Savings and Loans Associations (VSLA), and provide job seeker support. Future Options Consulting Ltd and Sunmaker Energy were contracted to provide financial and business capacity building services to project affected households under RAP 1, and RAP 2-5 respectively.

Livelihood restoration activities for RAP 1 began in February 2019 and ended in May 2022, benefitting 30 primary residents, 108 vulnerable PAPs and 200 land users.

Before the start of the livelihood restoration programme, a baseline monitoring and evaluation survey was conducted to provide an update of household impact profiles



and an outline of available livelihood resources including unaffected available land and to disclose available livelihood restoration opportunities. It was also done to develop, with affected households, livelihood plans that document the household's appropriate options based on their impact profile, available livelihood resources, and preferences.

Implementation of programmes starts with engagement with all key stakeholders. The objectives of the Agriculture Support Services programme are to, support restoration of crop production; reduce post-harvest losses and enable access to markets; improve productivity; introduce or reinforce sustainable

good agricultural practices; and develop the individual and organisational capacity of farmers. Through the programme, the PAP households have been provided with improved agricultural inputs, post-harvest handling equipment, and they also received training on good agricultural practices, pest and disease control, post-harvest handling, marketing and building linkages, pasture agronomy, livestock feeding, as well as tree planting and management. Since March 2022, almost all 3,990 targeted Project Affected Households (PAHs) have been reached.

Community-based facilitators are also trained as a first point of contact for PAPs in terms of agricultural information and basic extension services. The programme has distributed to project affected households 1,513 tonnes of cassava cuttings of the Narocass 1 variety. Narocass 1 is a fast maturing (9-12 months instead of 18 months), higher yielding (25-30 tonnes/hectare), drought resistant, and disease resilient variety of cassava developed by the National Agriculture Research Organisation. The project has provided sensitisation and enabled adoption of this improved variety by thousands of farmer households.

Through crop improvement services training, some of the farmers now host demonstration farms where their neighbours can learn better farming practices. The farmers receive further support to form



210 silos out of a target of **300** were distributed to **70** farmer groups by the end of 2023.

groups where they share knowledge, market their produce together, and save as a collective. At least 100 farmer groups, consisting of between 35-40 households have been formed, and this has made access to micro loans easier for some.

The farmer groups have been supported with post-harvest handling equipment. **210** silos out of a target of **300**, had been distributed to **70** farmer groups by the end of 2023. **450** tarpaulins, against a target of 500, were also handed over to 90 of the groups. 85 cassava chippers, a milling machine, and the associated equipment such as fuel canisters, sand buckets and filter funnels were also given out.

The company also supports the animal-rearing community with improved livestock breeds such as Boran bulls, to help them boost and multiply their local breeds. So far, 10 Boran bulls, against a target of 13, have been distributed. Selected farmers act as custodians, and group members have access to the bulls as and when needed.

Additionally, 325 improved female goat breeds and 50 Boer bucks have been distributed. Livestock management covers animal husbandry training, and it has reached 2,655 PAHs.

At least 377 acres of improved pasture, on communal land used by 745 PAHs have been sown. Pasture gardens are set up to lighten the load of feeding animals during long dry spells.



Our Financial Management and Business Capacity programme complements our agriculture support to PAHs and has the following objectives: to support restoration of impacted businesses; to increase the capacity of entrepreneurs to effectively manage and grow their businesses; to provide interested PAPs especially youth with skills (through vocational training) and links to employment/business opportunities; and to teach project affected people how to run small businesses, manage their records and keep track of their earnings. This also helps reinforce the training PAPs are given on how to manage and wisely invest their cash compensation packages or any other income.

In a deliberate move to expand the wealth of skills in the community, starting at household level, we have provided technical and vocational training services to more than 805 people. They are now skilled in construction, tailoring, welding, hairdressing, catering, plumbing, carpentry and driving among others. Upon completion of their training, they are issued with start-up kits in line with their vocation. In addition, jobseeker support services such as coaching on how to answer during interviews, CV writing tips, public speaking coaching, and how to approach a company to ask for a job are extended to them.

A separate agriculture programme to support farming improvement, sustainable food production, diversification of farming enterprises, and food security for the wider community will be launched in 2024.

We are committed to mitigating risks associated with land acquisition and resettlement, supporting the community to rebuild sustainable livelihoods, and improving their standards of living. We are also committed to ensuring that Uganda's oil and gas sector delivers shared value for the people affected by the Tilenga Project.

Despite the programme's successes, TEP Uganda acknowledges challenges in monitoring and adapting the Livelihood Restoration Programme:

- Irregular rainfall patterns that disrupt agricultural activities and impact yields.
- Slow adoption of new technologies which requires ongoing efforts to encourage consistent use of post-harvest equipment and improved practices.
- Slow adoption of some of good practices such as improving shelters for animals

ADAPTING TO CHALLENGES:

- **Continued training:** TEP Uganda offers ongoing training in Good Agricultural Practices (GAPs) to address knowledge gaps and encourage their implementation.
- **Technical support visits:** On-farm technical support visits provide personalized assistance to farmers.
- **Farmer group training:** Strengthening farmer groups and Community Based Organizations (CBOs) fosters knowledge sharing and collaboration.



Q&A with Living Earth Uganda

1. Can you briefly tell us about your company and the kind of services it provides?

Living Earth Uganda is a Company Limited by Guarantee that provides services in the areas of natural resources

and environmental management, and social and community support.

2. What is its overall mission and approach?

The mission is to turn ideas into action, working with people to resolve their environmental and socio-economic concerns through:

- Promoting learning approaches that develop people's ideas, skills, and self-confidence in relation to environmental, socio-economic, developmental, and humanitarian programmes.
- Developing partnerships that

demonstrate how communities, the government and businesses can work together on environmental, socio-economic, developmental, and humanitarian issues through dialogue and negotiation.

3. Why did you company choose to work with TotalEnergies EP Uganda?

We successfully implemented related projects or programmes under the Tilenga Project. During that time, Living Earth Uganda implemented livelihood and environment-related programmes in Bunyoro sub region whose impact spanned from direct project beneficiaries to the widespread spectrum of the community. Such sustainable gains and the desire to scale them to under-served communities within the region explains our current presence in the region.

4. Can you give us a sense of the scale of the programmes you implement on behalf of TotalEnergies EP Uganda?

Living Earth is currently implementing a livelihood project, "Provision of the Agricultural Support Services project within Buliisa, Hoima and Kikuube districts for Resettlement Action Plans 2-5".

The technical project components include the crop enterprise, tree planting enterprise

and the livestock enterprise, that are implemented by specialists in the respective areas, with the human resource capacity of over 91 staff. Relatedly, community employment has seen several people in the community participate in the project activities and these include community-based facilitators, casual labourers and guides among others.

5. Can you name the most outstanding achievements in the implementation of activities under the Tilenga Project?

There is a noticeable improvement in the food security situation and increase in the household income in the sub region highly attributable to the project intervention. This is occasioned by the adoption of good agronomical practices under tree, crop, and livestock management as advanced by the project. These have bolstered production and productivity capacities of Project Affected Households (PAHs) with enough food to sustain the household until the next season's harvest, and with a surplus for sale.

The project takes pride in the distribution of post-harvest handling equipment like cassava chippers, silos and drying racks among others that have helped in value addition but also minimised post-harvest



Living Earth Uganda provides advisory services to farmers

handling losses, a key challenge previously experienced by farmers. The post-harvest handling technologies have changed the mind-set of famers and oriented them towards commercial farming. This has seen a shift in the processing of harvested crops, for instance, the practice of fermenting cassava among farmers is reducing as they are encouraged to chip instead.

Incomes obtained from the sale of agricultural products has been used by farmers to cover domestic expenses in health, education, and business but also, a range of farmers have used these incomes to improve standards of living at home through construction of modern homes, saving, as well as buying more land.

6. Do you think the work you've done with TEP Uganda has a sustainable impact on the Tilenga communities?

Periodic project reports indicate a high rate of food security and increased income levels, stemming from increased productivity of the farmlands. Besides, Living Earth's training sessions in good agronomical practices have been attended by several people in the community including non-project-affected-households. Dealing with the household has ensured that all its members are trained, but they also share in the inputs distributed to the PAHs. The community-based facilitators whose capacity has been built over time through participating in the project activities are envisaged to transmit the knowledge acquired to other farmers in the community beyond the life of the project. In addition to that, the post-harvest handling technologies like the cassava chippers, drying racks and silos are being used by the community thus easing some costs of value addition to community members.

Farmer groups established by Living Earth have been registered and profiled with requisite documents to proceed with other activities in the group like savings, investment, and acquisition of facilities on behalf of the group. These have even been linked to other government programmes such as the Parish Development Model (PDM) where a sizeable number of group members have already received their PDM package.

At the apex of these 100 farmer groups is a marketing association that shall continually market group members' products even after the end of the project.

Livelihood Restoration Programme Changing Farmers' Lives



REAPING FROM CASSAVA CUTTINGS

My name is Ezekiel. I am 60 years old, from Buliisa District. During season A and B of 2023, I received various planting materials including ground nuts, cassava cuttings and vegetables [tomatoes, and egg plants] and maize from Living Earth Uganda, [the contractor

implementing the Tilenga Project's Livelihood Restoration Programme].

I have also been trained in good agronomical practices. What has really stood out for me is cassava management. I have improved on the way I manage my cassava farm and been able to supply 1,000 bags of cassava cuttings to Living Earth Uganda in the last two seasons. These are supplied to other farmers in the area. I earned about 17 million Uganda Shillings from this initiative.

I have used some of this money to pay school fees for my 14 children and grandchildren and used another portion of the funds to increase on the acreage of the improved Narocass 1 cassava variety which I grow. Farmers in my village now flock to my farm to learn and apply the lessons at their own farms.

I have now established a total of 110 acres of both food and cash crops on my farm, and I employ 50 staff who I pay wages.

To further expand my farm, I bought three goats, which I expect to get cross breeds out of, if they mate with the Boer bucks distributed by Living Earth Uganda.

My household has at least three meals per day and my current average monthly earnings stand at about 4 million Uganda Shillings. But I hope to double this amount soon.



SUPPORTING CHILDREN'S EDUCATION THROUGH VEGETABLE FARMING

My name is Dorothy. I am 41 years old, and a single mother of five.

I have been growing vegetables for the past five years on a small scale. After receiving planting materials from Living Earth Uganda such as tomatoes, garden eggs, egg plants and greens, I planted them on 0.31 acres of land. The yields were high, and I earned 1,050,000 Uganda Shillings from the first harvest.

I used the money to cater for the children's school fees and scholastic materials, but also to meet day-to-day expenses like healthcare costs and to buy other food which I do not grow.

I have now joined the Kasinyi Vegetable Farmers Group, with whom I have attended training on modern vegetable farming, and proper bookkeeping to keep track of my income.

I intend to increase the acreage for vegetable cultivation, and I have cleared a sizeable portion of land for the next season. I intend to specialise in growing garden eggs and leafy greens due to their high demand by people from the oil project companies, and the community at large.



VEGETABLE FARMER NOW ABLE TO BUY MORE LAND FOR FAMILY

My name is Tomito. I am married, with two wives and 13 children. I had been growing vegetables since 2019, before I was enrolled onto the agriculture support services project. I grew mainly tomatoes, eggplants, and garden eggs but I was struggling with access to market, so the vegetables would rot, and I would make losses.

In 2022, I received vegetable seeds from Living Earth Uganda particularly pumpkins,

tomatoes, watermelon, eggplants, and garden eggs. I earned about 9.5 million Uganda Shillings from my first harvest and built a modest house for my family.

I topped up on funds I received as my compensation package and bought 2.5 acres of land in Nebbi District, and another piece of land in Pakwach District.

I now have ready market for my vegetables because I supply to MSL [a TotalEnergies EP Uganda contractor] and get paid right away. I also sell in the local market. Every two months, I have something to sell because not even the dry season can stop me, thanks

to the generator provided by TotalEnergies EP Uganda. I practice irrigation on my farm.

My children attend a boarding secondary school in Hoima City, and I can comfortably afford their school fees.

FOOD SECURITY IMPROVED FOR VEGETABLE FARMER

My name is Masciano. I am married, with a family of 20 dependents.

I had been a vegetable farmer for 12 years before being enrolled on the Agricultural

Support Services Programme in 2022. In season B of that year, I received vegetable seeds such as cabbages, egg plants, garden eggs and tomatoes. I earned about 600,000 Uganda Shillings that season, and I used it to rent one extra acre of land for vegetable farming and planting other food.

This has improved food security in my household, and the number of times that we have meals in a day has increased. My family also eats some of the vegetables, so our nutrition is better.

Before I enrolled on the Livelihoods Programme, earning 10,000 Uganda Shillings was difficult due to limited sources of income. But since I got support and diversified my sources of income especially with vegetable farming, I can easily earn 100,000 Uganda Shillings every week. This has helped me to cater for some expenses like healthcare, school fees and other domestic needs.

In addition, I now save at least 50,000 Uganda Shillings each week when sales are good.

I am planning to increase on the size of the land so as to consistently produce vegetables every season, and to improve on the seed varieties that can match the current market.



The stakeholder engagement team is responsible for ongoing identification and analysis of stakeholders, leading or supporting information disclosure, consultation, and receiving feedback from and reporting to stakeholders.

Stakeholder and Community Engagement

3

Continuous Engagement

Our approach in the project development phase is informed by the Tilenga Project Stakeholder Engagement Plan, developed as an integral part of the system designed to manage risks and impacts identified in the project Environment and Social Impact Assessment. The plan is implemented by the TotalEnergies EP Uganda stakeholder engagement team that includes a 34-person community liaison team.

TEP Uganda recognises that we cannot achieve our commitment to social sustainability in isolation from external project stakeholders. Therefore, continuous engagement to establish and maintain trust-based, constructive, and mutually beneficial relationships with external stakeholders is integral to project activities and our overall approach to social sustainability.

The stakeholder engagement team is responsible for ongoing identification and analysis of stakeholders, leading or supporting information disclosure, consultation, and receiving feedback from and reporting to stakeholders. They are also responsible for managing grievances, supporting negotiations when appropriate, and enabling the community to participate and benefit from the project.

Our engagement covers a range of stakeholders including the Government of Uganda, project affected people, affected communities, district local governments, non-governmental and other civil society organisations, and other interested or affected parties. Stakeholder engagement started in 2012 during the Exploration and Appraisal phase of the Tilenga Project and has evolved over time.

The frequency of stakeholder engagement is designed to correspond with the intensity of project activities, and potential environmental risks and social impacts. TotalEnergies EP Uganda community liaison officers are designated to support social risk and impact management, in project host communities. They are a regular presence in

communities and serve as the first point of contact for project affected people, directly affected communities, and indirectly affected communities.

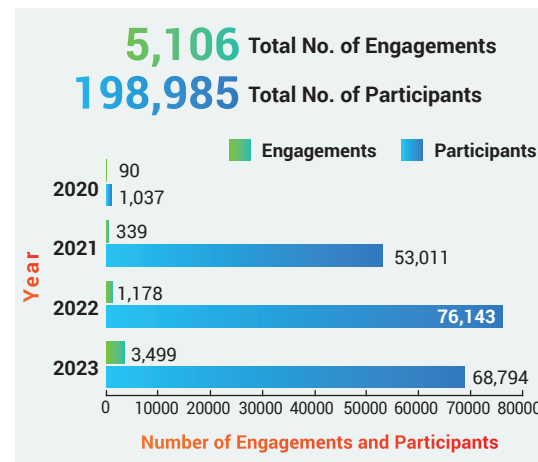
In line with the project Stakeholder Engagement Plan, the team is responsible for the following engagement types; relational engagement focusing on ongoing engagement with communities to build mutual trust; operational engagement to ensure that communities have an outlook on planned activities and their implications, and to facilitate local workforce recruitment; programmatic engagement to facilitate communities to participate in and benefit from environmental and social programmes.

TotalEnergies EP Uganda and its joint venture partners also engage on a quarterly basis with institutional stakeholders including; government ministries and agencies; and local leaders including project area Members of Parliament, district leaders, religious leaders, cultural leaders, and the civil society, to mention but a few.

In addition to continuous engagement, formal updates and engagements are made on a quarterly basis to 84 villages, and 23 sub-counties and town councils within the project footprint.

Stakeholder engagement started in **2011** during the Exploration and Appraisal phase of the Tilenga Project and has evolved over time.

ENGAGEMENTS OVER FOUR YEARS:



Twenty-five courtesy visits were made to some project stakeholders in 2023. These visits were paid to village chairpersons, opinion leaders, religious leaders, leaders of cultural institutions, civil society organisations, and sub-county and district leaders among others.



Special interest groups such as the youth, persons with disabilities, women, and older persons are also engaged and informed of project progress, social management programmes and opportunities related to the Tilenga Project.

The company also requires and supports all its partners, contractors, and sub-contractors to engage with communities and ensure transparency about risks and management measures, and to recruit from local communities.

Information on the company's activities and programmes is disseminated through distribution of booklets and brochures, multimedia presentations on project progress, podcasts, radio talk-shows and short messages, mainstream print press and through the company's social media channels.

Educational information on areas such as employment fraud, road safety, gender equity promotion, health and sanitation, malaria and HIV awareness is also disseminated through broadcast media.

A total of **1,441** radio announcements covering such topics as local recruitment and employment fraud awareness, movement of project equipment, unreachable PAPs as well as the grievance handling mechanism were aired across four radio stations in the region in 2023.

Engagement with Civil Society

We recognise that civil society plays a vital role in ensuring that development is inclusive and sustainable; and that engagement with civil society provides a vital feedback loop that is crucial for our organisation to continuously improve our social impact management, and achieve our ambition to share and make a positive impact in communities where we operate. In July 2021, TEP Uganda created the NGO Coordination Department to strengthen our engagement with Non-Governmental organisations (NGOs). The NGO Coordination team engages with Civil Society Organizations (CSOs) through a variety of means including Let's Talk bulletins, in-depth publications on key issues of interest to NGOs, TEP Uganda roundtable discussions, and virtual engagements, and regular bilateral engagements. The team engages with government and regulatory agencies such as the NGO Bureau, Human Rights Commission, NGOs, and umbrella associations (such as the Civil Society Coalition on Oil and Gas – CSCO,) to



proactively share information on project progress, TEP Uganda's commitments and progress; receive and respond to feedback.

and feedback, collaboration, and partnership.

Over **115** bilateral engagements were conducted between February 2021 and the end of 2023. In addition the NGO team convened **24** NGO stakeholder events during the same period. The purpose of these engagements is to facilitate information-sharing, consultation

Engagements with NGOs to-date have covered various themes including human rights, opportunities for project affect communities, livelihoods improvement programmes, environmental protection, renewable energy, and gender mainstreaming. Our engagement with NGOs has provided us with the feedback to improve environment and social management programme design, continuously improve programme implementation and sustainability.

Civil society organisations (CSOs) operating in communities where we operate play a vital role in highlighting the concerns of project affected people and communities, and providing feedback that enables us to proactively improve initiatives to avoid, minimize project risks and impacts, and remedy residual impacts. The NGO team has built partnerships with CSOs to facilitate dialogue between the company, its contractors, and project affected people and communities. In some cases, NGOs and CSOs have acted as impartial third-party observers or mediators, supporting the community, local authorities, and the company, in dispute resolution. For instance, during the land acquisition process, the Buliisa Initiative for Rural Development Organisation (BIRUDO) and Uganda Law Society played a key mediation role between the project affected people, the district authorities and the Bunyoro Kingdom cultural institution to resolve a land ownership dispute in Kabolwa village and enable the company to compensate for the land.

Local NGOs – Global Rights Alert, Navigators of Development Association (NAVODA) and Buliisa Paralegals – have also participated in and facilitated constructive dialogue between the company, the government and project affected people (PAPs).

The NGO Coordination Unit regularly



Uganda Law Society played a key mediation role between the project affected people, the district authorities and the Bunyoro Kingdom cultural institution

prepares, and shares detailed and informative responses to civil society organisations whenever they make inquiries or raise concerns regarding company activities. The NGO team shares feedback with relevant teams to review, respond, or take action for improvement as appropriate.

Through the regularly published bulletin, Let's Talk! the company continues to explain some of the recurring themes of discussion and

provide insight. The bulletin is shared with various stakeholders and published online. Ten editions of the bulletin have been published on an online NGO resource center on the company website.

The resource centres of NGOs also act as points of reference and repositories of information, education, and communication materials on the Tilenga Project for residents and researchers in their communities. Copies of the Let's Talk! bulletin are available to the Bunyoro Albertine Petroleum Network on Environmental Conservation (BAPENECO) resource centre. These have proven beneficial for a wide range of stakeholders seeking information on the Tilenga project.

In collaboration with joint venture partners China National Offshore Oil Corporation (CNOOC), Uganda National Oil Company (UNOC) and Petroleum Authority of Uganda – the sector regulator, the TEP Uganda NGO coordination team organises for civil society representatives to visit Tilenga Project sites, for them to observe and share feedback on developments as they are on-going. Some of the visits organised by the team are to facilitate NGOs in conducting independent research, monitoring and evaluation of project environmental and social management programmes. It facilitates an average of two such visits to the project annually.

In July 2023, TEP Uganda facilitated national and grassroots NGO representatives to visit some of the resettlement houses under Resettlement Action Plan 2 to 5.

In July 2023, TEP Uganda facilitated national and grassroots NGO representatives to visit some of the resettlement houses under Resettlement Action Plan 2 to 5, some of the Project Affected Persons and a well pad in Murchison Falls National Park. They were also able to observe project activities like well-pad site preparations and Jobi 5, a restored site that has returned to its natural state.

In October 2022, representatives from civil society organisations visited project activities in the Murchison Falls National Park such as well pad site preparations and installations. The Tilenga Project team updated stakeholders on the progress made so far in aspects of environment, safety, compliance, and the mitigation measures being implemented. The group also visited Avogera Health Centre III, where a new out-patient wing was built with support from TEP Uganda.

During the field visits, NGO representatives appreciate that many of their recommendations from previous trips are acted upon and acknowledge TEP Uganda's dedication to openness and transparency. Comprehensive independent reports detailing findings and recommendations from the field visits are drafted and shared with the company. Responses to the findings are sent to CSCO representatives.

The Community Concerns and Grievance Management Mechanism



Addressing grievances from project affect people and communities is a vital part of our engagement with communities. Our Community Concerns and Grievance Management enables us to receive concerns and grievances directly from affected individuals and systematically work to address them together with key stakeholders.

The mechanism enables the company to: identify, address community concerns, and prevent escalation of tensions; identify and respond to emerging risks impacts, and continuously improve our management of project impacts.

The grievance mechanism is managed by a grievance coordinator who works closely with a 34-person team responsible for engagement with our host communities.

Our community engagement team sensitises project affected communities on the mechanism and how to use it; it receives and tracks grievances, and provides feedback to affected individuals, as part of our ongoing reporting to affected communities. The grievance management team review, investigate the grievances, and recommend appropriate resolutions with key stakeholders.

As early as March 2012, TEP Uganda put in place a transparent and accessible Community Concerns and Grievance Management (CCGM) procedure which defines how individuals, groups or communities in the project area can directly engage with the company to raise their grievances or concerns. The CCGM procedure is periodically updated to correspond with the scale of risks and adverse impacts of the project. The CCGM procedure provides several options for reporting a



Resolutions were achieved in the majority of cases. However, PAPs who could not be located, and unresolved ownership disputes were referred to the Ministry of Energy and Mineral Development.

The CCGM procedure provides several options for reporting a grievance or a concern including a toll free number, email address, the community liaison officers (CLOs), project staff and local authorities.

grievance or a concern including a toll free number, email address, the community liaison officers (CLOs), project staff and local authorities.

Once a grievance is reported, it follows several steps for management and its logical conclusion including, receiving, acknowledging and recording the concerns and grievances. The responsible Community

Liaison Officer assesses and assigns the grievances to relevant departments for investigation. The grievance is then investigated to verify the validity of the complaint, responded to and a corrective measure devised as appropriate. Finally, the grievance is closed out if the corrective measure is acceptable to the complainant.

Where the corrective measure of redress

is not acceptable to the complainant, the issue is escalated by the contractor to the TEP Uganda grievance management team for review, investigation, and resolution. If resolution is not successful, the company organises a meeting between the grievant and third parties such as local authorities, Petroleum Authority of Uganda, and NGOs to facilitate a mediated resolution. We strive to expedite grievances but some grievances or concerns take more time to resolve because they may be beyond the company's ability or mandate to resolve. As in other large scale projects, land acquisition for the Tilenga project has included; cases of PAPs who who are registered during assessments but were absent from the project area during compensation disclosures and agreement signing and could not be located despite a range of efforts made to locate them; disputes amongst PAPs over the ownership of the same land parcels; and dissatisfaction with compensation rates among others. In all cases, TEP Uganda makes best efforts to facilitate a negotiated resolution and has succeeded in resolving many cases. However, PAPs who could not be located for compensation, and unresolved ownership disputes were referred to the Ministry of Energy and Mineral Development. As the company does not have the mandate to revise compensation approved by the Chief Government Valuer, cases called for a revision of compensation rates were also referred to the Ministry. The company continued to participate in additional efforts

at negotiated resolution by the Petroleum Authority of Uganda, and by an assessment officer appointed by the Ministry of Lands, Housing and Urban Development to arbitrate the grievances.

By end of 2023,
a total of

1,605

grievances
and concerns
covering a
range of issues
had been
registered.

1,504 were
successfully
resolved and
closed.

By end of 2023, a total of 1,605 grievances and concerns covering a range of issues had been registered. Of those, 1,504 were successfully resolved and closed. Concerns and grievances over land acquisition dwindled in the Q4 2023 as negotiated resolutions were reached in many cases, and the proportion of PAPs compensated increased to reach 99% at the end of the year. However the mechanism is used to address a wider range of issues.

The Community Grievance Mechanism is an easily accessible means for local communities to address and seek resolution of their complaints and concerns, about the project, at no cost to them. We make every effort to address concerns and grievances objectively, fairly, consistently, and constructively. But we recognize the right of affected individuals to seek judicial or administrative redress. TEP Uganda is fully committed to pursuing compliance with TotalEnergies group rules, Ugandan laws and regulations and the International Finance Corporation (IFC) Performance Standards which are a benchmark for good international practice.



Football Awakening the Spirit of Community

in communities.

Our community football programme, started in 2015, has engaged over 100,000 youth and women annually in the Tilenga Project affected districts.

In just a few years, the tournaments have produced individual players and teams that have joined professional leagues under the Federation of Uganda Football Associations (FUFA).

TotalEnergies EP Uganda appreciates the power of sport and its contribution to social-economic development through moulding talent, offering young people career options, and its ability to build harmony and cohesion

Dennis Ochira is the Chairperson of the Young Elephants Academy, which has taken part in the mini-league since its inception. He says, "The mini-league is promoting sports in Nwoya District. We used to have three to

four clubs before TEP Uganda started this initiative. Now we have more than 30 clubs in the district.”

In the beginning, women’s teams only played curtain raiser games, and many were just spectators, but the women’s league, launched in 2023, has attracted 40 teams. **More than 200 football teams, 20 percent of which are women’s teams, participate in preliminary matches.** Sixteen teams which pass the knockout stage go into the league finals.

“We never used to have a single women’s soccer club and now there are several. Some of our players joined football after dropping out of school for failure to get school fees. So, football has raised them. The mini-league gives them the opportunity to showcase their talent. Now they have massive numbers of fans, and they can play anywhere. They believe in themselves,” Ochira adds.

Community members credit the leagues for keeping the youth occupied, giving them a purpose to live for, and reducing local crime. The Young Elephants Academy Football Club, made up of players from districts in Acholi and West Nile sub-regions, were the winners of TotalEnergies EP Uganda Mini-league in 2022.

“We are getting calls from other clubs who want to sign our players. But we want



to keep them in our club. Young Elephants Academy Football Club is the only team from Acholi playing in the Big League. Last year they won the tournament sponsored by the Acholi Cultural Foundation. They are shining everywhere,” Ochira proudly states.

Sport has the potential to spread goodwill messages across villages and counties, build self-esteem in young people, and evoke inspiration beyond just those who are active on the pitch.

“The sport is now active in Buliisa District. We have many teams that are preparing to enter preliminary stages of the mini-league. We have under 17s, under 16s, all yearning to exhibit their talent. Girls’ soccer is being promoted. The Lady Doves, who play in the FUFA Women Super League, recruited two girls from our region,” says Abib Businge, the Chairperson of the Buliisa District Football Association.

All the finalist teams receive jerseys, sports equipment, and sponsorships to various leagues where their talent can be showcased.

TotalEnergies EP Uganda has also rehabilitated football fields in over

20 schools where the matches are played, thus improving sports infrastructure across the region.

“Our teams used to play from grounds without goalposts. The wooden poles would rot and fall to the ground. TEP Uganda provided goalposts for four playgrounds during the last league. Our clubs are now playing in professional uniforms. Our wish is that other sports like netball and volleyball could be considered,” says Mr Businge.

Initially, the mini-leagues covered only the main counties of project operation, but currently all sub counties and town councils in the Nwoya and Buliisa districts participate.

Players from various teams have been scouted for trials under the National Junior Cranes team and other football clubs to play professionally.

The TEP Uganda Football Mini-league is not only bringing the Tilenga Project community together, but it is also giving many young people a chance at alternative career paths and has the potential to lift entire families out of poverty.



Mini-League Nurturing Women Players

When Getrude Karungi Akiiki was in primary school, she saw boys in her school play football and thought, "Why can't I do this?" So, she joined them, despite some initial resistance.

Family and friends never embraced the idea. Her mother had hoped that she would outgrow it and "be like other girls".

"I had never met any girl who played football. In Bunyoro region there were no female footballers. I would see pictures of teams based in Kampala or see foreign teams on TV," she says.

Karungi happened to join a secondary school with a nascent girls' football team. So, she ignored her mother's protestations and carried on playing.

"People would tell my mother that 'your daughter is going to get spoilt.' Their view

About
40
women's
teams
have
played in
the mini-
league.

was that footballers are badly behaved," Karungi adds.

Then the school management offered her a scholarship.

"I told my mother: 'See? I got this because of football,'" says Karungi, her face breaking into a wide, proud grin.

Lydia Nyandera Ateenyi is a bit laid back and soft spoken, but when the topic is football, a fire seems to burn inside her.

Football became that itch at the back of her conscience that just wouldn't go away. She



Nyandera and Karungi play for Lady Doves Football Club.



was inspired by the women players she watched on TV, but she had never kicked a ball on a pitch.

“Even when I knew nothing, I knew that if I trained hard, I would get there,” Nyandera says, her shyness suddenly gone.

She was too terrified to seek her father’s approval to join the team in the secondary school both girls attended, but she joined anyway.

She adds, “I got the scholarship too. So, when I told my dad, I think it was the idea that he won’t be paying school fees anymore that convinced him.”



Two years ago, both girls heard radio announcements about the TotalEnergies EP Uganda Football Mini-League, a tournament for teams from the Tilenga Project host communities. They joined Nyamukuta Football Club based in Buliisa District, which was training, to participate in the mini league.

“Initially, people stared at us. But when the mini league came to our village, crowds gathered to watch us play. People were surprised to see us passing the ball, dodging. They don’t expect you to control the ball with your chest. The fans were cheering. It was so uplifting!” says Karungi.

Nyandera pitches in, “TotalEnergies EP Uganda created the opportunity for us to be spotted by professional clubs. I never dreamt that I would play on a team in the FIFA Women Super League. But during that tournament, the Lady Doves Football Club noticed us and recruited us.”

About 40 women’s teams have

played in the mini-league.

Karungi, who plays in midfield position 9, says that football has not only given her a self-esteem boost, but it is also “helping girls to stay in school. I made it to university because of football. Lady Doves was paying part of my tuition fees. And while there, I played for the university team.” says Karungi, who just completed a Bachelor of Development Studies at Kyambogo University in Kampala.

Nyandera, an attacking midfielder shirt number 8, feels empowered that she earns her own income as a footballer, and that her name is known in spaces it would never have been.

When it is the off season, Nyandera runs a clothing shop in Kinyara, Masindi District, selling men and women’s wear, including sportswear. She takes time to speak to her clients about embracing women’s sport. She used her signing fee when she joined the Lady Doves to set up the shop.

The 24-year-old dreams of playing professional football outside Uganda, particularly for the South African Mamelodi Sundowns Ladies FC.

Despite all that, Nyandera says they have had to overcome unforeseen challenges to stay focused on the game they love.

“Some people say, ‘When will you have children? You’re playing a game for men. How will you find a husband?’” she says.

Karungi, who is also 24 years old, chimes in: “The fitness training changes your body. At university, sometimes friends would comment

that I look like a man. It hurt, of course. But then I would remind them that I am a professional footballer.”

The Lady Doves, which is based in Masindi, is currently the only women’s football club from outside of central Uganda playing in the FUSA Women Super League. They

were the league winners in 2021. That year, they also participated in the CAF Women’s Champions League in Kenya where they placed 3rd.

Godfrey Nsingwire, the manager, thinks that such wins and visibility are steadily changing perceptions.

“Now the community can see that other girls have dropped out of school, or not progressed as much. When we have international tournaments, our girls fly out of the country. Now parents call me offering that we take their girls on into the club,” he says.

Nsingwire adds that the TotalEnergies EP Uganda mini-league brought the women’s game closer to villages in the Albertine and brought people together.

“In my village during the Christmas holiday season we play some matches. I play for my church, with the men’s team. When I am on the team, they know they stand a chance!” Nyandera adds, laughing.

Karungi joins in with a fist pump: “Now they call us stars! People say, ‘Our Messi!’”





Supporting Access to Health and Well-being

4

The health and safety of workers and communities are core values of TotalEnergies EP Uganda's operations. TEP Uganda has put in place several initiatives to safeguard the health and safety of workers, as well as mitigate health risks to communities as outlined below.



Safety at Work

TotalEnergies EP Uganda rolled out the “Our Lives First: Zero Fatal Accidents” programme which was designed to implement three types of actions at all sites operated by the company, namely, lifesaving checks, joint safety tours and safety green light. Safety green light is a term used in HSE which lays out the task at hand, what plan is in place if change occurs during the activity, and an anticipation of potential risks. These actions are used as a tool to check compliance with safety rules for the five high-risk activities which are, work at height, lifting operations, work on energy-powered systems, work in confined spaces and hot work.

Management of occupational health and safety during Tilenga Project activities is ensured by each operational department under the guidance and supervision of the HSE (Health Safety and Environment) directorate which oversees safe and healthy work environments and implements robust health and safety policies consistent with international standards. The company provides continuous sensitisation and training, appropriate personal protective equipment, and delivers regular occupational hygiene and health checks as well as emergency care.

The company makes every effort to create a decent work environment, and milestones are celebrated. **In March 2024, the celebration of 30 million man-hours without Loss Time Injury (LTI) was a momentous occasion for the affiliate.** A LTI is an injury sustained on the job by an employee that results in the loss of productive work time for more than 24 hours, permanent disability or even death. The measurement of LTI is a lagging indicator that is aimed at measuring a company's incidents in the form of past accident statistics.

Philippe GROUEIX, General Manager TotalEnergies EP Uganda emphasises

the importance of safety. *"At TotalEnergies EP Uganda, safety is the cornerstone of the company's values because at the end of the day, a company that is not safe is not sustainable. We are therefore uncompromising when it comes to safety," he says.*

In addition to this, Cyril CHAMPIGNY, TotalEnergies EP Uganda Health, Safety and Environment (HSE) Director says, *"Our HSE strategy is heavily reliant on the strict compliance of not only our staff but all contractors whilst also safeguarding community well-being."*

As part of the contractual requirements, a check-up on fitness-to-work is carried out for each employee involved on the Tilenga Project activities. This is to ensure that employees have no pre-existing conditions that are incompatible with their position, and to give an opportunity to employees from host communities to have a minimum of an annual medical check-up to ensure they are in good health and are accessing health facilities.

In addition, several awareness sessions are organised for the project workforce to address health topics such as hydration, hands hygiene, substance abuse, malaria, and viral haemorrhagic fevers.

Community Health Programme



The community health programme focuses on the avoidance and minimisation of risks to and adverse impacts on the health, sanitation and well-being of project affected communities resulting from change brought on by project operations. It seeks to minimise the risk of incidents that might emerge from labour influx into a community, such as HIV/AIDS, malaria as well as hygiene and sanitation issues.

In 2022, TotalEnergies EP Uganda designed a community health and safety programme to manage community health risks identified in the Tilenga Project ESIA. This programme is implemented by Health Promotion International (HPI), a Ugandan company that has been involved in health promotion since 2010.

HPI provides preventive services including counselling and screening, disease awareness and management, as well as health promotion to contractor employees, communities, and vulnerable groups such as sex workers in the project area. Between November 2022 and September 2023, twenty-eight health education sessions on HIV/AIDS were conducted in the project affected districts.



1,790 community members from town councils and fishing villages, and TotalEnergies EP Uganda's contractors in construction camps were tested for HIV.

HPI reports that there is an increase in the number of men seeking testing and counselling services, attributed to the deliberate strategy to conduct awareness sessions before testing.

Over 4,100 information, education and

communication materials bearing HIV/AIDS awareness and condom usage messages, were distributed across the five districts of Buliisa, Hoima, Kikuube, Nwoya and Pakwach during this period too.



Cumulatively, HPI teams distributed a total of **141,219** condoms in the Tilenga region in 2023.

The company also trained two community-based organisations (CBOs) to build their capacity on how

to reinforce HIV/AIDS messages and other health related messaging in their communities.

The community health programme also incorporates music, dance, and drama in form of community theatre, as an approach to strengthening HIV/AIDS and malaria prevention messages in the community. Community-based organisations, including groups comprised of people living with HIV, are mobilised into health promotion drama groups. The dramas inform audiences about HIV testing, disclosure of HIV status to one's partner, and seeking proper healthcare if one suspects they may be infected with malaria. They also discourage self-medication, among other things. Twelve drama sessions have been conducted in communities in project districts since the programme's inception.

Twenty-four schools in Buliisa, Hoima, Pakwach and Nwoya have also benefitted from health promotion education, mainly promoting hygiene and sanitation, and HIV/AIDS awareness. A total of 1,271 students received these health messages.

More than 3,875 people in 79 villages participated in safe water and sanitation awareness campaigns. The sessions cover aspects such as proper hand washing and training on setting up home-made hand washing facilities.

In addition, 43 sessions of community level awareness, with 1,692 participants were carried out in Buliisa, Hoima, Nwoya and Pakwach, focusing on malaria awareness, as well as hygiene and sanitation.

Sensitisation on malaria prevention, through six



radio talk shows and messages, was also conducted with the aim of increasing malaria prevention strategies.

Two training of trainers' sessions were conducted for 839 health workers that form village health teams for a duration of two days each, to support the public health system at the community level strengthen its health intervention strategies.

Over 300 political, religious, and cultural leaders from Nwoya District were also trained with the objective of equipping them with knowledge and skills on how they can use their leadership positions to promote health and sanitation in their communities.

Q&A WITH HPI

1. What is Health Promotion International and what are the kind of services it provides?

Health Promotion International (HPI) is a registered Ugandan company with a credible thirteen (13) years of experience providing social, health and safety, and environmental services.

We provide tailor-made services that uniquely respond to existing needs of infrastructure development projects. We

Over **4,100** information, education and communication materials bearing HIV/AIDS awareness and condom usage messages, were distributed across the five districts of Buliisa, Hoima, Kikuube, Nwoya and Pakwach during this period too.



do this by facilitating capacity building, social risk management, acceleration of access to health services, collaborations, partnerships/stakeholder engagements, and fast-tracking contractor HSE compliance requirements. This is done in accordance with local, national, and international policy, legal, and regulatory frameworks, standards, and good practices.

HPI provides the following services: Management of community health and safety services for host communities; Water, Sanitation, and Hygiene (WASH) capacity building and training programmes for contractors' workers, host communities, and local governments; on-site medical services; social risk management (SRM); stakeholder engagements and grievance redress services; and health and safety management among host communities and infrastructure projects.

2. What kind of initiatives do you implement on behalf of TotalEnergies EP Uganda?

HPI was contracted by TotalEnergies EP Uganda to provide community health and sanitation services in the Tilenga project area for a period of three years. The programme kicked off on the 1st of November 2022. The scope of work focuses on creating community awareness on how to prevent and manage HIV and AIDS; diarrhoeal diseases related to poor sanitation; epidemics; vector

related diseases (VRDs) such as malaria; non-communicable diseases (NCDs); and respiratory diseases like tuberculosis (TB).

We employ a total of twelve (12) staff who run this project – seven male and five female.

3. Do you think this work has a sustainable impact on the health and well-being of Tilenga communities and/or the country?

We have actively disseminated crucial information within the Tilenga communities, fostering awareness and understanding of health-related issues such as HIV, malaria, and water, sanitation, and hygiene (WASH) management. In return, community members have shown interest in taking responsibility for their health, especially in HIV prevention requesting more service delivery, for instance condoms and routine HIV testing. More people living with HIV are enrolling for anti-retroviral treatment. In our operations, we have been able to test 1,790 people of whom 29 were found to be HIV positive. They have been counselled and referred to government health facilities of their choice for further treatment and management. Coordinating with government entities like health facilities to ensure the follow-up of HIV clients reflects a strategic alignment with broader health



Community members being tested for NCDs

systems. This collaboration enhances the sustainability of our efforts by integrating them into existing health structures.

Supporting community-based organisations to scale up health messaging extends the reach and influence of health promotion endeavours. By empowering such entities to disseminate essential health information, we contribute to building a network of advocates, and reinforcing the longevity

and effectiveness of the health education initiatives we started.

Furthermore, the training provided to community leaders (village health teams, political, religious, and cultural leaders) on health promotion on HIV, malaria, and WASH management, serves as a cornerstone for sustainable impact. By equipping the leaders with knowledge and skills, we

establish a cascading effect where these leaders can, in turn, educate and guide their communities. This approach has facilitated a self-sustaining cycle of awareness and positive health practices.

4. Are there any challenges your experts had not anticipated, that have emerged during implementation and turned out to be crucial for your operations?

One of the key interventions under HIV/AIDS, malaria prevention and control, and sanitation, is HIV testing campaigns and community awareness. As we raise awareness, it creates demand for products like mosquito nets, waste bins, condoms, and testing kits. There is a need to support the health facilities we collaborate with, to implement HIV testing campaigns with medical supplies such as those mentioned above. The project had not catered for condom distribution among key populations, which is vital for HIV/AIDS prevention.

In addition, as we raise awareness on sanitation and emphasise the

need for safe drinking water, some communities still have challenges with access to clean drinking water.

There is a concern about a possible increase in the number of commercial sex workers in the project area. There is a need for targeted interventions for them within the project area.

5. What measures do you put in place to ensure compliance with industry-acceptable standards and good practices?

To make sure we're in line with industry-acceptable standards and best practices, we implement a comprehensive set of measures which include routine project audits (staff and stakeholder meetings), continuous training for our team members, and rigorous quality control processes.

Additionally, we actively seek and incorporate feedback from relevant stakeholders to ensure our practices align with the highest standards.



SUPPORTING PUBLIC HEALTH FACILITIES IN HOST COMMUNITIES

Uganda's growing population has increased demand for health services, and as a responsible corporate entity, TEP Uganda aims to contribute to the government objective of bringing decent healthcare as close to communities as possible.

During initial surveys and the land acquisition process for the A1 East Road, it was discovered that Avogera Health Centre III in Buliisa District may be affected. The road construction footprint was therefore

reduced to avoid impacting such vital health infrastructure for the Tilenga Project host community.

In anticipation of an increase in the healthcare seeking population in this area, resulting from project activities, TotalEnergies EP Uganda in 2022 invested in construction of a new out-patient department (OPD) at the facility and improved on the old infrastructure.

The company supported the government in expanding the health centre, with construction and equipment, including modern medical equipment, furniture and medicines.

Visits and consultations have increased, and general access has improved.

Lawrence Kirabo, the Senior Clinical Officer appreciates what a major change this has been.

“Initially we were operating in an environment which had limited resources. We had an OPD which had no ventilation, had no patient-waiting area. So, when TotalEnergies EP Uganda came they constructed for us a new OPD which has a patient waiting area. They provided for us an incinerator for burning medical waste. All these are being used for the benefit of the patients we serve,” he says.

Auxiliary facilities such as a medical waste pit to handle hazardous medical waste were also installed. A 1.5-kilometre fence with 2 access points was also erected around the facility. A 5,000-litre ground water tank, a 1,000-litre stand tank and a pump were also put in place to supplement the borehole at the facility and meet a higher percentage of its safe water needs.

Members of the community like Jenifer Birwinyo, who is a project affected person (PAP), are beginning to feel the impact of this transformation. She says, “I used to come to this health facility, and we did not

have enough seats. Now the services have improved. We have medical officers who attend to everyone without delay.”

TotalEnergies EP Uganda also took the initiative to refurbish 12 housing units of the Anaka hospital staff quarters. The housing units were rendered unusable when their roof was damaged in a storm in 2019. Accommodation benefits are vital for attracting healthcare workers to serve communities in remote areas. The improved housing units have resulted in improved health worker presence at the facility, who are able to dedicate more time to attending to patients.

The housing project refurbishment included installation and connection to a 3,000-litre water tank, improved sanitation facilities (water sinks and toilets), electrical and mechanical installations as well as a national grid electricity connection.

The unexpected, unpredictable nature of epidemics and pandemics makes communities vulnerable to the risks of the spread of disease and the devastation to society in general that comes in their wake. Since 2015, TotalEnergies EP Uganda responded to the cholera outbreak control in Hoima and Buliisa with donations of medical supplies (disposable gowns, boots, antiseptic scrub, disinfectant, intravenous fluids and gloves). Also, in 2022, we supported the Ministry of Health’s response



by donating vital items.

While the company has supported the government’s response to epidemics and pandemics through emergency support, we believe that sensitisation, awareness creation, and supporting local capacity facilitate a more sustainable approach to preventing and managing epidemics.



Health and Environment

To prevent and mitigate the health impacts of air emissions and effluent discharges, every three months, TotalEnergies EP Uganda's environment monitoring team carries out routine monitoring of the weather in relation to air quality in selected locations, to ensure compliance with the Environmental and Social Impact Assessment (ESIA) conditions and regulatory requirements.

Areas with the potential to degrade the quality of air are identified and interventions implemented early enough. The interventions are undertaken by the contractors in their respective sections under the Tilenga Project.

Regular noise and vibration monitoring of the impact of the company's activities in the project area is also done to understand the impact of the activities on the neighbouring receptors and identify mitigation measures to ensure disturbance due to noise and vibration is minimised.

Waste is managed as per the company's waste management plan, in line with national regulatory requirements. Regular inspections are undertaken on site to ensure that waste is



the Sewage Treatment Plants (STPs) located at the camps is metered and daily records taken. The sewage from the construction areas is transported to a licenced facility for treatment.

Water used for project activities is abstracted from ground water sources such as boreholes and surface water sources such as lakes and rivers. All the boreholes currently used for water abstraction are metered in accordance with permit conditions. The individual ground water abstraction volumes are recorded daily. To determine the amount of water abstracted per day, the difference between the current day metre reading and the previous day metre reading is calculated and recorded. The abstractions from the groundwater sources through the boreholes are maintained below permit limits across the project area. The water levels inside each borehole are monitored weekly using a level metre. Records show stable levels in the boreholes, which translates to stability in the aquifer and are a sign that current abstraction activities are having minimal to no impact on the aquifer recharge.

properly segregated, contained, covered, weighed, and transported to the designated locations for final treatment and subsequent disposal, in accordance with the regulatory requirements of waste management. Over 60 percent of the waste is landfilled, and 26.6 percent incinerated at National Environment Management Authority (NEMA)-licenced facilities.

Recycling and energy recovery are also carried out, with efforts ongoing to increase on the percentage of waste that is recycled, reused and from which

energy recovery can be achieved. TotalEnergies EP Uganda is currently recycling timber pieces and pallets from the construction activities, as well as carrying out energy recovery efforts through composting. Plastic is also being taken to a licenced plastic recycling facility.

Where wastewater (effluent) discharges occur, effluent samples are taken each month from all TotalEnergies EP Uganda camps. These are checked against national standards for effluent discharge and applicable criteria. The discharge pipe from

Water quality across the abstraction points is monitored monthly. The water quality in the aquifers for the ground water sources has shown compliance with the national standards for potable water. TotalEnergies EP Uganda maintains daily monitoring oversight on the status of all water resources within the project footprint. Water resources include rivers, streams, and lakes. Catchment area management is being considered in line with permit conditions.

Road Safety

Development of the project has resulted in the rapid expansion of road infrastructure and an increase in vehicle traffic in the project area. TotalEnergies EP Uganda set an ambition to contribute to the reduction in road accidents in the Tilenga Project Area by 30% by the end of 2023 through increasing road safety awareness and reducing risks to local communities. A number of activities have been carried out in this regard.

MASS SENSITISATION

As part of the Community Road Safety Management plan, mass community sensitisation on road safety is carried out regularly and over 243 radio talk shows and jingles have been broadcast on three radio stations in the project footprint.

Further community engagement sensitisation meetings in collaboration with traffic officers on road safety measures in **90** villages have been held in Buliisa, Hoima, Kikuube and Pakwach districts involving

4,229
community members.



Over 180 motorcycle taxi (boda boda) riders from the five districts in the project footprint were trained as trainers in 2022, to continue sensitising their peers on road safety.

Zebra Crossings have also been painted at five pedestrian crash incident hotspots in Hoima City including Coronation, Duhaga and Mandela primary schools to make road crossing safer for children.

TRAINING ON ROAD SAFETY

More than 150 sessions have been conducted in 58 schools under the Tilenga Corporate Social Responsibility initiatives. A total of **6,924** students have been trained on road safety awareness in different schools and **25** road safety clubs have been established. Road safety marshals have been trained to aid students in crossing roads and observing safety measures in Buliisa District from

Road safety sensitisation in schools.



REGULAR ENGAGEMENTS WITH PARTNERS

TotalEnergies EP Uganda also engages in quarterly road safety meetings with several stakeholders involved in the vehicles and driving sector, to align the road safety vision and objectives, and discuss and share driving best practices that will improve road safety in the Tilenga operations.

Under the TotalEnergies EP Uganda Site Traffic Management system, all contractors must install IVMS (in vehicles management system) to ensure compliance with the driving rules, adherence to journey plans and respect for speed limits. Flag men and women are deployed to signal to drivers of any blind spots along the project area. These are supported by patrol vehicles that are deployed at several strategic locations to ensure all hazards and risks are managed.

Road surveys are regularly carried out by the company to assess road conditions, including signage and markings. Engagements with the Uganda National Roads Authority also take place to ensure the existing road infrastructure is adequate to mitigate potential risks identified on the roads within the project area.

The company is scheduled to perform an inspection audit on major transporters working directly or subcontracted by respective Tilenga Project contractors, to check that all vehicles, drivers, and operations management are compliant. The transporters will be assessed and provided with corrective actions to ensure that they all meet the required standards.

150

sessions have been conducted in 58 schools under the Tilenga Corporate Social Responsibility initiatives.

the 12 most at-risk schools along the main roads.

Through the Tilenga Project Transport Management plan, the Safe Driver campaign was launched in June 2023 to increase awareness of road safety risks among all the Tilenga Project stakeholders including TotalEnergies EP Uganda personnel and contractors and to remind everyone of the fundamental driving rules and the need to comply with the set driving rules. All company and contractor vehicles must observe a speed limit of 40 kilometres per hour in the Tilenga area and 80kph on highways.





Q&A WITH SAFE WAY RIGHT WAY

1. Can you briefly tell us about your organisation and the kind of services it provides?

Safe Way Right Way (SWRW) is a non-governmental organisation formed through collaboration between the “Global Road Safety Partnerships” programme and

TEP Uganda. The organisation’s primary objective is to enhance road safety on Africa’s economically critical corridors. Funding for SWRW comes from International Development Partners and various private sector companies, including TotalEnergies MS Uganda and TotalEnergies EP Uganda. This partnership reflects a commitment to improving road safety through collective efforts and contributions from both public and private entities.

To reduce road accidents, Safe Way Right Way collaborates with various stakeholders at both national and local levels.

2. What is its overall mission and approach?

Our mission is to promote road safety by leveraging private and public sector partnerships in Uganda and, consequently, Africa at large. To reduce road accidents, Safe Way Right Way collaborates with various stakeholders at both national and local levels. The organisation is committed to reviewing and advocating for the enforcement of laws and regulations. This includes initiatives such as speed management campaigns, and school zone campaigns, among others.

Our approach involves robust community sensitisation and education, focused and organised advocacy and lobbying, and behavioural change interventions in communities that are under heightened risks of road safety in Uganda.

3. What was your company’s motivation to work with TotalEnergies EP Uganda?

TotalEnergies EP Uganda’s oil and gas developments in the Albertine region have spurred significant infrastructural changes and breathed life into that part of the country. We believe these economic changes are drivers of social behavioural changes. This is evident from the increased motorisation in the region, increasing road safety risks in the area. This aligns with our mission which is to address these risks and help residents



benefit from our work. This context has birthed a relationship between Safe Way Right Way and TotalEnergies EP Uganda. Our company ensures that people's safety is prioritised to allow them to fully benefit from the economic development.

4. Can you give us a sense of the scale of the operation of activities you implement on behalf of TotalEnergies EP Uganda?

Safe Way Right Way, through its Community Road Safety Project, has sensitised over 4,700 community members and trained 189 boda

(motorcycle taxi) champions, with each prospectively extending knowledge to at least three other riders. We have further reached approximately six million people through radio talk shows and radio campaign messages; painted five Zebra Crossings; and trained 16 teachers as road safety marshals to aid children in crossing roads safely as they arrive and leave school in the Tilenga Project host communities. These efforts also include communicating the essence of road safety and the adversities that result from the lack of it.

Through the VIA Project, 138 schools in five project districts – Nwoya, Pakwach, Hoima,



Over

180

motorcycle taxi (boda boda) riders from the five districts in the project footprint were trained as trainers in 2022, to continue sensitising their peers on road safety.

Kikuube, Buliisa, as well as Kampala have been on-boarded. Secondly, 269 teachers have been trained as VIA educators, and they have in turn sensitised over 30,000 students on road safety using the VIA manual. Over 50 road safety clubs have been established in schools to improve learning and motivate learners to use the roads safely.

SWRW conducted International Road Assessment programme (iRAP) assessments in Kampala and Buliisa districts, providing rich insight into the infrastructure challenges faced by children. This assessment also gave SWRW an opportunity for evidence-based advocacy to upgrade and improve the roads around schools. With support from TotalEnergies EP Uganda, SWRW has fenced 12 schools along the main road corridors in Buliisa, directly improving the safety of more than 5,000 school going children.

5. Can you name the most outstanding thing that has happened during this time that you have worked on the Tilenga Project?

First is the progress of the interventional activities. This change is representative of the road safety seed we have sown. It is particularly evident in the road use behaviour of children in areas where we have conducted road safety activities, and

the shift in attitude among boda boda riders as shared through their testimonies.

Secondly, there is a strengthened relationship between TotalEnergies EP Uganda, Safe Way Right Way, and host community stakeholders. These relationships facilitate our access to various communities in the project area and will also contribute to the sustainability of our interventions.

6. Do you think the work you've done with TEP Uganda has a sustainable impact on the Tilenga communities and/or the country?

Without a doubt. Road safety is an internationally acknowledged critical component of life, and that is why our approach is foundational and aimed at behavioural change, extending beyond mere sensitisation. We are confident that our activities and results from both the Community Road Safety Project and VIA have laid a solid foundation for a road safety culture in the Albertine region.

7. Are there any issues that were not expected and have emerged during implementation and turned out to be crucial for your operations?

During stakeholder and beneficiary mapping, *matatu*

(commuter taxi) drivers were identified as one of the groups to be targeted for road safety education. Consequently, training materials were developed for them. However, during the mobilisation process, we discovered that the majority do not possess the necessary driving credentials that legally allow them to operate the specified vehicles. This issue has been brought to the attention of the respective duty bearers and Total Energies EP Uganda, with the aim of finding a way forward.

8. What measures do you put in place to ensure compliance with industry acceptable standards and good practice?

We work closely with the Ministry of Works and Transport and the Petroleum Authority Uganda, which are the regulating bodies overseeing all our interventions. They provide guidance, review, offer feedback, and approve any new training materials we use. One such case is the East African Standardised Curriculum, which we use to train drivers of heavy goods vehicles and buses. We also receive support from the Uganda Police (Traffic Department), mandated to enforce and ensure compliance in the communities we sensitise. They have, in many instances, participated in the training sessions in the communities where we are present.





Tree Planting for Greener Communities

TEP Uganda is playing a part in greening and improving the environment as a step towards reducing the impacts of forest loss and climate change in the Tilenga Project footprint.

TEP Uganda has committed to the National Greening Campaign – Running Out of Trees (ROOTs) led by the Ministry of Water and Environment with a target of growing 40 million trees by 2025.

The Ugandan government launched the ROOTs campaign in January 2020 to garner support from the private sector and ramp up efforts to restore forest cover.

As part of this campaign, in 2022, TEP Uganda staff planted over 300 trees to replace certain species in the Botanical Gardens at Entebbe. The gardens, which are a vital research, study, and tourism centre, are estimated to contain about 309 species of plants: 199 of them indigenous to Uganda, 122 with known medicinal value, as well as 110 exotic plants.

In 2022, 100,000 trees were planted in Nwoya and Bullisa under TEP Uganda's CSR initiatives, a contribution to the restoration of some of Uganda's forest cover in the Albertine region.



with Kilimo Trust, a Ugandan company whose work focuses on transforming lives through agriculture in eastern Africa. Kilimo Trust has a track record of working in regenerative and nature-conserving farming for close to 20 years.

The main goal of the initiative is to promote fruit-tree growing for home consumption and livelihoods improvement in Buliisa and Nwoya districts and support households with modern agroforestry technologies.

At least **75,000** trees will be planted by households and individual famers in project host communities.

Based on consultations with local government and forestry officials, fruit trees that are suitable for the agro-ecological



In 2022, TEP Uganda staff planted over **300** trees to replace certain species in the Botanical Gardens at Entebbe.

Phase one of the Grow a Tree Everywhere (GATE I) project aimed to plant 250 hectares of trees in public places such as schools, hospitals, religious institutions, town councils and road reserves.

A specific campaign titled Gendered Green Investment, targeting 500 women and 1,000 youth also involved the planting of 10,000 trees on 25 hectares of land allocated to them by schools, churches, and other institutions in the two districts.

The second phase of Grow a Tree Everywhere II (GATE II) was launched in 2023.

The project is being implemented in partnership



conditions in the two districts, for instance mango, citrus fruits, avocado, jackfruit, soursop will be promoted to support household nutritional needs and income.

The project has been designed to favour women-headed households and youth groups.

TotalEnergies EP Uganda will continue to invest in such initiatives throughout the lifetime of the Tilenga Project, to ensure that the environment of the region is left better than it was found.



Q&A with Kilimo Trust - Grow a Tree Everywhere (GATE II) Programme

1. Tell us briefly about Kilimo Trust and the kind of work it does with TotalEnergies EP Uganda.

Kilimo Trust is a regional NGO, and it has been in existence for the last 18 years. We are headquartered in Uganda, but we have offices in Rwanda, Kenya and in Tanzania. We work throughout the East African region, through partnerships in our programming and market linkages that we create, which are regional.

2. How did you come to implement a programme on agroforestry with TEP Uganda in Buliisa and Nwoya?

Part of our focus is on ensuring environmental sustainability as guided by our strategy. One key pillar is on agricultural transformation and resilience and that is where the Grow a Tree Everywhere (GATE II) programme falls.

We all know the climate change influence that we are undergoing. We can see the landslides, we can see the increment in temperatures. We can see the unprecedented levels of rainfall but also a lot of damage that comes from drought conditions and all these unpredictable weather patterns. Therefore, GATE II is contributing to building incomes and environmental resilience among communities in Buliisa and Nwoya. This is to ensure that when the rains come, they don't destroy everything, because tree cover acts as a windbreaker for other commercial crops grown on land but also as a micro climatic amelioration factor. That is why we are promoting tree planting in Buliisa and Nwoya.

3. Who exactly does it target and how do you see it changing these communities?

We are planting, together with the local community, 75,000 tree seedlings in six sub-counties in Buliisa and Nwoya. The big picture that we would like to see is that smallholder farmers contribute to the preservation of their environment to reduce extremes in weather patterns. Where trees are, even when it is very hot, it remains a bit cooler. Some of these trees are also nitrogen-fixing trees that have been requested by farmers, and so they contribute directly to improvement of soil fertility.

Majority of the seedlings are fruit trees, and within a couple of years we expect farmers to be able to harvest fruits that they can sell to earn an income.

Also, some rural households suffer with malnutrition, so we are expecting that the fruits will contribute to improvement of nutritional needs for the households.

Some of the trees they are requesting are fast-maturing and



we expect those to be providing biomass so that families stop cutting down natural forests for firewood and charcoal.

4. Do you think that the project is likely to have a sustainable impact?

We have a very comprehensive training programme where we are setting up demonstration plots for farmers to learn from, for them to see the good agronomic practices. Trees are a longer-term crop compared to the annual crops such as beans or maize. But the sustainability of those trees really has a lot to do with the community conscience or the understanding of what value they add in the community. So, we intend to educate and mobilise the communities to understand that trees are life, literally. We are optimistic that once the communities understand why the tree cover must be maintained, they will do their part especially where we have adverse environmental impacts like in the Buliisa area. So, we are looking forward to seeing that the community does not only take the project up but also maintain the tree cover once they have fully understood how important it is for the region.

5. Do you anticipate any offshoot benefits that may not be directly related to climate mitigation, nutrition, and biomass for domestic use?

Yes. We expect spill-over benefits, that other smallholder farmers who may not be part of the programme will also pick an interest in agroforestry.

We are also anticipating that some of these trees, especially those that are nitrogen-fixing, will become animal fodder. These areas have a high density of livestock, so we are hoping that farmers will no longer have to travel long distances in

search of pasture, especially during the dry season.

The other benefit we hope to see is the greening of those areas. They were originally quite green and have just been deforested because of settlement and human economic activities. It is possible to return the green. Of course, over time we hope that the area will become more fertile or even more suitable for tourism.

6. What challenges do you envisage?

The first, which is major, is that it is a very short project – just one year. Some of these programmes need a longer implementation period for the full impact to come through. If the expertise is only available for a very short time, that becomes an issue. The minimum that a programme like this should be is about three years.

The mind-set of the community is also likely to be a key challenge. But we are hoping that the sensitisation and awareness creation will help to change the mind-set, for them to see the bigger picture of how this initiative helps them.



Taking Action to Contribute to Communities

Starting in 2018, TotalEnergies provided its employees with the time and means to take more action, in the interest of the public, through an initiative called Action! programme.

This is a global programme involving TotalEnergies affiliates in more than 100 countries.

Employees who wish to participate in the programme can devote up to three

workings days per year (equivalent to 24 hours) to take part in public interest initiatives proposed by the country's partner associations.

TotalEnergies believes in making a positive impact on host communities, and employees serve as a reinforcing link in the company's operations through the Action! programme. This initiative, which is part of the company's Corporate Social Responsibility (CSR) programmes,



enables employees to contribute their time and skills to benefit society. Employees can engage in volunteer activities through individual, group, or corporate initiatives in the community, such as:

- **Helping Hand:** Short-term initiatives often involving participation in collective hands-on activities.
- **Mentoring:** Providing support to young beneficiaries over an extended period.
- **Skills-based:** Engaging in consultancy work linked to employees' professional skills or capacity building.





TotalEnergies Uganda affiliates (TotalEnergies MS Uganda and TEP Uganda) kicked off Action! activities in 2019.

In the last couple of years, TotalEnergies in Uganda has organised several clean-up exercises in public spaces in Buliisa and Nwoya districts. These activities have included clearing road drainage channels around schools, road safety sensitisation in schools, sanitation drives and setup of donations at Avogera Health Centre III, cleaning up of slums and markets, contributions to Sanyu Babies Home, donations to teenage mothers' homes, and a menstrual hygiene campaign, including the donation of recyclable sanitary pads.

TotalEnergies EP Uganda provides support to Buliisa and Nwoya district local governments during annual celebrations such as Independence Day, Women's Day, and Environment Day through in-kind or financial contributions.

Additionally, the company has donated computers and provided annual fuel card credit to the districts.



Supporting Access to Safe Water and Cleaner Energy

5



Access to Safe Water

Access to safe water is essential for people's health and well-being and is recognised as such in the UN Sustainable Development Goal 6. Access to clean water also has implications for gender equity because women and girls are charged with the duty of collecting and availing domestic water for households.

TEP Uganda aims to manage risks to water access for project host communities and to deliver on opportunities to scale up access. Management of risks has been on two levels: first, in the design of the project to ensure water efficiency and sustainable use of water during the development and operation phases, and, in the design and delivery of water infrastructure for project host communities.

At the construction phase, a shared water services contractor for all water services (ground and surface

2,400 Ugandans living in the target villages can now access water from the rehabilitated boreholes.





water abstraction) is deployed with approval from the government's Directorate of Water Resources Management (DWRM). Aspects of abstraction quantities, quality and static water level measurements are routinely carried out to ensure compliance. Quarterly Environment, Social and Water Monitoring reports are submitted to the National Environment Management Authority (NEMA), the Petroleum Authority of Uganda (PAU), DWRM and host local governments. Analysis also considers treated effluent or wastewater quality from the sewage treatment plants which in turn supports the principal of valorisation of waste. Treated effluent from these units is further utilised for vegetation watering and dust suppression within TotalEnergies EP Uganda facilities where applicable. This reuse of water also ensures reduction in water abstraction quantities. In the development and production phase, a dedicated Lake Water Abstraction (LWA) facility shall be utilised. Just as was the case with the Tilenga ESIA, TotalEnergies EP Uganda has ensured that a full Environment and Social Impact Assessment is carried out for the LWA facility.

For water efficiency and sustainable use of water during the development phase, the Tilenga Project shall utilise water injection during oil production for reservoir pressure maintenance to maximise recovery of petroleum resources throughout the production phase. During water flooding, lake water will be abstracted from Lake Albert and

conveyed to the Central Processing Facility (CPF), where it will be treated before being pumped through a network of pipelines to the various well-pads and down injection wells into the reservoirs. The water will eventually come out of producer wells commingled with crude oil, gas and reservoir water which are separated at the CPF and treated before the water is re-injected back into the pipeline network in a closed loop with no water being emitted into the environment. This means that as the field matures and the water-cut from the wells increases, less top-up water will be abstracted from the lake, hence the overall water uptake from the lake will follow a similar decline curve as oil production. Initial estimates suggest at its peak, only 45,000 cubic meters (m³) of water will need to be abstracted from the lake.

KIRAMA PIPED WATER SYSTEM

TEP Uganda has also delivered projects to secure and improve access to safe water for Tilenga Project host communities, both through construction of a water system, and development and rehabilitation of community boreholes. These initiatives are aligned with the Government of Uganda's commitments to achieve the Sustainable Development Goals.

TotalEnergies EP Uganda has undertaken the extension of the Wanseko Rural Piped

Water Scheme to deliver water access to an estimated 2,000 households in Kirama, Katodio and Katanga villages. The project was informed by assessment of water needs, following studies by the Ministry of Water and Environment and the Buliisa District local government. Construction of the water system was delivered by Wim Services Ltd, a Ugandan company.

It was anticipated that some of these areas would be settled in by Project Affected Persons (PAPs), which would increase the demand on available safe water in the community. The water scheme has six standpipe supply service points in these areas, and a 10,000-litre reservoir located at Kirama Village.

TotalEnergies EP Uganda has started work on Phase II (North Kigwera Community Project) of the water scheme, aimed at extending piped water supply to more villages within the Tilenga Project footprint.

The community manages the scheme's operation and maintenance through umbrella organisations, which are voluntary associations that pool resources and ideas for sustainable water and sanitation services.



CLEAN WATER FROM COMMUNITY BOREHOLES

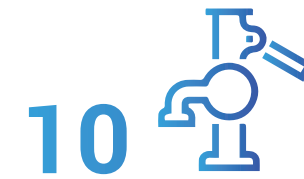
TotalEnergies EP Uganda's Corporate Social Responsibility initiatives have supported [more than 4,500 households in Kigwera and Ngwedo sub-counties in Buliisa District to access safe water for domestic use](#). Through this intervention, 10 boreholes originally used by the company during the oil exploration phase were rehabilitated and handed over to the communities.

To foster community ownership, at least eight Water User Management Committees were formed to ensure sustainable operation and maintenance of the water sources.

In 2023, 10 more boreholes were rehabilitated and handed over to communities.

Providing safe water contributes to the reduction of waterborne diseases, as well as general health and sanitation in the Tilenga Project community, which feeds into the company's overall value on people's well-being.

In addition, TotalEnergies EP Uganda supported the construction of the animal drinking troughs at Bugungu Secondary School and Ngwedo sub-county, enabling local farmers to water their animals from close to home, even during long dry spells. An estimated 10,000 livestock drink water from these troughs.



10 boreholes originally used by the company during the oil exploration phase were rehabilitated and handed over to the communities.

Q&A WITH DSS - BOREHOLE REHABILITATION PROJECT

1. Tell us briefly about your organisation.?

Drilling Spares and Services (U) Limited (DSSU) is an 100% Ugandan owned company, which specialises in; water source feasibility studies; reconnaissance and hydrogeological studies and detailed engineering design for piped water supply systems; drilling works for groundwater

wells; borehole installation and equipping with hand pumps and motorised pumps (solar powered, national grid and fossil fuel); and associated rehabilitation/repair works. We also carry out community mobilisation, sensitisation, and engagement and trainings. We for example have Water and Sanitation Committees for water source ownership, protection and sustainable extraction of the resource, as well as household hygiene and sanitation promotion.

2. What kind of work are you implementing on behalf of TotalEnergies EP Uganda?

In 2023, DSSU was contracted to undertake the Borehole Rehabilitation Project in Buliisa District. The project is meant to repair and restore ten community boreholes located in three sub-counties.

Technically, the project entails; un-installation of existing pipes; wellbore inspection with a geo-vision camera to determine its current state and bore integrity; well development (fishing out broken pipes, cleaning, desilting and flushing of the wellbore); water quantity testing (pump testing) and carrying out comprehensive water quality lab tests. It also covers casting concrete moulds for concrete platform, spillway and animal drinking troughs, replacement of pedestals,

installation of new stainless-steel pipes, and hand pumps and fencing around the boreholes.

3. Can you briefly tell us about some of the assessments that were carried out before the borehole rehabilitation project?

Feasibility studies were undertaken to assess the availability and/or proximity of existing water sources to users (both boreholes and surface water sources); the condition of the existing water sources (whether the borehole is installed and/or functional, the location and population served by the water source); efficiency of

the water source (how many strokes it takes to fill a 20 litre container); and if the installed materials such as pipes meet the sectoral or regulatory requirements.

4. How did the community continue to access safe water while rehabilitation was on-going?

For every functional and installed borehole, DSSU puts in place a temporary “on-site” solar powered water supply system at source that provides water from that borehole for the community as the works are on-going. This is kept in place until such a time when the borehole can be re-installed with the new hand pump materials on a permanent basis.

5. What sustainable impact do you think the safe water access project is likely to have on the communities in the Tilenga project area?

The output achievements directly relate to increased safe water access to the beneficiary communities and directly contribute to the national indicators of water service delivery as reported by the Ministry of Water and Environment in their annual performance reports. The works are a direct benefit to over 2,400 Ugandans living in the target villages who can now access water from the rehabilitated boreholes.

These rehabilitated safe water sources will bring water nearer to the users. This will significantly reduce the distance travelled to access safe water and time spent collecting the water.

A direct impact of the above is that more time will now be available to do other productive/income generating activities, e.g., fishing and gardening, leading to improved household livelihood and/or income. Children, and especially girls, will have more time to attend school because of the time made available.

Furthermore, the district leadership anticipates a significant reduction in



diseases, such as dysentery and cholera that mainly result from open and/or unsafe water sources.

6. Are there any offshoot benefits that may not be directly related to water access that you feel the community will get because of the project?

One of the project components includes the training and equipping of the district hand pump mechanics to address borehole repair requirements for other boreholes within the district. The training and equipping should help the district in keeping all sources functional and repairing some of the non-functional boreholes.

Improved sanitation and hygiene is a benefit that the health, education, and social sector will benefit from. Positive behavioural change leading to proper sanitation and hygiene practices is a “big plus” for the project.

Cleaner energy for communities

Uganda’s renewable energy policy points out that energy is essential for realizing the Government’s key goals of poverty eradication and socioeconomic development. TEP Uganda is enabling access to clean renewable energy in Tilenga Project host communities where many households rely either on kerosene lamps or biomass for their lighting needs. Through the Awango by Total project and the Improving Access to Clean Lighting Energy

project TEP Uganda has enabled over 40,000 households to access solar lamps.

The Improving Access to Clean Lighting Energy (IATCLE) project, which kicked off in November 2023, will contribute to the reduction of environmental impacts and indoor air pollution from existing sources of lighting energy such as kerosene lamps and candles in households.

Having a clean source of light and extra hours of study also contributes to the passing rate of students in rural areas. In partnership with the non-profit World Vision, TEP Uganda hopes to improve the quality of life of residents in Buliisa and Nwoya districts and play a part in improving the learning outcomes of children in the region, especially those at the critical stage of completing primary school.

“

Ms. Josephine Amono Odeke, the Head Teacher at Purongo Primary School where 80 students received solar lamps in December 2023, says that the lamps are likely to make a considerable difference in the learners’ academic outcomes.





Over **34,000** solar lamps were sold at discounted prices, enabling people to do business, charge their mobile devices and have school children study at night. An estimated **170,000** people benefited directly and indirectly from the project.

During the six-month project, 7,620 households with learners, their parents, and teachers in 181 schools were trained on solar energy use. Students in the penultimate years of primary and secondary school - who are due to sit their final exams in 2024 - from 4,362 households were empowered with solar lamps. Forty community champions were trained in the operation, maintenance, and monitoring of the lamps.

The TotalEnergies Sunshine 300 are portable lamps that come with a two-year warranty, can provide 100 hours of light on a single

charge, have an option for phone charging and are 20 times brighter than the common kerosene lamp.

For students nearing completion of an academic level that need to put in long hours of study outside the classroom in preparation for final examinations, the lamps provide help on that journey. This is especially so for students in rural areas who find it hard to study in the night when the sun sets.

Ms. Josephine Amono Odeke, the Head Teacher at Purongo Primary School

where 80 students received solar lamps in December 2023, says that the lamps are likely to make a considerable difference in the learners' academic outcomes.

"Children who are focused on their studies will sometimes use small kerosene lamps. These are not good for studying, with all the smoke. The children also missed out on parts of the syllabus because of the Coronavirus pandemic. I think having a clean source of light to read at night will help them catch up," she says.

Eighty-two schools in Nwoya District also received five lamps each for the institutions' own use. According to Mr Emmanuel Lwak, the Head Teacher at Wii Anaka Primary School, these will help the teachers prepare lesson plans and schemes during after-school hours.

Mr David Akena, the headmaster at St. Anthony Atwomo Community School also believes their students can do better with the support of such lighting. He says that two students at St. Anthony passed their exams with first grades in 2019, but the school has struggled to hit that high mark again.

"But if we concentrate, we can get even more. Some children buy those torches that cost UgShs1,000 to use for reading at night. Now even if there is one solar lamp in a home, all the children in the family can



This project builds on gains from 2017, when TotalEnergies EP Uganda and TotalEnergies Marketing Services, implemented a joint Last-mile Solar Entrepreneurship Pilot programme code-named “Awango by Total” in the Albertine region. It focused on selling solar lamps, through a social enterprise. Over **34,000** solar lamps were sold at discounted prices, enabling people to do business, charge their mobile devices and have school children study at night. An estimated **170,000** people benefited directly and indirectly from the project.

TotalEnergies EP Uganda has made efforts to bring cleaner energy to villages, schools, hospitals, and business premises through partnerships with local institutions and associations.

TotalEnergies Sunshine

300

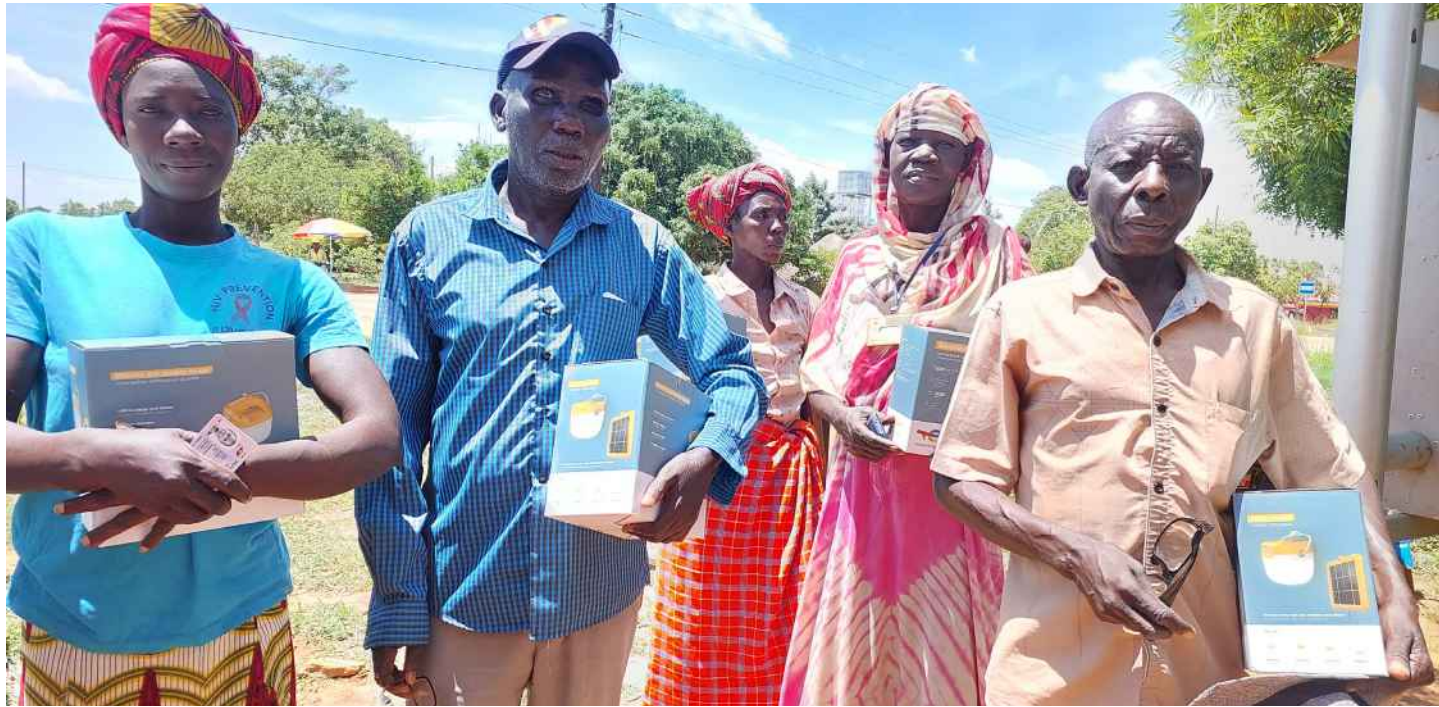
are portable lamps that come with a two-year warranty, can provide **100** hours of light on a single charge, have an option for phone charging and are **20** times brighter than the common kerosene lamp.

gather and read. So, these lamps will improve the academic prospects for all the children in the household,” he explains.

Ms Tamali Amolo, the head teacher at St. Mary’s Purongo Secondary School, a community school, hopes that her school’s class of 2024 might manage the same feat as that of 2014, where one student passed with a first grade at O-Level.

“Many children are occupied with household chores in the evenings, but now they can perhaps put in time to study after dark. O-Level students have a bulk of subjects to cover, and they need to understand many topics before sitting their Uganda Certificate of Education exams,” says Ms Amolo.





SOLAR LAMPS FOR THE ELDERLY AND DISABLED

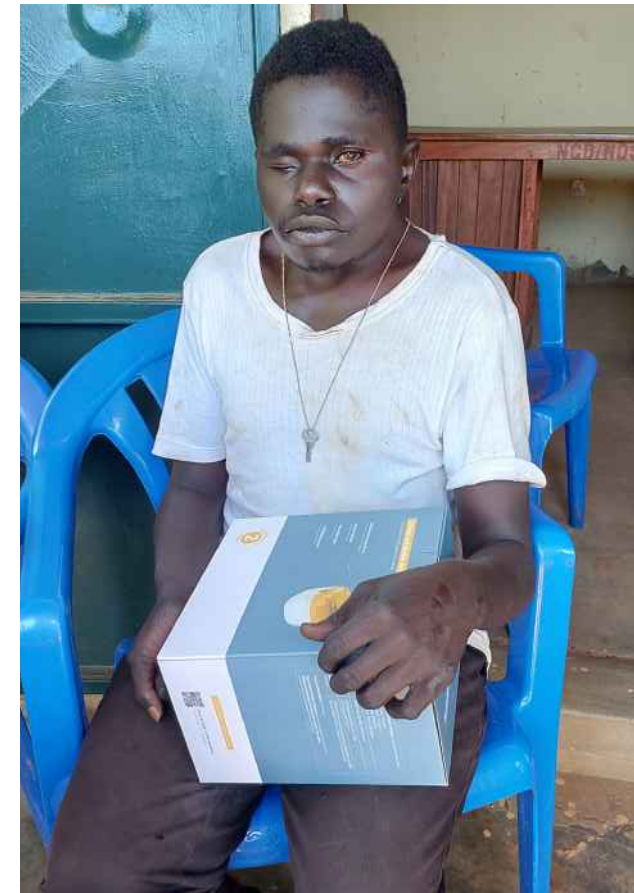
Phase 2 of the IATCLE project partnership with World Vision Uganda focused on older persons and people with disabilities (PWDs) across all communities in Buliisa district. The project provided high-quality solar lighting lamps to empower over 2,000 elderly people, and people living with disabilities in Buliisa with clean, renewable, and affordable power. The project also distributed 320 lamps to 15 health facilities including the Buliisa General Hospital. The focus on the elderly



and people living with disabilities was recommended by TEP Uganda General Manager, Philippe Groueix; and is consistent with the recommendations of District leaders.

Representatives of the elderly, and of people with disabilities welcomed the project and requested the company to continue its engagement with, and support to them. They said the solar lamps made a significant impact on individuals with disabilities by offering easy access to an essential good that enhances their independence, safety, and security at home.

Reliable, clean, and affordable lighting is vital for conducting medical procedures, delivering treatments, and ensuring the safety and well-being of patients and caregivers. These lamps not only offer illumination but also enhance healthcare services, enabling medical personnel to work effectively even during power interruptions.





Maximising National Content, Skilling, and Education 6

TEP UGANDA DEPUTY GENERAL MANAGER, MARIAM NAMPEERA MBOWA, SHARES THE NATIONAL CONTENT VISION

1 Could you briefly give an overview of TotalEnergies EP Uganda's National Content focus and ambition?

Sustainable development in all its dimensions

is at the heart of TEP Uganda's strategy, projects, and operations. National Content/ Ugandan participation is a fundamental sustainability aspect through which TotalEnergies EP Uganda is creating shared value and positive impact in Uganda. Achieving Ugandan participation not only enables us to achieve our business objectives but also strengthens our bonds with key stakeholders, ultimately achieving shared prosperity and sustained social license to operate.

This ambition is cascaded to our contractors through whom we implement our activities and their supply chain.



AIM:

To Maximize use of Ugandan Manpower, Goods & Services and foster Capacity Building & Knowledge and Technology Transfer



NC PILLAR 1:

Employment and training of Ugandan citizens

Targets:

- > 7,830 Ugandans at peak
- > 1.1 million man-hours of training
- * Had 8,640 Ugandans and 650 thousand man hours as at Q4 2023



NC PILLAR 2:

Use of locally obtainable goods and services

Targets:

- > USD 722 million spend
- * Achieved USD 657 million as at Q4 2023



NC PILLAR 3:

Transfer of technology, knowledge, and skills

Targets:

- > USD 11.7 million
- * Achieved USD 7.2 million as at Q4 2023



STRATEGIES FOR NATIONAL CONTENT DEVELOPMENT:

- > Strengthening existing capacities and capabilities
 - > Developing new capacities and capabilities
 - > Fostering joint ventures
- > Fostering international investment in Uganda
- > Fostering support from specialist companies

2. What legacy would you like TotalEnergies EP Uganda's National Content programmes to have on the Tilenga project footprint, and the country?

Our envisioned legacy is to have sustained Ugandan participation within the Tilenga Project and beyond, which is demonstrated by:

- Significant Ugandan expertise with oil and gas competences and skills that are managing the Tilenga Project and other related projects in-country and as well as out of the country.
- A substantial number of Ugandan businesses providing specialised and non-specialised goods and services to the oil and gas sector including within and out of Uganda. We also want to have several Ugandan businesses transformed from being suppliers to becoming manufacturers thus enhancing national industrial capacity.
- An overall better social and economic future for Uganda at both a national and host community level manifested through access to reliable and affordable energy, social services, infrastructure development and maximised economic impact.



3. What is the approach towards achieving the goals highlighted above?

Achievement of sustained Ugandan participation and long-term National Content development requires:

- Promoting the diversification and linkages to other sectors for both

Ugandan businesses and Ugandan expertise (labour) for a pragmatic transition from the construction/development phase to the operations/production phase of the projects.

- Ensuring Ugandan participation in the longer-term operations phase through development of specialised services in the country

to address the needs of the production activities.

- Maintaining constant and effective dialogue, positive relationships and close cooperation amongst all key stakeholders including the government, oil companies, contractors, Ugandan businesses and Ugandan citizens.



TOTALENERGIES EP UGANDA NATIONAL CONTENT AMBITION

As part of TEP Uganda's operations in Uganda, the company is committed to promoting the growth of the Ugandan energy sector and boosting socio-economic development through a National Content approach implemented in all the project's phases and activities.

The company continues to work

collaboratively with key stakeholders including contractors, subcontractors and the Government of Uganda to achieve this ambition as enshrined in the Tilenga National Content Programme in which our specific targets for National Content development are stipulated.

TotalEnergies EP Uganda's National Content ambition is to maximise Ugandan participation through three (3) pillars:

Over
900
Ugandans have undergone training and certification in various vocational trades/skills

1) EMPLOYING UGANDANS AND TRAINING UGANDAN EMPLOYEES:

In collaboration with contractors and subcontractors, TotalEnergies EP Uganda ensures that Ugandan citizens are given priority for employment in any petroleum activity and are trained while in employment to develop their competences to successfully execute their work.

All jobs are openly and transparently advertised through various media. For unskilled workers, priority is given to communities surrounding the Tilenga Project operations. Selection is carried out through a public ballot system organised in coordination with the TotalEnergies EP Uganda contractors, Local Council One (LC1) Chairperson and the TotalEnergies EP Uganda Community Liaison Officers. This is a random selection process where community members are chosen, validated by the LC1 Chairperson, and handed over to the contractors in the sequence in which they were selected from the ballot box. TotalEnergies EP Uganda makes all efforts to ensure that this process is fair and transparent.

- A peak of **8,659** Ugandans have been employed by TotalEnergies EP Uganda and our contractors since the Tilenga Project start in Q2 2021 to end of 2023. Ugandans are 90 percent of all employees on the project.



- Of these a peak of 3,734 are Ugandans from within the vicinity of the project (Buliisa, Nwoya, Pakwach, Hoima, Masindi and Kikuube districts).
- 15 percent (1,446) of all these Ugandan employees are

female.

- **640,313** man hours of training were received by Ugandans since the Tilenga Project start in Q2 2021 to end of 2023.
- Over 20 Ugandans were given international exposure to work

8,659

Ugandans have been employed by TotalEnergies EP Uganda and our contractors since the Tilenga Project start in Q2 2021 to end of 2023. Ugandans are **90%** of all employees on the project.

in other TotalEnergies affiliates globally e.g., USA, Europe, Asia, Angola, and Nigeria.

- Over \$10.8 million (approx. UgShs41 billion) has been spent on training programmes for TotalEnergies EP Uganda staff in technical, Health Safety and environment (HSE) and personnel development courses since the Tilenga Project start in Q2 2021 to end of 2023.

2) UTILISING LOCALLY OBTAINABLE GOODS AND SERVICES:

TotalEnergies EP Uganda's contractors and subcontractors are prioritising the utilisation of goods and services obtainable in Uganda and the host communities within the vicinity of the Tilenga Project.

- The company creates awareness in the Ugandan market about needs, certifications, and standards, and supports local suppliers to develop capacities and capabilities.
- TotalEnergies EP Uganda fosters creation of joint ventures between foreign and Ugandan companies where goods and services are not available in Uganda.
- **\$657 million** (approx. UgShs2.4 trillion) is the estimated value of locally obtainable goods and services in all procurements



awarded by TotalEnergies EP Uganda to both Ugandan and non-Ugandan companies between Q2 2021 and end of 2023.

- A peak of over 170 Ugandan suppliers have been engaged by TotalEnergies EP Uganda between Q2 2021 and end of 2023. In turn TotalEnergies EP Uganda contractors have had a peak of 1,406 engagements with Ugandan suppliers at Tier 2 level, which included joint ventures and micro, small and medium enterprises (MSMEs).
- Ugandan companies are providing both non-specialised

goods and services, for instance camp management, manpower provision, medical needs, training and consultancy etc. Others are providing specialised goods and services such as engineering design, technical studies and construction.

Suppliers from host communities are providing fresh food, accommodation, construction materials, catering services, conference facilities, small tools and more.

3) BUILDING CAPACITY AND TRANSFERRING KNOWLEDGE, SKILLS AND TECHNOLOGY TO UGANDAN

CITIZENS, COMPANIES, AND INSTITUTIONS:

TotalEnergies EP Uganda continues to facilitate the development of competences and capacity within Ugandan citizens and Ugandan companies who are not yet involved in the sector activities. The company also supports education institutions who are the source of training for current and future workforce.

TEP Uganda and its contractors' skilling initiatives aim to enhance Ugandan citizens' technical capabilities to enable them compete for the available job opportunities in the project activities. Most of the jobs are

at technician level and therefore most of the skilling initiatives are for construction related technical disciplines. Skilling for support and management level jobs is also done. Where relevant, in addition to the training, the beneficiaries are given a chance to undertake assessments and achieve national and international certifications. Another key aspect of the skilling initiatives is the training in HSE practices that enables the development of a safety culture. Where possible, the trainings are carried out in Uganda by local training service providers and this also builds the capacity and capability of these local training institutions.

The achievements since the Tilenga project

start in Q2 2021 to end of 2023 are listed below:

- Over **900** Ugandans have undergone training and certification in various vocational trades/skills including but not limited to; 350 Ugandans who have benefitted from coded welder training and international certification; 335 Ugandans who have been trained and licensed as heavy goods drivers; 50 Ugandans who have been trained and certified as Quality Control (QC) Inspectors and Non Destructive Test (NDT) specialists; 100 Ugandans who have been trained in scaffolding and working at height; and 300 other Ugandans trained in Health Safety and Environment Management Systems for Enterprises. Beneficiaries of these skilling programmes are primarily from the Tilenga Project districts.
- 100 government officials have received various local and international training.
- Four Ugandans have got international scholarships for master's degree programmes in oil and gas courses.
- Over 13,000 Ugandans participated in the Tilenga MOOC (Massive Open Online Course) from which 200 Ugandans have been

selected to undertake training in productions at Uganda Petroleum Institute Kigumba (UPIK) and abroad as part of the Tilenga Academy Training Programme.

TotalEnergies EP Uganda and its contractors' supplier development initiatives aim at supporting Ugandan SMEs to be able to compete for business opportunities in the sector and beyond. They are designed to address challenges that are preventing Ugandan suppliers from fully participating in the oil and gas supply chain. These are

3,300

Ugandans have attended 48 engagements under the community supplier development programme within the host communities including quarterly workshops, BDS trainings, networking symposia etc.

the achievements since the Tilenga Project start in Q2 2021 to end of 2023

- Over 20,000 people attended quarterly supplier development workshops held both nationally and within the host communities.
- 150 companies obtained HSE Management Systems training. Of these 22 have achieved ISO 45001:2018 certification.
- Over 3,300 Ugandans have attended 48 engagements under the community supplier development programme within the host communities including quarterly workshops, BDS trainings, networking symposia etc.
- The Industry Enhance Center (IEC) has been setup and launched by TotalEnergies EP Uganda as a sector led initiative for Ugandan suppliers to access information, trainings, enterprise development and business advisory services.



TotalEnergies EP Uganda and its contractors' support to education initiatives aim at also building the capacity and capability of local training institutions as well as strengthening linkages with other sectors that support our activities.

These are the achievements since the Tilenga Project start in Q2 2021 to end of Q4 2023:

- Fit out of the Makerere Emergency Medicine Training Centre was completed and launched in 2023 with specialised equipment.
- Uganda Petroleum Institute Kigumba (UPIK) is being supported as part of the Tilenga Academy programme with

curriculum and infrastructure for knowledge and skills transfer to Ugandan trainers/teachers/professors through impactful activities with technical experts from Tilenga Project main contractors.

- Tilenga Train the Trainer programme has commenced

to enable Tilenga Project contractor experts interact with trainers from local education institutions to enhance their practical knowledge.

- \$7.2 million (approx. UgShs27 billion) is the estimated spend on technology transfer and capacity building initiatives

by TotalEnergies EP Uganda and our contractors, since the Tilenga Project start in Q2 2021 to end of 2023.

National Content development is integral to the success of TotalEnergies EP Uganda's operations and the Tilenga Project.



The Industry Enhancement Centre (IEC)

TotalEnergies EP Uganda's establishment of the Industry Enhancement Centre (IEC), as a one-stop sector led supplier development initiative, enables all key sector players and interested Ugandan SMEs to collaboratively achieve enhanced and sustainable supplier development in the oil and gas sector.

The centre is an oil and gas sector-led initiative that is empowering Ugandan small and medium-sized enterprises (SMEs) to participate sustainably in the nation's oil and gas sector. The IEC is a strategic entity through which key sector players are providing capacity building and transfer of knowledge, skills and technology to Ugandan SMEs so that they can position themselves to compete for sector opportunities. Its vision and mission are stated below.

Vision: "To ensure that Ugandan companies are empowered for the oil and gas sector, and will contribute to successful and sustainable economic growth."



Mission: "To support Ugandan Small and Medium-sized Enterprises (SMEs) to enhance their capabilities and capacities to effectively participate in the oil and gas sector and beyond."

STRATEGIC OBJECTIVES:

- (1) To support Ugandan SMEs to be able to participate in the oil and gas sector.
- (2) To guide and advise Ugandan SMEs on diversification of their services and personnel into other sectors, projects or regions for business sustainability.

SERVICES OFFERED BY THE IEC:

- Publicising and disseminating Uganda oil and gas sector information, e.g. sector updates, business opportunities, capacity building opportunities, and providing the platforms for collaboration for Ugandan SMEs to maximise the potential of their businesses.
- SME Capacity Development: Training for and support to Ugandan SMEs to increase their business competitiveness and to accelerate their growth. These include; general trainings (e.g., Introduction to Oil and Gas);

trainings for business growth and resilience (e.g., business planning, financial management, business development, risk management, corporate governance, HR management); bid management and contract management trainings (e.g., procurement, tendering and contract management, joint venture management); and trainings by Tier 1 contractors and subcontractors (e.g., Health Safety Environment (HSE), supply chain management, quality management systems, Environmental Social and Corporate Governance).

- Business advisory services to Ugandan SMEs including but not limited to; advisory on minimum oil and gas sector requirements (e.g. National Supplier Database (NSD) registration – this is the database of the Petroleum Authority of Uganda, which gives businesses opportunities to be pre-qualified and to bid for contracts in the oil and gas sector, tax planning and compliance); coaching and mentorship for Ugandan SMEs (to target growth, profitability and improve business performance); advisory on access to finance and investment, and to new market opportunities; diversifying beyond the oil and gas sector; and advisory on formation of strategic



The IEC is a strategic entity through which key sector players are providing capacity building and transfer of knowledge, skills and technology to Ugandan SMEs so that they can position themselves to compete for sector opportunities.

partnerships.

- Supplier development workshops and themed networking events for SMEs to learn from subject matter experts, network with like-minded professionals, share their experiences, and get valuable opportunities to connect with

industry leaders, expand their networks, and drive their business growth.

- A resource centre with various materials useful to empowering Ugandan SMEs with comprehensive oil and gas sector and related information.

Q&A WITH SINOPEC INTERNATIONAL

1. Tell us about SINOPEC International and the services it provides to TotalEnergies EP Uganda.

Sinopec International Petroleum Service Company (Uganda) Limited is currently providing construction services for the development of onshore facilities/enabling infrastructure for the production, storage, and export of heavy and waxy crude oil through a Central Processing Facility (CPF) that our consortium partner McDermott is undertaking. We are also engaged in the construction of multiple well pads, civil and steel works, associated flow lines and pipeline systems on the Tilenga Project.

2. What was your company's motivation to work with TotalEnergies EP Uganda?

Sinopec was motivated to work with TotalEnergies EP Uganda because it is an international oil and gas company with global experience. It also values social and national content policies as well as international HSE standards.

3. Can you talk about what SINOPEC is doing (initiatives and commitments being implemented) in relation to the Tilenga Project, regarding social sustainability and/or national content?

The company is doing the following as regards social sustainability.

Employment and skilling of labour from local communities

- Training of Ugandan citizens in specialised skills for oil and gas
- Local supplier capacity building

- Engagements with local communities and executing projects to improve their quality of life
- Procurement of locally made and sourced goods and services for use on the project
- Subcontracting of ring-fenced work to Ugandan companies
- Specialised training for the local community in various aspects of oil and gas such as HSE
- Internships and graduate training
- Putting in place sustainable initiatives to improve the quality of life of Ugandans

4. Shall these programmes have a lasting impact on the Tilenga communities and Uganda in general?

Yes, SINOPEC has contributed to the Tilenga communities through social investment initiatives including the following.

- There has been rehabilitation of boreholes and extension of piped water to villages.
- Sinopec has built the youth's capacity by providing them with skills in welding.
- Sinopec has supported communities with training and



awareness sessions, especially project affected communities, for example, on road safety awareness during stakeholder engagements which has impacted on residents in the Tilenga communities.

- We have organised and participated in the quarterly supplier workshops at both local and national level, and this has unveiled supplies and employment opportunities for Ugandan entrepreneurs.
- Sinopec and its subcontractors are committed to having at least **70** percent of the people we employ being Ugandans with the focus on the project affected people and local communities.

5. Can you name the most outstanding achievements from SINOPEC's work with TotalEnergies EP Uganda under the Tilenga Project?

The most outstanding achievements include the following.

- After three months of training, 17 coating workers trained under SINOPEC received certificates of qualification issued by the coating manufacturer and can now work independently.
- One electrician named Elly Sean Bisoborwa enrolled on our capacity

building programme in February 2023 and gained skills in HSE system document learning, team management ability training, cathodic protection, professional technical training, construction, and document preparation training. After 4 months of training, he has been promoted to team leader at his place of work.

- A lifting operation team composed of 19 Ugandan employees is now able to work independently after four months of training. They are now responsible for almost all the lifting work of Tangi Construction Support Base (CSB) in the north.
- To better conduct welder training, we have a specially built welder training centre that can accommodate about 12 welders for training at the same time.
- We selected 26 welders out of 350 welders previously trained by TEP Uganda and CNOOC. All of them were trained for six weeks at the Sunmaker Energy institute from February to April 2022 and they have added on more skills.
- From the 26 welders who have been trained, four welders were selected as welder apprentices to continue on-job training from September 2022 to August 2023.
- We selected 40 from more than 300 welder candidates for testing in November 2023 and selected eight of them for advanced welder technical training, which lasted for 19 weeks.





Q&A WITH MCDERMOTT

1. Give us a brief outline of what McDermott does and the kind of services it is currently providing to TotalEnergies EP Uganda.

We are a consortium made up of the Ugandan subsidiaries of McDermott International and SINOPEC International. We provide engineering, procurement, construction, and commissioning (EPCC) services for the Tilenga Project.

The industrial area under McDermott's scope includes the central processing facility (CPF) where the oil will be treated and separated from impurities such as

sand, gas, and water before being exported through the East African Crude Oil Pipeline (EACOP) or sent to the future refinery at Kabale Industrial Park. The industrial area also includes the temporary and permanent camps and support facilities.

2. Can you give us a sense of the scale of the operations and human resources for activities you implement on behalf of TotalEnergies EP Uganda?

Throughout the lifecycle of the project as at end of 2023, 3,375 workers have been gainfully employed under the EPCC scope, of which 3,087 were Ugandan and 288 expatriates. At peak we expect to have over 4,500 Ugandans employed on the project.

6. What measures do you put in place to ensure compliance with industry acceptable standards and good practice?

We adhere to laws, policies, regulations, and procedures that guide the implementation of activities in the oil and gas industry. We also implement HSE policies both in the community and on site. Thirdly, we work closely with, and in consultation with the key stakeholders at all levels.

SINOPEC and its subcontractors are committed to having at least **70** percent of the people we employ being Ugandans



We also have succession plans under development to retain talented employees and potentially move them to other McDermott projects. We are working with over 20 subcontractors.

Works in the industrial area are progressing well. We are working with temporary facilities, which include accommodation for 4,500 people. The temporary warehouse and laydown, and fuel dispensing facility, are expected to be completed in early 2024. These facilities are intended to support the construction works.

In the CPF, we started the civil works in the last part of 2022 and will continue through to 2025.

3. Does the work McDermott is doing with TotalEnergies have a sustainable impact on the Tilenga communities and/or the country?

Local content is a critical component of the Tilenga Project. To McDermott, it is about more than just meeting local legal requirements, it is about being aware of the impact that our actions have on the people and communities around us and taking steps to ensure that we act in a way that is ethical, sustainable, and is both economically and socially beneficial.

McDermott has established a National Content and Social Responsibility department to ensure we meet the local content needs. It has eight dedicated Ugandan nationals, four of whom are from the local community and their familiarity with the project environment has helped improve the quality of the project delivery. They are responsible for ensuring legal compliance, stakeholder engagement with local authorities and communities, supplier engagement, and local recruitment. We hold quarterly supplier engagement meetings that are geared towards sharing project requirements, upcoming opportunities with McDermott as well as its subcontractors, and potential challenges that can be jointly overcome.



4. Has there been any other impact regarding job and employment opportunities, skills, and technology transfer to local communities?

The production and supply of tailored Personal Protective Equipment (PPE) was identified as one of the value chain activities where local enterprises at the national or local level can be empowered to benefit from the energy sector. The Tailored Personal Protective Equipment Production Support project was developed by McDermott to up-skill 200 beneficiaries and establish PPE production hubs. This has contributed to increased domestic demand for woven materials, created employment opportunities, and improved working conditions.

The overall objective of the project was to contribute to increased employability and income generation of Ugandans and help them participate in upcoming Albertine field developments by supplying tailored PPE.

A total of eight instructors (two for Buliisa, two for Nwoya, two for Pakwach and two for Hoima) were up-skilled and retooled through a train the trainer course. In total, 200 beneficiaries were trained across three training hubs which were fully equipped with specialised tailoring equipment. These



hubs included St. Simon Peter's Vocational Training College, Hoima; St. Andrews Comprehensive High School, Nwoya; and SAField Buliisa. Over half of the beneficiaries were aged between 18-24 years, while 92 percent were women.

A total of 40 micro, small and medium-sized enterprises (MSME's) benefited from the training of 50 employees. One MSME in Pakwach was equipped with a set of equipment to bolster its production capacity. At least 48 graduates out of 75 have completed internships and 27 are yet to be placed. The tailoring hubs have created 15 direct jobs so far and it is expected that over 40 percent will benefit from direct jobs

created in the hubs on a rotational basis. The production of 1,428 coveralls has begun to satisfy McDermott's demand at the Buliisa production unit.

In total, 13 trainees on the internship at the Buliisa hub were able to fulfil an order of 200 coveralls for Coronation Developers and 70 for Excel Construction Ltd. They are now working on the first batch of 100 coveralls for McDermott.

McDermott also donated all the specialised PPE tailoring equipment used during the training to St. Simon Peter's Vocational Training Institute in Hoima; Kirama Vocational Training Institute in Buliisa; St.

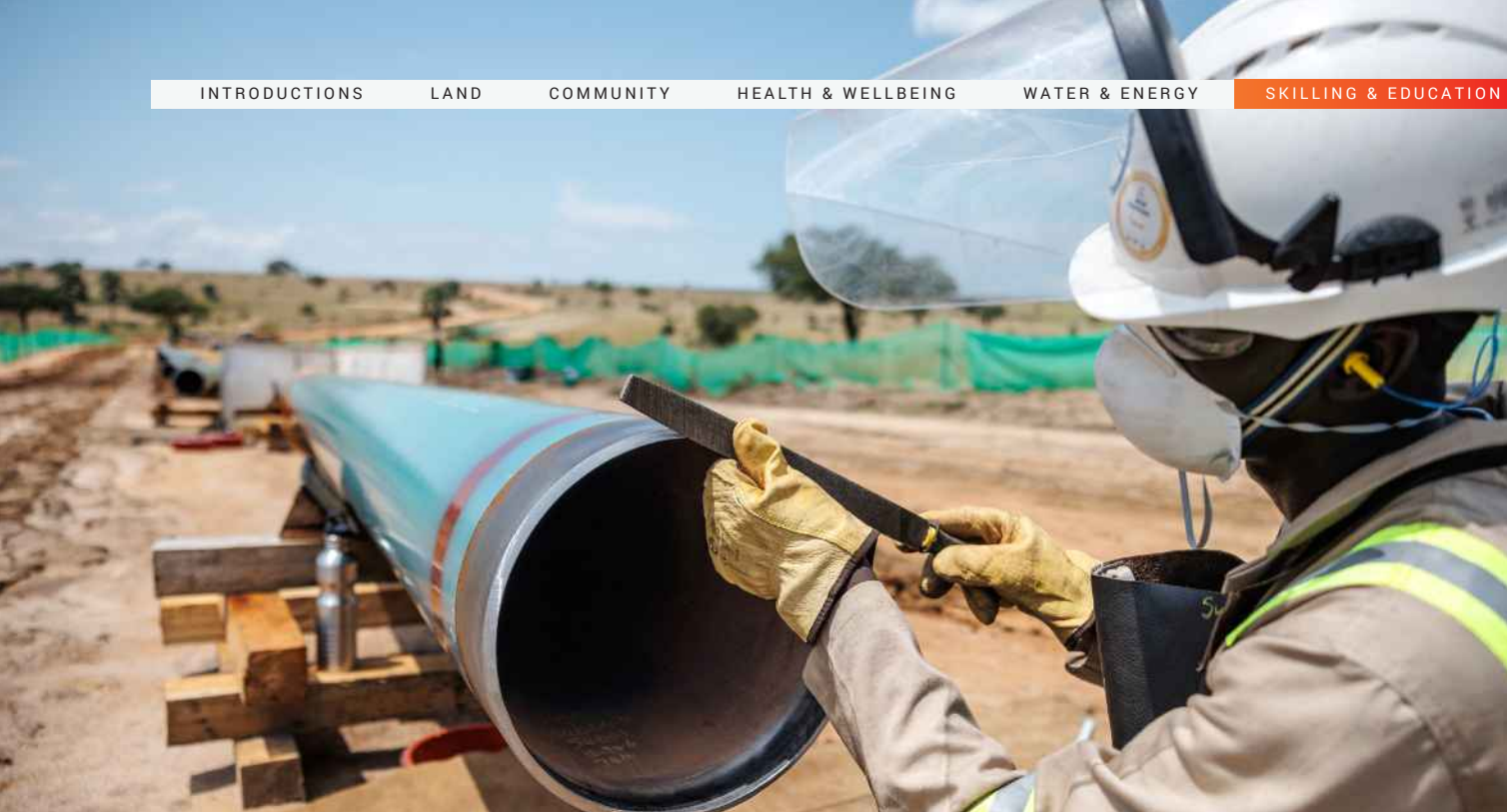
Andrew's Comprehensive High School in Nwoya; Dikiri En Tego MSME in Pakwach; and Buliisa MSME in 2023.

5. Can you name any other achievements during McDermott's work with TotalEnergies EP Uganda under the Tilenga Project?

McDermott supported Pure Grow Africa in facilitating the training for 979 females, 521 males, and 282 youth farmers. Through the project, we were able to establish 24 demonstration gardens belonging to 24 farmer groups. The project has inspired the people of Buliisa to see farming as a family business, and to familiarise themselves with what it means to engage in commercialised farming rather than merely do subsistence farming. The results can be seen by their increase in household incomes from the sale of their produce.

6. What has been the biggest challenge in executing work on the Tilenga Project?

Large-scale projects such as this one face a range of challenges that can vary based on the specific context and circumstances. Some common challenges faced in executing this project include:



Regulatory and compliance issues: Navigating complex regulatory frameworks, obtaining necessary work and building permits, and ensuring compliance with local laws and regulations has been a major challenge.

Limited local expertise: Oil and gas projects require specialised knowledge, skills, and experience in various disciplines such as engineering, construction, quality, and operations. However, Uganda has a relatively young oil and gas industry, resulting in limited local expertise and qualified professionals.

Local supply chain gaps: The Tilenga

Project involves a wide range of equipment, materials, and services, which need to be sourced locally. However, the lack of a well-developed local supply chain has made it challenging to find suitable contractors who can deliver the required equipment and services on time and at competitive prices. This has contributed to delays, increased costs, and reliance on foreign suppliers.

Limited access to affordable financing: Oil and gas projects such as Tilenga require significant capital investment, which often exceeds the financial capabilities of companies operating in Uganda. Some domestic banks may be unwilling to provide large loans due to the high risks

associated with the sector. Even when financing is available, interest rates in Uganda tend to be high and there is a limited availability of long-term financing options.

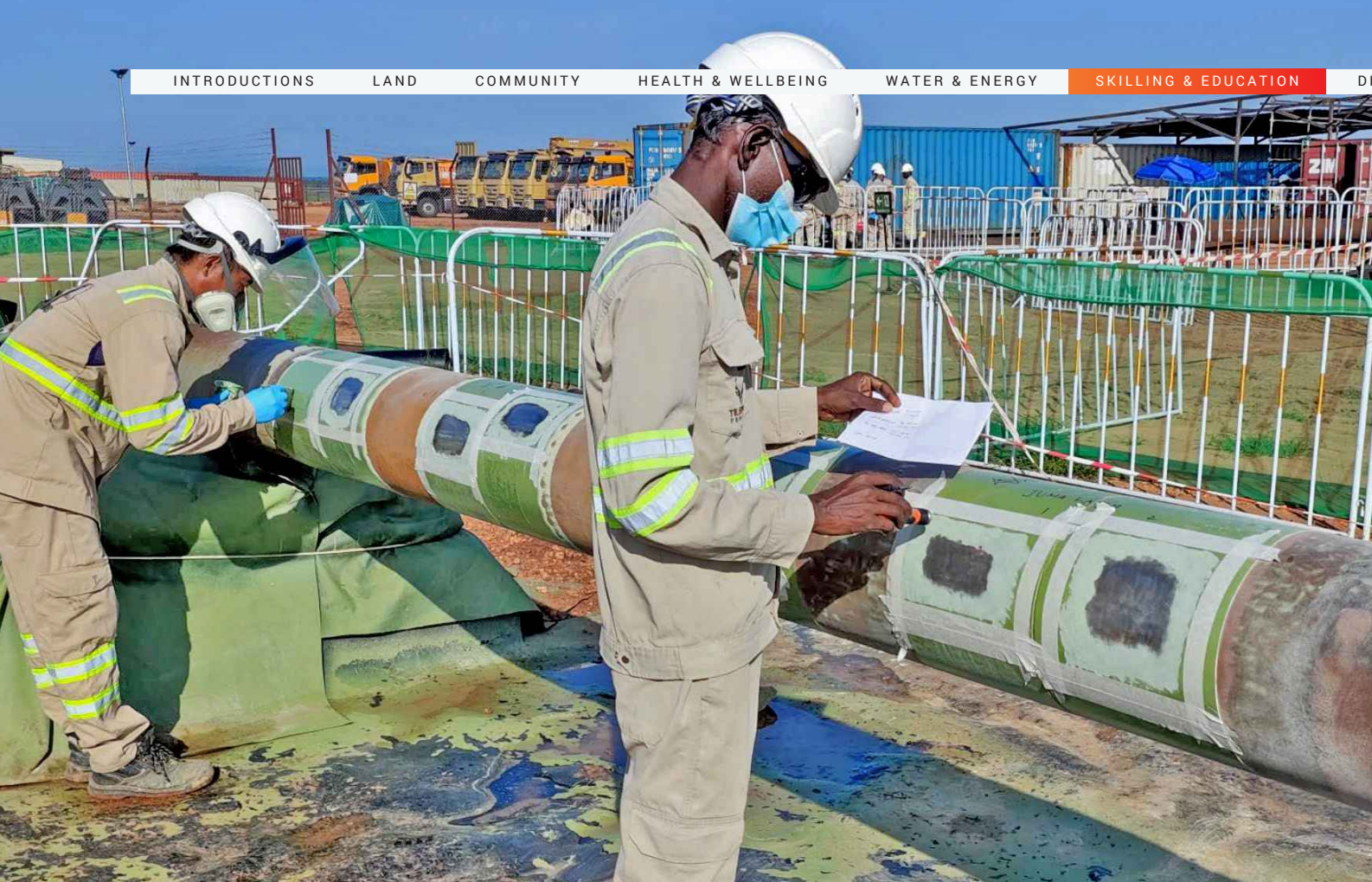
6. What issues if any had your experts had not anticipated, that have emerged during implementation and turned out to be crucial for your operations?

There was a shortage of qualified and experienced craft labour for the oil and gas project. The main areas of concern are quality and HSE. There are subcontractors who are ready to execute works on the project, but in most cases it is only in relation to civil works. We have seen a shortage of experienced Ugandan subcontractors to execute mechanical, electrical and instrumentation works.

7. What measures do you put in place to ensure compliance with industry acceptable standards and good practice?

The project has been designed and will carry out activities in compliance with TotalEnergies, national and international regulations and standards, specifically International Finance Corporation (IFC) performance Standards 1-8 on environmental and social sustainability and the UN guiding principles on business and human rights.





Q&A WITH MINERAL SERVICES LIMITED

1. Can you briefly tell us about your company?

Mineral Services Limited (MSL) is an ISO certified and fully owned Ugandan company supporting petroleum, exploration, and production activities.

2. What kind of work does it do for TotalEnergies EP Uganda?

MSL's petroleum services provide accommodation, catering and housekeeping services, base camps management, supply chain management, transport and fleet management, seismic and drilling support, equipment hire, and handling and maintenance. MSL specialises in overall project management and related services.

3,375

workers have been gainfully employed under the EPCC scope, of which **3,087** were Ugandan and **288** expatriates.

We engage in effective stakeholder management, conduct regular employee training and awareness, implement health and safety standards and ethical sourcing and supply chain management. McDermott also promotes diversity and inclusion, community engagement and involvement,

and continuous improvement and monitoring.

Implementing these measures, helps us demonstrate our commitment to social responsibility and ensure compliance with industry standards and good practices.



3. Can you talk about what MSL is doing in relation to the Tilenga Project, regarding social sustainability and/or local/national content?

MSL initiated a supplier collection facility in Bugungu-Ngwedo, in Buliisa District where all local suppliers deliver their agricultural goods and take part in other opportunities in the supply of goods and services.

4. Tell us more about community sourcing; who qualifies to be a local supplier under this initiative?

Priority is given to the project affected districts of Buliisa, Hoima, Nwoya, Pakwach Kikuube and Masindi before on-boarding other regions.

5. How do you ensure the goods and services from the community meet the required standards?

We implement quality control methods like inspections, sampling, testing, and feedback to verify the quality of inputs, outputs, and outcomes. We carry out material sourcing. Some of the ways of ensuring that the items or materials meet our required standards include us inspecting material sources regularly which helps to ensure that our standards are adhered to. We also carry out regular field visits to our suppliers to ensure that their produce meets our standards. Food stuffs are supplied fresh from harvest. We only face the challenge of seasonal changes, but we have a buffer market in other regions during off season in the Albertine region.



6. Can you name the most outstanding thing that has happened during MSL's work with TotalEnergies EP Uganda under the Tilenga Project?

MSL inspecting & supporting community farmers

MSL won the 2023 National Supplier Development Award that was organised by the Petroleum Authority of Uganda. It also emerged best in HSE performance under the high-risk category award. We also received certificates for the 10 million- and 20-million-man hours without Lost Time Injury (LTI).



There is nothing that comes even close to this simulation centre in Sub-Saharan Africa other than the one in Cape Town, South Africa.

1. The simulation has been in use for some months now, how have things changed since it became available?

You get a chance to run through various scenarios with a plastic person before you have to do it on a real person. The more realistic the simulation is, the more useful it is to the student's brain learning and remembering what they need to know. So, we run various medical scenarios so that people do not just learn the theory of medicine but the practice of it too.



Emergency Medicine Simulation Centre

In August 2023, the Emergency, Critical and Perioperative Simulation Centre at Makerere University's School of Medicine at Mulago was launched.

TotalEnergies supported the university with funding for the required medical equipment, as well as

furniture and ICT installations. Fitting out of the centre was undertaken by two Ugandan companies, Teltec Investments Ltd and Philips Pharmaceuticals Uganda Ltd.

According to the health ministry, strengthening of human resources in the sector is a key area identified for development in its Strategic Plan for 2020/21-2024/25.

The ramping up of activities under the Tilenga Project creates a need for highly skilled healthcare workers that can provide life-saving services on remote industrial sites.

Dr. Mary Ellen Lyon from Seed Global Health, a physician educator at Makerere University School of Medicine shares more about the vital resource that the simulation centre has become.

When you are in an emergency department and someone's heart stops, it makes you nervous, your own heart starts racing, it's hard to think straight. It is difficult to recreate that situation for a medical student to fully understand. This state-of-the-art simulation centre helps us recreate a realistic setting of the scenarios that we want our learners to train on, so that the first time a real patient loses pulse or something, the students have been through it several times with the plastic patient.

2. Is there keen interest from medical students in picking up these skills?

I am working specifically with those in the master's programme who are getting this training. But others from different departments are coming in; the Ear, Nose and Throat department surgeons were in here training recently. And it is not just doctors, we have nurses and paramedics too. But we also have had medical students from other universities – such as Islamic University in Uganda – come here to do emergency medical simulation training. We had a private company come in and have their people train.

We want it to become a centre of excellence for medical simulation training. In 2024 we are going to start a week-long training-of-trainers course, for anyone from every level of healthcare all over the country, they can



then go on and then train others.

It is such an important resource, and we want to share it as much as possible. Simulation can be done with low tech equipment, but the more realistic it is, the better. Here we have cardiac monitors and various resuscitation equipment and bringing people here to learn is invaluable.

3. Could the centre be beneficial regionally?

Here in the master's programme, we already have resident rotation exchanges; four of our resident doctors recently went to

Tanzania, one to South Africa and another to northern Uganda, and we are welcoming resident doctors from other programmes to come here as well. There is nothing that comes even close to this simulation centre in Sub-Saharan Africa other than the one in Cape Town, South Africa. So, it is becoming a drawing point for learners from across the region.

4. Do you see these skills becoming useful for the petroleum sector? The project is going into a busy phase, which means the

probability for emergencies could potentially increase as well.

We specialise in the initial assessment and stabilisation of patients. So, in an environment where you have a wide range of things that could go wrong – where you have hundreds of workers out in the field, you want properly trained emergency medical workers in those regions. That makes these specialists extremely useful. With a centre like this, we are able to run mass casualty simulations. We turn on the machines so the students can hear the beeps, can hear the oxygen running. The 5th time you run through a scenario you're better than when you first tried it.

5. How many people do you envision it helping over time?

One cannot even put a number to it! We have cameras and speakers set up in the control room. So, somebody in the control room can see the scenario and speak to the students. We have the mannequin hooked up to the machines, and I could be on a monitor and change its heartbeat so that the students notice the change, learn, and understand how to respond in that situation. We also have a camera hooked to the television in a big classroom where other students can sit and watch a colleague practice, so they learn from each other and give each other feedback. It is an amazing resource.





Skilling Ugandans

THE TILENGA ACADEMY

One of the most ambitious initiatives in the Tilenga Project is the Tilenga Academy Training Programme in partnership with the Uganda Petroleum Institute-Kigumba (UPIK), which aims at empowering youth with skills and international certifications to provide skilled labour for operations and maintenance in the Tilenga Project. Two thousand Ugandans have been selected

to participate in the education programme. The students will be divided into two groups with group two starting the education programme six months after the first.

Training of each group will last 32 months. The students will be given industry oil and gas fundamentals training, advanced technical training, training on operating a simulator, and on-

the-job training until the end of commissioning of the production of crude oil.

The trainings will be delivered through a classroom and workshop setting at UPIK. Trainees will also be exposed to on-site trainings that cover the major oil and gas industry aspects and TotalEnergies Exploration and Production (EP) specifics.

At the end of the programme, the graduates will be positioned across the electrical and mechanic inspection, operations, and laboratory fields to support field operations at the Tilenga Project facilities.

ALTERNATIVE AND VOCATIONAL EDUCATION PROGRAMMES

Another strand aimed at strengthening the curriculum and certification within the oil and gas subject areas is the Vocational Education Programme which was started in 2015. This is targeted at young people who finish a certain level of secondary school but are unable to carry on with their education. They are trained in a varied range of vocations and given start-up kits to become entrepreneurs and job creators in their communities. Twenty-eight pioneer beneficiaries – 23 male and 5 female – completed their courses in 2017 at Daniel Comboni Vocational Institute in Gulu and St. Simon Peter's Vocational Institute, attaining a national certificate, and walking away as certified artisans who will make a positive contribution in their communities.

In 2017, five scholars who were sponsored to attend



805

individual beneficiaries (project affected people) have also received alternative vocational training and earned certificates in plumbing, welding, tailoring, motor-vehicle mechanics and carpentry, among other trades.

the City and Girdles certificate course (Internationally recognised artisan course) also completed their learning. The three-month intensive training programme and two months of internship culminated in an award of certificates in Basic Engineering and Welding Proficiency in 2018.

Under the Livelihoods Restoration Programme, **805** individual beneficiaries (project affected

people) have also received alternative vocational training and earned certificates in plumbing, welding, tailoring, motor-vehicle mechanics and carpentry, among other trades.

The Mass Open Online Course, conducted between 2015 and 2020 as a collaboration between TotalEnergies EP Uganda and the IFP school in France gave as many as 7,000 Ugandans access to knowledge and

information about the nascent oil and gas sector. The course covered several topics including exploration to distribution, and energy transition. These free and certified online courses were an opportunity to gain knowledge in a specialty field or acquire additional technical skills about the oil and natural gas value chain.



SUPPORT FOR HIGHER EDUCATION

TotalEnergies EP Uganda also identified an opportunity for knowledge transfer in the areas of natural resources and engineering. TotalEnergies former employees and internationally recognised professors are invited to Makerere University to share their industrial expertise with the students through the Total Professeurs Associés (TPA) programme. Over 20 courses have been conducted, benefiting more than 1,000 students from the Colleges of Natural Resources and Engineering and especially the Departments of Geology and Petroleum studies. The university participates in selecting the courses that have the most

need, and interactions with the visiting professors are conducted over five days.

In addition, three civil servants were sponsored to attend the Quai d'Orsay International Scholarship from 2012 to 2014. Also, six students attended the TotalEnergies Summer School between 2012 and 2014 and two lecturers from Makerere University attended the Empower the Teacher (ETT) mentorship course at Massachusetts Institute of Technology (MIT) in the USA. This prompted collaborations between Makerere and MIT on better teaching methods, artificial intelligence and data science research projects on small-holder farming in Uganda.

INTERNSHIPS AND GRADUATE TRAINEE PLACEMENTS

Between 2014 and 2015, TotalEnergies EP Uganda sponsored Ugandan academicians from Makerere University's Geology department to acquire more knowledge about the energy sector, especially oil and gas. Lecturers attended seminars on various themes including energy and economics and networked with peers from more than 50 universities in about 20 countries.

Sixteen Ugandans have got international scholarships for master's degree programmes in oil and gas courses.

The Petroleum (Exploration, Development and Production) (National Content) Regulations, 2016 state that "the licensee shall provide training and knowledge transfer through different means including internships and attachment of Ugandan citizens in petroleum activities."

TotalEnergies EP Uganda and its contractors, on an annual basis, consider internships and graduate trainee opportunities for young Ugandan citizens. The purpose of these programmes is to discover potential talent that could be considered for future employment in both support and technical roles.





309 internships, **227** graduate trainee, and **152** apprenticeship placements for Ugandans across the company.

It is an opportunity to start nurturing the available resources for the future needs of TotalEnergies EP Uganda and its contractors, and build capacity of young Ugandan nationals through provision of exposure to a professional working environment. It also provides a learning experience within the industry to young Ugandan nationals and provides additional manpower support to the various entities within the company and TotalEnergies EP Uganda's contractor organisations. There have been **309** internships, **227** graduate trainee, and **152** apprenticeship placements for Ugandans across the company.

Q&A WITH SUNMAKER ENERGY

1. Can you briefly tell us about your company and the kind of services it provides?

Sunmaker Energy (Uganda) Limited, is a Ugandan company, registered in 2017. We are in the training and consultancy space. We offer various kinds of trainings including technical, management and soft skills trainings. Technical trainings include welding, electrical installation and maintenance, pipefitting, and various HSE trainings. Other trainings include financial management trainings, leadership trainings and cross-cultural trainings. In the consultancy space,

we offer services in engineering, lifting and rigging, agriculture as well as ICT.

2. What was your company's motivation to work with TotalEnergies EP Uganda?

The Albertine region presents opportunities to fuel Uganda's growth through sustainable approaches. With TotalEnergies EP Uganda operating in the region, a strong partnership would open the door of contributing to Uganda's growth through our robust National Content approach of training Ugandans, employing Ugandans, procurement of goods and services of local suppliers and capacity building initiatives.



3. Can you give us a sense of the scale of the operation for activities you implement on behalf of TEP Uganda?

We have two running contracts with TotalEnergies EP Uganda. One is the Financial and Business Capacity project, and the other is the Community Capacity Building project. We employ over 25 people directly and over 50 indirectly in various management, technical and support roles.

4. What is your organisation most proud of, regarding the activities you have implemented under the Tilenga Project?

We have managed to directly contribute to the development of the Albertine region through job creation and skilling, through various TotalEnergies EP Uganda-funded projects including over 800 beneficiaries under the Financial and Business Capacity project. Over 350 beneficiaries have been trained under the welders and scaffolding projects through the TotalEnergies EP Uganda National Content department.

5. Do you think the work you've done with TEP Uganda has a sustainable impact on the communities and/or the country?

Yes. We are skilling youth from various districts in the project footprint and supporting them to get job opportunities leading to livelihood improvement. We are also supporting the oil and gas Project Affected Persons (PAPs) to better utilise their compensation packages from the land acquisition exercise. In addition, we support the communities to get basic and functional adult literacy which will help in the business sense and interaction with the population flocking into the region. We are also procuring goods and services from the Albertine region, thereby enhancing business growth directly. We have a commitment of over \$1.5 million (approx. UgShs5.7 billion) under our National Content strategy to benefit the Tilenga region.

6. What measures do you put in place to ensure compliance with industry acceptable standards and good practice?

We have worked side by side with TotalEnergies EP Uganda from project inception and with their guidance. We keep aligned with the required industry standards and practice. We also train our staff to ensure high quality service delivery which aligns with industry acceptable standards and good practices.



The Secondary School Scholarship Programme

The oil and gas sector is nascent in Uganda and there is need to ensure that the required skillsets are available among the pool of Ugandans available to be employed into the sector. TotalEnergies EP Uganda therefore implements several initiatives in the education and skilling sector, to contribute to Uganda's skills and labour pool as well as the government's education sector goals for capacity building and knowledge transfer. It also does this to uplift young people who can be employed in the oil and gas sector to make a positive impact in their communities and the country.

327 young men and women from Buliisa, Nwoya, Masindi, and Pakwach to access Advanced Level education



The Tilenga Project scholarship programme was started in 2013 and it has supported 327 young men and women from Buliisa, Nwoya, Masindi, and Pakwach to access Advanced Level education that previously seemed out of reach.

This programme provides scholarships on merit, to students from project host communities, to give them an opportunity to gain some of the skills that will enable them to participate in Uganda's oil and gas industry. Some of our scholars are already employed by the Tilenga Project, by our

partners in the sub-sector, government agencies and across the private sector.

Initially, most of the scholarship slots at Advanced Level secondary school education were being taken up by male students. TotalEnergies EP Uganda then began the girls' scholarship scheme to encourage more women from the Albertine region and increase their chances at finishing higher secondary school and study STEM disciplines at the university level. So far, 130 girls have benefitted.



Alumni Testimonies

The TEP Uganda secondary school scholarships programme is part of the company's initiative to support children from less privileged backgrounds in the Albertine region, to give them a shot at a decent education and an opportunity to gain some of the skills that will enable them to participate in Uganda's oil and gas industry.

Many of the beneficiaries are not just building brilliant careers but going on to become change makers in their communities. A few of those whose stories shared here are not just inspiring but motivating too.

“Due to school, medical expenses and debt, we were forced to move out of our home. It made affording Advanced Level education extremely difficult,”

– **Cliffort Mpairwe**

CLIFFORT MPAIRWE

In 2012, the year Cliffort Mpairwe begun secondary school, his family's entire crop that season was destroyed by wildfires. The family had depended on income from their small farm to cover Mpairwe and his siblings' school fees. But now they had lost their sustenance.

From here on, Mpairwe would depend on the generosity of friends and family to continue his education. He slogged through lower secondary school, constantly anxious about where the money for his education would come from. And that was not even the worst of it.

“Due to school, medical expenses and debt, we were forced to move out of our home. It made affording Advanced Level education extremely difficult,” he says.

Still, inspired by the ingenuity and artistry of the local builders who put up the grass-thatched huts common in his

village, he kept his dream of becoming an engineer alive. Mpairwe won a scholarship from TEP Uganda Tilenga Project to continue and complete his secondary school education.

Born to a family of smallholder farmers in Kibambura, Buliisa district, the 24-year-old graduated in December 2023 with a bachelor's degree in Civil and Building Engineering from Kyambogo University in Kampala. Kyambogo is the country's second-largest public university.

Support is offered to high achievers like Mpairwe, who need it most, with the aim of boosting higher education attainment levels in the region. In Buliisa for instance, education attainment levels remain low, with about 25 percent of the population aged 15 years and above having never been to school. Just 55 percent have completed primary school and about 20 percent completed secondary and higher education.



KEVIN JULIAN TALEMWA

Twenty-three-year-old Kevin Julian Talemwa comes from a family of twenty children. From a primary school in Hoima where she was born, she would never have dreamt of studying at one of the oldest and top-most secondary schools in the country, King's College Buddo.

She had just joined a public secondary school in her home district and all the odds seemed to be stacked against her family. Her father's income was solely derived from fishing on Lake Albert. But government restrictions on fishing led to a drastic decrease in his earnings.

Talemwa says she now realises that her family's adversity pushed her to aspire for better.

"Often seeing my parents stressed about making ends meet only fuelled my motivation to even work harder to become a better person," she says.

The TotalEnergies EP Uganda scholarship gave Talemwa the push through secondary school, and she was later able to pursue a bachelor's degree in Land Economics at Makerere University, Uganda's oldest and largest university with funding from a different sponsor.



She graduated in January 2024, but had found employment as a surveyor and valuer with Windmill Surveyors and Valuers even before graduation. She is motivated to pay it forward through mentorship engagements with young women in her field.

DAVID KASAMBA

During the 2020 Coronavirus pandemic lockdown, David Kasamba looked around his village in Kyakayaga II, Masindi District and wondered how best he could make use of the time everyone was spending stuck at home.

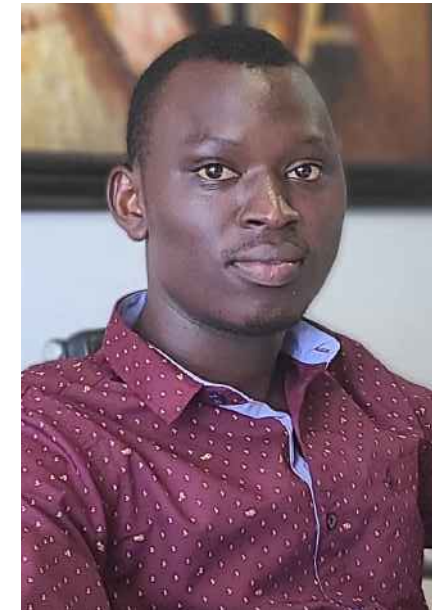
He planted 1,000 trees. Yes, you read that right.

A graduate of Information Technology and a systems engineer, Kasamba's interest in the environment has been sparked by the changes he witnesses his farming community going through – long dry spells and unpredictable rains.

His tree-planting initiative has turned out to be his proudest moment so far.

He says: "These trees are not only sequestering carbon, aiding in cleaner air and biodiversity preservation, but they also serve as a tangible commitment to environmental sustainability."

The 26-year-old's story is evidence of how the Tilenga Project scholarships do not only inspire academic excellence but also civic engagement, to nurture Ugandans that are conscious about



improving their communities. He obtained a scholarship from the programme in 2015 and went on to study for his Advanced Levels at Kings College Buddo.

Kasamba, who is the chairperson of the TEP Uganda Local Scholarship Alumni Association, says that the support from the scholarship he got from TotalEnergies EP Uganda, which saw him attend the prestigious King's College Buddo, "instilled a sense of hope and ambition...I developed the courage to become who I am today."

BRIAN SUNDAY

In one photograph, Brian Sunday stands tall and proud in his TotalEnergies EP Uganda field uniform. In the background is an oil rig. The expression on his face is almost smug, as if to say, “Look mama, I made it!”

The most captivating one of the series of photos he shares proudly, however, is where he stands next to his mother in a group photo with several family members. Both seem to radiate an inner light, a sense of relief and contentment at Sunday’s place in life at this moment.

The 28-year-old drilling engineer is a graduate trainee with TotalEnergies EP Uganda’s Tilenga Project. But his journey, not in geographical but rather in socio-economic terms, began far from here.

Sunday was born in Kitahura Cell, Buliisa Town Council, Buliisa District and raised by a single mother. The family of six depended on what could be produced from their small patch of land, and that is also where income to cover education and other expenses was derived.

In 2013, TotalEnergies EP Uganda supported Sunday to attend Namilyango College for his advanced secondary school education, and “the scholarship has been the most special thing that



has ever happened to me because I don’t know where I would be right now. It enabled me to soar higher and ever since then, I have never looked back,” he says.

The Industrial Engineering and Management graduate got right down to doing impactful work after university, contributing to research in Nwoya district on how electricity could be produced from biomass using rice husks and ground-nut shells. His endeavours were successful, and the initiative is now being scaled up.

SHEILLAH KEMIGISA ABWOOLI

Sheillah Kemigisa Abwooli is an engineer in the Ministry of Energy and Mineral Development’s Department of Mining. But growing up in Bwijanja-Kitamba in Masindi District, she never visualised herself ending up as a professional with a glowing career, over 200 kilometres (about 124.27 miles) from home.

Kemigisa lost her father as a child, and her mother did the best she could to keep her in school. But it was always a struggle.

“One scene that stands out is when I found myself in tears before the loan officer at a local bank because the process of securing the loan for my school fees was delayed. Reporting to school required a percentage of the tuition to be cleared, and the beginning of term exams were scheduled for the day after reporting. Missing the first day would have had consequences. Looking back at those moments, I am overwhelmed with gratitude,” says Kemigisa.

The break the family needed came with a full TotalEnergies EP Uganda scholarship that covered her advanced secondary education and she later went on to Busitema University on



a government scholarship to study a Bachelor of Science in Mining Engineering.

These are but a few examples. The scholarships programme has supported the Albertine region to make significant educational strides, and the scholars’ skills are a much-needed addition to the labour pool in the country’s oil and gas industry.



FINANCIAL CAPACITY BUILDING PROGRAMME CREATING A LASTING IMPACT

Justine Mbabazi, a 23-year-old mother of one, describes herself as “independent and self-employed.” Mbabazi was a project affected person (PAP) under a resettlement action plan (RAP 1). Part of her land was affected by project activities, and she received compensation. She was also trained in modern vegetable farming methods through the Livelihoods Restoration programme.

Mbabazi also attended tailoring training under the Financial and Business Capacity Building programme, which is part of the Livelihoods Restoration programme. With her start-up kit received upon completion of the course, she established a small tailoring shop in Kasinyi village, Buliisa District, the heart of the Tilenga Project operations.

“At the vocational school we were trained to make dresses, skirts, aprons, shirts, and shorts. My business is doing well. In a day I receive about **10** customers, and can make around UgShs**30,000**,” she says.

Mbabazi adds that she is also able to pay school fees for her brothers and sisters and has invested more in farming. She has invested some of the proceeds from tailoring in her mobile money business too.

Pimundu Charles from Kisomere village, also in Buliisa, used some of the money received as compensation for land acquired by the project to invest more in his farm. He received agronomics and livestock management training.

“I have two certificates. I now train other

people and share the skills that I have learnt. I can say that I have seen some changes in my life,” he says.

He already knew the basics of motorcycle repair. So, it only followed that he wanted to master the trade when the vocational training opportunity presented itself. He used his start-up kit issued after the course to open a motorcycle repair shop in Kisomere trading centre.

He happily shares, “I benefit more from the workshop because it is not affected

by seasons like farming. It is better than farming. In a day I get between 3 and 13 customers. I am also training other people in this skill.”

Pimundu says that he uses some of his income for household needs but is also saving with two local savings groups. He also bought some livestock and is able to rent extra land for farming.

The only challenge he faces is finding quality replacement/spare parts for his customers’ motorcycles.



Supporting Diversity and Inclusion



Gender mainstreaming, diversity and inclusion are a priority central to TEP Uganda's operations.

The company, through its Human Rights Guide, prohibits any form of discrimination characterised by unfair and unfavourable treatment of individuals because of their gender, age, origin, political, and religious affiliation among other dimensions. TotalEnergies' Code of Conduct emphasizes Respect for others in the company, across our operations, and in our communities. Respect for Each Other means making people the core focus of our valuing and fostering diversity, and enables us to ensure that we're a preferred employer that provides a work environment free from harassment and all forms discrimination. Our commitment makes it possible to attract, retain, and develop the talent, and to benefit from the documented benefits of diversity in teams.

TEP Uganda's policy on gender focuses on promotion of gender diversity by offering men and women the same career opportunities up to the highest levels of management. This the company plans to do by achieving the set target for the TotalEnergies E&P Gender Diversity targets by 2025, by having women take up 25 percent of the senior management level positions and 30 percent of the senior executive roles and the CODIR, our senior management team. TEP Uganda fosters an equal gender workplace environment and promotes the visibility





2025

TotalEnergies EP Gender Diversity targets having women take up to **25** percent of the senior management level positions and **30** percent of the senior executive roles by 2025



of women in its workplace. Anti-harassment and Discrimination training is mandatory for all TEP Uganda staff; and the Company has an Ethics officer to whom staff can report harassment or discrimination. A network known as TWICE (TotalEnergies Women's Initiative for Communication and Exchange) is in place to promote the growth of women through coaching and mentorship opportunities.

Contractors and sub-contractors are required to comply with overarching policies on gender, diversity, and inclusion. Contractors are sensitized

on the prevention of harassment and discrimination.

We work with various stakeholders to promote meaningful participation of women in our operations, and our industry in Uganda. The Tilenga project gender management programme is vital for ensuring that our commitment to diversity is realised; but we recognise that gender is a cross cutting issue, and is therefore integrated across all our social actions.



In November 2023, the company's General Manager, Phillipe Groueix, and Deputy General Manager, Mariam Nampeera Mbowa, participated in the WEEN breakfast meeting, as an expression of their commitment to supporting and strengthening diversity and inclusion. TEP Uganda's Deputy General Manager is part of WEEN's Board of Trustees, while the Company's Corporate Affairs Manager, Anita Kayongo, is on the Governing Council.

*The Hon. Dr.
Ruth Nankabirwa
Ssentamu, Uganda's
of Minister of
Energy and Mineral
Development is the
WEEN Patron.*

Women in Energy and Extractives Network

The company is actively participating in gender promoting initiatives in the oil and gas industry, through the Women in Energy and Extractives Network (WEEN) Uganda. WEEN, a non-profit company launched in May 2023, as a platform for all women in the sector and their associates to connect, learn and collaborate.

It is a platform that supports gender integration in all policies and operations in

the energy and extractives sector nationally and internationally. The alliance will promote women's leadership in the sector, access to finance, training and business capacity building, bursaries, mentorship, and career advancement.

TotalEnergies EP Uganda is a main (platinum) sponsor of WEEN and its initiatives.



Community Gender main-streaming

The gender management programme addresses gender risks and impacts identified in the Tilenga project ESIA. These risks included; the unequitable sharing of compensation packages in some households; disruption of traditional land based livelihoods; domination of employment and business opportunities by men; disproportionate benefit from project by men, and the risk of gender based violence.

Although the Gender Management Programme is the principal mechanism for implementing mitigation measures in this area, gender risks and impacts are managed as crosscutting issues in project environment and social management programmes. The objective of gender management interventions is to facilitate women's participation in, and benefit from the project; and manage social risks that disproportionately affect women.

TEP Uganda implements a gender-inclusive approach to stakeholder engagements. As well as encouraging women to attend regular meetings, sessions specifically dedicated to

women have been organized. For instance, meetings have been specifically dedicated to women's associations such as Pakwach Women's Council, Nwoya Women's Council, Buliisa Women Development Association, Kikuube Women's Council and Hoima Women's Council. These women associations are a representation of the different groups within the districts that can



3,608

participants (2,045 men and 1,563 women) attracted to village level gender awareness sessions held in 60 villages in the districts of Buliisa, Hoima, Kikuube, Pakwach and Nwoya between August 2022 and June 2023.

play an advocacy role in relation to women's rights.

In addition to ensuring that women are part of regular engagement activities, TEP Uganda is careful to ensure that women are present in discussions on matters that interest or affect them. As an example, Resettlement Planning Committees were designed to include women representatives.

Emphasis was placed on ensuring active participation of women in stakeholder engagement and land acquisition activities throughout Resettlement Action Programmes. Spousal consent is a requirement for the purchase of land for the Tilenga project. For certain disclosure meetings, it is not permitted to proceed without both spouses being present. Signatures of both spouses are required on valuation forms and on compensation agreements. As a prerequisite for payment of compensation, PAPs must open bank accounts. It is a requirement that such accounts are opened jointly by husband and wife. Compensation payments are made directly to such joint bank accounts (with women as co-signatories). Cash compensation cannot be withdrawn without the consent of both spouses. Financial Literacy Training is offered to both spouses. Where the couple opts for "in-kind compensation" (i.e., land for land), the replacement titles bear the names of both wife and husband.

Women in households which have been economically displaced due to the Tilenga Project benefit from Livelihood Restoration activities along with other members of the household. Activities include: assistance with improved cassava production, preparation, and storage; assistance with improving cultivation of vegetable gardens; apriary enterprise; and work related to poultry and goat husbandry. In preparing these Livelihood Restoration programmes, great care was taken to collect gender

Training of trainers' sessions for 62 village gender champions, one from each village, were conducted.



disaggregated data and to understand and address the different impacts on men and women. For instance, farming is more of a feminine role among the Bagungu, Banyoro and the Alur which are the communities in the project area.

TEP Uganda is intentional in ensuring parity in recruitment. Emphasis is placed on ensuring that Contractors are inclusive of women candidates when recruiting for Tilenga Project activities. For instance, when mobilizing communities for job opportunities, women are encouraged to apply. Affirmative action is taken to favour women applicants during the ballot exercise for local hiring opportunities when they have the necessary qualifications.

In 2022, TEP Uganda contracted Networth Consult, a Ugandan contractor specialized in the field of gender management, to deliver the Tilenga Project gender management programme. The programme sensitizes stakeholders on the value and benefit of gender equality, the need for action against gender based violence and abuse, builds the capacity of local champions and leaders to advocate effectively for women's interests, and delivers training and relevant support to promote economic empowerment of women and girls, with linkages to skilling and training programmes by TotalEnergies, Tilenga Project contractors, and other stakeholders including civil society and the government.

Over **3,000** individuals have participated in community gender sensitizations by Networth Consult in 60 villages in the districts of Buliisa, Hoima, Kikuube, Pakwach and Nwoya. Discussions follow the format of a town-hall talk, and cover a range of gender-related issues in such areas as land acquisition, culture, livelihoods, infrastructure, housing, and the environment.

Five District Gender Committees have also been formed, one in each district. The gender committees are made up of individuals and institutions with the strength and influence to drive change in their localities. The committees, whose members can join on a voluntary basis and must ensure equal participation of men and women, will coordinate efforts to mitigate the adverse gender impacts.

Training of trainers' sessions for 62 village gender champions, one from each village, were also conducted. The champions will mobilise their community to share learning experiences, document and report gender concerns at village level, and be empowered to conduct gender awareness sessions.

Radio campaigns to inform and educate communities about gender issues are regularly delivered. For example, between December 2023 and February 2024, a campaign on women economic empowerment and sensitization on gender-

based violence was run on four radio stations in the region. The campaign included radio skits, spot messages, DJ mentions and talk-shows drawing from scenarios and social issues relatable to the community.

The local governments in our host districts are vital partners in promoting women's participation in society and the economy, which is why we regularly support them in annual commemorations of International Women's Day, and their efforts to advocate for and positively transform mindsets about girlchild education.

In addition to sensitization and advocacy campaigns we have designed a gender sensitive community skilling programme that supports **400** community members to gain vocational skills and certification. Alongside it, the gender management programme is piloting a skilling programme targeting women from our host communities and has reached over **100** women; outcomes of the pilot will inform additional interventions to empower women.



Q&A WITH NETWORTH CONSULT

1. Can you briefly tell us about your company and the kind of services it provides?

Networth Consult Company Limited was established in 2010. It was founded by practitioners with vast knowledge and expertise in different fields, and it offers a range of social and management services such as gender mainstreaming and inclusion, Environmental Social Impact Assessment Studies (ESIA), Resettlement Action Plans (RAP), Child Care and Protection, Occupational Safety and Health (OSH), and Awareness Creation on the Dangers and Mitigation of HIV/AIDS and Community mobilisations.

2. What is its overall mission and approach?

The overall mission is, "To provide a professional service to our Clients and Business partners that will empower them to make informed decisions".

The approach is to; impact communities with positive outcomes; add value to our clients, employees and partners by creating meaningful beneficial relationships; and contribute to the Sustainable Development Goals, while adding value to humanity and social development, ultimately making the world a better place.

3. Can you give us a sense of the scale of the operation for activities you implement on behalf of TEP Uganda?

Gender risks and impacts were identified and assessed. These were in relation to engagement, access, participation and benefit from project-related employment and the supply of goods and services to the project. Other issues included; project-induced in-migration; community health, safety, and security; and community content and economic development. While the specific management plans integrate gender considerations in proposed mitigations, the project has also developed a Gender Management Plan (GMP). TotalEnergies EP Uganda contracted Networth Consult Ltd (NCL) to roll out the implementation of the GMP within the Tilenga Project area. A gender focused intervention has been implemented since May 2022. A key finding from the implementation of this intervention has been the growing realisation that poverty is a major driver of the adverse risk and impacts affecting the well-being of women, men, children and other groups in the Tilenga Project area. Ongoing interventions in the GMP implementation have delivered gains against drivers of gender based violence. However, lessons learned from the first half of the programme show that gender inclusion requires a more holistic approach to create an enabling environment and empower women to participate in available opportunities.

The programme's main objective is to mitigate adverse gender impacts in all project activities and foster gender equality in participation and sharing of opportunities or benefits offered by the Tilenga Project.



The impact from the village level awareness creation sessions, gave birth to gender village champions, who underwent a training of trainers

SPECIFIC OBJECTIVES INCLUDE:

- Creating awareness on gender impacts and mobilising actions to mitigate them
- Ensuring equal participation of women and men in all project activities, contracts and supply chains
- Empowering local communities to deal with gender-related conflicts and crimes
- Building the capacity of project contractors
- Fostering learning through documenting lessons learned and sharing best practices
- Monitoring and evaluating activities

The programme also focuses on stakeholder engagement, capacity building initiatives as well as monitoring and valuation of activities.

The Gender Management Services project covers 73 villages in Buliisa, Hoima, Kikuube, Nwoya and Pakwach.

Networth employs a gender specialist, sociologist, HSE officer, women economic empowerment specialist, stakeholder engagement specialist as well as a monitoring and evaluation specialist to implement this work.

4. Can you name the programme's most outstanding achievement(s)?

The impact from the village level awareness creation sessions, gave birth to gender village



champions, who underwent a training of trainers (TOTs). Using the acquired skills/knowledge, these gender village champions returned to their villages to raise awareness and promote gender equity in their communities. This now has built trust between Networkth Consult GMS team and these gender village champions, who report or raise gender concerns or cases with us for management and amicable closure.

5. Do you think the work you've done on gender promotion has a sustainable impact on the Tilenga communities?

Yes! We have raised social consciousness on the projected impacts of the project and portrayed the economic benefits/opportunities to all stakeholders. We are carrying out conflict management in the project area through awareness creation and capacity building and supporting the client to deal with the different project misconceptions from the project affected communities. There has been promotion of equitable access and distribution opportunities, resulting in the alleviation of unequal participation in project activities.



Preserving Cultural Heritage

Culture plays an invaluable role in community development, society's collective memory and social cohesion. Traditional practices, intangible heritage and communal assets are essential in promoting sustainable social and economic development.

The Cultural Heritage Archaeological Management Framework, under the Tilenga Project, is benchmarked to the International Finance Cooperation Performance Standard (IFC PS 8) on Cultural Heritage, which is a globally acceptable measure of good practice for infrastructure projects. The standard seeks to respect, protect and preserve the values and traditions of project affected communities.

In determining the project risks and likely impact on cultural heritage, the Tilenga Project Environmental and Social Impact Assessment (ESIA) also applied the UNESCO definition of cultural heritage, which defines it as, "The heritage that includes artefacts, monuments,



groups of buildings and sites that have a diversity of values including symbolic, historic, artistic, aesthetic, ethnological or anthropological, religious, scientific and social significance.”

A pre-construction survey to inventory all archaeological and cultural heritage sites and artefacts in the project area of influence, as well as cultural and archaeological heritage training and capacity building of all relevant workers was carried out.

Between December 2016 and June/ July 2017, studies were undertaken on specific drill sites and well pads in Exploration Areas 1 and 1A (CA-1 and EA-1A) and north of Exploration Area 2 (LA-2), within Murchison Falls National Park (MFNP) and in the wider Albertine Graben. These studies indicated that the area has potential to contain significant stratified, multi-period archaeological sites which could be important in establishing a chronology for prehistoric hunting and gathering, farming and

pastoralism, as well as the development of iron-working and salt trading networks, migrations and post-contact culture.

The types of heritage considered included sacred sites, sacred trees, sacred watercourses, springs and marshes, traditional religious cultural sites (clan sites and family shrines), places of worship (churches and mosques), cemeteries and graves, paleontological and archaeological remains, medicinal plants, traditional music, dance and drama as well as local languages and totemic animals and plants.

Over 1,400 palaeontology, archaeology and cultural heritage sites were identified. However, there are no internationally recognised or designated tangible cultural heritage features or areas, or proposed

critical cultural heritage features or areas, within the project footprint. The project area does not contain any UNESCO World Heritage Sites or Tentative List of World Heritage Sites.

TEP Uganda developed a Cultural Heritage Management Plan that forms part of the broader Social Management Plan, Chance Finds Procedure and Grave Relocation Procedure to guide the management of cultural heritage in the Tilenga Project.

The survey also included the mapping and identification of burial grounds and graves where the loved ones of project affected families have been interred.

If cemetery sites and graves are within land that has been acquired for project activities,





in consultation with family members and local cultural leaders, the remains are carefully and respectfully exhumed and relocated.

Information identified on affected cultural heritage is validated by consulting project affected families and relevant authorities. When a family is satisfied that relocation requirements are appropriate, and consents to a relocation of graves or shrines, they designate a representative to sign a consent form on their behalf.

As required by law, before exhumation takes place, the project applies to the magistrate court of the district for an exhumation permit. The contractor then processes a relocation permit on behalf of the affected family.

Before relocation is carried out, the family or their custodian organise cultural ceremonies and/or rituals as appropriate to their culture or belief.

Grave relocation entails exhuming, transporting and reburying of the remains in a casket at a new site. The relocation activities are overseen

The project identified **34 different genres of traditional musical heritage that are endangered, and enhanced access to knowledge on endangered musical heritage, by documenting 16 of the 34 genres,**

by a cultural heritage specialist and other relevant stakeholders such as cultural institutions, government ministries and a third-party validator.

All graves identified in Buliisa and Hoima have been relocated. The project cultural heritage programme supports affected households to ensure that required relocation rites are carried out, and that logistical support is provided.





Challenges arise when the graves, due to how they were constructed, are unmarked, which makes it hard to trace their exact location.

Sometimes during soil stripping and excavation works, there are chance finds – graves not known to be in a certain location being discovered. When such a site is discovered, work is stopped, and the area protected. The cultural heritage contractor is called in to inspect the site, and if unclaimed human remains are confirmed, the police and the district medical officer carry out investigations and oversee procedures for the excavation and reinterment process.

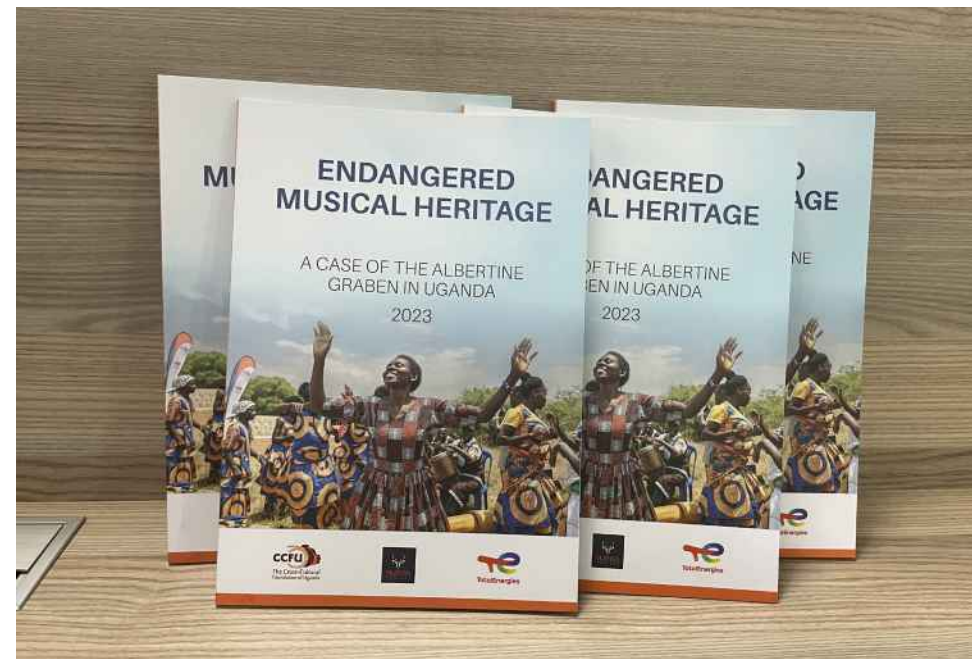
Shrines and other traditional spiritual sites may also be within land acquired for project activities. Following consultations with traditional leaders, healers, custodians, and the community, these too are cautiously relocated outside of the project affected area. 79 sacred sites were identified and relocated by the end of January 2024.

Q&A WITH CCFU- CULTURE FOR LIVELIHOODS

1 Can you briefly tell us about your organisation?

The Cross-Cultural Foundation of Uganda (CCFU) is a national non-governmental organisation that was established in 2006 on the premise that culture is not sufficiently considered in our development interventions. The foundation is driven by the conviction that culture, if harnessed, is a resource, and the basis for sustainable development.

In the Tilenga Project area, we have supported several community museums, culminating in the establishment of the Uganda Community Museums' Association. In Bunyoro, and in the regions where the Alur and Acholi are found, the foundation works with six museums: the Bugungu Heritage Centre in Buliisa, the Bunyoro Historical Museum Association in Kaiso-Tonya, the Cultural Assets Centre and Museum in Kagadi, the Ker Kwonga Chiefdom Museum in Panyimur, the Alur Kingdom Museum in Atyak, and the Museum of Acholi Art and Culture in Kitgum.



2. Can you give us a sense of the scale of the work you implement on behalf of TotalEnergies EP Uganda?

Our working relationship with TotalEnergies EP Uganda started in July 2022 with a one-year project dubbed Culture for Livelihood (CUL), which was aimed at safeguarding and promoting cultural heritage in Bunyoro, Bugungu, Acholi and Alur cultural communities, as key to improving community and individual livelihoods, particularly through art and crafts, and music, dance, and drama.

The main activity under our first objective was to document traditional knowledge in crafts making, music instruments craftsmanship and endangered music. This was to act as a reference point and resource for scholars, for instance, the Heritage Education Programme clubs in the Albertine region.

We have conducted trainings in handicrafts making for four groups (with priority on women and young people) from Bunyoro, Bugungu, Acholi and Alur. These were conducted by master crafts workers. This was aimed at improving the quality, standards, and diversity in the creative works.

We helped to establish linkages and networks between rural women, traditional musicians, and crafts practitioners with stakeholders

such as the National Arts and Cultural Crafts Association of Uganda (NACAU) and selected community museums. This was for sustainability purposes and there are steady market spaces for the products.

The project also procured music instruments and uniforms for the cultural troupes, to improve the capacity and quality of their services and supported at least three community groups with small grants to establish a revolving fund to ensure all-year-round production of cultural goods and services.

3. What have been the most outstanding achievements of the Culture for Livelihoods programme?

Information about endangered musical heritage in Bunyoro, Bugungu, Alur and Acholi cultural communities was documented and disseminated, which triggered significant renewed interest in the institutions to resuscitate and promote their traditional music, especially among young people. **The project identified 34 different genres of traditional musical heritage that are endangered, and enhanced access to knowledge on endangered musical heritage, by documenting 16 of the 34 genres, and producing a publication entitled: *Endangered musical heritage: A case of the Albertine Graben in Uganda 2023*. The 50-page booklet highlights the key threats to our musical**





heritage among which is the dwindling space to showcase and promote it. It provides evidence of the generational gap between the old and young in appreciating and valuing traditional music.

Through a music camp, the project was able to bring together skilled musicians and young ones, facilitating the process of knowledge transfer and enabling the groups to hone their skills. In addition, the project promoted traditional music by equipping four groups with music costumes and instruments.

For the handicraft making, there was improved value addition through skills and knowledge enhancement and better equipment given to the

four supported groups. The groups were able to produce varied aesthetic products such as earrings, necklaces as well as wallets from locally available raw materials.

The project also secured space for a permanent exhibition at two spots within Murchison Falls National Park; at Tangi Gate for the Pakwach Art and Crafts Association (PACA); and at the bridge for Mubaku Sound of the Nile Adungu Group.

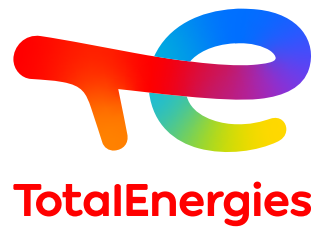
The groups have received local government support. In 2023, the Ministry of Tourism, Wildlife and Antiquities supported Boomu Women's Group with the construction of a building that will serve as their workshop and exhibition hall.

4. Do you think the work you've done with TEP Uganda has a sustainable impact on the Tilenga communities and/or the country?

Activities under this project phase exhibited positive signs for sustainability. There were improved relationships between the supported groups and government entities such as the Uganda Wildlife Authority (UWA) and local governments, relationships that are crucial for sustainability. For instance, Mubaku Sound of the Nile Adungu Group which had been performing in the Murchison Falls National Park informally, have signed a Memorandum of Understanding with UWA that formalises their activities within the park. In this MOU, the group has been provided space to erect a container structure that will be fabricated into a souvenir/gift shop and office space, as well as a platform for performances. The same applies to PACA, whose container at Tangi gate will provide a marketing outlet for their members' craftwork. For Boomu Women's Group, linkage with the Masindi District local government and support from the Ministry of Tourism has boosted them and they now have a workshop space and exhibition hall.

The capacity building events equipped communities with skills. Working with existing institutions like cultural institutions, schools, and local government means that this work can carry on beyond the project's lifetime. Additionally, the seeds of cultural heritage appreciated have been planted in young people, including those still in school, who can pass on the knowledge to future generations.

The project identified **34** different genres of traditional musical heritage that are endangered, and enhanced access to knowledge on endangered musical heritage.



TotalEnergies EP Uganda, Course View Towers, Plot 21, Yusuf Lule Road,
P.O. Box 34867, Kampala-Uganda Tel: +256 (0) 312 426 000
Website: <https://totalenergies.ug>

“This publication is intended for information purposes only and must not be reproduced without the authorization of TotalEnergies EP Uganda”