



TotalEnergies UK

Gender Pay Gap Report 2025

Snapshot date: 5 April 2025

Bonus reference period: 6 April 2024 to 5 April 2025

A note from our UK Country Chair

At TotalEnergies in the UK, we are committed to providing equal pay for equal work and to creating an inclusive workplace where everyone can thrive. Gender pay gap reporting helps bring attention to the progress we are making — and to where we need to do more.

For the 2025 reporting year, our TotalEnergies UK results show a mean hourly pay gap of 28.1% and a median hourly pay gap of 39.3%. While the mean hourly pay gap increased slightly compared to last year, the median hourly pay-gap has reduced. Our mean bonus gap has increased year-on-year, reflecting the variability of bonuses and the distribution of higher bonus awards across roles and levels.

We know that our gender pay gap is driven primarily by representation — particularly the under-representation of women in technical, operational and senior roles that attract higher pay and higher bonus potential. This is a long-term challenge for our sector, but we remain determined to address it.

Over the year ahead, we will maintain our focus on a recruitment process that encourages diverse candidates, building a good place to work, creating a sense of belonging and inclusivity, and engaging young people to encourage them to join our industry.

We recognise that progress requires sustained effort over time. We will continue to track our data, listen to feedback, and take practical steps to improve gender balance across our UK businesses.

Nicolas Payer
UK Country Chair, TotalEnergies

Introduction

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require UK employers with 250 or more employees to publish their gender pay gap on an annual basis. The gender pay-gap measures the difference between the average earnings of men and women across a workforce.

This report sets out the gender pay gap data for TotalEnergies in the UK, based on a snapshot date of 5 April 2025. Gender pay is based on hourly rates from the snapshot date. Bonus pay is based on incentive pay in the 12 months preceding 5 April 2025.

An independent company was engaged by TotalEnergies to calculate gender pay gap metrics in line with the Regulations for TotalEnergies E&P UK Limited and TotalEnergies Gas & Power Limited (the UK employing entities with 250 or more employees), and on a voluntary basis for TotalEnergies Marketing UK Limited. This report also includes the consolidated TotalEnergies UK results.

Gender Pay Gap results

Source: Independent calculations for the report

TotalEnergies E&P UK Limited

Metric	2024/25	2023/24	% change
Mean hourly	21.2%	21.0%	+0.2 pp
Median hourly	20.3%	22.1%	-1.8 pp
Mean bonus	13.8%	27.6%	-13.8pp
Median bonus	20.5%	33%	-12.5 pp

TotalEnergies Gas & Power Limited

Metric	2024/25	2023/24	% change
Mean hourly	24.1%	18.5%	5.6 pp
Median hourly	12.0%	13.4%	-1.4 pp
Mean bonus	44.2%	15.8%	28.4 pp
Median bonus	25.9%	25.5%	0.4 pp

TotalEnergies Marketing UK Limited

Metric	2024/25	2023/24	% change
Mean hourly	8.2%	11.5%	-3.3 pp
Median hourly	5.4%	2.7%	2.7 pp
Mean bonus	41.8%	11.4%	30.4 pp
Median bonus	34.9%	15.6%	19.3 pp

Employee population

Relevant Employees (snapshot date 5 April 2025): 1,353 total (888 men; 465 women).

Full Pay Relevant Employees: 1,318 total (877 men; 441 women).

Bonus participation

TotalEnergies E&P UK Limited

Group	2024/25	2023/24
Men	94.5%	97.9%
Women	95.8%	97.2%

TotalEnergies Gas & Power Limited

Group	2024/25	2023/24
Men	94.1%	98.2%
Women	93.5%	99.6%

TotalEnergies Marketing UK Limited

Group	2024/25	2023/24
Men	95.2%	100.0%
Women	98.1%	96.4%

Gender distribution across pay quartiles

TotalEnergies E&P UK Limited

Quartile	Men 2024/25	Women 2024/25
Upper quartile	88.7%	11.3%
Upper middle quartile	78.6%	21.4%
Lower middle quartile	81.1%	18.9%
Lower quartile	49.4%	50.6%

TotalEnergies Gas & Power Limited

Quartile	Men 2024/25	Women 2024/25
Upper quartile	78.9%	21.1%
Upper middle quartile	50.0%	50.0%
Lower middle quartile	44.5%	55.5%
Lower quartile	46.9%	53.1%

TotalEnergies Marketing UK Limited

Quartile	Men 2024/25	Women 2024/25
Upper quartile	81%	19%
Upper middle quartile	69%	31%
Lower middle quartile	64.3%	35.7%
Lower quartile	72.1%	27.9%

What does this tell us?

The gender pay gap is not the same as equal pay. TotalEnergies has robust reward frameworks and regularly reviews pay to ensure men and women are paid equally for the same, or similar, work.

Our gender pay gap is primarily influenced by workforce composition — in particular, the distribution of men and women across roles and levels.

Key factors influencing our gender pay gap include: (1) lower female representation in technical, operational and senior roles where pay and bonuses are typically higher; (2) the mix of employing entities within TotalEnergies UK, which have different pay profiles; and (3) year-on-year variability in bonus outcomes, particularly at senior levels.

Taking action – what we are doing

We are committed to building a more diverse and inclusive organisation and to reducing our gender pay gap over time. Our focus is on sustainable change in attraction, development and progression.

Our key actions include:

- Attracting diverse talent through inclusive recruitment practices, diverse interview panels, and ongoing awareness of unconscious bias.
- Developing and progressing women through leadership development, mentoring and talent programmes, supporting progression into senior and technical roles.
- On-going development of our TWICE (TotalEnergies Woman’s Initiative for Communication & Exchange) network to support, coach and inspire women in our Company. In 2026 this network will celebrate its 20th anniversary.
- Supporting flexible and family-friendly working arrangements and return-to-work pathways to help retain experienced talent.
- Strengthening an inclusive culture through well-being support, employee networks, and listening to feedback to inform improvements.