Modern Slavery Statement (YE-2025)

Introduction

TotalEnergies S.E. is a global multi-energy company that produces and markets energies: oil and biofuels, natural gas and green gases, renewables and electricity. Active in more than 130 countries, TotalEnergies puts sustainable development in all its dimensions at the heart of its projects and operations to contribute to the well-being of people. Our 101,000 employees are committed to energy that is ever more affordable, cleaner, more reliable and accessible to as many people as possible.

In Australia, TotalEnergies has been present for more than 60 years since it was first explored for oil and gas in the Simpson Desert. This led to the construction of one of the few tracks across the desert now known as the "French Line".

1963: First exploration in Australia

- TotalEnergies launched seismic activities in the Simpson Desert which led to the construction of a road to access the site.
- The legacy track known as the "French line" remains today one of the few ways to cross the desert.

1 TotalEnergies Marketing Australia

This Modern Slavery Statement ('Statement') is made by TotalEnergies Marketing Australia Pty LTD under the Modern Slavery Act 2018 (Cth)

This Statement describes the activities of the Entity TotalEnergies Marketing Australia Pty Ltd (for the purposes of this Statement '**TEMAU'**). TEMAU is ultimately owned by TotalEnergies S.E.

In 2026, TEMAU employed ~36 staff supported by 6 sales representatives, operates from a Melbourne head office, and maintains regional offices in Perth and Brisbane. As a full-risk affiliate, TEMAU holds end-to-end responsibility across sales, marketing, pricing, inventory ownership, logistics, customer delivery, technical support and credit risk. The business markets automotive and industrial lubricants primarily under the TotalEnergies brand, with ELF supporting selected automotive segments, operating through a hybrid direct and distributor model across Automotive Oils (AO) and Industrial Oils (IO).

Automotive Oils (AO) serves passenger vehicles, LCVs, workshops, dealer networks and selected fleets, with a full OEM-aligned portfolio of engine oils, transmission fluids, coolants, greases and ancillaries. The multi-channel model combines direct OEM and key account supply, a national distributor network for independent workshops and SMEs, and local B2C e-commerce. TEMAU manages national OEM programs including Nissan Genuine Oil (~190 dealers, 330 MT), Mitsubishi Genuine Oil (>195 dealers, 426 MT), and additional partner programs (Peugeot/Citroën, Haval, CLAAS, ZF, Sinotruk; ~250 MT combined), supported by five-city 3PL warehousing, national linehaul and last-mile delivery, plus local repackaging of selected SKUs.

Industrial Oils (IO) is a core growth and volume driver, supplying mining, transport, construction, LNG/power and general industry via predominantly direct B2B sales to medium-to-large national accounts, complemented by distributors for smaller and regional customers. TEMAU operates one of Australia's most advanced non-blending bulk supply chains, including a 1.6 ML bulk terminal in Brisbane (16 tanks), additional Perth facilities, B-double tanker capability, and bulk grease decanting for mine sites.

1.1 Supply Chain and Logistics

TEMAU imports finished lubricants primarily from the TotalEnergies Singapore/ UAE and French blending plant and assumes full responsibility for:

- Forecasting and procurement
- Inventory ownership
- Warehousing and stock management
- National transport and last-mile delivery

The Australian logistics footprint includes:

- 3PL warehouses in five capital city locations
- Bulk lubricant terminals in Brisbane and Perth
- National transport contracts supporting packaged, bulk and OEM delivery requirements

TEMAU also procures local professional services for it corporate and administrative affairs from Australian Entities such as (the list is not exhaustive)

- Taxation and accounting Services
- Maintenance services
- External recruitment services
- IT hardware procurement and services
  Communication services
  Company Vehicles and transport

2 Modern Slavery Risks in Our Operations and Supply Chains

Our procurement of lubricants is from TotalEnergies Blending plants (primarily from Singapore, UAE, France) and for logistics and corporate services from countries primarily based in Australia. We also procure intercompany financial and IT services from replated parties based in Singapore. Philippines, India and France.

We acknowledge that modern slavery risks may exist in relation to the procurement of lubricants products as well as goods and services.

In assessing these risks, TEMAU has considered the most recent modern slavery risk information available through the corporate wide group framework governed by its **Ethics Policy**, and global rights directives. Based on this information, the following categories have been identified as presenting elevated risk:

- Contract and temporary labour: high risk due to third-party labour hire and potential exploitation;
- Logistics and shipping, including land transport and marine services often involves outsourced labour, cross-border work, and maritime operations, all of which carry modern slavery risks;
- Industrial services at Blending plant: often rely on subcontracting models, increasing the challenge of monitoring labour conditions below the first tier.
- Materials, parts and consumables: often originate from complex, global supply chains with multi-tier subcontracting, making traceability and oversight challenging.
- Camp services and supplies, plant and equipment, ICT hardware and electronic components.
- Financial and Administrative services provided by TotalEnergies Affiliates based across the globe

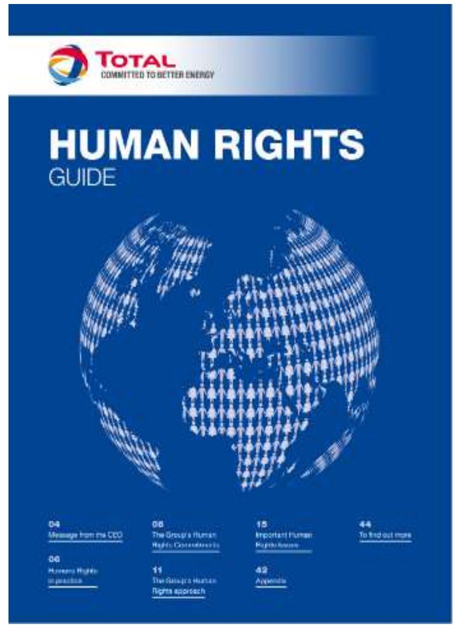
These risk factors arise from the characteristics of supplier's workforces, particularly the use of migrant, temporary, or low-skilled labour, and reliance on labour hire agencies, as well as the various level of the supplier's due diligence practices. This includes the extent to which appropriate human rights policies, subcontractor oversight, and grievance mechanisms are in place.

3 Actions to Address and Assess Modern Slavery Risks

TEMAU recognizes that modern slavery risks may arise through its procurement and supply chain activities. TEMAU exercises its governance rights, commercial influence and oversight responsibilities to ensure that modern slavery risks are addressed and assessed.

3.1 Policies and governance

TotalEnergies's global approach to demonstrating respect for human rights in the workplace and supply chain is articulated in our **Code of Conduct**. It establishes the core values, particularly respect for human rights, and defines the standards expected of employees, business partners and suppliers. This document reflects TotalEnergies' commitment to international human rights principles and applies across all operations globally.



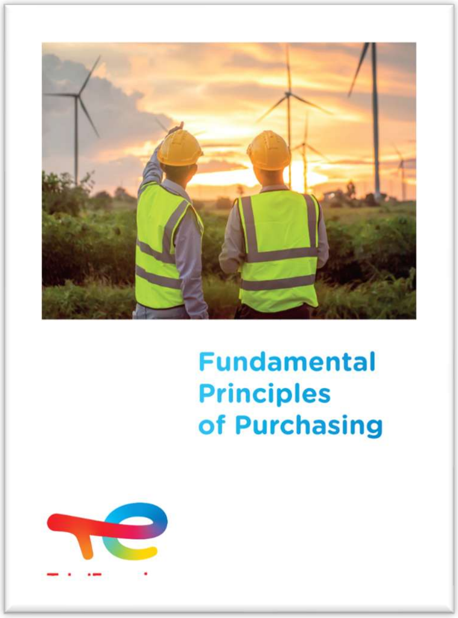
TotalEnergies' Human Rights Guide (the "**Guide**") translates the principles set out in the Code of Conduct into practical guidance for employees, business partners and operations worldwide. It explains how respect for human rights must be integrated into daily business decisions, relationships and activities across more than 130 countries.

At its core, the Guide is anchored in internationally recognised standards, including the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the International Labour Organization's fundamental conventions, the OECD Guidelines for Multinational Enterprises and the UN Global Compact.

Through tools such as risk assessments, stakeholder engagement, and impact analyses, the Guide ensures that human rights considerations are embedded in day-to-day activities, from project development to community engagement.

The Guide also reflects a strong emphasis on human rights due diligence. TotalEnergies integrates human rights risk assessment into its broader risk management processes, identifying, preventing, mitigating and, where necessary, remediating adverse impacts linked to its activities. This includes conducting impact assessments (such as HRIAs and ESIAs), engaging third-party experts, and focusing on vulnerable groups such as indigenous peoples, migrant workers and local communities.

Implementation is supported by practical tools and processes. These include employee training programmes, awareness initiatives, stakeholder engagement mechanisms and structured grievance systems that allow employees, communities and other stakeholders to raise concerns without fear of retaliation.




OHIBITION AND PREVENTION OF CHILD BOUR

›hibit employment of workers under the › of 18 for hazardous and night work and ›hibit employment of workers under the › of 15, except where local law provides for ater protection for the child.

OHIBITION AND PREVENTION OF FORCED BOUR

nsure that no worker is coerced to work gainst her/his will through the use of iolence, intimidation, financial coercion or ›reat of penalty or sanction.

'rohibit confiscation of workers' identity ocuments, provided that where local law ›quires such document to be retained, /orkers must have immediate and utomatic access to such documents.

nsure that no recruitment fees are charged › the worker.

›RKING CONDITIONS, REMUNERATION D COMPENSATION

stablish an employment contract.

'rovide a living wage and ensure ompliance with a maximum number of /orking hours, adequate rest time and arental leave.

'ocument compliance with such

HEALTH AND SAFETY AT WORK

- Provide a healthy and safe workplac where workers are protected fror accidents, injuries, and work-cause illness.
- When accommodation is provided by th employer, ensure that it is safe, clean an adequate as a living space.

PROHIBITION AND PREVENTION O DISCRIMINATION AND HARASSMENT A THE WORKPLACE

- Prohibit harassment and practice resulting in discriminatory treatmen of workers with particular attention t recruitment, compensation, benefits, c termination.

FREEDOM OF SPEECH, ASSOCIATION AN COLLECTIVE BARGAINING, FREEDOM O THOUGHT, CONSCIENCE, AND RELIGION

- Allow workers to choose whether t be member of a collective bargainin organization. In countries where such righ is restricted, ensure employees have th right to participate in a dialogue about the collective work situation.

GRIEVANCES AND CONCERNS

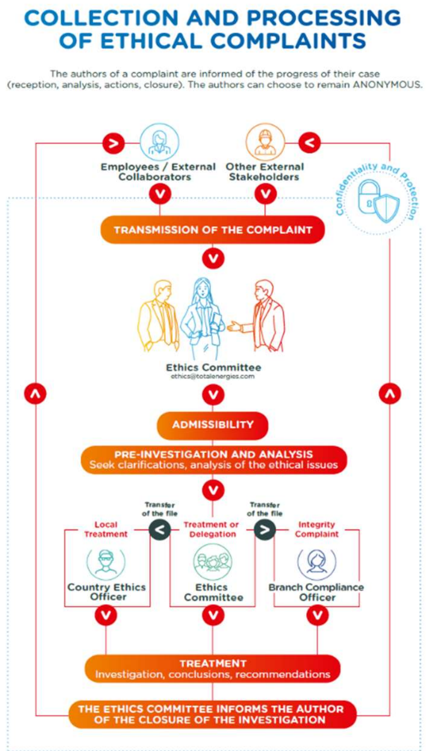
Ensure workers can express grievances an

Extending beyond internal implementation, the framework is applied externally through the **Fundamental Principles of Purchasing** (**FPP**). These principles translate TotalEnergies' human rights commitments into binding requirements for suppliers and contractors.

Together, these three components: Code of Conduct, Human Rights Guide, and FPP feed into a unified human rights due diligence system aligned with the UN Guiding Principles on Business and Human Rights.

Importantly, this structure is supported by governance and oversight mechanisms, the Ethics Committee. Oversight is further reinforced by a Human Rights Steering Committee and human rights representatives across business segments and affiliates.

3.1.1 Ethics Committee



TotalEnergies' Ethics Committee oversees the implementation of the Code of Conduct. Any reported breaches of the Code, including those relating to human rights, are subject to investigation. The Compliance Officer is responsible for promoting awareness, understanding, and adherence to compliance standards across the organisation.

Employees are encouraged to report any concerns through the available whistleblowing channels. Reports may be made to their immediate manager, a Human Resources manager, the Compliance Officer, or via the ethics helpline (ethics@totalenergies.com).

The Ethics Committee is comprised of a chairman appointed by and reporting to the CEO and members from the main TotalEnergies' business segments. Importantly, it is also responsible for supporting and advising TotalEnergies' employees and stakeholders and for listening to their concerns.

The Ethics Committee provides a mechanism for stakeholders to voice their concerns regarding potential slavery risks. Employees, but also people from outside TotalEnergies, can contact the committee. The Committee protects the confidentiality of the complaints, which can only be lifted with the agreement of the complainant.

3.1.2 The Human Rights Coordination Committee

The Human Rights Coordination Committee is managed by the Ethics Committee chair in cooperation with TotalEnergies' Human Rights lawyers. It is an information and decision-making forum which meets three or four times a year. Corporate and business segment representatives including security, communication, purchasing and sustainable development are part of this forum. This initiative also coordinates the activities undertaken internally and externally. External advisors such as the Danish Institute for Human Rights may attend some of these sessions in order to inform and advise the Committee on special topics related to Human Rights.

3.1.3 Training

TotalEnergies has dedicated communication channels, e-learning and training sessions on Ethics and Human Rights for our employees and managers. We also have awareness-raising sessions for external stakeholders, in some contexts, for specific issues, such as responsible security.

An online module on human rights in the workplace with a focus on respecting the International Labour Organization's core conventions has been accessible to all employees since 2019 in all countries in which TotalEnergies operates. It is available so far in five languages and is part of the onboarding process for new staff.

Other specific training programs tailored to issues encountered on the ground are held annually for training in ethics and human rights aiming for newly appointed senior executives; and a webinar on the respect for human rights in the context of joint ventures was held for employees in charge of managing participations in the Exploration & Production segment.

3.2 Supplier Evaluation and Improvement Monitoring System

TotalEnergies evaluates suppliers' performance on modern slavery in several ways, starting with whether the suppliers adhere to our FPP, which must be signed by the supplier at the time of qualification and are included in the contracts. During the qualification process, the supplier answers a CSR questionnaire that conditions its ability to work with TotalEnergies. Subsequently, effective compliance with the FPP is verified through assessments such as the on-site human rights audits conducted each year by an external service provider on behalf of TotalEnergies.

Whenever necessary, an action plan is put in place and followed by the teams, allowing improvement of the supplier's practices to be attested.

4 Assessing the Effectiveness of Our Actions

TEMAU is committed to achieving continuous year-on-year improvement in the assessment and management of modern slavery risks. During the reporting period, effectiveness was assessed through ongoing engagement with suppliers, including asking for their modern slavery statements. In addition, TEMAU reviewed and challenged operator-provided updates through structured engagement, including targeted discussions on modern slavery risk.

Where gaps or limitations are identified, TEMAU raise these with operators through governance forums and consider appropriate follow-up actions within the scope of its contractual and governance rights

For supply chain due diligence, TEMAU monitor's supplier risk profiling and its desktop reviews of higher-risk suppliers. TEMAU's assessment demonstrates, based on available information, that the current risk categorisation framework is designed to remain and is subject to ongoing review.

During the reporting period, no modern slavery-related grievances were reported; however, we recognise that absence of reported cases does not necessarily indicate absence of risk, and will continue to focus on strengthening accessibility, worker awareness and trust in grievance mechanisms.

Future Approach: While our current approach has focused on establishing governance frameworks and monitoring third party led initiatives, we recognise the need to further strengthen implementation by embedding more measurable and outcome driven mechanisms.

5 Consultation Process

TEMAU maintains engagement with all the parties through internal and external stakeholder meetings. Within these meetings, regular updates, and discussions on the topic of modern slavery have taken place.

6 Approval

This Statement has been approved by the Board of Directors of TotalEnergies Marketing Australia.

For **TotalEnergies TotalEnergies Marketing Australia Pty Ltd** (ABN 15 149 501 922)

Signed by:
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