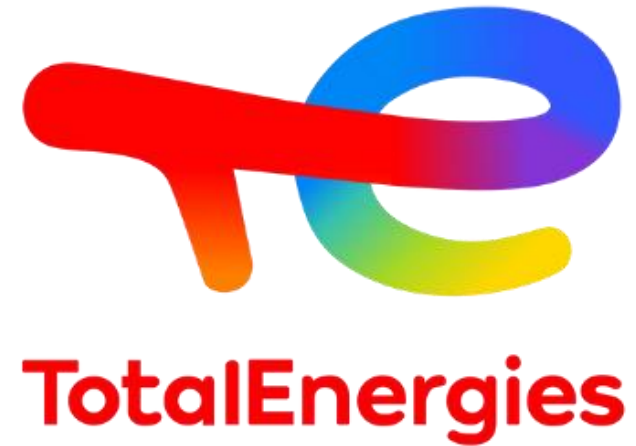




TotalEnergies EP Australia

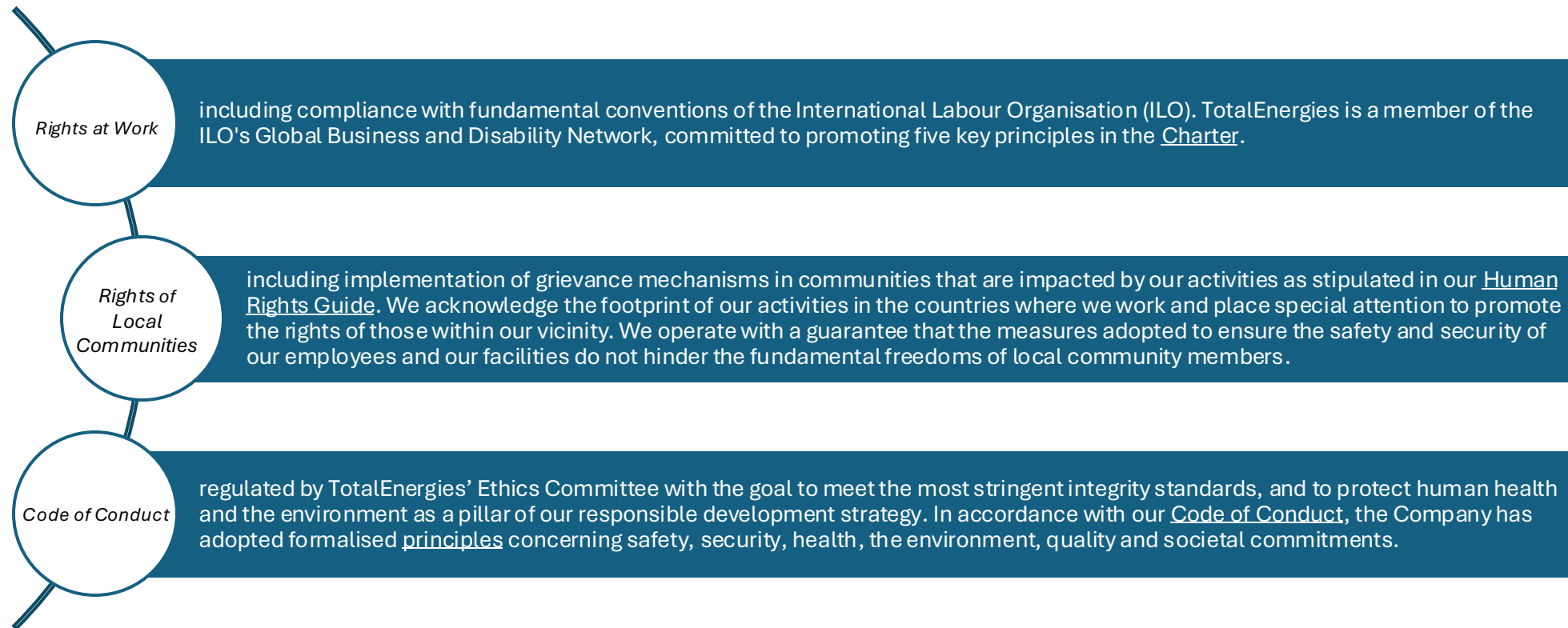
MODERN SLAVERY REPORT 2023



1. INTRODUCTION

This Modern Slavery Statement 2023 is made jointly by TotalEnergies EP Australia S.A.S. (ARBN 112 603 880) (“TotalEnergies Australia”), TotalEnergies GLNG Australia S.A.S. (ARBN 146 680 524) (“TotalEnergies GLNG”), TotalEnergies EP Ichthys B.V. (ARBN 160 901 815) (“TotalEnergies Ichthys B.V.”) and TotalEnergies EP Ichthys (ACN 660 136 827) (“TotalEnergies Ichthys”) together the “Reporting Entities”, we, us, our, for the financial year ending 31 December 2023, pursuant to the Modern Slavery Act 2018 (Cth).

We uphold the commitment to our stakeholders to respect human rights everywhere we operate



2. Structure, Operations, and Supply Chains



Gladstone LNG Project



Ichthys LNG Project

2.1 Structure of Reporting Entities

TotalEnergies Australia and TotalEnergies GLNG were incorporated in France as simplified joint stock companies. TotalEnergies Ichthys B.V. was incorporated in the Netherlands as a private limited company. As of 1 November 2023, TotalEnergies EP Ichthys B.V. has transferred its interests to TotalEnergies EP Ichthys Pty Ltd. TotalEnergies EP Ichthys Pty Ltd is a wholly owned subsidiary of TotalEnergies S.E., a public company registered in accordance with the corporate law of the European Union. The Reporting Entities hold joint venture interests in LNG projects.

TotalEnergies Australia and TotalEnergies GLNG hold interests in joint ventures which develop, produce, liquify, and market gas through the Gladstone LNG Project. TotalEnergies Ichthys holds interests in a joint venture which develops and produces natural gas and condensate, supplying the gas for liquefaction through the Ichthys LNG Project.

The Reporting Entities have other affiliates incorporated in France and Australia which also hold interests in the two joint ventures described in this statement; however, TotalEnergies Australia, TotalEnergies GLNG, TotalEnergies Ichthys B.V. and TotalEnergies Ichthys were the only entities that met the reporting entity test during the Reporting Period.

2.2 Our Operations

TotalEnergies Australia is the only one of the Reporting Entities which employs personnel in Australia. TotalEnergies Australia has twenty-one employees, distributed across financial, accounting, legal and administrative roles. Sixteen are employed on a permanent basis and five on fixed term contracts.

The Reporting Entities do not conduct any oil and gas operations. The activity of these three companies is to hold investments in joint ventures that engage in exploration, development, and production of oil and gas in Australia.

Ichthys LNG Project

The Ichthys LNG Project is an incorporated joint venture company registered as Ichthys LNG Pty Ltd (ACN 150 217 299), operated by INPEX Operations Australia Pty Ltd (ACN 150 217 262) (“INPEX Operations Australia”). INPEX Ichthys Pty Ltd (ACN 150 217 253) holds majority participating interest in the Ichthys LNG Project of 66.245%.

TotalEnergies Ichthys is a special purpose vehicle incorporated to hold TotalEnergies’ interest in the upstream segment of the Ichthys LNG Joint Venture Project. TotalEnergies Ichthys holds the largest minority participating interest of 26%. Ichthys LNG Pty Ltd has contracted out the operation of the downstream activities to a member of the INPEX group of companies. INPEX holds the majority interest in both the unincorporated upstream joint venture and incorporated downstream joint venture vehicle.

INPEX Operations Australia Pty Ltd’s Modern Slavery Statement 2023 describes the activities in the upstream and downstream operations of the Ichthys LNG joint venture. The project has been in production since 2018 and produces 9 million tonnes per annum (mtpa) of LNG and approximately 45,00 and 68,000 barrels of Liquid Petroleum Gas (LPG) and condensate per day respectively.



Gladstone LNG Project ("GLNG Project")

The GLNG Project comprises four (4) fields, namely Fairview, Roma, Arcadia and Scotia. Some of these fields span across multiple permits. Depending on the field and permits involved, the GLNG Project consists of several unincorporated joint ventures. The development and production of gas in these upstream joint ventures are carried out by members of the Santos group of companies. TotalEnergies GLNG holds multiple participating interests in various joint venture vehicles. The operators of the Gladstone LNG Project vary among Santos CSG Pty Ltd, Santos TOGA Pty Ltd, Santos Ventures Pty Ltd, and Bronco Energy Pty Ltd, depending on the specific unincorporated joint venture.

GLNG Operations Pty Ltd (ACN 132 321 192) ("GLNG Operations") is an incorporated joint venture established to operate the liquefaction facilities downstream and assist with the joint marketing of the gas on behalf of the GLNG Project's joint venture participants. GLNG Operations contracts out procurement services from the Santos group of companies. TotalEnergies GLNG has a participating interest of 27.5% in GLNG Operations.

Santos' modern slavery statements describe the activities in the upstream and downstream operations of the GLNG Project. In summary, the GLNG Project was one of the world's first coal seam gas to LNG projects. The LNG is sold into Asian markets, with some natural gas also sold into the east coast domestic market. Santos holds a 30% interest in GLNG Operations. The project consists of two LNG trains, which have a combined capacity of 8.6 million tonnes per annum (mtpa). Train 1 began production in September 2015, followed by Train 2 in May 2016. The feed gas for the project is sourced from GLNG's upstream fields, as well as from Santos' gas portfolio and third-party sources.



2.3 Supply Chain

The Reporting Entities have a limited supply chain by virtue of our role as investors. Our supply chain involves the procurement of professional services such as auditors, lawyers, IT and telecommunications services.

The vast majority of the procurement related to our activities is made by the operators of our projects. The Reporting Entities rely on the description of the supply chains of the projects as articulated by the operators in their respective Modern Slavery Statements

Ichthys LNG Project

The operator, INPEX Operations Australia, procures from suppliers:

- *services* such as engineering, fabrication, construction, drilling, maintenance, Information Technology (IT), HR, labour and cleaning; and
- *products* including materials, equipment, and logistics such as fuels, chemicals, pipes, IT hardware, valves and laboratory, industrial, drilling and electrical equipment

The suppliers of the abovementioned goods and services are predominately based in Australia, but in some instances, goods are sourced internationally from countries including India, United Kingdom, Italy, France, Netherlands, Japan, and Germany. Accordingly, INPEX manages its risk exposure to modern slavery through a due diligence process which now includes assessment of the Global Slavery Index (GSI), mapped against the geographic location of their operations.

A key achievement for INPEX this year was the completion of their modern slavery action plan, as well as formalising its modern slavery steering committee and working group. The implementation and ongoing monitoring of this action plan mark a significant milestone in our progress.

In May 2023, during the Ichthys Joint Operating Agreement Operating Committee Meeting, INPEX provided TotalEnergies a summary of the 2022 Modern Slavery Statement, including implementation status, gap analysis findings and update on the 2023 statement preparations.

No instances of modern slavery were identified in INPEX operations during 2023 or received through grievance mechanism processes.

GLNG Project

The operator, Santos procure from suppliers:

- services pertaining to building, construction, fabrication, maintenance, wellsite, logistics and transport, catering and hospitality, labour hire, waste management, real estate and facilities management, security, corporate support, operations support including remote accommodation; and
- products including consumables and materials, drilling process and wellhead equipment, maintenance spares and ICT hardware.

The suppliers of the abovementioned goods and services are predominately based in Australia, but in some instances, goods are sourced from the United States, Canada, United Kingdom, Singapore, Thailand, Denmark, Netherlands, Norway and Hong Kong.

In 2023, Santos focused their supplier due diligence on lower spend suppliers in high-risk sectors and geographies. Identified suppliers were invited to complete an online Self-Assessment Questionnaire (SAQ) for analysis by an independent third-party consultant.

During this period, Santos also commenced a comprehensive review the whistleblower and investigations processes, tools and training to continue to meet or exceed regulatory requirements and progress against the grievance requirements, outlined in the UN Guiding Principles on Business and Human Rights.

The operator also participated in Human Rights Resources and Energy Collaborative in 2023, sharing best practices for effective and efficient management of modern slavery with industry peers.

3. Modern Slavery Risks in Operations and Supply Chains

Given the nature of the roles and protections provided to employees of TotalEnergies Australia, and in the absence of a significant supply chain, the Reporting Entities have low modern slavery risks. However, modern slavery risks may exist in the minority participating interests held by the Reporting Entities. Accordingly, the Reporting Entities rely on the description of modern slavery risks as articulated by the joint venture operators, INPEX and Santos, in their respective modern slavery statements for 2023.

The risk of modern slavery in the operations of both joint ventures were assessed to be low. Higher risk categories of procurement were found in both projects relating to building, construction, fabrication, maintenance services, consumables, materials, logistics, labour hire, cleaning, ICT hardware, catering and hospitality, facilities management, and security services.

4. Actions to Address and Assess Modern Slavery Risks

TotalEnergies addresses modern slavery and human rights risks. An overview of the international principles we adhere to on a global level is set out below:

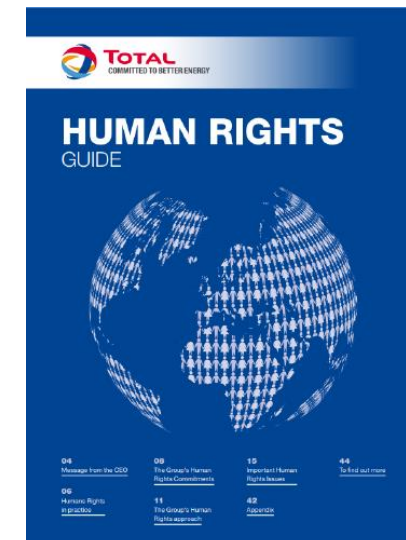
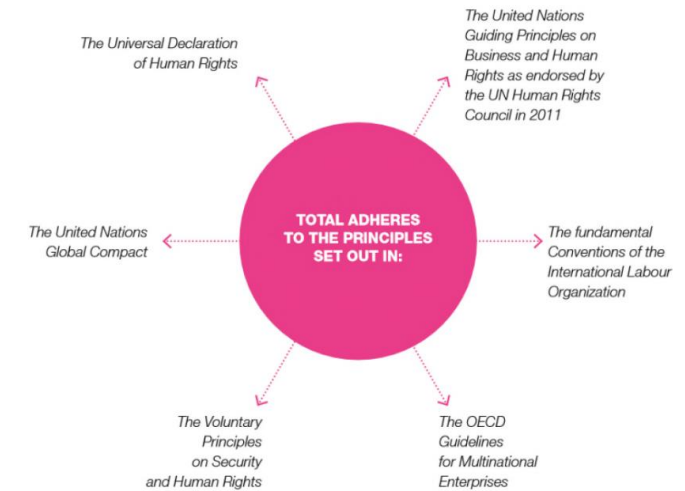
TotalEnergies's global approach to demonstrating respect for human rights in the workplace and supply chain is articulated in the *Code of Conduct*. The *Code of Conduct* forms part of our global approach, together with the *Human Rights Guide*, *Universal Registration Document for 2023*, *Fundamental Principles of Purchasing*, Group Charter, Directives, Rules, Guides, and Manuals. Many of these documents highlight our approach to human rights, including the ways in which we, at a global level, assess and address modern slavery risks in our operations and procurement activities.

4.1 Human Rights Training

Human rights are at the heart of the Company's operations. Since 2000, TotalEnergies has adopted a Company Code of Conduct. In 2002, TotalEnergies joined the United Nations Global Compact. Since 2010, the Company has been supported by a Human Rights Steering Committee. The human rights road map is presented and reviewed regularly at Executive Committee meetings. In 2016, the Company published a Human Rights Briefing Paper, updated in 2018, in accordance with the recommendations of the United Nations Guiding Principles Reporting Framework, which is available on its website. TotalEnergies was then the first company in the oil and gas industry to do this. The third edition of this Briefing Paper was released in January 2024.

TotalEnergies has numerous tools for raising employee awareness of issues related to human rights. Onsite, the Company emphasises training to explain, anticipate and prevent human rights risks. The Company held training courses tailored to the challenges faced in the field by employees who are particularly exposed to these issues. In 2023, more than 3,500 employees belonging to the priority categories were trained in face-to-face training sessions.

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. As of 2022, the Company has joined the International Labour Organization's Child Labour Platform, a multi-sector initiative to combat child labour. The online training module is part of the mandatory onboarding training process for new TotalEnergies Australia staff. It is available in five languages and more than 69,000 employees had followed it by the end of 2023.



4.2 Anti-Corruption Training

Significant efforts continued in 2023 by the Company in its fight against corruption and in raising awareness of anti-corruption principles. As part of these efforts, several initiatives have been implemented:

- The company has 360 Compliance Officers stationed worldwide who receive regular training. They have enhanced their code of conduct by including practical examples of prohibited behaviours.
- To strengthen anti-corruption measures in 2023, trainings via webinars were provided within the eight business functions identified by the Executive Committee as the most exposed to the risk of corruption. These training courses, concerning around 18,000 identified employees, are scheduled to run until the end of 2024.
- The Company recorded around 200 integrity incidents (covering fraud - excluding attempts, corruption or influence peddling) which led where established and one or more Company employees were involved- to nearly 130 sanctions, up to and including dismissal.

Although specific incidents of corruption related to modern slavery have not been reported, the Company's robust internal governance structure positions it well to detect and address any such issues before they escalate. Mitigative measures are in place to ensure the severity of issues remains manageable. Through these proactive measures and a focus on internal governance, the Company strives to combat corruption effectively and maintain a strong stance against modern slavery.

4.3 Ethics Committee and Responsibility



Since 2001, the TotalEnergies Ethics Committee (“the Ethics Committee”) has been responsible for monitoring the application of our *Code of Conduct*. The Ethics Committee is comprised of representatives of all TotalEnergies’ business segments. Importantly, it is also responsible for supporting and advising TotalEnergies’ employees and stakeholders, and to listen to their concerns. Patrick Pouyanné, Chairman and Chief Executive Officer, promotes our daily responsibility to ethics in his address to staff found in the *Code of Conduct*, by stating:

“Each and every one of you has a responsibility to be familiar with our Code of Conduct, practice it in your day-to-day activities and convey its values in your dealings with those who work with and for us. If, in the performance of your duties, you are confronted with a difficult decision or you suspect a violation of the rules set out in this document, the Ethics Committee (ethics@totalenergies.com) is available to help you in the strictest confidentiality.”

The Ethics Committee provides a mechanism for stakeholders to voice their concerns regarding potential slavery risks. Its key role is one of listening and support. Employees, but also people from outside the Company, can contact the committee. The Committee protects the confidentiality of the complaints, which can only be lifted with the agreement of the complainant. The Chairwoman of the Ethics Committee presents an annual report on the Committee’s ethics-related activities to the Governance and Ethics Committee of the Board of Directors.

In 2023, the Ethics Committee received about 170 reports (internal, external, anonymous) regarding compliance with the Code of Conduct, more than 70% of them concerning matters relating to Human Resources. All received reports are addressed and, when necessary, recommendations are made to implement corrective actions. The Human Rights Department and the Ethics Committee rely on the network of more than 100 Ethics officers across the countries in which the Company operates, including one in Australia. The Ethics officers oversee promoting the values set out in the Code of Conduct among employees working in subsidiaries and ensuring that the Company’s commitments are correctly implemented at a local level.

In 2023, four ethics and human rights assessments were conducted. They concerned four subsidiaries totalling around 1,800 employees (in Vietnam, Morocco, South Africa, and Republic of the Congo). These assessments confirmed that the Code of Conduct has been duly incorporated by the subsidiaries.

The *Collection and Processing of Ethical Complaints* procedure published internally and on the TotalEnergies website since December 2022, formally sets out the existing approach for collecting and processing complaints sent to the Ethics Committee by internal or external stakeholders concerning behaviours or situations contrary to the Code of Conduct. It ensures that the identity of the person making the report is protected, rules out any reprisals against them or against those taking part in the processing of the complaint, and respects applicable laws and regulations in terms of protecting personal data.

All entities within the Exploration & Production (the Reporting Entities fall under this category), Refining & Chemicals, and Marketing & Services segments of the company’s operations that were active in 2023 had either implemented or enhanced their grievance management system.

4.4 The Human Rights Department

The Human Rights department in the Sustainability & Climate Division coordinates the analysis of the Company's human rights risks, supports operational teams, and supervises the actions to promote respect for human rights, in close collaboration with the Ethics Committee and in accordance with the Company's Code of Conduct.

The Human Rights department has developed a training plan for Company employees to encourage understanding of issues relating to human rights and thereby better manage the associated risks. This training plan is rolled out as a priority among employees who are most exposed to risks linked to human rights. In addition, representatives of the Human Rights department regularly participate in external events with other companies and institutional players to share experiences and best practices in this area.

In 2023, a representative of the human rights department participated in an audit carried out by the Vetting teams of the Trading & Shipping activities, to ensure that practices on board their vessels, as well as their standards in terms of respect for human rights, comply with TotalEnergies standards.

Code of Conduct

Our Values in Practice



4.5 Raising Supplier Awareness

In 2023, the Company organized supplier days, which were an opportunity to raise awareness among stakeholders regarding sustainability issues, notably in March in China and in July in Nigeria. The Company has also raised awareness among its Suppliers through training sessions entirely dedicated to sustainable development, such as the one organized in May 2023 in Vietnam.

The commitment of suppliers to Corporate Social Responsibility (“CSR”) aspects also takes other forms. TotalEnergies launched a sustainability platform to engage its 1,000 suppliers in a sustainability program with a specific focus on climate. This platform allows TotalEnergies to manage joint projects on climate, assess suppliers and track their action plans.

4.6 Supplier Evaluation and Improvement Monitoring System

TotalEnergies evaluates supplier performance on sustainability in several ways. First, the Company ensures that suppliers adhere to its *Fundamental Principles of Purchasing*, 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 the Company. In 2023, 300 priority supplier audits were performed to measure the supplier's adherence to the fundamental principles of human rights, pursuant to *Fundamental Principles of Purchasing*.

Subsequently, effective compliance with the *Fundamental Principles of Purchasing* is verified through assessments such as the on-site human rights audits conducted each year by an external service provider on behalf of the Company (4 on-site audits were performed 2023). Whenever necessary, an action plan is put in place and followed by the teams, allowing improvement of the supplier's practices to be attested.

In total, since 2016, the Company has audited 740 priority Suppliers in more than 86 countries, covering more than 230,000 people. Among the 740 Suppliers audited since 2016, 171 resulted in verified improvements positively impacting nearly 60,000 workers concerning the right to a weekly day off, access to drinking water on site and overtime pay. The others are being actively monitored.

In 2023, TotalEnergies joined forces with EcoVadis to evaluate its Suppliers in terms of sustainable development. EcoVadis carries out a documentary assessment to assess the maturity and performance of Suppliers in terms of the environment, human rights, ethics and responsible purchasing. 180 Suppliers were evaluated via EcoVadis. 98% of them obtained a score above 45/100, a score beyond which EcoVadis considers that the supplier is "committed to CSR", and an average score of 65/100. At the end of 2023, more than 20,000 Suppliers were integrated into this tool.

4.7 The Application of TotalEnergies' Global Approach to the Reporting Entities

Our Code of Conduct applies whenever we control a joint venture. In other situations, we make ongoing efforts so that the partner who controls the joint venture applies equivalent principles.

In respect to the Ichthys LNG Project, through the operating committee of the joint venture we have continually engaged with the issue of modern slavery at meetings with the view of incorporating learnings over the past year. INPEX Australia's Modern Slavery Statement is due for release by 30 June 2023. We have reviewed the statement while it was being prepared to confirm that the objectives in the 2022 report were addressed and evaluated in 2023.

With respect to the GLNG Project, we have engaged with the operator's efforts during 2023 to minimise the risk of modern slavery through discussion at operational committee meetings. We have also engaged with the Santos Group of Companies during its preparation of the Modern Slavery Statement for 2023 as operator of the upstream joint ventures for the GLNG Project and as providing procurement services to the operator of the downstream facilities of the GLNG Project.

5. Assessing the Effectiveness of Our Actions

The Reporting Entities are committed to achieving year-on-year improvement in our approach to assessing and addressing modern slavery risks. During the second reporting period, we sought to assess our joint ventures having regard to our Code of Conduct and engage with our business partners on modern slavery risks where necessary. This was achieved through the review of the procedures and rules of the Operator and several meetings with them throughout the course of the year.

Regarding the Ichthys LNG Project, the operator (INPEX) has initiatives which are not dissimilar to our own. These include employee training, establishment of a dedicated working group, supplier due diligence across multiple stages of the sourcing and procurement process, whistle-blower hotline and grievance mechanisms with reach of INPEX employees and the workforce of key suppliers, and human rights surveys with Operators of INPEX's non-operated assets. Such initiatives have shown outcomes whereby in 2020 no suppliers were found with indications of human rights violations or modern slavery risks. Therefore, we have a strong basis to believe that our partner in this venture (who is the operator of the joint venture), applies principles that are in line with our global approach to the risk of modern slavery. Furthermore in 2023, INPEX has formalise their corporate governance and risk framework, specifically to include emphasis on modern slavery risk and its management. Hence, there will be increased oversight on this issue for their joint venture projects by their Modern Slavery Steering Committee and Modern Slavery Working Group.

With respect to the GLNG Project, the operator (Santos) has a similar whistle blower hotline, code of conduct (including an ethical conduct clause), code of conduct training, and supplier engagement program. Santos builds upon efforts of the previous year by continuing to roll out supplier surveys, desk-top supplier assessments for their Tier 1 suppliers (highest risk/highest spend in direct contracts); assess known Tier 2 suppliers (key subcontractors of their Tier 1 suppliers) against modern slavery risk indicators; work with joint venture partners to review risks in international operations; expand their supplier engagement and communications strategy and conduct engagement and awareness-raising initiatives with high risk Tier 1 suppliers on an ongoing basis; and deliver modern slavery risk management training to staff. As participants in the joint venture project, we were updated at operational committee meetings regarding the operator's efforts to minimise the risk of modern slavery. As at the time of this submission, the operator has not represented any adverse finding in the rollout of its plan, therefore, we have a reasonable basis to believe that the operator is performing its operations within the plan it has set for itself.

We are continuing to review and update our contractual terms upon renewal of each contract and assess in further detail the Code of Conduct of the operators of our projects in light of our own Code of Conduct and continue to engage with our business partners on modern slavery issues.

In 2024, TotalEnergies will review and update our policies as required to reflect the changing legislative landscape, enhanced modern slavery risk management processes and human rights due diligence expectations.

6. Consultation Process and Approval

The Reporting Entities maintain formal engagement with the operators of the Ichthys LNG Project and GLNG Project through Operating Committees and Board of Directors meetings. Within these meetings, regular updates, and discussions on the topic of modern slavery have taken place. This Modern Slavery Statement has been approved by the Board of Directors of the Reporting Entities.

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Ronan Bescond
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President

TotalEnergies EP Australia S.A.S. (ARBN 112 603 880)

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Director

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Chair

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