

# Gender Pay Gap Report 2024



TotalEnergies

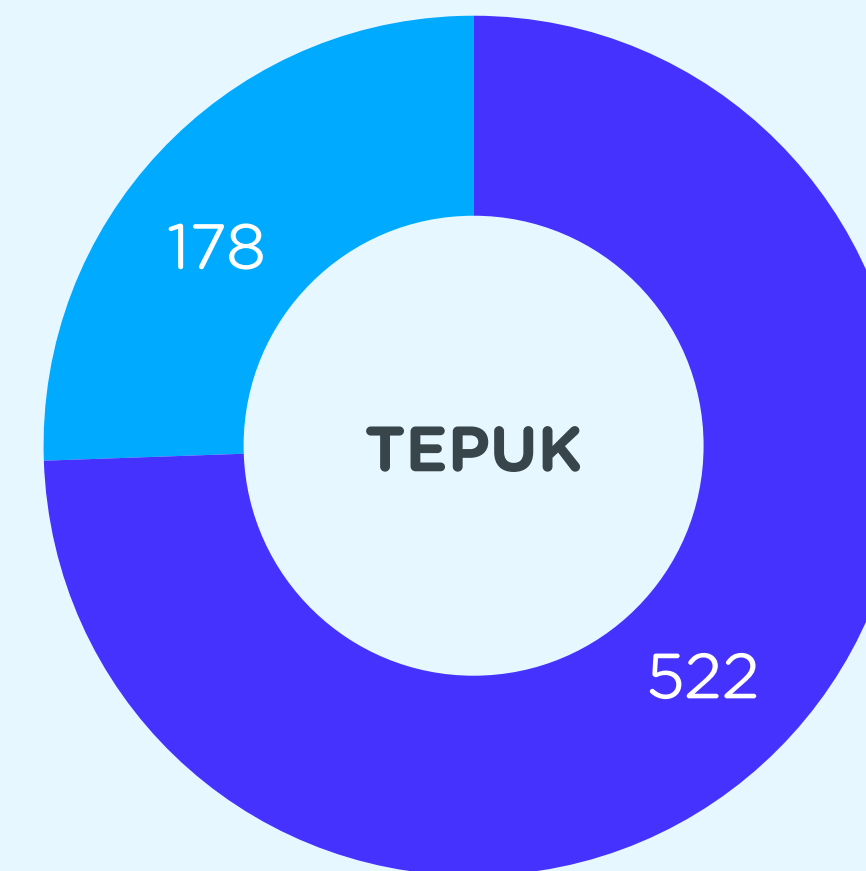
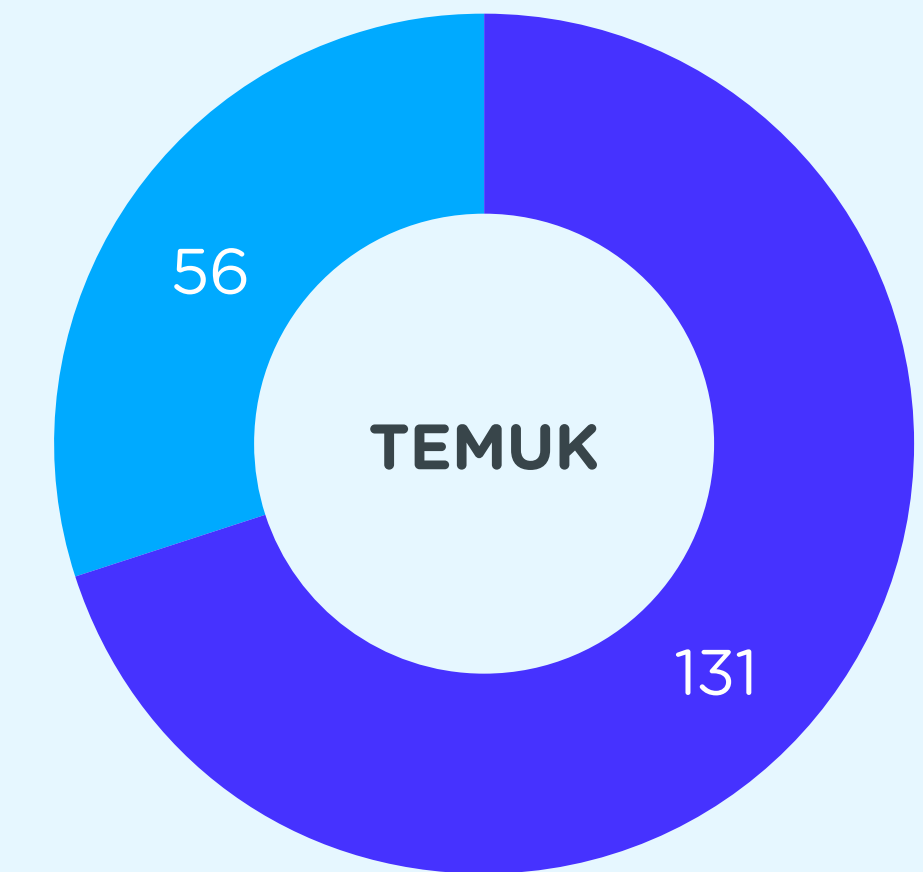
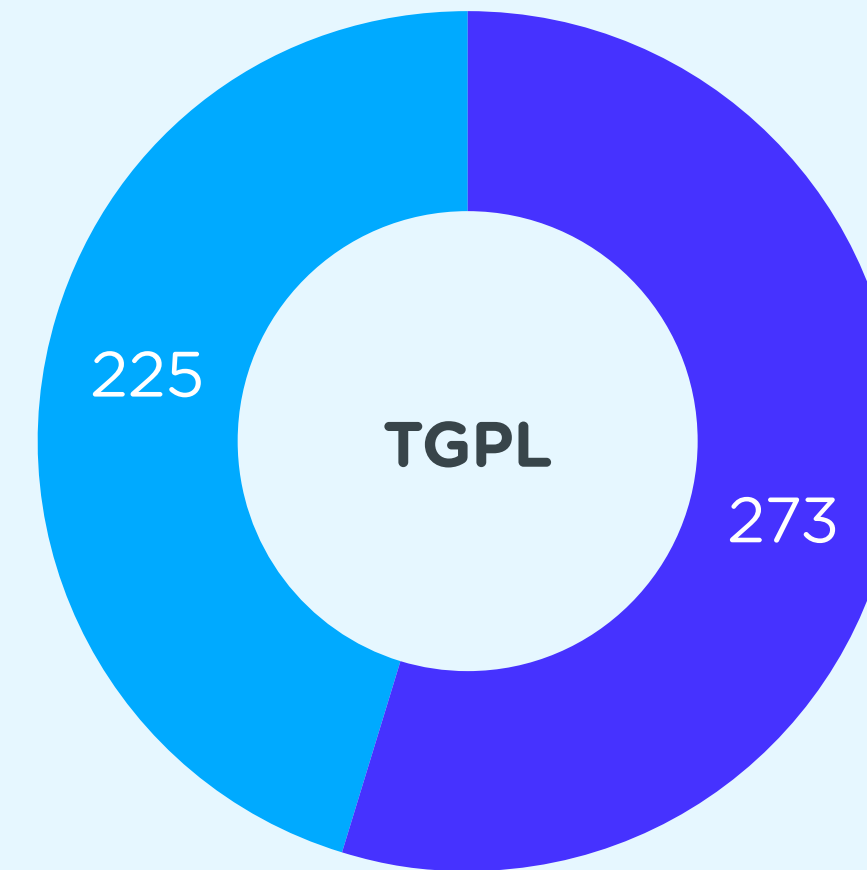


# Introduction

Since 2017, UK companies with more than 250 employees have been required to produce an annual report on their gender pay gap. In line with this requirement, we have today published the 2024 gender pay gap reports for:

- TotalEnergies Exploration & Production UK Ltd (referred to throughout as Exploration & Production or TEPUK)
- TotalEnergies Gas & Power Ltd (referred to throughout as Gas & Power or TGPL)
- TotalEnergies Marketing Limited (referred to throughout as Marketing & Services or TEMUK) is not required to report its gender pay gap because it had fewer than 250 employees in 2024 however, we have chosen to publish this information as we have done in previous years.

## Number of relevant employees



# A note from our Country Chair



**I am pleased to report that all three of TotalEnergies' reporting companies in the UK saw their gender pay gap either narrow or remain the same for both mean and median metrics in 2024. This is the first time we've been able to say this since we began reporting together back in 2020. I hope to see this trend continue in the years ahead as we focus on creating a more gender-balanced workforce which should in turn help to narrow our gender pay gap further.**

We still believe that the gender pay gap measures oversimplify a complex issue, but the requirement to report on it has brought gender diversity into sharp focus and further encourages our determination to address it. We know that diverse talent and a sense of belonging is crucial to our competitiveness, our pioneering spirit and our success. That benefits everyone.

Our gender pay gap remains in part a result of lower female representation in senior and technical positions which traditionally attract higher salaries. Changing the gender balance at our offshore sites - where we employ a significant proportion of our people - is a challenge and we expect it to take some time for that to change.

We continue with our efforts to make our operational sites more accessible to women whilst also taking action elsewhere in our business.

We maintain our focus on:

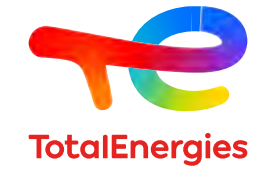
- A recruitment process that encourages diverse candidates
- Building a good place to work
- Creating a sense of belonging and inclusivity
- Engaging with young people to encourage them into our industry

We know that it may be some time before we solve the issue of the gender pay gap, and we remain determined to continue addressing it. Until then I am confident that we provide equal pay for equal work, and that ours is a Company that nurtures diversity, values inclusivity and wants to see change. We continue with our work.

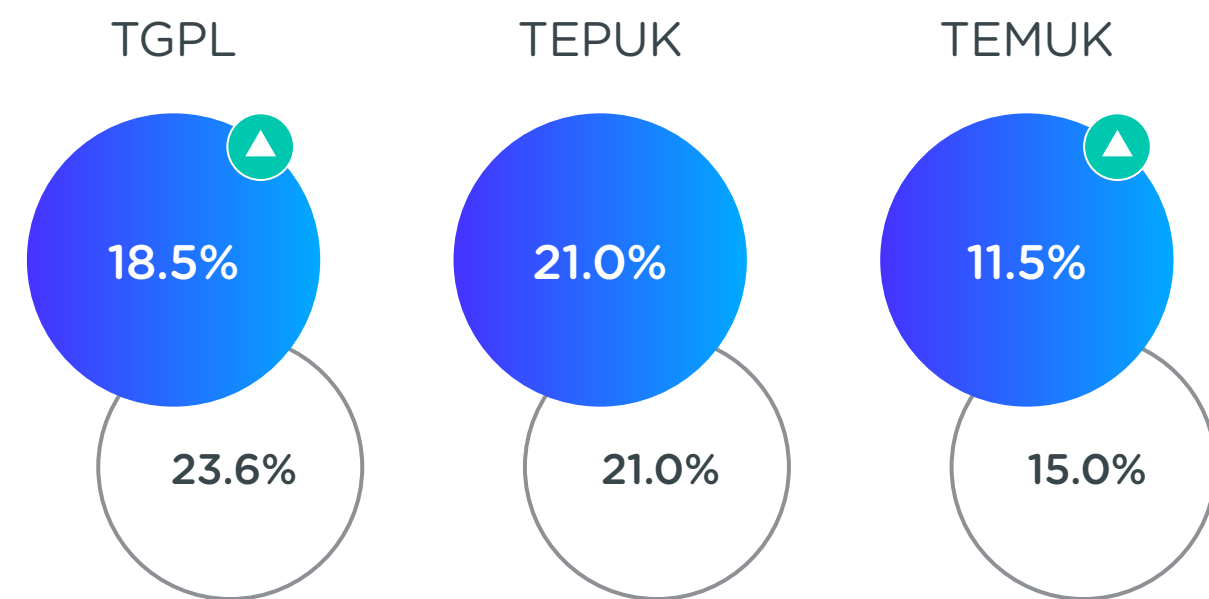
**Nicolas Payer**  
**UK Country Chair**  
**TotalEnergies**

# The Data

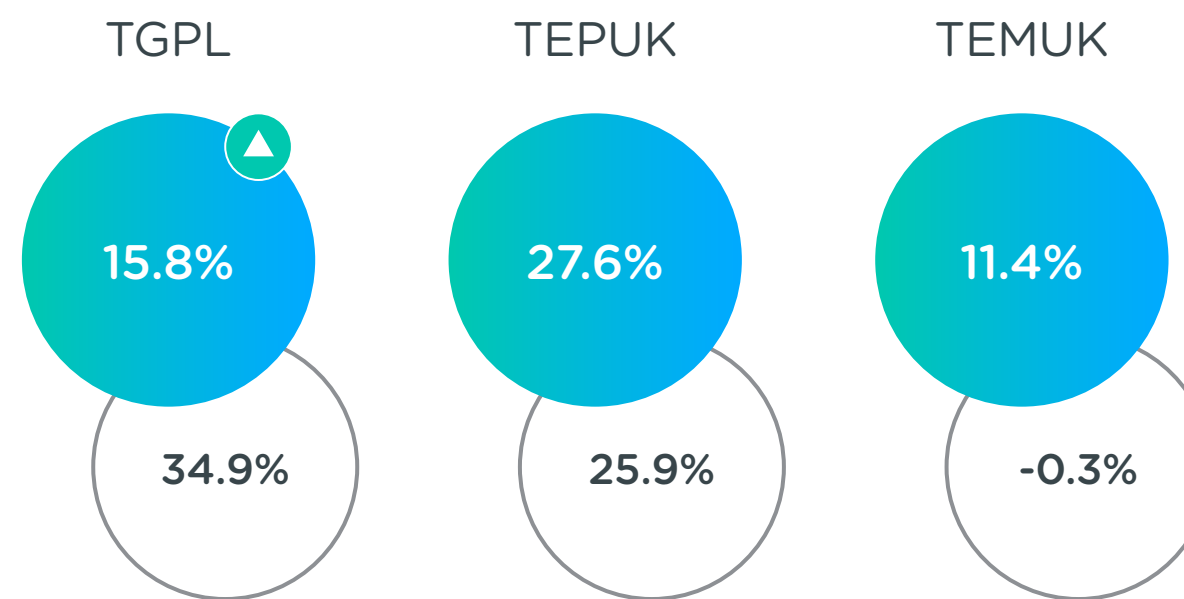
# Gender pay gap and bonus comparison



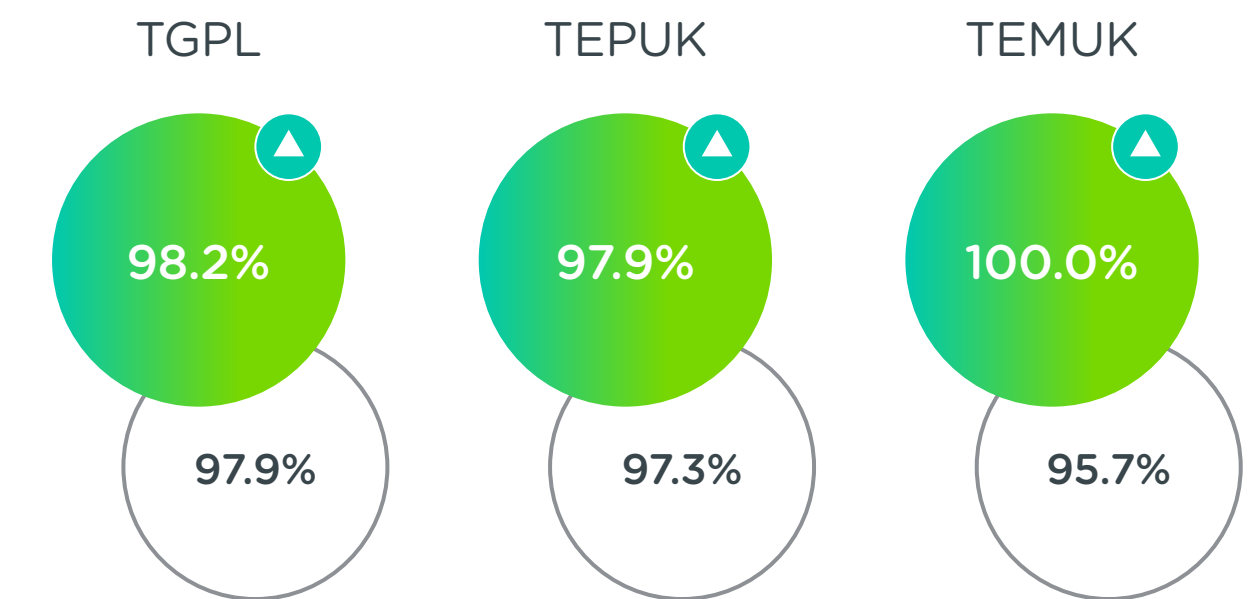
Mean gender pay gap



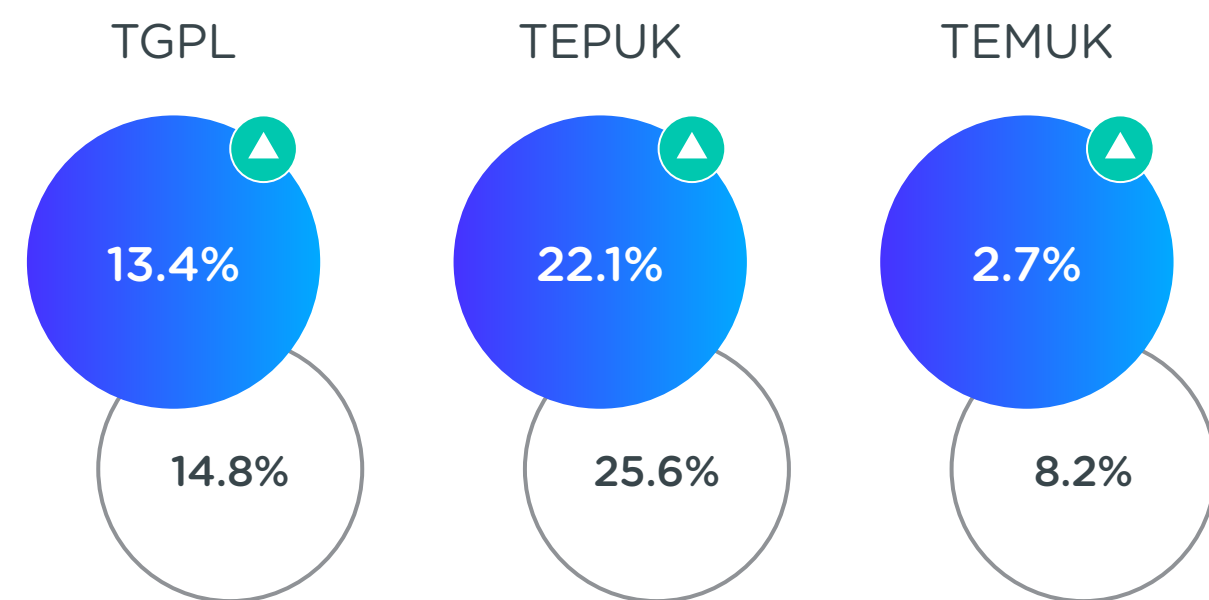
Mean bonus gender pay gap



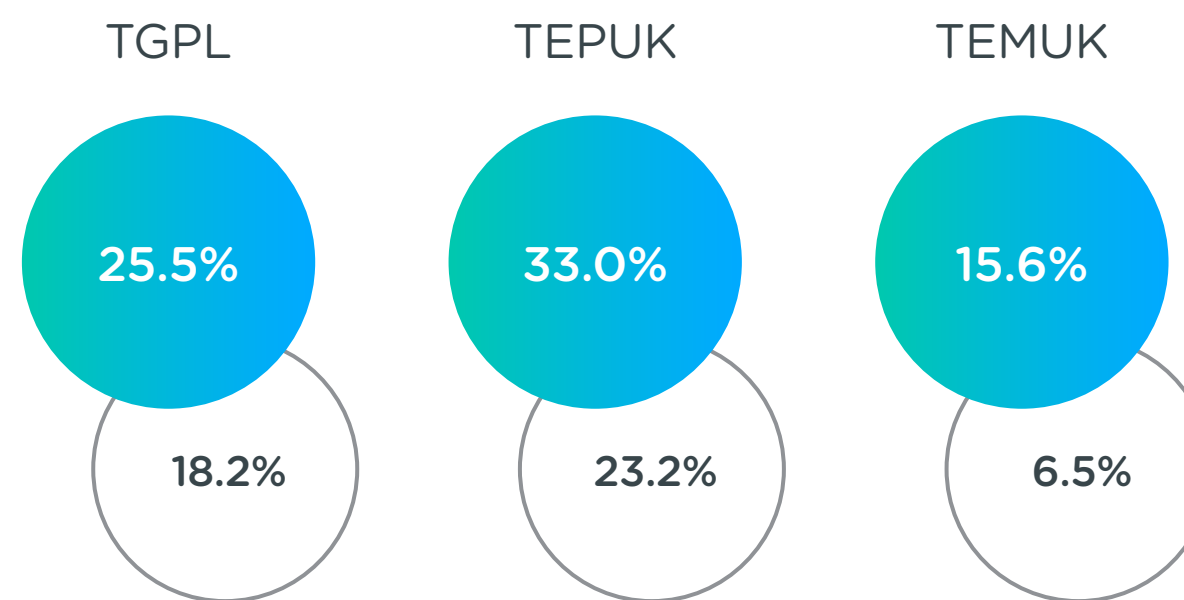
Proportion of males receiving a bonus



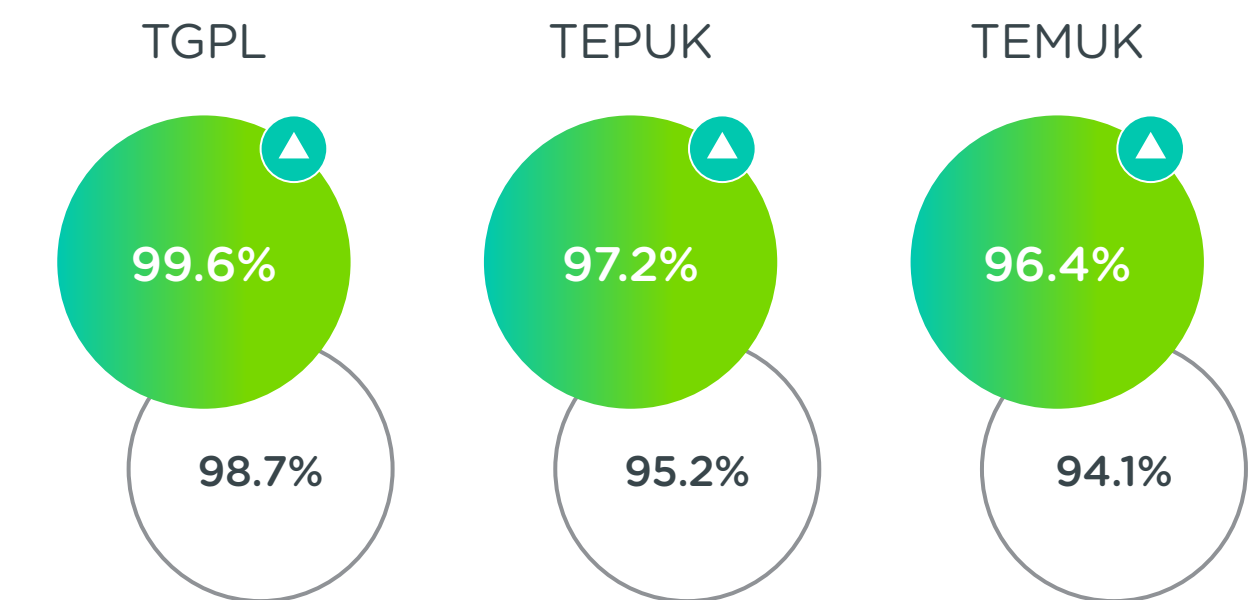
Median gender pay gap



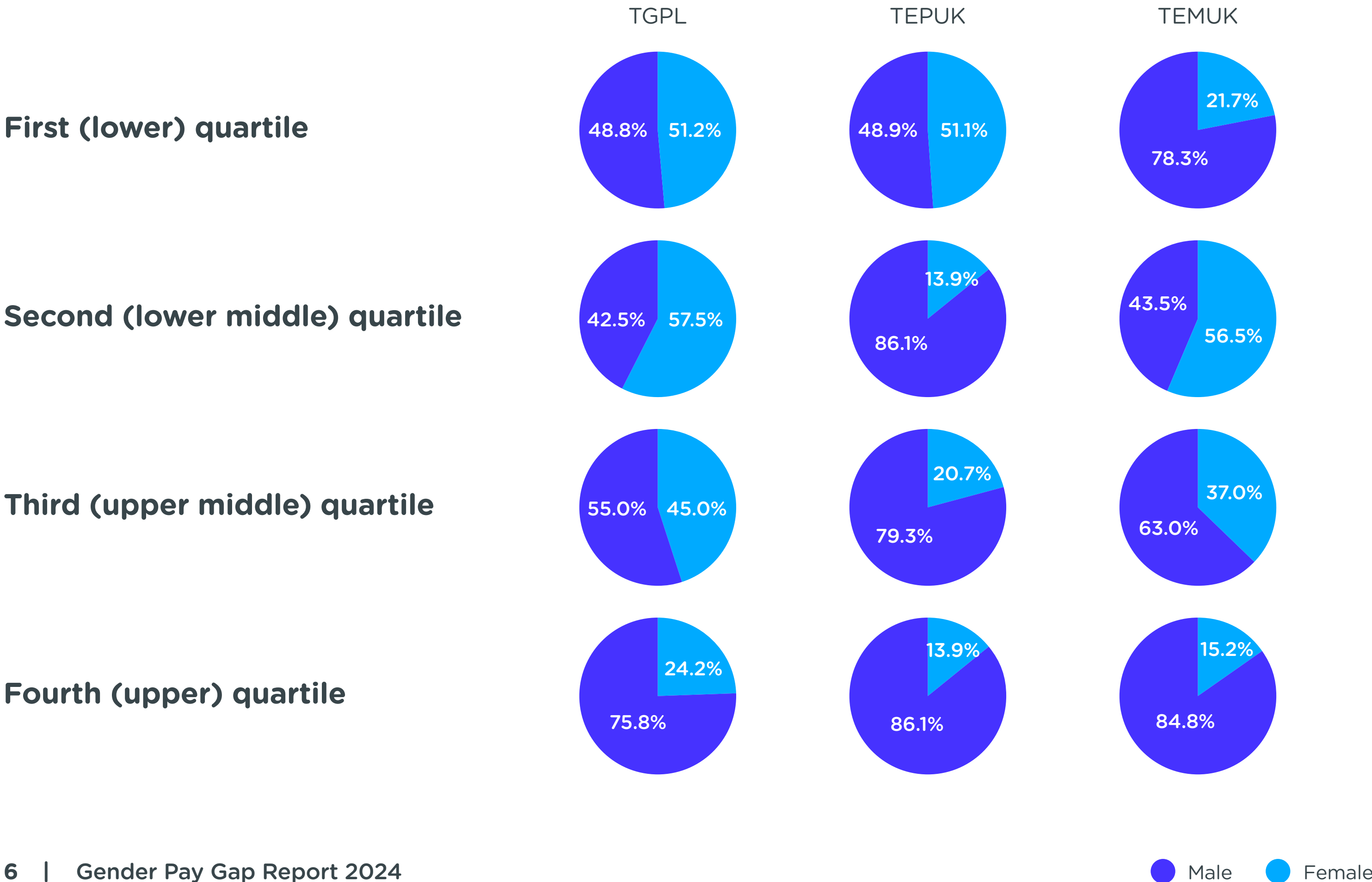
Median bonus gender pay gap



Proportion of females receiving a bonus



# Proportion of males and females in each pay quartile



# Summary of the reports

**The mean and median pay gap metrics for all three companies either narrowed or remained the same, for the first time since we began reporting together in 2020.**

All three companies report high levels of bonus payment to both males and females, and all companies reported an increase in the proportion of people being paid a bonus. However, all three companies also reported a widening of the median bonus gap, and only TotalEnergies Gas & Power saw a narrowing of the mean bonus gap in 2024. It may be worth noting that gender pay gap analysis does not allow for the consideration of part-time working and that reduced working hours reduces bonus payments proportionately. Traditionally, and as is the case for TotalEnergies, more women than men work part-time.

Looking at the pay quartiles: in Gas & Power, we see a good balance across the lower, lower middle and upper middle pay quartiles, and an improvement in female representation in the upper quartile. Previous year's analysis showed a steady increase in female representation from the lower to lower middle and upper middle quartiles suggesting a developing pipeline of female talent moving through the business, now becoming visible in the upper quartile.

In Exploration & Production, we see an increase in female representation across the whole organisation as well as in the upper three pay quartiles.

In Marketing & Services, we see a better balance of genders across the first, second and third quartiles but less so in the upper quartile which is a small population where even one woman moving in or out of their role can have a big impact.



# Explaining our gaps

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At TotalEnergies we are working towards a better gender balance in our business but gaps do still exist.

## Women are under-represented in at our operational sites

The energy industry, with its foundations in technical and industrial jobs, has traditionally attracted more men than women. That is particularly the case at our industrial and offshore sites where the majority of the workforce is male. Our focus is to continue to challenge that tradition and demonstrate that we can offer fulfilling careers across all our operations to everyone in equal measure. Providing equal opportunities for both women and men is important to TotalEnergies and we are committed to creating an inclusive, attractive and motivating working environment for everyone.

Our UK business make-up is approximately one third female to two thirds male. This imbalance significantly affects our gender pay gap because men receive a proportionately higher share of the salary and bonus 'pot' than women, and women are traditionally overrepresented in the lower pay quartiles. However, this is not universal, and we have seen positive movement in female representation across the quartiles since we began reporting together in 2020.

Continuing to attract females to our business and improving their representation across the pay quartiles would help to further narrow our gender pay gap.

## Women in senior positions

As well as being under-represented at our operational sites, there are fewer women in senior leadership and technical roles where pay is higher. In Exploration & Production we can see this improving in the upper two pay quartiles, and in Gas & Power we see women moving through the pay quartiles, from Lower to Lower Middle. At this level of female representation, even small numbers of women moving into or out of a pay quartile can have a big impact on the report, a scenario that also affects Marketing & Services.

## More women working in part-time positions

Traditionally more women than men work in part-time or flexible roles. Whilst this does not impact the gender pay gap, it can affect bonus payments. The pandemic encouraged a re-evaluation of work-life balance, and we see fewer requests for part-time working because flexible or hybrid working options are available for our onshore and office-based personnel.



# What are we doing to narrow the gap?

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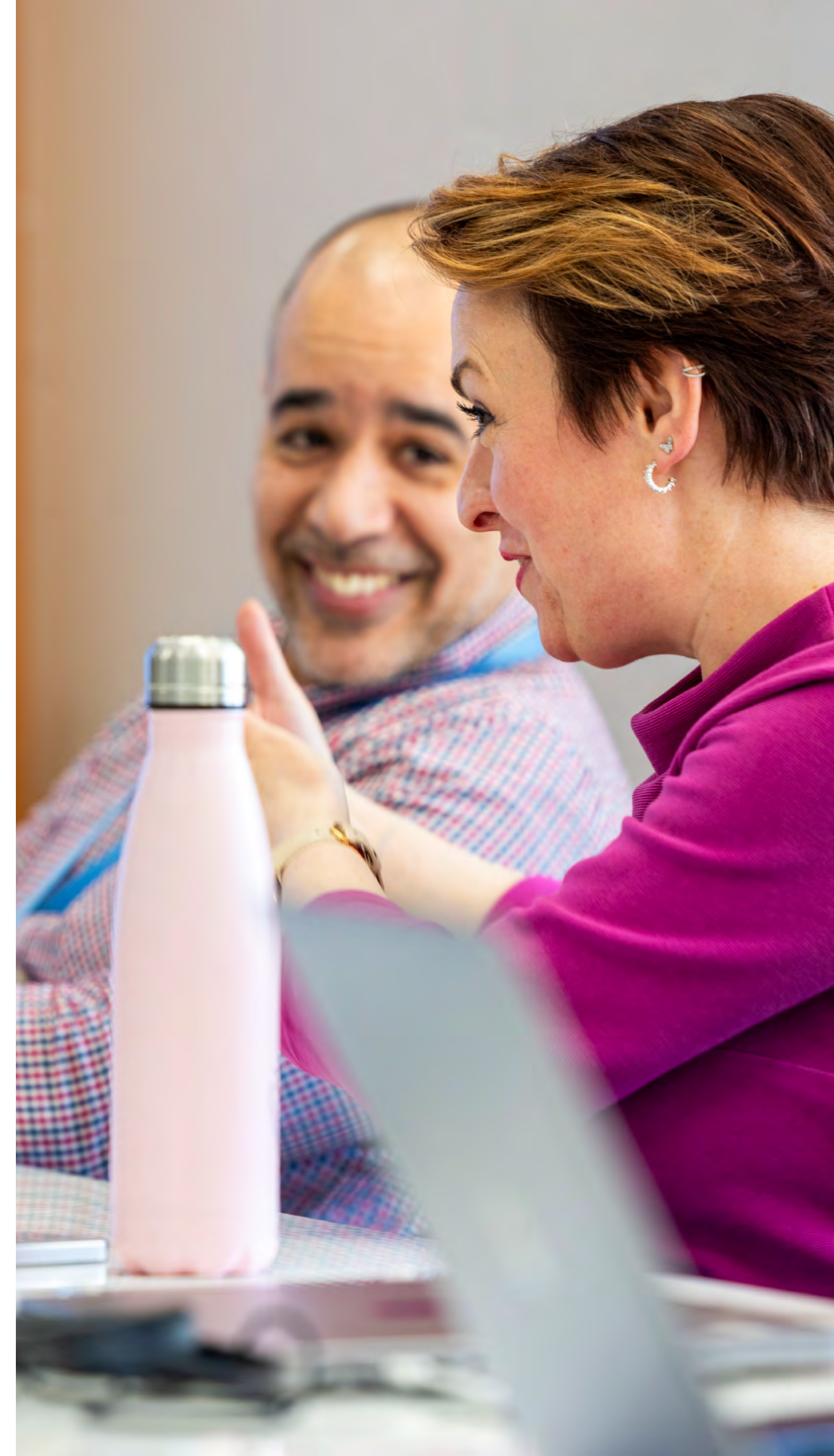
We're committed to making continuous improvements to help narrow the gap every year.

# A recruitment process that encourages diversity

**We know that attracting - and retaining - more women into our operational, technical and leadership roles is critical if we are to see women taking a greater proportion of pay and bonus in TotalEnergies' UK businesses.**

Working with our hiring managers is crucial to addressing this issue and through our Better Together Manager-Coach programme we have developed the following approach to recruitment:

- Supporting Managers to better define the job requirements, removing long lists of 'must-haves' and considering flexible working options
- Creating gender-neutral job adverts
- Pre-defining the shortlisting process for all job applicants based on job requirements allowing for better CV screening
- Ensuring interview panels consist of one female interviewer and one male interviewer wherever possible
- Ensuring consistent and structured interview questions so all candidates get the same questions, based on the needs of the job
- Offering unconscious bias training to Managers



# Inclusivity in the workplace

**Our Exploration & Production business is our largest UK employer with a gender split of 74.6% men to 25.4% women. Whilst this is slightly more balanced than in previous years, the technical nature of our work and the number of positions based at our offshore sites where roles are traditionally, but not exclusively, held by males drives the gender pay gap. When we look at our offshore sites, the percentage of females working at them drops to single digits.**

In 2022 we embarked on a programme to improve inclusivity for women on our offshore sites, which continues today.

Through a series of workshops, the offshore management team, predominantly male, were able to see the offshore experience through the eyes of women. They determinedly took on board the feedback and set about making changes. This included simple measures such as ensuring sanitary bins in rooms; easier access to female toilets and sanitary products; laundry bags for greater discretion and access to personal protective equipment (PPE) designed for females. Similar improvements were previously made at Marketing & Services' Lubricants and Bitumen production sites.

More recently we developed **A Guide to Visiting TotalEnergies Offshore Sites**. This was driven by our desire to make that first visit to site less daunting. We've succeeded in doing that, whilst also creating a useful document for anyone - both men and women - making their first trip to site.

Overall, our aim is to create a working environment that's inclusive and attractive to everyone. In doing so, we hope to attract more women to the traditionally higher paid positions that also attract additional allowances. These roles also provide operational experience that is often a prerequisite to senior, onshore managerial roles, which are also higher paid.



# Engaging with young people to encourage them into our industry

## **We're encouraging more children and young people to study science, technology, engineering and maths (STEM) subjects by sponsoring and supporting projects that focus on these topics. And:**

- We've welcomed interns across our business in a variety of fields, from process engineering to HR, and environmental analysis to marketing. In 2024, the intake was gender balanced.
- We continue to support an early careers programme for graduates and apprentices, building diversity in our organisation
- We continue to fund students at the University of Aberdeen and in 2024 we provided sponsorship to their Centre for Doctoral Training course entitled The Role of Geoscience in the Energy Transition
- We supported the TotalEnergies Professors Association to deliver Energy Transition courses at Aberdeen, Leeds and Cranfield Universities. This course is aimed at MSc level students considering careers in the energy sector
- We continue to sponsor and support STEM-based projects in and for schools, including those in collaboration with Stemovators which we support with annual core funding
- Our Action! programme offers employees up to 3 days per year to volunteer in a variety of areas, but especially in activities that support youth inclusion and education. In 2024, 264 volunteers gave 1388 hours of their time to 290 initiatives across the UK.
- We've established connections with teachers and lecturers who are highly influential in the lives of young people making decisions about subjects to study, courses to follow or careers to aspire to. We've done this through dedicated events and with the support of people including senior female offshore leaders, graduates, and other experienced professionals (both male and female) who have been willing to share their experiences of our industry with education professionals.
- We supported Energy Insider on their quest to promote to schools, universities and colleges the variety of jobs available in the energy sector. Specifically, a female Offshore Installation Manager (OIM) participated in the creation of a film that gives an in-depth overview of her job, using language and illustrations aimed at a young audience
- We use our social media presence and our website to share the career stories of our people who are fascinating and inspiring. These stories go a long way to encourage others to join us on our energy transition journey in the UK

# Building a good place to work

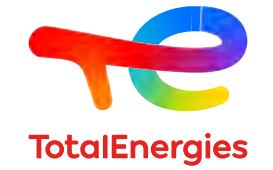
**We're actively creating a diverse organisation in which everyone is treated equally and fairly and where all voices are welcomed and listened to. We're supporting diversity and inclusivity across not just gender but also the other characteristics that make us unique including ethnicity, nationality, age, sexuality, religion, experience, socio-economic background and education.**

We support this approach through active networks which work across all our UK businesses; Diversity & Inclusion Officers; Disability Officers; mentoring; training and open discussion. We encourage active communication across our internal channels, offering everyone the opportunity to share their life experiences and what is important to them. We host events throughout the year to raise awareness of and discuss topics such as neurodiversity, dementia, childcare and overcoming adversity; we invite external speakers into our businesses to help us broaden our thinking and better understand our colleagues and wider society.

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



# Explaining the report



## The report covers four calculations to measure gender pay:

- **Gender pay gap** (mean and median): the difference in the average pay of all men and all women across an organisation
- **Gender bonus gap** (mean and median): the difference in the average bonuses of all men and all women across an organisation
- **The proportion of men and women receiving bonuses**
- **The proportion of men and women in each quartile of an organisation's pay structure**

## What is the difference between mean and median?

**The mean** calculation is an average of all the pay or bonus earnings of all male employees or all female employees.

**The median** is the mid-point in a list of all the pay and bonus earnings of all male employees or all female employees.

## The gender pay gap

The gender pay gap is a calculation that compares the pay for all employees in a business.

It does not consider differences in job function, job level, qualifications, performance and experience. Gender pay gap reporting encourages discussion about the progress of women in UK businesses.

We welcome that discussion, but it should be stressed that a gender pay gap is not the same thing as unequal pay.

## Equal Pay

At TotalEnergies, we conduct regular analysis across our business to ensure that both women and men are being paid equally for the same, or similar, work. **This is also known as equal pay.**

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