



VPSHR 2025 Report

Voluntary Principles on Security & Human Rights

March, 2026



TotalEnergies

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Introduction



2025 marks the twenty fifth anniversary of the Voluntary Principles on Security and Human Rights and the twenty

fifth anniversary of the TotalEnergies Code of Conduct.

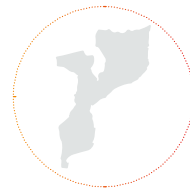
In a year marked by heightened geopolitical uncertainty and evolving security dynamics, these two milestones reaffirm the Company’s approach to responsible security, grounded in respect for Human Rights and consistent with the expectations set for operations in complex environments, including conflict affected and high risk areas.

They underscore the Company Security’s role in ensuring that the security of personnel is managed responsibly and that the human rights of neighboring communities and other stakeholders are respected. They also reaffirm that security risks are managed in line with applicable international standards, particularly those relating to the proportionate use of force.

Denis Favier

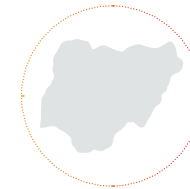
A handwritten signature in black ink, appearing to read 'Denis Favier'.

This report describes TotalEnergies’ (the “Company”) overall commitment and 2025 implementation of the Voluntary Principles on Security and Human Rights (“VPSHR” or “VPs”). The Company joined the VPSHR initiative in March 2012 as a member of the Corporate Pillar and is continuing its efforts to further embed and promote the VPSHR into its day-to-day business activities. During the year, special attention has been given to four countries: Mozambique, Nigeria, Iraq and Angola.



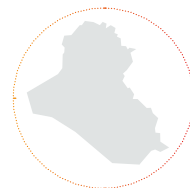
Mozambique

In Mozambique, conditions in the northern provinces—particularly Cabo Delgado—have enabled the return of many internally displaced persons. However, episodes of instability persisted in 2025, including political tensions following the 2024 post-election period. These dynamics reinforce the importance of maintaining VPSHR-aligned engagement with public and private security actors and supporting subsidiary through tailored guidance and preparedness measures.



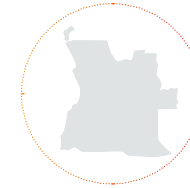
Nigeria

In Nigeria, the 2025 priority focused on strengthening field engagement through a dedicated mission aimed at enhancing Private Security Companies (PSC) and Government Security Forces (GSF) capacity and improving reporting practices. Nigeria continues to present a complex security environment shaped by criminality, community tensions and the presence of multiple security actors. These dynamics require reinforced oversight of security arrangements and strict alignment with VPSHR expectations.



Iraq

In Iraq, the security context in the Basra region remains marked by the presence of multiple security actors and the need for clear coordination with public and private forces around major energy infrastructures. In 2025, the subsidiary implemented VPSHR-aligned training programs for private security providers operating around the Ratawi Hub. Training focused on responsible use of force, structured incident reporting and respectful engagement with local communities, supporting day-to-day alignment with the Company’s security and human rights expectations.



Angola

In Angola, the Company prioritized targeted support to address the specific challenges posed by Joint-Venture (JV) arrangements, where differing operator mandates and governance structures can limit the direct influence of the subsidiary on security practices. Work focused on clarifying expectations for VPSHR implementation within JV frameworks, strengthening dialogue with partners, and reinforcing the oversight of private security providers involved in shared operational environments.

2025 at a glance

TotalEnergies' VPSHR implementation is led by the Company Security Division ("Company Security") with the support of the Human Rights Department of the Strategy & Sustainability Division which coordinates the human rights approach of the Company. The Company's VPSHR activities are carried out through a simultaneous bottom-up and top-down approach that encompasses an extensive network of employees at various levels of the Company.

TotalEnergies' Company Security oversees the VPSHR's international deployment and ensures that the Company's strategies, policies, and procedures are in line with the VPSHR expectations. Furthermore, Company Security relies on and works in close collaboration with a global network of more than 100 Country Chairs (CC) and Country Security Officers (CSO) to establish concrete and effective VPSHR activities at ground-level.



The annual Auto-Diagnostic and Risk-Assessment campaign tools are deployed across a wide range of operating countries to assess the implementation of the VPSHR.



have been integrated into **contracts with Private Security Companies** by the Company, as well as into contracts with service stations dealers who are required to **cascade these clauses into their own contracts with Private Security Companies**.



A global mapping has been carried out to identify Private Security Companies contracted at Company level and assess their **international standards, including membership in the International Code of Conduct Association (ICoCA)**. The mapping also covers the Government Security Forces, identifying the relevant units operating in each country.



AWARENESS & TRAINING SESSIONS FOR:



A

TotalEnergies' Commitment to the Voluntary Principles on Security and Human Rights

I. Public statement of commitment or endorsement of the VPSHR

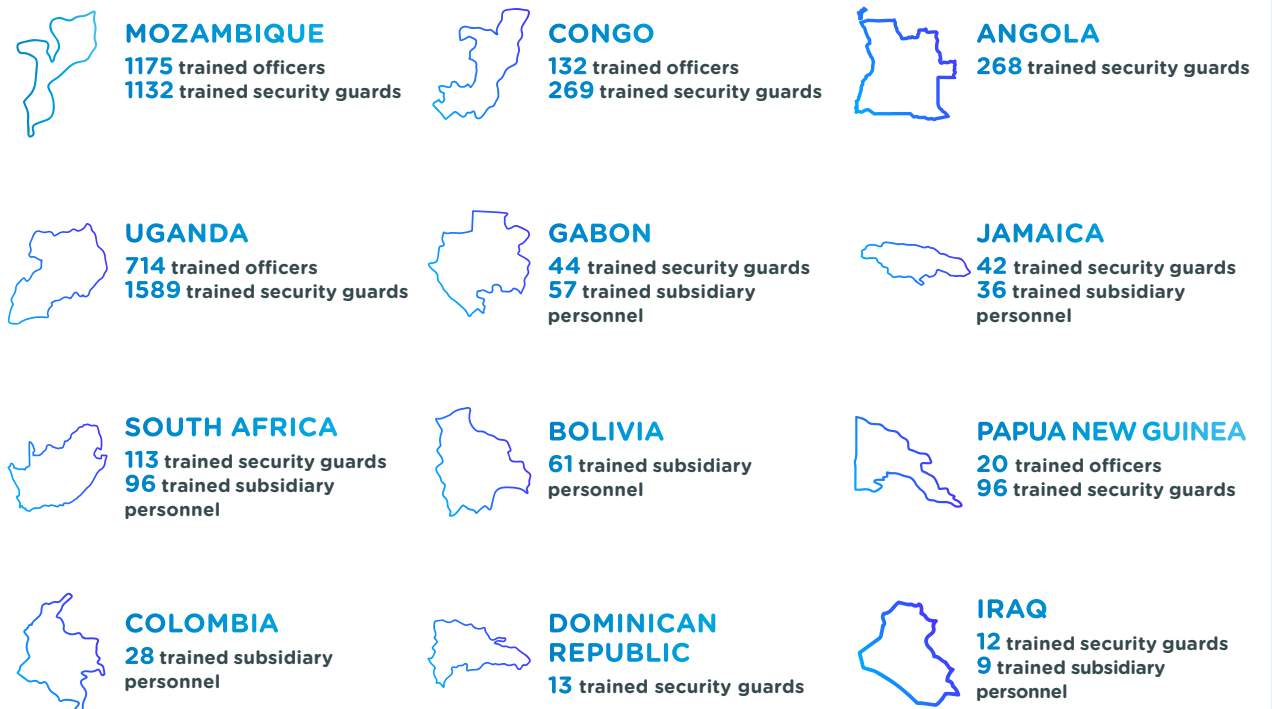
TotalEnergies' commitment to the VPSHR is explicitly enshrined in various Company documents which are publicly accessible (e.g. the Code of Conduct, the Health Safety Environment and Quality Charter, the Human Rights Guide and the Human Rights Briefing Paper), the 2018 top management's commitment as well as Senior Vice-President Security's 2024 reiteration remains valid.

II. Examples of commitments and measures to promote the implementation of the VPSHR

2025 VPSHR TRAINING AND AWARENESS ACTIVITIES

The Company managed to implement several training and awareness-raising programs in 2025, mainly at operational levels. During the year, continuation of VPSHR awareness sessions at the local level was encouraged and organized for employees, partners as well as Private Security Companies (PSC) and Government Security Forces (GSF) protecting TotalEnergies' employees and facilities. Several of our subsidiaries have organized training sessions with topics such as «VPSHR & Human Rights», «VPSHR and Conflict Resolution», «VPSHR Knowledge and Practical Implementation», to gradually deepen understanding of the subject.

SOME EXAMPLES FOR 2025



* The term "Security guards" refers to individuals of the Private Security Companies working with TotalEnergies;

* The term "Personnel" refers to individuals that are employed or contracted by TotalEnergies.

* The term "Officers" refers to individuals of the Government Security Forces working with TotalEnergies.



TotalEnergies' Security Manager e-learning program, launched in January 2023, is designed to equip newly appointed or soon-to-be-appointed security managers with the skills needed to understand their risk environment and to implement the company's Security Management System effectively. The curriculum includes 14 e-learning modules, among which a dedicated VPSHR module, complemented by four coaching sessions delivered by Company Security.

➔ **By the end of 2025, 53 Country Security Officers and collaborators with security manager responsibilities had completed the training**



Security Seminar in Mexico



Security Seminar in United Arab Emirates



Security Seminar in South Africa

Complementing the e-learning program, regional security seminars were developed to immerse participants in realistic scenarios and strengthen their ability to manage security incidents with human rights implications. In January 2025, after a first edition in Côte d'Ivoire for French-speaking countries, TotalEnergies in South Africa hosted the Sub-Saharan Africa Security Seminar for English-speaking countries. This was followed by the Middle East and North Africa Security Seminar hosted by TotalEnergies in United Arab Emirates in April 2025, and the Americas Security Seminar hosted by TotalEnergies in Mexico in October 2025.

A dedicated VPSHR workshop was organized during these sessions, using fictional country scenarios involving interactions with Government Security Forces (GSF), Private Security Companies (PSC), and armed groups, as well as other challenging security and human rights contexts. Country Security Officers and Security Managers were invited to identify specific VPSHR-related issues, and to manage and report the incidents in line with Company expectations.



SECURITY VISIT IN FRANCE OF UGANDAN SECURITY OFFICIALS

A security visit was carried out in France in February 2025 for a delegation of Senior Ugandan Security Officials. The mission aimed to provide an overview of how industrial sites classified as strategic by regulations are protected in France and of the structure of the operator's systems and the public sphere of coordination, equipment, incident management and crisis response systems. As part of this visit, a dedicated session on the VPSHR was delivered. The session highlighted the Company's commitments and international expectations regarding responsible security conduct, including the roles of public and private security actors, proportionality in the use of force, community protection, and accountability. Overall, the VPSHR session reinforced a shared understanding of responsible security practices, reiterated the importance of the link between technical security measures and respect for human rights, and contextualized the operational observations made during the visit.



INVOLVEMENT IN SECURITY AND HUMAN RIGHTS EVENTS

TotalEnergies participated to the Voluntary Principles Initiative's ("VPI" or "VP Initiative") 2025 Annual Plenary Meeting which took place in London, United Kingdom, in March 2025. The Company also attended other events with VPI members, including regular Corporate Pillar calls and In-Country Working Groups meetings in Brazil, Mozambique, Nigeria, and Ghana. TotalEnergies also attended IPIECA¹ Week in April 2025 as well as Social Responsibility Group and more precisely its Human Rights Working Group and Responsible Security Task Force's virtual meetings where VPSHR related matters are broadly discussed. The purpose of these groups is to share experiences, approaches, and best practices on VPSHR implementation between energy companies and to provide support to the VP Initiative relevant to the sector. In November 2025, the Company also attended the 14th United-Nations Forum on Business and Human Rights in Geneva, Switzerland.

HIGHLIGHTS ✓

HUMAN RIGHTS DAY & 25 YEARS OF THE VPSHR

Human Rights Day, annually observed on December 10 commemorates the adoption of the Universal Declaration of Human Rights. This year is particularly meaningful as it also celebrates 25 years of the VPSHR. To mark this milestone, the Security division released the video "Do you know the VPSHR?", highlighting why they matter and how everyone can contribute to more responsible security practices. The video also reminds us that implementing the VPSHR is a shared responsibility and that each of us has a role to play in promoting security practices that respect and protect human rights.

IPIECA RESPONSIBLE SECURITY TASK-FORCE

The Company actively contributes to the IPIECA Responsible Security Task Force (RSTF), where security and corporate responsibility practitioners exchange good practices on VPSHR implementation, responsible security management, PSC oversight and engagement with public security forces. RSTF provides a longstanding, cross functional platform

that builds on IPIECA's role as an observer to the Voluntary Principles initiative, supporting companies in developing responsible security approaches through peer learning workshops and knowledge sharing.

Since 2025, TotalEnergies is co-chair of the RSTF with one of its peers.

IPIECA Latin America Q4 Meeting

The IPIECA Social Responsibility Group convened its Q4 annual meeting in Rio de Janeiro, Brazil, from 28 to 30 October, allowing members to engage with regional specialists and broaden perspectives on social and security challenges in Latin America.



TotalEnergies presented its work to reinforce VPSHR implementation across its operations, including the integration of VPSHR considerations into Nature Based Solutions projects and the Company's progress as an International Code of Conduct Association-ICoCA Observer.² Since 2025, TotalEnergies is co-chair of the RSTF with one of its peers. Participation in the RSTF enables the Company to benchmark its practices, share operational experience, and strengthen alignment with international expectations on security and human rights.

The Company outlined the challenges encountered in regions such as Cordillera Azul and Madre de Dios (Peru), where issues including land tenure disputes, illegal activities, and tensions involving Indigenous communities create complex security and human rights dynamics. The Company also shared its experience in integrating ICoCA requirements when contracting PSC. The presentation underscored how ICoCA membership expectations help elevate standards among private security providers, particularly in markets where the sector is fragmented or informal.

¹ Established in 1974 as the International Petroleum Industry Environmental Conservation Association, the association changed its name in 2002 as IPIECA.

² The International Code of Conduct for Private Security Service Providers Association (ICoCA) is a multi-stakeholder initiative formed in 2013 to ensure that providers of private security services respect Human Rights and Humanitarian Law.

ICoCA OBSERVER STATUS



TotalEnergies' engagement with ICoCA is formal and supportive of shared human-rights-aligned objectives. The Company submitted its application as an ICoCA Observer member in 2024, expressing its commitment

to improving practices within its security operations, and contributing to the collective efforts in promoting respect for the International Code of Conduct for Private Security Service Providers (ICoC).

As an Observer member, TotalEnergies has taken part in ICoCA's Client Working Group meetings and, in the association's Annual General Assembly, enabling regular information exchange with other stakeholders on human rights, due diligence and responsibility security practices.

Through this close engagement, TotalEnergies contributes to - and draws from - an industry-wide knowledge base on integrating human rights into security operations, including insights related to contracting private security, monitoring performance, and mitigating risks in complex environment.

COMPANY LEVEL SECURITY ACTORS MAPPING AND ICoCA ALIGNMENT LEVEL SECURITY ACTORS MAPPING AND ICoCA ALIGNMENT

In 2025, the Company conducted a comprehensive and granular mapping of security actors across its operational footprint, consolidating detailed information provided by Country Security Officers to obtain a clearer picture of the public and private security landscape in each country. This exercise allowed for an enhanced understanding of the structure, roles and oversight mechanisms of Government Security Forces as well as the capabilities, positioning and regulatory environment relevant to Private Security Companies.

This work was complemented by a systematic crosscheck of contracted PSCs against ICoCA's

membership and certification lists, carried out under the Company's Observer Status. As recalled in internal guidance, this engagement helps strengthen due diligence, improve the assessment of PSC performance and ensure alignment with international expectations on responsible private security provision. It also supports ongoing reflections on integrating ICoCA related requirements into contractual clauses and PSC oversight processes.

This mapping is designed as a cyclical, regularly updated exercise, ensuring that the Company maintains an up-to-date, consistent, and operational view of the security ecosystem in support of VPSHR implementation.

B Policies, Procedures and Related Activities

I. Implementation of the VPSHR

No significant change since the last report.

II. Company procedure to conduct Security and Human Rights risk assessments and VPSHR auto-diagnosis evaluation

RISK-ASSESSMENT AND AUTO-DIAGNOSTIC TOOLS

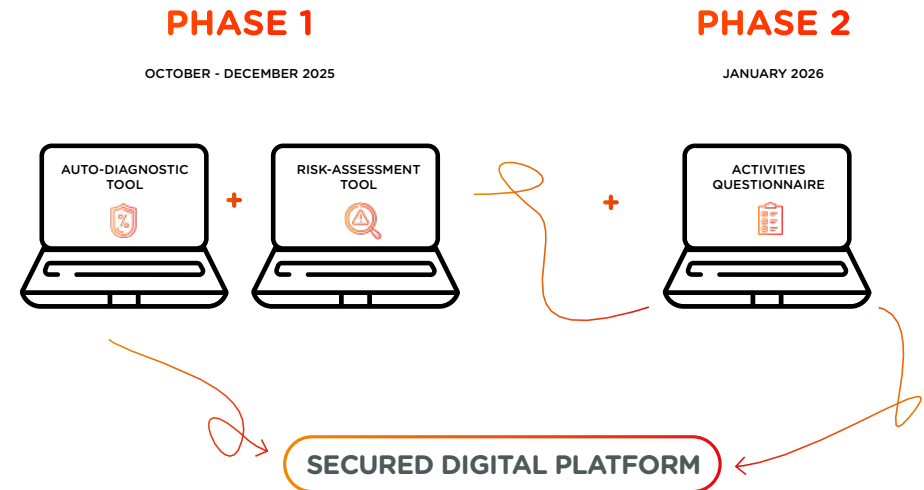
Since 2016, the Company has been using **Auto-Diagnostic and Risk-Assessment (ADRA)** tools — both inspired by the **Implementation Guidance Tools (IGT)**, which help TotalEnergies' affiliates to evaluate their own conformity to the VPSHR, assess the VP-related risks present in their operating environment, and formulate an action plan with recommendations to mitigate the identified risks.

ORGANIZATION OF ANNUAL VPSHR CAMPAIGNS (ADRA CAMPAIGNS)

These tools are deployed on a **secured digital platform** during the annual ADRA campaigns rolled out across Company entities worldwide. Since 2022, the ADRA Campaign also includes a **Security and Human Rights Activities Questionnaire**. This allowed for strengthening monitoring and better traceability of results as well as issuing proper recommendations to adapt the VPSHR action plan for the coming year.

2025 ANNUAL VPSHR CAMPAIGN

In 2025, the Campaign was held in two distinct phases:



Company Security launched its annual ADRA Campaign in October 2025 and a total of **98 countries** were surveyed. To meet the requirements of the Company VPSHR Rule, the following countries as defined were targeted :

- Countries whose VPSHR compliance rate below 60% during the 2024 Campaign;
- Countries whose Risk-Assessment's results indicated high or extreme risks during the 2023 campaign as to build up a 2-years following-up;

Independently of the two categories, the scope was extended to include additional countries in order to cover specific entities.

PRELIMINARY FINDINGS OF THE 2025 ADRA CAMPAIGN



AUTO-DIAGNOSTIC

Out of 22 countries surveyed in the Auto-Diagnostic, 100% responded
+50 countries filled out the tools.



RISK-ASSESSMENT

Out of 83 countries surveyed in the Risk-Assessment, 100% responded,
+8 countries filled out the tools.



ACTIVITIES QUESTIONNAIRES

We received information regarding Security and Human Rights Activities for 98 countries.

Results are still under process but first indicators provide the following figures:

20% have risk-assessment results highlighting **high or extreme VPSHR risks**

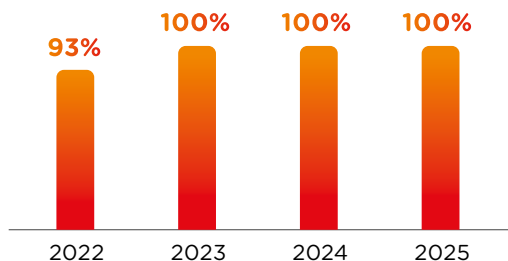
48.6% of entities have a **high compliance rate** between 75% and 100%

41.6% have a **compliance rate** between 50% and 75%

9.7% have a **compliance rate considered as low**, i.e below 50%

Countries that have an adherence rate below 50% and which results highlight high or extreme VPSHR risks are considered “Priority Countries” and will be monitored on a quarterly basis throughout 2026.

The participation and return rate of the 2025 ADRA Campaign reached 100%.



What's next ?

Following each annual campaign, Company Security issues VPSHR recommendations tailored to the local context as well as practical tools to help CSO implement the recommendations through the year.



SECURITY & HUMAN RIGHTS GOVERNANCE FRAMEWORK

The Company's Security and Human Rights risk assessment framework is structured around a continuous VPSHR cycle that combines annual assessment, targeted recommendations, and sustained operational support. Each year, subsidiaries participate in the ADRA campaign, during which they complete the VPSHR tools, assess their exposure to security related human rights risks, and evaluate their level of adherence to the Voluntary Principles. Based on this analysis, tailored recommendations are issued, and action plans are defined and updated.

Progress on these plans is monitored on a quarterly basis with support from Company Security, ensuring that subsidiaries receive ongoing guidance and assistance. This cycle is reinforced by regular security reviews conducted by the Regional Security Delegate, who verify the effective implementation of measures on the ground, and by dedicated VPSHR field missions, which provide additional, hands-on support in complex operational environments. Together, these mechanisms form a coherent and practical assessment and monitoring loop, strengthening risk management, operational alignment and continuous improvement across the Company.

III. Company mechanism for reporting and addressing security-related incidents involving Human Rights implications

VPSHR incidents are classified as serious according to Company standards and must be reported to Company Security within 24 hours. To ensure that all steps are well followed for incident management and reporting, the Company Security developed a mnemonic APRECoM for Assistance, Protection, Reporting within 24 hours, Enquiry, Communication of the final incident report and Measures. In 2025, Company Security continued developing several communication posters for local awareness within subsidiaries facilities.

IV. Company procedure for taking into consideration the VPs when establishing relationship with PSC

The VPSHR Rule stipulates that all contracts with Private Security Companies have to include a VPSHR clause requiring PSC to comply with the VPSHR commitments and the Company standards.

On August 26, 2020, TotalEnergies' Marketing & Service branch deployed a VPSHR clause to be included in the operation contracts of the Company's service station network. This VPSHR clause must be included in all new contracts, renewals, extensions, and amendments. In 2025, the VPSHR clause was included in more than 3910 contracts.

3910+
contracts with
VPSHR clause
included in 2025

In parallel with the VPSHR clauses, the Company integrates ICoCA expectations into its due diligence and oversight of PSC. As part of its Observer Status, the Company relies on membership information to verify whether contracted PSCs are certified, affiliate members or otherwise aligned with the International Code of Conduct. ICoCA alignment therefore acts as an additional assurance layer complementing the VPSHR contractual clause, improving the selection, monitoring and evaluation of security providers in contexts where market structures and oversight mechanisms vary significantly.

STANDARDISING SECURITY PRACTICES ACROSS A MULTI COUNTRY INFRASTRUCTURE PROJECT & PROFESSIONALISING PRIVATE SECURITY PROVIDERS THROUGH VPSHR TRAINING



EAST AFRICAN
CRUDE OIL
PIPELINE

The East African Crude Oil Pipeline (EACOP project), operated by EACOP Ltd, is a major regional infrastructure project extending from Uganda to Tanzania, involving multiple contractors working across two jurisdictions. Given the scale of the project, the diversity of stakeholders and the presence of both public and private security actors along the route, security and human rights considerations remain an important aspect of the project. As part of its approach, all contractors and subcontractors engaged on EACOP project are required to adhere to the VPSHR, maintain a VPSHR implementation plan, and ensure that all VPSHR-related actions remain fully auditable. In line with responsible security expectations, all Private Security Companies (PSC) operating on the project must be certified by ICoCA, members, or demonstrate credible alignment with the Association's standards. In 2025, 1748 PSC personnel received VPSHR training across the project. Training sessions focused on responsible use-of-force practices, incident documentation, interaction with communities, and supervisory accountability. Delivering this volume of harmonized training across two countries helped promote consistent expectations, strengthen due diligence on PSC performance and reinforce alignment between contractual requirements, ICoCA standards and day-to-day operational conduct.

C Country VPSHR Implementation

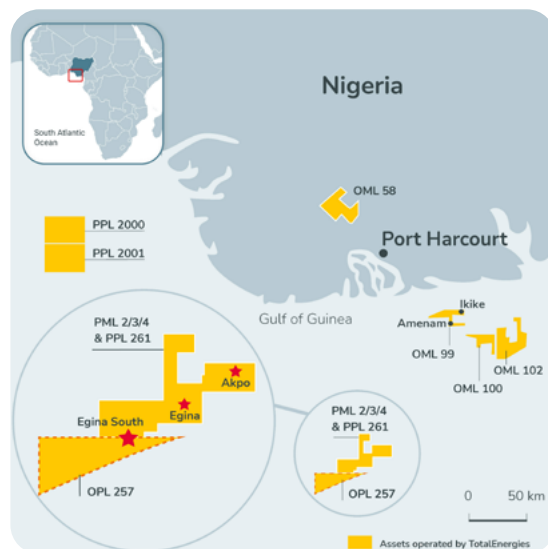


I. Context

TOTALENERGIES IN NIGERIA

Nigeria is a key energy-producing country in Africa, where oil and gas activities remain central to national economic development and public revenues. The sector operates in a complex environment, influencing how energy projects interact with local stakeholders and how security arrangements are designed and implemented.

TotalEnergies has a long-established presence in Nigeria, with activities spanning onshore and offshore shallow and deepwater production, gas, solar development and downstream distribution. The Company is present through TotalEnergies Companies in Nigeria (TCiN) which is made up of three main business sectors: TotalEnergies Upstream Companies in Nigeria (TUCN), TotalEnergies Marketing Nigeria Plc (TEMNPLC) and TotalEnergies Renewables DG Nigeria Ltd.



TUCN operates a broad and strategically important portfolio of assets across Nigeria and plays a central role in several joint venture areas.

THE SECURITY AND HUMAN RIGHTS SITUATION IN NIGERIA

According to the Verisk Maplecroft's Security Forces and Human Rights index, Nigeria has a strong legal framework, the outcome of the Index makes it the 41st riskiest country in the world and the 17th riskiest in Africa.

The country has ratified or signed nine out of ten relevant treaties on security and human rights (e.g., Geneva Conventions and Protocols, Montreux Document, Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, Convention for the Protection of all Persons from Enforced Disappearance, etc.). The country's domestic legislation globally meets international standards, the right to life is protected, torture and other cruel, inhuman, or degrading punishment is prohibited as well as arbitrary arrest or detention in all circumstances.

The Nigerian security and human rights environment reflects broader national challenges, including uneven economic development, pressures on public institutions, and localized grievances around access to land, resources and livelihood. More generally, the national context also includes concerns related to the conduct of security actors. For energy operators, this means that security risks cannot be assessed solely in technical terms but must be understood in relation to community dynamics, perception of fairness, transparency in operations, and the behavior of both public and private security actors involved in protecting personnel and assets.

VERISK MAPLECROFT'S SECURITY FORCES AND HUMAN RIGHTS INDEX

The index measures the effectiveness of state security forces as well as the involvement of both state and private security forces in human rights violations. Violations of the human rights by security forces include arbitrary arrests and detentions, extrajudicial killings, enforced disappearances, and torture or other illtreatment of individuals.

INTERVIEW WITH



MATTHIEU BOUYER,
MANAGING DIRECTOR OF
TOTALENERGIES EP NIGERIA
LIMITED AND COUNTRY CHAIR

Why are the VPSHR still relevant today in Nigeria ?

TotalEnergies Upstream Companies in Nigeria (TUCN)¹ operational practices align with international standards and the VPSHR remain highly relevant as they provide a robust and internationally recognized framework that aligns closely with our core values, particularly with regard to social responsibility and respect for human rights of host communities. TUCN operate in a complex and evolving security environment, where protecting personnel and assets requires close cooperation with both Government Security Forces (GSF) and Private Security Companies (PSC). Thus, TUCN ensure that all GSF and PSC personnel deployed in their operations and on their assets receive targeted training aligned with the VPSHR. Beyond our operations, we maintain open and constructive

engagement with security institutions to strengthen the understanding of how effective security and respect for human rights go hand in hand. The signing of security protocols with the Nigerian Army reflects this shared approach and mutual commitment.

From a personal perspective, how do you see the future of the VPSHR?

Looking ahead, there is reason for cautious optimism. The VPSHR constitute a solid foundation for sharing experience, guidance, and training, the usefulness of which is now established. Over decades of consistent application of the VPSHR, TUCN have contributed to building awareness among successive cohorts of security personnel. As younger officers progress in their careers, we hope this culture of dialogue with communities, deescalation of tensions, and respect will continue to strengthen, contributing positively to security outcomes and community relations in the long term.



OLIVIER CASSASSOLES,
DEPUTY MANAGING DIRECTOR
JOINT-VENTURE ASSETS

Why are the VPSHR relevant to our operations today?

Our onshore and offshore exploration and production activities in the Niger Delta operate under a complex security environment. Certain onshore assets, including OML58 we operate, require sustained interaction with host communities across a wide area of Rivers State. In this context, maintaining effective security operations, while preserving constructive community relations is essential. The VPSHR provide a practical framework that helps ensuring security measures are proportionate, respectful of human rights, and focused on de-escalation whenever possible. They allow us to operate responsibly while supporting stability and dialogue with local communities and public authorities.

How are they implemented in practice in the country?

All GSF and PSC personnel deployed

to the protection of personnel and assets receive a mandatory VPSHR induction before starting their duties, complemented by regular refresher sessions. The VPSHR are also integrated into security and project risk assessments, helping to ensure that respect and promotion for human rights remains a consistent consideration across our activities. Beyond our operations, we engage constructively with Nigerian security institutions through targeted capacity-building initiatives, with notably an all-day training session at the Nigerian Army 6th division headquarters last year. These efforts are designed to support the ongoing professionalization of security actors and to promote shared approaches to security challenges faced by the country.

What are the key strengths and added value of applying the VPSHR?

Experience across the Oil & Gas sector demonstrates that managing security-related situations aims to prevent operational, reputational, and social consequences. Respect for and promotion of human rights is therefore not only a values-based commitment, but also a key component of effective risk management. Protecting operations in close cooperation with host communities contributes to a more stable and sustainable security environment for all stakeholders.

SECURITY GOVERNANCE AND ORGANIZATIONAL STRUCTURE

Security management in Nigeria is coordinated through the TotalEnergies Companies in Nigeria (TCiN) Security Department, which oversees protection of personnel, assets, and operations. The security organization is structured around dedicated teams in Lagos, Port Harcourt, and Abuja, and aligned with the Company's Security Referential and Company Security Charter. TCiN apply a comprehensive Security Management System (SMS) encompassing risk assessments, mitigation planning, emergency response procedures, and compliance with Nigerian legislation.

SECURITY AND HUMAN RIGHTS APPROACH

The VPSHR form an integral part of TotalEnergies' security doctrine in Nigeria. The Company deploys a comprehensive due diligence cycle that includes annual security risk assessments, the use of dedicated VPSHR tools, regular training of private and public security actors, and ongoing field supervision. TCiN Security evaluates adherence to VPSHR and risk exposure, while Company Security provides quarterly oversight and guidance. This system is further strengthened by VPSHR field missions, security reviews conducted by Regional Security Delegates and continuous engagement with communities and authorities, supporting the alignment of TCiN's security practices with human rights expectations.

TCiN Security Department works closely with Community Affairs teams to ensure transparent communication with host communities, prevent escalation of tensions, and maintain trust. In project areas, this collaboration contributes to smoother relations and responsible management of security incidents. TCiN also maintain open and cooperative working relationships with Nigerian authorities at the federal, state and local levels, supporting a shared understanding of standards expected in the protection of industrial sites.

RELATIONS WITH PRIVATE SECURITY COMPANIES (PSC)

TCiN rely on licensed Private Security Companies (PSC) to ensure static protection of sites, offices and residential facilities. In Nigeria, PSC are licensed and supervised by the Nigeria Security and Civil Defence Corps (NSCDC), under the authority of the Federal Ministry of Interior.

PSCs contracted provide unarmed security services, in accordance with Nigerian law. Their duties include access control, perimeter surveillance, and the reporting of incidents through established TCiN procedures. TCiN Security sets security requirements for all contracted PSCs, including obligations related



to human rights, supervision of guards, and incident management. On this basis, PSC personnel must undergo background checks, respect minimum standards regarding conduct and proportional use of force. TCiN continuously monitor PSC performance through field supervision, regular communication with PSC management, and integration of PSC activities into the Company's Security Plan and VPSHR oversight framework.

RELATIONS WITH GOVERNMENT SECURITY FORCES (GSF)

Government Security Forces (GSF) constitute a central component of TCiN's security architecture, particularly in areas where public authorities retain primary responsibility for maintaining security. These forces operate under their own national chain of command but are expected to perform their duties in a manner consistent with the Company's HSE and human rights commitments. Over time, strengthened engagement between TCiN and GSF leadership has enabled the development of formal Security Protocols, reflecting a shared understanding of roles, responsibilities and operational considerations.

TCiN maintains regular dialogue with Government Security Forces (GSF) to ensure deployed personnel understand and apply VPSHR standards (proportional use of force, community engagement, and prevention of human rights abuses), supported by ongoing training and awareness sessions. TCiN also monitors GSF conduct via reporting and integrates human-rights factors into security risk assessments to guide proportionate, riskbased deployments in line with international best practices and to sustain a transparent partnership with Nigerian authorities.

II. Policies and procedures

INTERNAL POLICIES

TCiN operate under an internal framework that integrates human rights principles into all security activities. They have integrated TotalEnergies Code of Conduct into its internal framework, which reaffirms the Company's commitment to internationally recognized human rights standards and requires that security practices remain aligned with the VPSHR. TCiN have adopted a Security Policy that explicitly incorporates the VPSHR and sets out the fundamental obligations governing the conduct of both Company personnel and contracted security actors. This policy emphasizes respect for Nigerian laws, international regulations, and TotalEnergies' Security standards.

ESTABLISHMENT OF FORMALISED RELATIONSHIPS WITH SECURITY ACTORS

TCiN maintains structured and formalized relationships with both public and private security actors operating around its sites and facilities. Private Security Companies (PSC) provide unarmed static guarding services, in compliance with Nigerian regulations enforced by the Ministry of Internal Affairs. To work for the Company, PSCs must prove compliance with national licensing requirements and adhere to TCiN's internal security standards, including contractual integration of VPSHR provisions covering conduct, screening, training, and incident reporting.

Engagement with Government Security Forces (GSF) is similarly formalized through cooperation mechanisms led by TCiN's Security. The affiliate works regularly with the Nigerian Army (6th Division) and the Nigeria Security and Civil Defence Corps (NSCDC), which support operations through perimeter protection, escorts, and other duties under their national chain of command. This cooperation is framed by TCiN's requirement that public forces deployed in support of Company activities respect the VPSHR, apply proportional use-of-force principles, and operate in a manner that prevents and mitigates human rights risks.



These expectations are reinforced through continuous dialogue with Nigerian authorities and regular exchanges of information on the security environment. Security teams work closely with public agencies to ensure shared understanding of risk evolution, appropriate deployment of security actors, and alignment with human rights expectations. TCiN Security also conducts joint VPSHR training programs with GSF, reflecting its proactive approach to promoting responsible security practices.

This framework which combines compliance with Nigerian law, structured engagement with authorities, and the implementation of internal standards, ensures that TCiN's relationships with both private and public security actors remain consistent with international best practice and the Company's security and human rights approach.

SECURITY AND HUMAN RIGHTS RISK-ASSESSMENT

To uphold respect for Security and Human Rights, TCiN actively participated in the annual VPSHR Campaign. TCiN Security completed the three dedicated tools - identifying potential security and human rights risks linked to the security operations and tailored its VPSHR action plan to align with the specific challenges of the local context.

III. VPSHR Trainings and Promotion

TCiN promote responsible security practices by providing regular training, awareness sessions, and operational guidance to all actors involved in security provision. VPSHR capacity development initiatives, including training of GSF and personnel of PSC, strengthen understanding of proportional use of force, respect for human rights and adherence to Company standards.

HIGHLIGHTS ✓

STRENGTHENING SECURITY AND HUMAN RIGHTS PRACTICES THROUGH VPSHR CAPACITY DEVELOPMENT TRAINING - PORT HARCOURT, NIGERIA - APRIL, 2025



In April 2025, TCiN, through its Security Department, successfully delivered a largescale VPSHR Capacity Development Training, strengthening the Company's approach to ethical and responsible security practices. Over a three-day program held in Port Harcourt, nearly 400 GSF personnel were trained and certified in the Voluntary Principles on Security and Human Rights.

The initiative opened with a strategic meeting between the Managing Director and Country Chair, the General Manager Security and the Company Security and Human Rights Coordinator, setting the strategic direction for VPSHR implementation within TUCN. The program included a highly interactive Train-the-Trainer session for personnel from the Nigerian Army 6th Division and the NSCDC, followed by a refresher training session attended by more than 120 GSF personnel. The final day, hosted by the Nigerian Army's 6th Division, brought together an additional 120 participants, with senior leaders highlighting the importance of professionalism and human rights-aligned security conduct.

Through this initiative, TCiN strengthened the capacity of public security forces to operate responsibly while upholding human rights, reinforcing the Company's ongoing approach to promoting a culture of security practices consistent with the VPSHR.

IV. VPSHR Incidents Reporting and Management

In 2025, no incidents involving security actors deployed at TCiN facilities were reported with potential human rights implications.

This positive outcome reflects the strength of the affiliate's internal procedures, its active participation in VPSHR campaigns, and the scale and quality of the training delivered to both private and public security forces throughout the year. Should a situation involving the use of force with a possible human rights impact occur, the training provided—supported by realistic, scenario-based exercises — is designed to help ensure that security personnel are able to respond in a controlled, proportionate and responsible manner.

In addition, TCiN Security has incorporated the essential steps of VPSHR aligned incident management into its security procedures, helping to ensure that any allegation or event is addressed promptly, transparently and in line with international best practices.



D Lessons Learned & Issues

I. Notable security issues with human rights implications

Company Security closely monitors incidents globally, revealing a noticeable decline in reported cases.

In 2025, no security incidents with human rights implications were reported. While no case triggered the activation of the APRECoM procedure this year, the absence of reported incidents should remind us even more of the importance of maintaining strong preventive measures and readiness. The APRECoM framework — Assistance, Protection, Reporting, Enquiry, Communication and Measures — remains the Company's internal reference for incident management and human rights safeguards in security related situations

Lessons learned from 2025 highlight the continued value of early-stage attention, stakeholder engagement, and internal awareness raising to prevent situations that could escalate into VPSHR related incidents .

The Company will continue reinforcing capacities to seek to ensure that, should an incident occur despite the operational measures implemented, all TotalEnergies companies remain fully able to apply APRECoM as defined in internal guidance and VPSHR materials. This includes appropriate reporting channels, investigation capability, and the ability to implement corrective and preventive measures in line with the VPSHR.



II. TotalEnergies' blueprint – Our way forward in 2026

In 2026, TotalEnergies will continue strengthening the integration of the VPSHR within the Company's global security culture, building on the progress made in 2025 and the lessons learned from the annual implementation cycle. This year the Company will also deepen its strategic involvement in collective Security & Human Rights platforms, reflecting an increased ambition to shaping and supporting responsible security practices across the sector. To support this ambition, TotalEnergies will strive to implement the following objectives:

Strengthened Oversight of VPSHR Action Plans



Ensure consistent implementation of recommendations issued during the 2025 ADRA campaign through reinforced monitoring and more systematic cross branch coordination.

Enhanced Security & Human Rights Approach in High Risk and Conflict Affected Areas



Improve the identification and monitoring of Security & Human Rights risks in Conflict-Affected and High-Risk Areas (CAHRAs) by reinforcing contextual analysis, adjusting VPSHR preparedness measures, and ensuring adequate support to entities operating in sensitive environments.

Increased Internal Awareness and Management Engagement



Increase targeted sensitization at management and operational levels to foster stronger ownership of VPSHR requirements across the various branches of the Company.

Broader Network of VPSHR Aligned Training Partners



Develop new collaborations with recognized training institutions able to deliver tailored, high-quality and context specific VPSHR training programs for 2026 priority countries¹.

Expanded Global Mapping of Security Actors and Use of Force Frameworks



Further strengthen the analytical foundations used to anticipate risks and manage interactions with Government Security Forces (GSF) and Private Security Companies (PSC) across all operational contexts.

Responsive Security Division support worldwide



Continue delivering ad hoc advisory and operational assistance to ensure consistent, high-quality VPSHR implementation across all entities.

¹ Priority Countries : Countries whose VPSHR compliance rate was below 50% and/or whose Risk-Assessment's results has indicated high or extreme risks during the 2025 ADRA Campaign.

STRENGTHENING SECTOR WIDE ENGAGEMENT & MULTISTAKEHOLDER COORDINATION

In 2026, TotalEnergies will continue to reinforce its participation in key collective platforms dedicated to Security and Human Rights, with an emphasis on strengthening sector wide alignment, peer learning and coordinated approaches to responsible security operations. The Company will maintain its active role as Cochair of the IPIECA Responsible Security Task Force (RSTF), contributing to the development of shared methodologies, practical guidance and coherent responsible security good practices.

TotalEnergies will also continue its collaboration within ICoCA, particularly through its engagement in the Client-Service Providers Working Group, supporting improved oversight of private security providers and encouraging the adoption of responsible conduct across the industry. Engagement with peer companies, multistakeholder groups and specialized organizations will remain a key component of the Company's approach to fostering dialogue, promoting coherence of expectations and supporting the emergence of VPSHR In Country Working Groups and other security and human rights workstreams in contexts where risks are particularly salient.

Denis Favier,
Senior Vice-President Security

A handwritten signature in black ink, appearing to read 'DFavier', with a vertical line extending upwards from the top of the signature.

TotalEnergies is a broad energy company

that produces and markets energies on a global scale: oil and biofuels, natural gas and green gases, renewables and electricity.

Our 105,000 employees are committed to energy that is ever more affordable, clean, reliable and accessible to as many people as possible.

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.



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