

# Code of Conduct

## Safety

Given our presence in more than 130 countries, we operate in environments that can often prove complex. In this situation, our values provide the foundation on which we can build our collective ambition to be a world-class player in the energy transition, with sustainable development at the heart of our strategy, projects and operations.

## Respect for Each Other

Two of those values form the core of our shared principles and our Code of Conduct: Safety and Respect for Each Other. Together, they inform our responsible business model shaped by respect for laws and human rights, rejection of fraud and corruption in any form, exemplary management of natural resources and environmental impacts and transparency in stakeholder engagement.

## Stand Together

This document outlines our rules of conduct, the international standards to which we adhere and our consequent commitments to our stakeholders.

## Performance-Minded

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](mailto:ethics@totalenergies.com)) is available to help you in the strictest confidentiality.

## Pioneer Spirit

Being the Company of responsible energies means that our conduct must be consistent with our values and above reproach in every aspect of our daily activities. Our stakeholders expect as much from a major Company such as ours. The Executive Committee and I are counting on your individual and collective engagement.



**Patrick Pouyanné**  
Chairman and Chief Executive Officer

