

TotalEnergies - M & S

Disability Charter

Preamble

Promoting, integrating, and retaining employees with disabilities is a major challenge for our Company.

In this context, TotalEnergies has committed to an active policy in favor of persons with disabilities by signing the International Labor Organization's "Business and Disability" charter in October 2018.

Commitments

Of the ten principles that make up the ILO's Enterprise and Disability charter, TotalEnergies wishes to prioritize the commitments below. In order to promote the Company's Diversity and Inclusion policy, each affiliate in the Marketing & Services branch is committed to working to deploy these principles within its entity.

- Promote and respect the rights of persons with disabilities by raising awareness and combating stigma and stereotypes faced by person with disabilities.
- Develop policies and practices that protect persons with disabilities from all types of discrimination.
- Progressively make the company premises and communication to staff accessible for all employees with disabilities.
- Undertake appropriate measures to enable current employees who acquire a disability to retain or return to their employment.
- Respect confidentiality of personal information regarding disability.

Signed in Nairobi, on 4th September 2023



Name : Eric Fanchini

Position : Managing Director

Affiliate : TotalEnergies Marketing Kenya PLC



TotalEnergies