

# Action for the Future

... Towards New Energies



## 2021

TotalEnergies Marketing Nigeria Plc

Sustainability  
Report



**TotalEnergies**



Enabling businesses  
run with clean energy.  
**We are becoming  
TotalEnergies.**



**TotalEnergies**



# Our Scope and Boundaries

The 2021 TotalEnergies Marketing Nigeria Plc sustainability report outlines our activities and interventions in social, economic, safety and environmental aspects, benchmarking our performances in these areas, against global reporting standards.

These focus areas were determined based on relevant material issues derived through a well-structured stakeholder engagement approach that accounts for specific concerns about our business and its impact on our host communities and the environment in general.

Using our Stakeholder Relationship Management (SRM+) tool, we identified and engaged various groups of stakeholders, not limited to host communities, government, corporate organisations, employees, civil society and non-profit organisations. Through this approach, we arrived at topics that highlighted our commitment to energy transition by introducing new energy sources, exploring renewable energy and improving energy efficiency measures.

As a result of this, Total Nigeria Plc rebranded to become TotalEnergies Marketing Nigeria Plc as part of the strategy aimed at embodying the company's new ambition of becoming a top player in the Energy Transition.

Over the years, TotalEnergies Marketing Nigeria Plc has demonstrated the importance of partnerships to reach a greater number of people and achieve more impacts. In 2021, we further leveraged strategic partnerships to strengthen ties with our customers, communities, and other stakeholders. These partnerships are detailed in this report.

We have prepared this report in accordance with Global Reporting Initiative (GRI), ISO 14001:2015, ISO 26000:2010 and ISO 45001:2018 standards, but we did not undertake any external materiality assurance. We considered elements of the United Nations Global Compact and took deliberate actions to ensure our activities contributed toward achieving the Sustainable Development Goals in Nigeria.

# Resiliently Evolving Towards a Sustainable World

I present to you, the TotalEnergies Marketing Nigeria Plc Sustainability report 2021, and invite you to take time to review our Company's sustainability actions for the period.

In keeping with our ambition of Net-Zero emission by 2050, and our 5-year Roadmap of "Energising the Future", we have placed sustainable development at the heart of our strategy, projects and operations. We aim "To be a world-class player in the energy transition". This led to our rebranding and change of strategy to involve climate actions that support cleaner, renewable and affordable energies; we have therefore become TotalEnergies Marketing Nigeria Plc.

By virtue of our business where we operate in often complex environments, our values have been crafted in ways that can provide the foundation for developing our ambition of being a Company of responsible energies. These are embedded in our values, Safety

and Respect for each other which inform our responsible business model. These values are structured to respect laws and human rights, reject fraud and corruption in any form, support responsible management of finite resources and environmental impacts as well as transparency in the ways we engage our stakeholders. Embedded in our code of conduct are our rules of conduct and international standards to which we adhere.

Within the Company, steps have been taken to educate our employees and stakeholders on their roles and commitment to our code of conduct and ethics which guide our actions. In line with our climate ambition on net-zero emission, we took steps in 2021 to bring this to bear. This can be seen in the course of navigating this report.

I cannot end without emphasising that Safety is a core value of the Company. On a round the clock basis, we take robust actions towards ensuring we meet our safety objectives, which resulted in an outstanding safety performance of zero Total Recordable Injury Rate (TRIR) in 2021.

As a responsible energy player, we are committed to solving challenges associated with sustainable development and it is my delight to take you through our actions and contributions toward meeting the 17 UN Sustainable Development Goals as well as our sustainable journey to net-zero emissions.



*Samba Seye*

Dr. Samba SEYE,  
Managing Director.





Solar solutions for  
homes and businesses.  
**We are becoming  
TotalEnergies.**



**TotalEnergies**

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# Contents

Our Scope and Boundaries 03

From Managing Director's Desk 04



## OUR STORY

TotalEnergies Marketing  
Nigeria Plc

Who We Are 08

Our Ambition & Mission 10

Our Sustainability Strategy 10

Our Axis of Action 11

Our Core Values 11

Our Business Model 12

Governance 14

Sustainability at the  
Heart of Our Actions 16

2021 at a glance 18

## ENVIRONMENT PERFORMANCE

Our Environmental  
Performance 20

Green Initiative 23

For A Safer, Healthier  
Environment 24

CEO Announces  
Name Change from  
Total to TotalEnergies 25

## ECONOMIC PERFORMANCE

Result at a Glance 26



## SECURITY & HUMAN RIGHTS

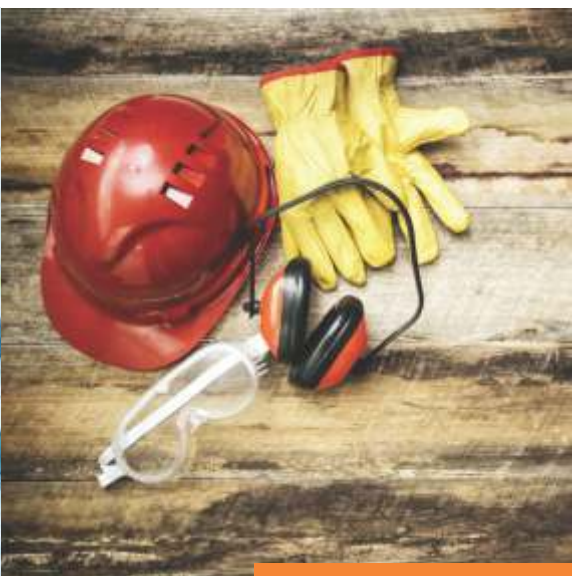
Security and Human Rights 60

Rights Are Humane 60

TotalEnergies Marketing  
Nigeria Plc Partners MOOVE  
Africa to Improve Drivers  
Wellbeing and Productivity 62



The 2021 World Aids Day Awards	52
	53



#### SAFETY PERFORMANCE

Our Safety Performance	30
TotalEnergies Nigeria Plc Improves Road Safety with the Truck Drivers' Initiative	31
One TotalEnergies, One Country	31
Commemorating World Day for Safety	32
<b>Touch Point</b>	33

#### SOCIAL PERFORMANCE

Who We Engaged	34
How We Engaged	34
ACTION! Employee Volunteering Program	36
Making Positive Contribution to the Education Sector	37
Putting Smiles on Children's Faces	39
Donations	40
The SOS Leave-No-Child-Behind Project	40
The Koko Scholarship Examination	41
Meeting the Economic Goals of the SDG	42
Guiding Nigerian Youths Towards Viable Career Paths	44
TotalEnergies Kick-Starts AFCON 2021 Trophy Tour with Nigeria	46
Supporting Nigerian Youth Entrepreneurship Drive	48
Addressing Diversity & Rural Economic Development	50

#### GOVERNANCE

Workforce & Ethics	53
Employee Wellbeing	54
Gender Equality	54
Code of Conduct	54
Diversity & Inclusion	55
Occupational Health Safety	56
Respect for Each Other	56
Business Ethics Day	56
Our Code of Conduct	57
Our List of Policies	59
<b>SDG INDEX</b>	64
<b>GRI INDEX</b>	67
<b>Glossary</b>	70



TotalEnergies

ONIGBAGBO

1 2 5 6

38.28% Associations holding

61.72% per share capital

over 535 service stations



TotalEnergies

## Our Supply Chain

We at TotalEnergies Marketing Nigeria Plc address our supply chain needs through two channels - the industrial chain (B2B) and the retail chain (B2C). The distribution of products to our industrial customers through the B2B channel is managed via our Vendor Management System (VMS) and contractual supplies. Our VMS site is responsible for



# Who we are

Incorporated June 1, 1956, TotalEnergies Marketing Nigeria Plc (TEMNPLC) a subsidiary of TotalEnergies Company, began its journey as a private company to market petroleum products in Nigeria. Our first petrol station was commissioned at Herbert Macaulay Street, Yaba, Lagos, and on September 11, 2001, we concluded a successful merger that paved the way for sustainable growth and continuous development. In 2021, we rebranded from Total Nigeria Plc to TotalEnergies Marketing Nigeria Plc, a strategy employed to capture our energy transitioning drive. The share capital of the company stands at ₦169,761,000 and is made up of 50k ordinary shares authorized and fully paid up with other persons and Associations holding 38.28% of the share capital.

From our first Filling Station at Herbert Macaulay, for the period under review (2021) we had a network of over 535 service stations; we equally have our customer service centers, numerous industrial outlets, depots, lubricant blending plants and warehouses with high safety standards spread across Nigeria. Our affiliation with Air Total International (incorporated in Switzerland) has labeled us as one of the major suppliers of Aviation fuel to the Aviation Industry in Nigeria. With our wide range of top-quality products and services, TEMNPLC has remained a major player in the downstream sector of the Nigerian oil and gas industry.

In line with our mission to ensure total customer satisfaction, we have diversified our operations and developed a 'one-stop center' strategy whereby a variety of customers' needs are met in one place, TotalEnergies service stations. Customers receive premium customer service from our attendants, purchase petroleum, lubricants, coolants, insecticides, solar lamps, and solar home solutions, enjoy discounted purchases with TotalEnergies Cards, access financial services via the TouchPoint and conveniently shop at our Café Bonjour shops, receive premium car maintenance and care services from our Auto Express and Auto Clean Deluxe Services.

As a leader and symbol of good service in the Nigerian downstream oil and gas industry, TEMNPLC has built and consistently maintained diverse relationships. Our global partnership with Moove is aimed at improving the welfare and productivity of drivers and ultimately providing premium value-added services. Also, our membership with Nigerian Oil and Gas

professionally overseeing all industrial fuel needs/management and VMS sales are communicated through Electronic Daily Sales Reports (EDSR) and Power BI. For the Industrial Chain, products are supplied directly from our depots to the industrial customers by trucks or the Vendor Management Systems (VMS). The retail chain requires direct product supply from the depot to our retail one-stop service stations nationwide through distribution trucks.

Games (NOGIG), Major Oil Marketers Association of Nigeria (MOMAN), Nigerian Employers Consultative Association (NECA), Franco Nigeria Chamber of Commerce and Industry (FNCCI), Lagos Chamber of Commerce and Industry (LCCI), the European Business Organisation (EBO) and Nigerian Institute of Management (NIM), enables continuous engagement with stakeholders and sharing in learning opportunities to foster mutual understanding, cooperation, and trust whilst actively contributing to the development of our industry and the Nigerian economy.

Following corporate compliance, our financial statements are annually forwarded to the Financial Reporting Council of Nigeria (FRCN), Securities and Exchange Commission, and the Nigerian Stock Exchange. Additionally, TEMNPLC complies with relevant tax laws by both the Federal Inland Revenue Service and State Inland Revenue Services respectively.

For us, building and sustaining trust is most important in the global business environment, so we strive to conduct our business in a manner that reflects our integrity and passion for top-quality products, excellent customer service, health, safety, and the environment. We also maintain excellent corporate relationships with the public. Our investors' confidence in our performance is high as depicted by the pricing of our share, which is highly sought after on the Nigerian Exchange.

Conclusively, our new energy transition is a proof of our company's commitment to decarbonisation. At TEMNPLC, we place greater emphasis on renewable energies as they help our operations achieve our goals of climate change mitigation and disaster risk reduction. This is why our new logo embodies seven new energies namely Solar, Hydrogen, Biomass, Wind, Electricity, Gas and Oil.

As a world-class player in the energy transition, our ambition is to reinvent the production and use of energy to get to net-zero carbon by 2050, together with society, and meet the climate challenge.

#### Our Ambition

We are in business to ensure total customer satisfaction by the creation of quality products and services delivered with a strong commitment to safety and respect for the environment.

This objective drives all our corporate actions and the mutual acknowledgment of them by our partners form the basis for our business relationships.

To sustain this objective and our leadership of the market, our commitment is to build and sustain a work culture firmly rooted in professionalism, respect for employees, internal efficiency and dedicated services.

### Our Sustainability Strategy

At TotalEnergies, our sustainability strategy focuses are in three main areas and is further broken down:





## Our Axis of Action

In order to meet up with our sustainability ambition at TotalEnergies to supply as many people as possible a more affordable, more available and cleaner energy, our operations and initiatives are implemented using these 4 axis of action:



Less emission



Care for the environment

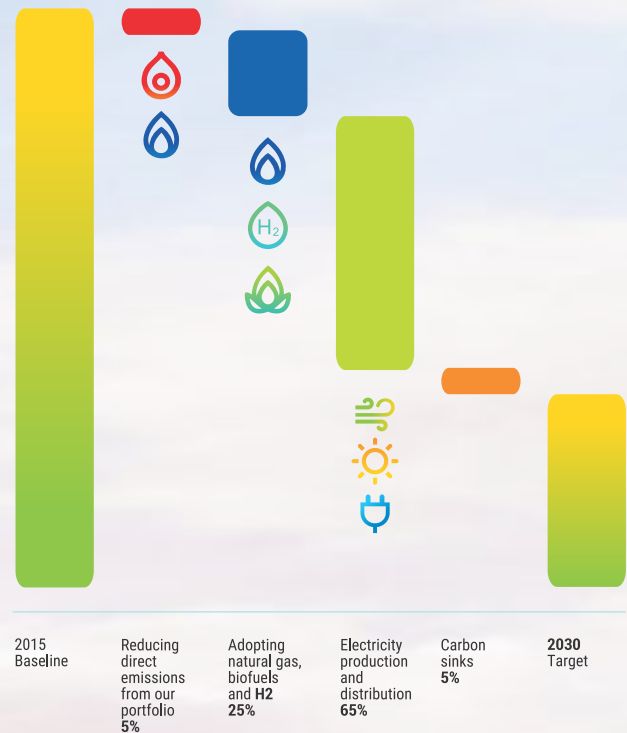


People wellbeing



Shared prosperity with our stakeholders

## Levers to carbon intensity reduction (2015-2030)



## Our Core Values

RESPECT  
FOR EACH  
OTHER



PERFORMANCE  
MINDED



STAND  
TOGETHER



PIONEER  
SPIRIT



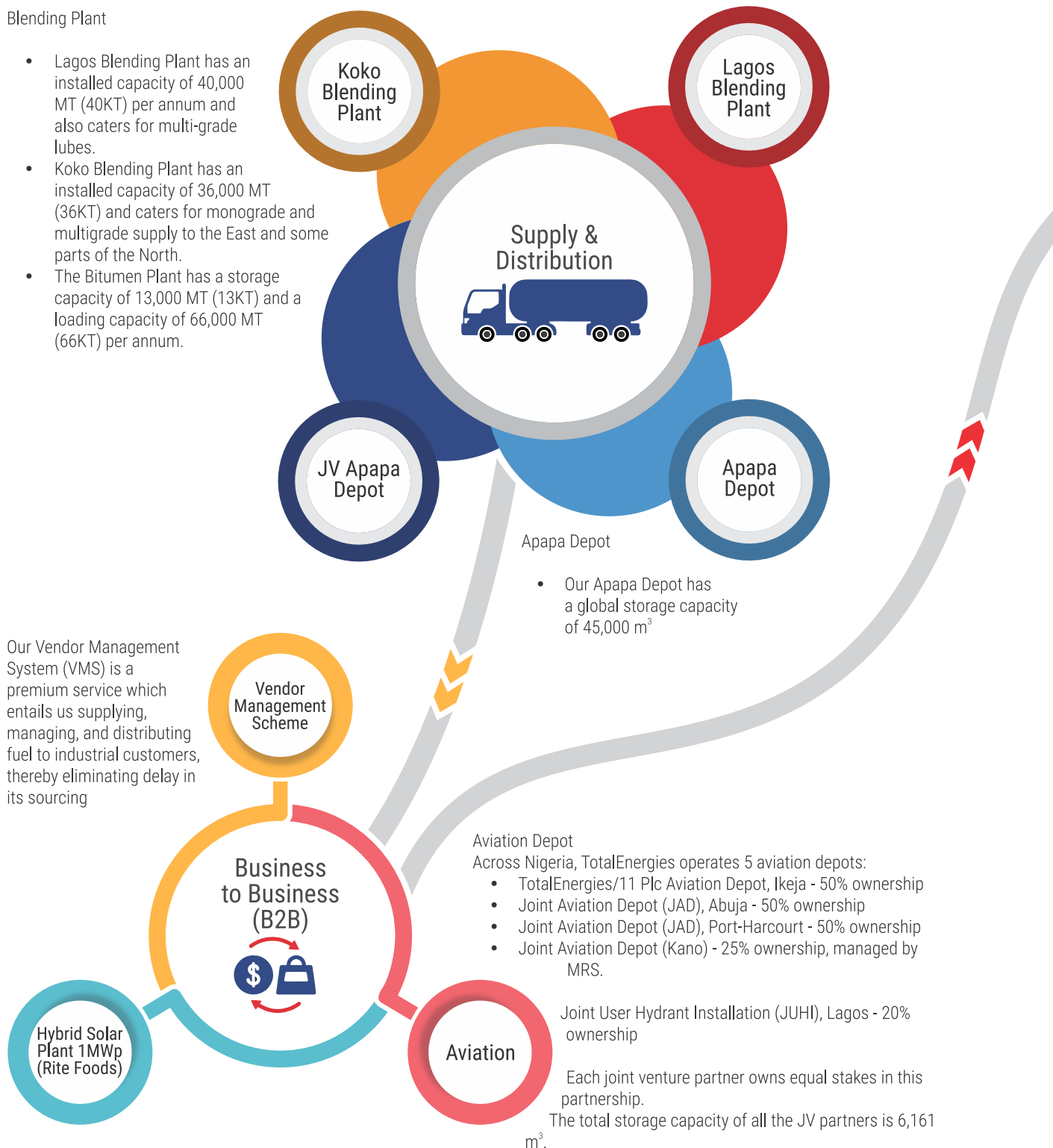
SAFETY



# Our Business Model

## Blending Plant

- Lagos Blending Plant has an installed capacity of 40,000 MT (40KT) per annum and also caters for multi-grade lubes.
- Koko Blending Plant has an installed capacity of 36,000 MT (36KT) and caters for monograde and multigrade supply to the East and some parts of the North.
- The Bitumen Plant has a storage capacity of 13,000 MT (13KT) and a loading capacity of 66,000 MT (66KT) per annum.







# Governance

The dedication of TotalEnergies Marketing Nigeria Plc (TEMNPLC) to enforcing the tenets of corporate governance and ethical business practices is concrete. We centre our operations, business models and consumer-stakeholder relationship around corporate governance and Sustainability in Nigeria.

Our transactions are conducted with credibility and responsibility while paying due regard to the Nigerian constitution and the wishes of our stakeholders. The Board of Directors at TEMNPLC frequently reviews our corporate governance

commitments and ensures that due standards and procedures are paid close attention while aligning with international best practices.

## Board of Directors



**MR JEAN-PHILIPPE TORRES**  
Chairman, TotalEnergies Marketing Nigeria Plc



**DR SAMBA SEYE**  
Managing Director



**MRS. LESLEY BAXTER-GREEN**  
Executive Director  
(Secretary General)



**MS. TEJIRO IBRU**  
Non-Executive Director



**ENGR. RUFAI SIRAJO**  
Non-Executive Director



**MR. NOUBIBEN HAMIDA**  
Non-Executive Director



**PRINCE (DR.) JEFFERSON NNAMANI**  
Non-Executive Director



**MRS. LUCILLE BADAIRE**  
Non-Executive Director



**MRS. BUNMI POPOOLA-MORDI**  
Executive General Manager  
(TotalEnergies Country Services /  
Company Secretary)

The Board of Directors comprise the Chairman, the Managing Director, one Executive Director and six Non-Executive Directors, as currently constituted. The Directors are highly versed in diverse sectors and contribute richly to all decision making processes.

The Board embodies the responsibility of ensuring that the organisation is accurately managed. The Directors act cooperatively, exhibiting an effective affinity with due diligence and concern for the company. In discharging its duties, the Board implements standard international best practice in accordance with all set principles.

## Board Committees

In line with the Companies and Allied Matters Act, the Board established other committees that assist it in effectively performing its guidance and oversight functions. All committees have terms of reference which guide them in carrying out their responsibilities. There are three Board Committees and a Statutory Committee comprising of Directors and Shareholder representatives:

### Diversity and Staff Development Committee:

This committee is charged with the responsibility of studying diversity patterns in the workforce, developing ideas and solutions towards ensuring a balanced and productive human resource base for the Company, as well as recommending methods for building and developing employee potential in line with the Company policy.

### Corporate Governance and Nominations Committee:

This committee's task is essentially the application of the Codes of Corporate Governance to the structure and operations of the Company, with a view to ensuring compliance with internationally accepted guidelines, practices, and norms of corporate conduct.

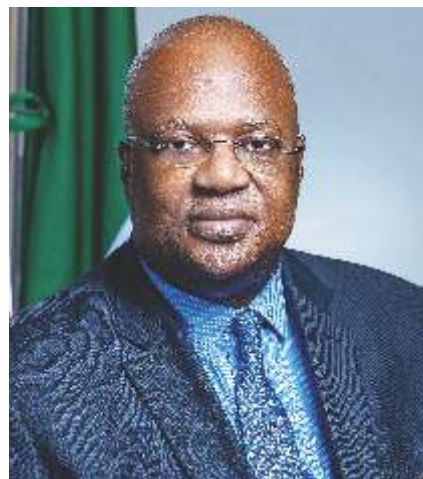
### Statutory Audit Committee:

This committee is saddled with the responsibility of handling the statutory audit requirements of the Company in compliance with the provisions of Section 359(5) of the Companies and Allied Matters Act, 2020.

### Risk Management Committee:

This committee is saddled with the responsibility of assisting the Board of Directors to fulfil the role of guidance and oversight functions as it relates to the establishment of policies, standards and guidelines for risk management and compliance with legal and regulatory requirements in the Company. It examines matters that bear potential risks for the Company and advises accordingly.

## Executive Committee Members



**DR SAMBA SEYE**  
Managing Director



**MRS. LESLEY BAXTER-GREEN**  
Executive Director  
(Secretary General).



**MRS ADESUA ADEWOLE**  
General Manager  
(Human Resource)



**MR. RABIU ABDULMUTALIB**  
General Manager  
(Operations)



**MRS WERUCHE NWAGBARA**  
General Manager  
(Commercial)



**MR. ABDULLAHI UMAR**  
General Manager  
(Retail and Cards)



**MR. MUHYDEEN O. NURUDEEN**  
General Manager  
(Health, Safety,  
Environment & Quality)



**MR. BOLAJI FAJIMI**  
General Manager  
(Lubricants)



# Sustainability at the Heart of Our Actions

In 2021, the Company in order to align with its energy transition goals, rebranded from 'Total' to 'TotalEnergies'. This bold move aimed to embody the company's new ambition of becoming a world-class player in the Energy Transition. This implies moving to cleaner, affordable, and renewable energies to support the global call to climate action. This gave rise to the change of our Logo which embodies seven new energies namely Solar, Hydrogen, Biomass, Wind, Electricity, Gas and Oil, with greater emphasis placed on renewable energies.

In this report, we looked at actions the Company took in 2021 toward meeting the 17 UN Sustainable Development Goals, especially in relation to our commitment to the United Nation's call to climate action and our energy transition ambition.

Specifically, to support the achievement of these goals, we undertook several steps.

We implemented environmental initiatives in 10 schools across the geopolitical zones of Nigeria and planted trees to serve as long term carbon sinks while teaching students the importance of tree planting as a form of environmental preservation. We also embarked on environmental clean-up in communities and schools around our service stations while educating students on the benefits of these actions on a continuous basis.

The Company has, in a drastic move to proffer viable solutions to address climate issues, set up working groups and project teams across various energy transition pillars. We monitor our CO2 emissions at all our sites and effectively manage our wastes.

In the aspects of education, we implemented the L.E.A.D. Career project by TotalEnergies, a program that guides senior secondary school students on viable career paths where we reached over 1,391 students in a hybrid program. We equally implemented the Stations internship program where students from schools around our service stations were exposed to early entrepreneurship, sales, marketing skills and leadership skills at our service

stations. Annually, we implement our scholarship program with the Koko community, a sustainable program that has benefited 69 students. We equally implemented an HIV/AIDS awareness campaign, reaching over 1,000 Truck drivers and community







residents, educating them on preventive measures against HIV/AIDS as well as carrying out free testing and counselling, alongside condom distribution.

In the field of youth entrepreneurship, young female small scale farmers were trained and provided grants to expand their existing agri-business farming projects. We also implemented the Skills acquisition program for Koko youths, a program where indigenes of our host communities benefit from training and establishment of small-scale enterprise on vocations of their choice; finally, the Startupper challenge by TotalEnergies, a youth entrepreneurship program across 32 African countries started in 2021 and culminated in 2022.

We embarked on various sponsorship and donation projects; our support of the SOS children's villages is one of such sustainable partnerships where we sponsored 40 children from 4 houses across four of the SOS children's villages in Nigeria. This program has been running since 2010 and has resulted in an enduring legacy of education and a sustainable future for the children. After a thorough due diligence

process. We also implemented donations to several charity organisations.

To ensure our programs address identified problems and reach the right audience, as well as meet specific sustainable development goals, we embark on extensive stakeholder engagement before any of our projects are implemented. This we achieve with the use of our customised stakeholder engagement framework, the SRM+ tool.

This and other stakeholder engagement actions of the company earned us the Social Enterprise and Responsibility Awards (SERAS) Best Company in Stakeholder Engagement, for the Year 2021.

I am pleased to share with you a robust presentation of our sustainability actions and more in 2021.

*Bunmi Popoola-Mordi*

Executive General Manager  
(Total Country Services / Company Secretary)

# 2021 at a glance

more than  
**130** countries  
TotalEnergies worldwide presence>>>

**1** black product / bitumen depot

**6** Operate in Regional Areas in Nigeria  
Abuja Region, Kano/Kaduna Region, Port Harcourt Region, Benin Region, New Lagos Region, Lagos Region.

**5** Aviation storage depots

**41,355MT** TotalEnergies Marketing Nigeria PLC depot capacity

Geographical operations: Pan-Nigeria



## Who we are

### Synthesis of the 2021 Societal Reporting

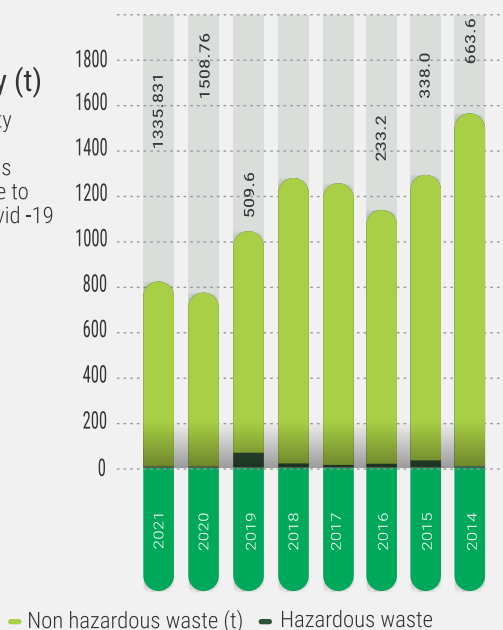
We report our economic, societal, and environmental impact each year. Despite 2021 being a challenging year, we had to navigate through the blowback effects in the industry as a result of the recent COVID-19 pandemic. Through the turbulent times, we stayed committed to intensifying our positive societal, economic, and environmental impact while daring the odds.

Our societal reporting activities revolve around three levels: determining our material issues through stakeholder engagement, bringing our operations'

## Environmental Performance

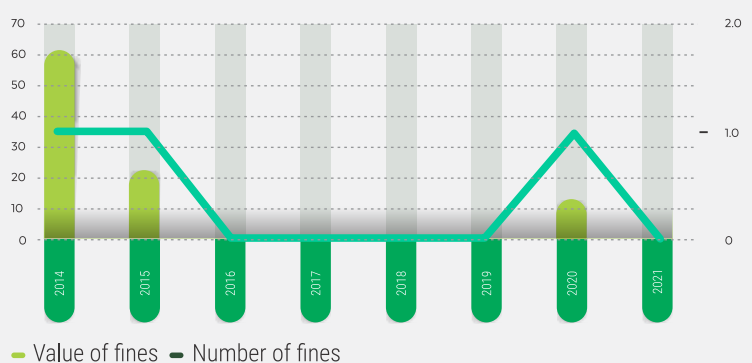
### Treated waste quantity (t)

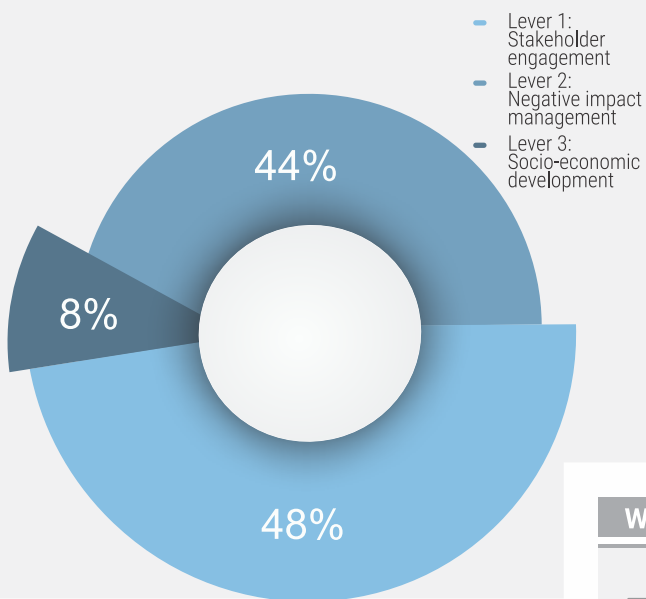
The activity recovery observed is mainly due to end of Covid -19



### Number and value of fines (K€)

No spill reached the environment in 2021.



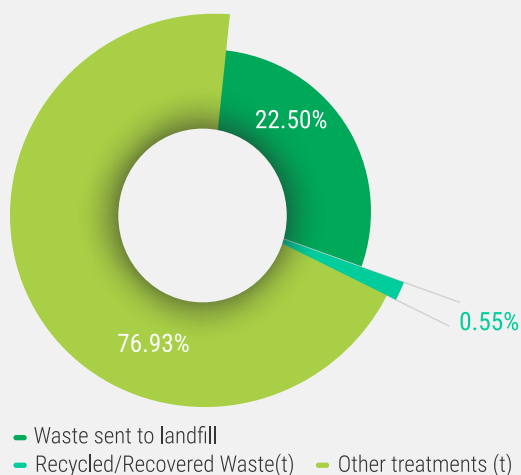


negative environmental impact to the barest minimum and impacting the communities we operate in positively.

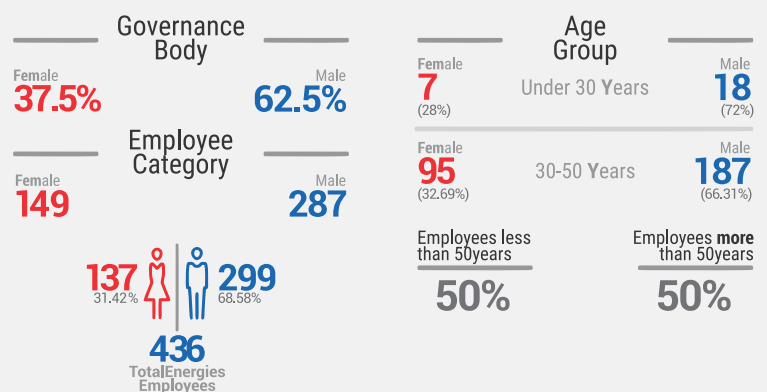
In 2021, approximately 48% of our expenditure was spent on alleviating the negative impacts of our operations while 44% was allocated to developing our host communities respectively. The remaining 8% went to engaging our stakeholders in their various capacities. (See the social impact section for our socio-economic development actions).

### Waste Treatment in 2021

As a reminder, the Group objective is 50% recycled/valorised waste in 2021.



### Work & Ethics



### Our Safety Milestones



### Our Environmental Milestones





# Environmental Performance



At TotalEnergies Marketing Nigeria Plc, we are committed to improved energy that is secure, economical, healthier, and available to all our customers and conforms with TEMNPLC's vision of remaining a Responsible Energy Player. This also means tackling the broader challenges associated with sustainable development - more energy, fewer emissions, and always more responsible.

We understand the impact of our activities on our host communities, customers and other stakeholders and that is why we ensure and abide by all environmental laws and guidelines while fulfilling essential obligations concerning our operations. We acknowledge that our daily activities are supported by the environment, and that is why we put in every necessary effort to minimize the effect of our activities on the environment. TotalEnergies Marketing Nigeria Plc intends to conduct its activities with respect for the environment and human rights while creating value for the regions and communities where it operates.

We adopt the best technique to minimise our environmental footprint through constant review of our environmental objectives and targets, ensuring our internal technical policies affirm the integrity of our plants and ensure the durability of our equipment through proper maintenance culture irrespective of their lifespan.

In previous years, we strived to achieve zero spills of our products in host communities through strict compliance and environmental guidelines enforcing a stout approach to auditing our stations. In 2020, we

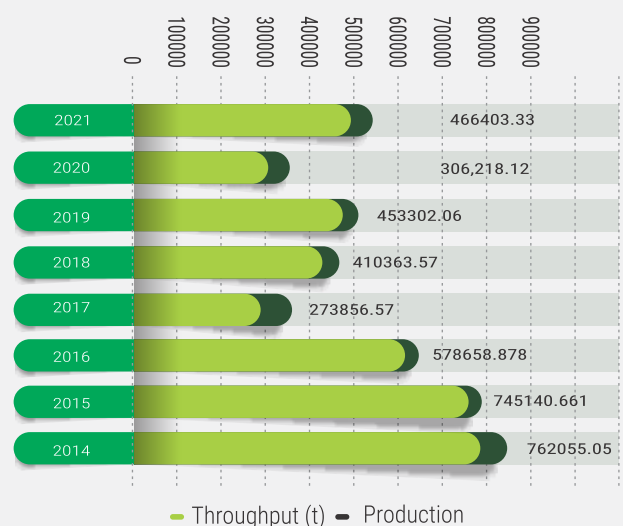
recorded 779T of hazardous waste; a reduction from 2019 which had 955T, while 2021 recorded 811.934T, an increase from 2020. The significant decrease in our hazardous and non-hazardous waste in 2020 was due to a reduction in our activities as a result of the covid 19 pandemic. However, measures are in place to ensure the downward trend in generated waste from our operations, continues in subsequent years.

We also monitored the quantity of electricity consumed in 2021 where we recorded a slight decrease in purchased electricity due to reduced supply from the grid. This inline resulted in an increase in AGO consumption. Our Volatile Organic Compounds (VOCs) emissions increased from 249.46 in 2020 to 319.165 in 2021 due to an increase in production after the COVID-19 lockdown.

The charts below summarise our results for hazardous and non-hazardous waste in 2021 and record a 27.94% decrease from 2019 levels.

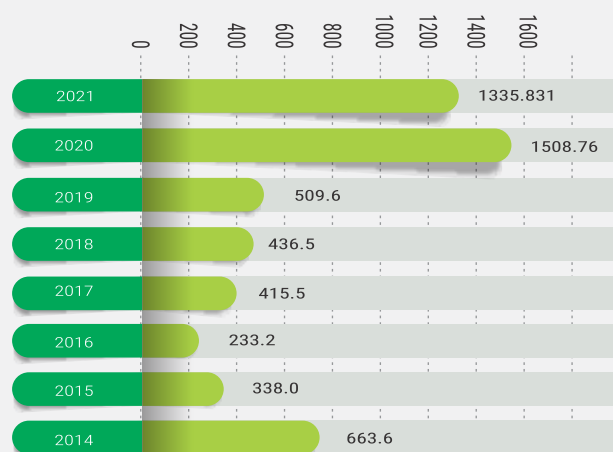
### Activity index (t)

The activity recovery observed is mainly due to end of Covid -19



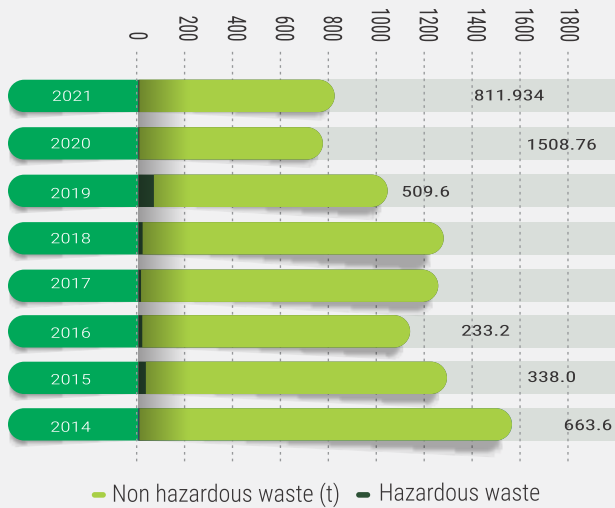
### Purchased electricity (Mwh)

Increase in the amount of electricity purchased because the indicator was added to the head offices in 2020. Previously, head office did not report purchased electricity. Slight decrease in 2021: Decreased supply from the grid, resulting in increase in AGO consumption



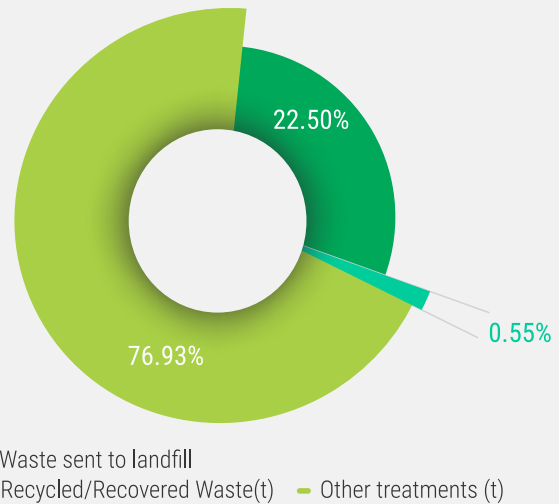
### Treated waste quantity (t)

The activity recovery observed is mainly due to end of Covid-19



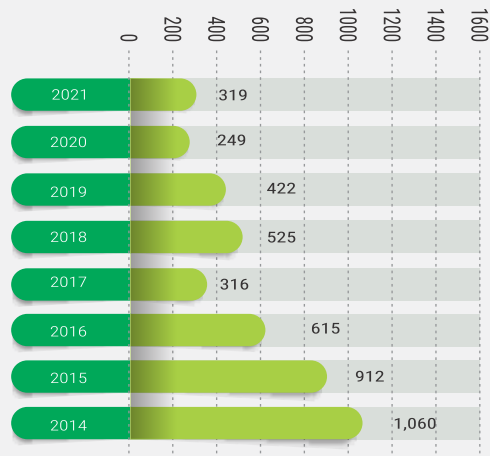
### Waste Treatment in 2021

As a reminder, the Group objective is 50% recycled/valorised waste in 2021.



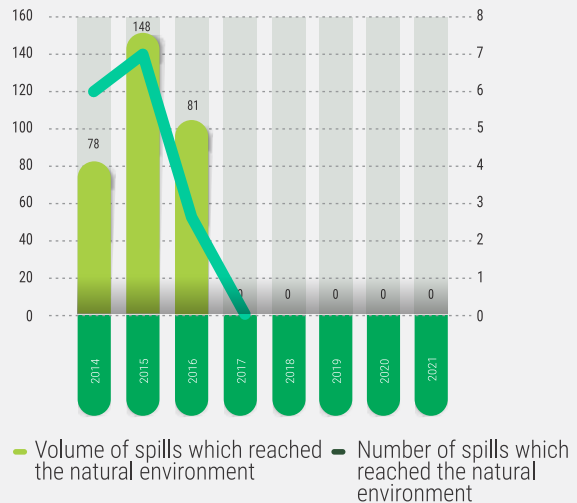
### VOC emissions (t)

VOC emissions increase, due to activity recovery (end of Covid)



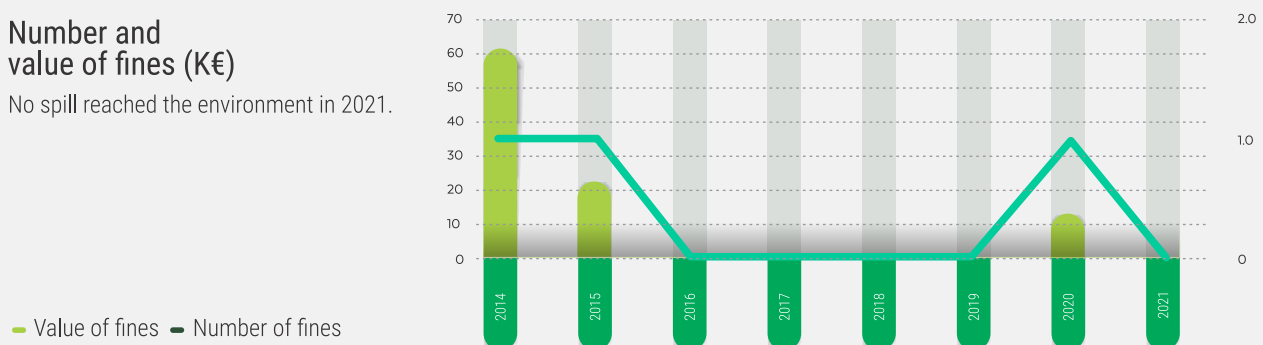
### Spills numbers and volumes (m3)

No spill reached the environment in 2021.



### Number and value of fines (K€)

No spill reached the environment in 2021.





DATA								
	2014	2015	2016	2017	2018	2019	2020	2021
Throughput (t)	762,055.05	745,140.66	578,658.88	273,856.57	410,363.57	453,302.06	306,218.12	466,403.33
Sales								
Production (t)	64,428.00	43,152.00	56,072.00	88,377.93	56,531.00	59,453.00	52,170.00	63,573.00
General Sales								
Total past years	826,483.10	788,292.66	634,730.88	362,234.50	466,894.57	512,755.06	358,388.12	529,976.33
Electricity (toe)	57.10	29.10	20.10	35.70	37.50	43.80	129.73	114.86
Electricity (Mwh)	663.60	338.00	233.20	415.50	436.50	509.60	1,508.76	1,335.83
Waste sent to landfill (t)	1,531.26	0.00	165.00	182.00	180.00	162.00	177.00	184.00
Recycled/Recovered waste (t)		2.73	2.00	2.40	2.42	4.44	428.00%	0.55%
Other treatments (t)		1,316.03	988.60	1,088.91	1,101.90	870.54	603.03	628.73
Total Waste (t)%	6.43							817.26
Waste sent to landfill (t)	2.26							22.50%
% Recycled/Recovered waste (t)	0.00							0.55%
% Other treatments (t)	0.00							76.93%
Hazardous waste (t)	9.00	52	12.00	14.00	22.00	82.00	4.88	5.33
Non hazardous waste (t)	1,531.00	1,267.00	1,143.00	1,259.00	1,262.00	955.00	779.00	811.93
Waste treatment costs (k€)	32.04	31.82	21.39	18.38	18.87	26.13	17.86	0.00
VOC (t)	1,059.90	911.92	614.56	316.21	524.82	421.90	249.46	319.17
Value of fines (k€)	61.86	22.73	0.00	0.00	0.00	11.99	0.00	0.00
Number of fines	1	1.00	0	0	0	1	0	0
Number of spills which reached the natural environment	6	7	3	0	0	0	0	0
Volume of spills which reached the natural environment [m³]	81.00	147.52	78.00	0.00	0.00	0.00	0.00	0.00
Volumes recovered from hydrocarbon losses of containment that reached the environment [m³]	0.00	0.80	0.00	0.00	0.00	0.00	0.00	0.00

## Green Stations Initiative

As the world intensifies its effort in combating the climate change crisis from the greenhouse effect, TotalEnergies Marketing Nigeria Plc is not excluded from this laudable initiative. The Company implemented a project tagged "Green Stations/Schools Initiative" to promote climate/environmental education, encourage sustainable lifestyles through environmental clean-up and tree planting, as well as bring the TotalEnergies' net-zero emission and environmental sustainability drive closer to its communities through schools and its service stations.

The project is a tree planting and environmental clean-up initiative of TotalEnergies Marketing Nigeria Plc across its Service Stations neighbourhoods and school perimeters and was implemented by the Nigerian Conservation



Foundation (NCF) for TotalEnergies Marketing Nigeria Plc. The tree planting and clean-up exercises were carried out in Lagos State, Abuja, Kaduna State, River State, Edo State, Ogun and Oyo State.

As the climate changes and deteriorates over time, there is a growing need to nip the effects of climate change in

## For a Safer, Healthier Environment: Our Environmental Milestones

Annually, June 5 is set aside by the United Nations to encourage global awareness and action for the protection of our environment with the theme for the 2021 United Nations Environmental Programme (UNEP), being "Reimagine, Recreate, Restore."

At TotalEnergies Marketing Nigeria Plc, climate concerns has been an integral part of our strategic decisions and a key focus in all our operations. This has spurred notable achievements over the years. Notwithstanding these achievements, we are still faced with the challenge of further reducing our greenhouse gas emissions. Therefore, we encouraged our personnel to utilise the occasion of the 2021 World Environment Day celebration to reflect on the gains we have recorded in these past years on CO2 emission reductions in our operations, and to continually seek possible ways to improve this trend.

This proactive stance fits perfectly with our mission of providing better energy; energy that is safer, more affordable, cleaner, and accessible to as many people as possible which is also in accordance with the UN SDGs on "climate action".

As we make strides toward conserving the environment, it is equally important that we reflect on

our numerous achievements and suggest ways to further make our environment safer and healthier. In reflection, TotalEnergies Marketing Nigeria Plc has initiated many projects targeted at reducing CO2 emissions at our operated sites. In our network of retail stations, solarization projects have been completed in 163 out of 538 service stations spread across Nigeria. We have a target of solarizing 290 service stations by the end of 2022.

To date, through our increasing solar projects, approximately 3800 tons of CO2 emissions have been avoided, 4 MWh of energy produced, and 1.2 million litres of liquid fuel saved.

These projects have in effect greatly reduced our CO2 emissions, improved air quality, and further demonstrated our commitment as The Responsible Energy Major.

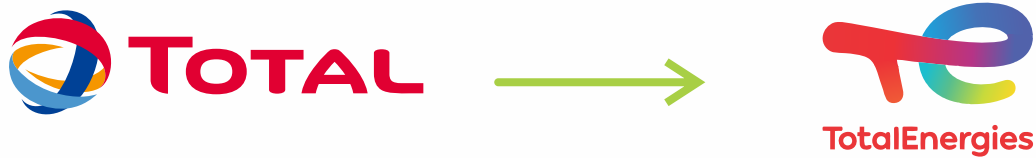
163 out of 538 Solarisation Project Achieved  
3,800 tons of CO<sub>2</sub> Emission Reduction  
4 Mwh of Energy Produced  
1.2m litres of saved fuel



the bud and avoid the degradation of our ecosystem. To this end, the Company promotes training and provides information ensuring the public is enlightened and educated on the need to conserve their environment through sustainable methods which help mitigate their impact on the environment. The green station initiative became a force to reckon with to sustain the environment.

Some of the post-project activities include setting up Environmental Clubs (Conservation Clubs) to promote environmental education among the students while encouraging them to take action to protect their environment. This is aimed at sustaining the project as a clean-up culture. Also, to set up a Garden to promote organic farming by planting vegetables and making use of waste materials to beautify the garden.





OIL



NATURAL GAS



ELECTRICITY



HYDROGEN



BIOMASS



WIND



SOLAR

## Shareholders vote to change the company name from Total NIGERIA PLC to TOTALENERGIES MARKETING NIGERIA PLC

In 2021, Total Nigeria plc rebranded to become TotalEnergies Marketing Nigeria Plc as part of the company's strategy aimed to embody the Company's new ambition of becoming a top player in the Energy Transition. The new identity came about when the Board of Directors of Total Group changed the Company's name from Total, to TotalEnergies - to better align with global energy realities which necessitate a greater focus on renewable energies and sustainable electricity production.

The new name is in line with TotalEnergies' support of the 2015 Paris Agreement which calls for carbon neutrality to limit global warming. The Chief Executive Officer of TotalEnergies, Mr Patrick Pouyanné who announced this significant development further said the main goal of the new name is to embed the Company's strategy of becoming a broad energy company within its identity.

This new outlook requires a bold change and transformation from being an energy major to becoming a Broad Energy Company that puts sustainability and sustainable development at the heart of its business. By this, the Company will increase its production and sale of renewable electricity and continue to develop the manufacturing of gas and renewables, but with decreasing production of fossil fuels. This new identity will assure the Company's place in the industry's future, especially as climate issues become important in a worldwide push for carbon neutrality.

## Total Nigeria Plc becomes TotalEnergies Marketing Nigeria Plc

The new name TotalEnergies Marketing Nigeria Plc (TEMNPLC) was officially presented and accepted by the company's stakeholders in August, 2021, after the resolution was passed at an extra-ordinary general meeting held in Lagos. This signified a new commitment to leadership in a world with more energy and fewer emissions.





# Economic Performance



# Result at a Glance

OTHER NATIONAL DISCLOSURES STATEMENT OF VALUE ADDED FOR THE YEAR ENDED 31 DECEMBER	31 December 2021		31 December 2020	
	<u>₦N'000</u>	%	<u>₦N'000</u>	%
Revenue	341,316,345		204,721,463	
<b>Less:</b> Brought in Materials and services:				
- Imported	(117,121,313)		(32,632,585)	
- Local	(183,315,042)		(152,378,125)	
	<u>40,879,990</u>		<u>19,710,753</u>	
Other Income	4,478,604		1,040,064	
Finance Income	831,039		2,263,185	
<b>Value Added</b>	<u><b>46,189,633</b></u>	<u><b>100</b></u>	<u><b>23,014,003</b></u>	<u><b>100</b></u>
<b>Applied as follows:</b>				
<b>To pay Government:</b>				
Income tax, minimum tax, education tax and capital tax, Nigeria Police Trust Fund levy and National Agency for Science and Engineering Infrastructural (NASENI)	7,973,425	17	845,653	4
<b>To Pay Employees:</b>				
Salaries, wages, pensions and social benefits	11,063,187	24	8,612,443	37
<b>To pay providers of Finance:</b>				
Finance Costs	1,769,657	4	2,892,368	13
Interim Dividends	1,358,087	3	-	-
<b>Retained in the Businesses</b>				
To maintain and replace:				
- Property, plant and equipment	5,051,448	11	6,522,076	28
- Intangible assets	46,724	-	14,692	-
Final Dividend	2,063,385	4	2,063,385	9
To augment retained earnings	16,863,720	37	2,063,385	9
	<u><b>46,189,633</b></u>	<u><b>100</b></u>	<u><b>23,014,003</b></u>	<u><b>100</b></u>



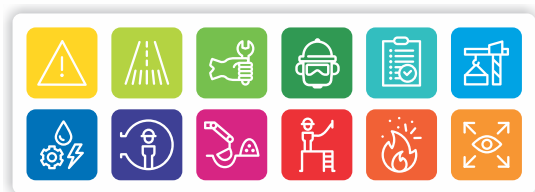
# Safety Performance



At TotalEnergies Marketing Nigeria Plc, we are uncompromising when it comes to the safety of everyone as safety remains our core value. We are all mindful of the rules regarding safety within and outside the organisation and are committed to ensuring that we duly adhere to the teaching and instructions on safety.



# The 12 Golden Rules



We all have a responsibility to ourselves, the authorities and the community at large; to step in when there is a breach of rules as our commitment has always been to ensure zero fatality at our operations, the safety of our colleagues, stakeholders and the community at large.

The standard reporting system applied by TEMNPLC in recording and reporting accident statistics is the CR-GR-HSE-100. As a standard rule, safety is highly regarded in fulfilling our ambition to become a Responsible Energy Major. This has propelled the enforcement of our 12 Safety Golden rules which recently got modified to personalise the actions and become more individually engaging.

## High Risk Situation:

I avoid high risk situations:



- I do not smoke or vape outside designated areas.
- I do not work or drive under the influence of alcohol or drugs.
- I secure the downgraded situation and report it to my supervisor.
- I know the risks before executing a non-routine or complex operation.
- I respect the operating instructions for shutting down and starting up equipment and units.

## Body Mechanics and Tools:

I handle tools safely:



- I check that my tool is:
  - The one specified in the work permit or operating instruction
  - Suitable for the task and work area
  - In good condition
- I use the tools, including those for pressure tests, in line with the manufacturer's specified design limits.
- I position my body to minimise excessive strain.

## Work Permits:

I work with a valid permit:



- I have checked the permit and associated certificates.
- I am qualified and authorised to perform the work.
- I understand the work permit.
- I ensure that the point of intervention is identified.
- I have checked that the safety conditions are met to start the work.
- I stop and reassess the risks if conditions change and refer to my supervisor.

## Traffic:

I follow the safety rules when I drive, ride a bike or walk:



- I check the condition of my vehicle before use.
- I always wear a seatbelt.
- I do not exceed the speed limit and adapt my driving to road conditions.
- I do not use any communication system while driving, such as a phone, walkie-talkie and radio, even with a hands-free kit.
- I respect the authorised driving time and the journey management plan.
- I use the lanes dedicated to pedestrians and cyclists accordingly.
- I hold handrails when taking the stairs.

## Personal Protective Equipment (PPE):

I wear the required PPE



- I check that my PPE is in good condition before use.
- I wear my helmet with the chin strap fastened.
- I wear the PPE adapted for the task and the area in which I am working.
- I wear a life jacket whenever required.

## Lifting Operations:

I follow the lifting plan:



- I establish barriers and exclusion zones.
- I check that the lifting equipment has been inspected, is in good condition and fit for purpose.
- I only operate equipment that I am qualified to use.
- I check that the load is securely slung and bundled and I control the load in motion.
- I ensure that a qualified banksman is present for the lifting operation.
- I never position myself under a suspended load.

### Powered Systems:

I check the isolation and the absence of energy and fluids before any intervention:



- I have identified all energy and fluid sources.
- I respect the isolation plan.
- I confirm that energy and fluid sources have been isolated, locked, and tagged.
- I ensure that there is no energy and fluid supply.
- I ensure that there is no residual or accumulated energy and fluid.
- I ensure that the work is completed and check the removal of isolation before starting up.

### Confined Spaces:

I obtain authorisation before entering a confined space:



- Ensure all energy and fluid sources are isolated.
- I check and use respiratory protection equipment when required.
- I confirm a rescue plan is in place.
- I confirm the atmosphere has been tested prior to intervention and that it is monitored.
- I confirm there is supervision for entry/exit and for alerting.
- I obtain authorisation to enter.

### Work at Height:

I protect myself against a fall when working at height  $\geq 1.5\text{m}$ :



- I inspect my harness, lanyard and lifeline before use.
- I secure tools and materials to prevent dropped objects.
- I wear a harness and tie off to approved anchor points as per the work permit.
- I use scaffolding fit for purpose and approval.
- I respect the minimum safety distance when working near power lines.
- I ensure the integrity of roofs (storage tanks, buildings, canopies...) before work starts and that appropriate fall protection has been installed for fragile areas.
- I only move a Mobile Elevating Work Platform (MEWP) in its low position.

### Excavation Work:

I secure excavation areas:



- I have a work permit and an excavation certificate.
- I confirm that the excavation area is clearly marked off.
- I stay alert to the location of underground structures and networks.
- I position machinery and extracted material at least one metre away from the excavation area.
- I only enter an excavation deeper than 1.3m if the access is secured.

### Hot Work:

I avoid hot work whenever possible:



- I have a hot work permit.
- I identify flammable substances and ignition sources.
- Before starting any hot work:
  - I ensure the absence of flammable substances or their isolation
  - I obtain a written authorisation
- In a hazardous area, I confirm:
  - The absence of gas has been tested;
  - The absence of gas will be continuously monitored.

### Line of Fire:

I keep myself and others out of the line of fire:



- I position myself to avoid:
  - Moving objects
  - Vehicles
  - Pressure releases
  - Dropped objects
- I establish barriers and exclusion zones.
- I take action to secure loose objects.
- I respect barriers and exclusion zones.



## TotalEnergies Nigeria Plc Improves Road Safety with the Truck Drivers' Initiative

TotalEnergies Marketing Nigeria Plc has consistently initiated well-structured employee schemes that cater for the safety of employees and the communities they operate in.

**0** Fatalities  
Lost time injury  
Spills in cubic metres

**8,897** Truck Driver  
Training between  
2011 - 2021

**2,740** Truck  
Driver  
Audits

**A**gainst the backdrop of serious concerns about the state of truck drivers conveying petroleum products on Nigerian roads, we devised a scheme to regulate the activities of our truck drivers and ensure the safety of our host communities themed the 'Truck Drivers' Initiative', which aims to improve road safety in Nigeria through a structured training regimen for all our truck drivers.

The training phase of the scheme titled 'Improved defensive driving skills' seeks to better enlighten truck drivers on the use of the roads, handling of dangerous goods during transportation, Government regulations on road management and reduction of road accidents

as well as enlightening the communities on the importance of road safety.

With this conscious effort to improve driver safety and protect the lives of members of the community since 2017, we have recorded zero (0) fatalities and no severe accidents, zero (0) lost time injury and zero (0) spills in cubic metres amongst our drivers through this scheme. So far, we have conducted about 2,181 truck driver training, and 2,740 truck audits at our training facility in Ibadan, Oyo State between 2017 and 2020 and conducted 2,149 truck audits for other players between 2018 and 2020. We have trained 8,897 Truck drivers from 2011 to 2021.

## One TotalEnergies, One Country (OTOC) - Security Awareness Campaign

**A**s a responsible organisation, we prioritise the well-being of all our employees by striving to ensure that all our service stations meet the proper health and safety regulations. Hence, we often organise security awareness campaigns to sensitise our staff members on conventional ways to stay safe and remain security conscious.

As in previous years, we held the 2021 edition of the One TotalEnergies, One Country (OTOC) security awareness campaign for our employees and their

family members. The campaign raised the awareness level of employees and their family members about the security situation in the country. Useful security tips were also shared with the participants of the awareness campaign.

TEMNPLC remains committed to supporting the United Nations in achieving its goal of decent work and a conducive environment for all our employees.





## Commemorating World Day For Safety

Yearly, we celebrate World Day for Safety as it gives us the opportunity to reflect on the safety and health of all workers, and more importantly, focus on strategies that can strengthen workplace occupational safety.

In this regard, we continued with our yearly awareness seminar for our employees. The 2021 theme “Golden Rule, Every day, Everywhere” was a direct acknowledgement of the benefit of collaborative work with contractors in the Company’s operations.

At TotalEnergies, contractors make up over 70% of our man-hours in project phases, normal operations and during work campaigns/interventions. It is thus evident that contractors are on the frontline, facing workplace hazards together with us. Our safety performance statistics show that contractors' personnel are involved in more recordable incidents than company personnel.

In 2021, we recorded zero fatalities within the Company as contractor personnel carried out their routine jobs for the company. This is a pointer to the fact that we take our employees as our greatest assets and as a responsible organisation, elimination of workplace risks is our priority; and just like our mantra states: “No job is important enough to risk life!” This has made us even more rigorous in the drive for the application of our Golden Rules. We also boldly and responsibly intervene with our Stop Card when we observe deviations from our golden rules.



## TotalEnergies Touch Point

TotalEnergies service stations are increasingly becoming one-stop shops where our customers are provided with a variety of services adapted to their convenience. Touch Point (TP) allows the distribution of new digital services across our stations such as; electronic wallets, mobile charging, merchant payment, money transfer and media subscription. Through this service, we hope to improve our knowledge of customer needs, implement more effective customer relationship management and onboard new customers into our customer base.

This service is in perfect alignment with our strategy which offers innovative solutions to our customers. Touch Point allows TotalEnergies to participate in the financial inclusion space and extend financial services to diverse societal groups, especially the

economically excluded, thereby contributing to the economic development of our communities in Africa and specifically in Nigeria which agrees with the UN SDGs on “decent work and economic growth”

In addition, this project puts the TotalEnergies Company in a truly entrepreneurial, creative, and adventurous space in Africa. We are proud of this initiative, and we count on our customers and stakeholders to make Touch Point a lasting success. With Touch Point (TP), our stations have been transformed into connected sales points for our customers.

# Social Performance





## Who we Engaged

While we do our best to remain a sustainable organisation that is mindful of our impact on the society, we also take into cognizance the very important role our stakeholders play in ensuring a cordial environment for our operations, thus we ensure that our operations are socially responsible and ethical. As such, we place optimum value on engaging with our stakeholders who vary from government regulators to our shareholders, our employees, the media, non-governmental organisations, charity organisations, our customers, and our host communities. For our host communities, we developed strategic community-engagement plans that account for operational demands, community expectations, needs, and local context.

With those groups, we forged a robust synergy that not only made significant contributions to the improvement of mankind and nature but also positioned the United Nations Sustainable Development Goals as a non-negotiable task.

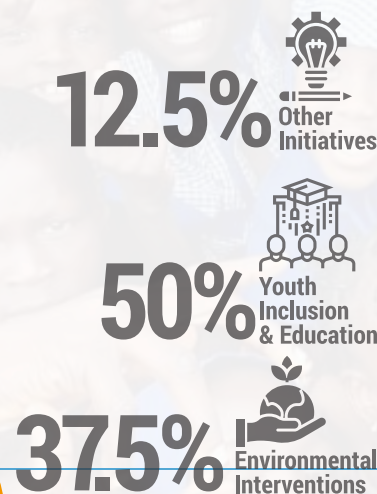
For us at TEMNPLC, it is not just about providing equality at the workplace or creating an efficient waste disposal system, the extra effort that is required of us that would guarantee the wellbeing and positive advancement of members of our stakeholder groups is the most material to us.



## How we Engaged

To help us identify, understand and respond to sustainability issues and concerns, and to report, explain and answer to stakeholders for decisions, actions, and performances, we laid more emphasis on “communicating with” instead of “communicating to” all of our stakeholder groups. We leveraged various communication techniques like dialogue and meetings with consultative committees set up in communities, surveys and press conferences and communication of publications. Again, our

Stakeholder Relationship Management (SRM) tool was instrumental in the identification, mapping and engagement of our stakeholders. Also, we did a proper and timely analysis of the feedback we got from those engagements, and they helped us in determining what was relevant to our stakeholders and ensured the continued success of our business and the kinds of projects we needed to embark on.



# ACTION! Employee Volunteering Program

The Action! Platform launched in 2019 is a scheme that allows our employees to contribute to impacting our communities through volunteering during office hours to work on local initiatives. This platform allows employees to volunteer in any of these three ways; by lending a helping hand to initiatives that have no direct link to their professional expertise, helping with their professional skills or, mentoring young and socially disadvantaged people.

## 3 Ways to Volunteer

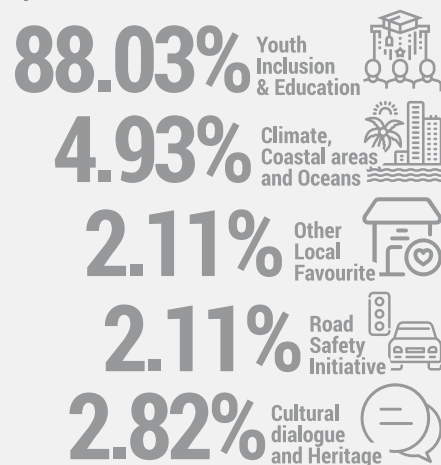
- Helping Hand
- Professional Skills
- Mentoring

Our employees participated in several volunteering Programs through this Platform. In 2021, a total number of 17 employees registered for at least one initiative bringing the total number of volunteers to 40 since inception. Also, we were able to complete 17 initiatives in 2021, which brought our completed initiatives to 50, from Nov 2019- Dec 2021.

Of all the programs implemented in 2021, 50% were under the youth inclusion and education TotalEnergies Foundation Pillar. Initiatives like the Youth activation programme, Road Safety Book reading initiative and ROOTS cultural revival initiative

for youths are some of the projects under this pillar. The environmental interventions covered 37.5% with projects like the Earthplus, an environmental dialogue initiative, Beach Clean up/Bird Watching initiative and other eco-friendly programmes highlighting the commitment of our employee volunteering group to a sustainable society. Other initiatives accounted for 12.5%.

## Numbers of Initiatives Published by Areas







## MAKING POSITIVE CONTRIBUTIONS TO THE EDUCATION SECTOR:

Book Reading / Donation /  
Station internship initiative

**T**otalEnergies Marketing Nigeria Plc is committed to reviving the reading culture in Nigeria as well as moulding and preparing the next generation for global competitiveness and as future leaders. In 2021, we donated books and bookshelves to three different schools situated in the host communities of our Service Stations. This initiative went hand-in-hand with the book reading initiative at the beneficiary schools by TotalEnergies employees.

Also, in furtherance of building capacity and competency in the labour market, we provided internship opportunities to 60 students from 30 schools across Nigeria. This we did to not only develop intelligent mindsets but also promote positive life skills, innovation, and a high grade of adaptability, thus, encouraging the spirit of entrepreneurship amongst students from an early stage. This initiative is also in line with fulfilling UN SDG Goal 4 which speaks to quality education.





## Putting Smiles on Children's Faces:

Our engagement with SOS Children's Villages, Nigeria.

As part of our aim to touch lives and help secure the future of the youths in our society, TotalEnergies Marketing Nigeria Plc visited the SOS Children's villages located in Ogun, Plateau, Lagos and Abuja in December, 2021, as part of its annual sponsorship and Mentor-a-Child-Program for the year.

**W**e provided sponsorship for the education, feeding and clothing of children across the SOS Children's Villages in Nigeria.

We believe that every child has the right to quality education and decent living regardless of their social circumstance. As part of our aim to ensure no child is







left behind and in line with the UN SDG goals, we visited the various SOS villages and assumed sponsorship to accommodate their challenges.

The visit was designed to support and care for the wards of the Villages through the donation of a robust range of food items. Personal gifts were given to 40 children in sponsored SOS villages. Our visit was reinforced by the Mentor-a-child-Program for children through the intervention of company employees. The Leave-no-Child-Behind project was also deployed as a means to ameliorate the suffering of children as SOS donation boxes were placed at selected TotalEnergies Service stations and sites to support the Villages.





## Donations



## The SOS Leave-No-Child-Behind Project

The SOS "Leave-No-Child-Behind" is a subset of the United Nations "No-Child-Should-Grow-up Alone" project. TotalEnergies in 2021 in collaboration with the SOS Children's villages Nigeria, deployed donation boxes across select TotalEnergies service stations and locations. Funds collected from the project is aimed to further support the care of the children's upkeep and education.







## The Koko Scholarship Examination

**The TotalEnergies / Koko Scholarship scheme started in 2011 with the aim of bringing sustainable education to one of TotalEnergies Host Communities, Koko in Delta State, Nigeria. This is also in line with one of the TotalEnergies foundation CSR pillar, Education and Youth inclusion.**

On the 21st of October, 2021, 91 junior secondary school students from schools in the Koko community of Delta state came together at the Iwere College Hall Koko, to write the entrance examination into the TotalEnergies Marketing Nigeria Plc scholarship scheme.

Six (6) candidates emerged winners after the exam. The Education Sub-committee of the Koko community Management Authority, and the Chief Inspector of Education, Warri North were present to participate in, and witness the process. The scheme pays tuition for the students through their six years of secondary education, and cumulatively has 64 beneficiaries including the new entrants.

Godwin Harry Toritsheju  
 - St. Michael Hall Secondary School, Koko  
 Elisha Oritsegbubemi  
 - St. Michael Hall Secondary School, Koko  
 Aduwenye Esther Misan  
 - Beach Secondary School, Koko.  
 Okotie Great Ulioyo  
 - Baptist High School Koko.  
 Oritshebemigho Prince Oritsheminomi  
 - Iwere College, Koko.  
 OritsheJolomisan Dominic  
 - Baptist High School Koko.







## Meeting the Economic Goals of the SDG:

Our Youth Entrepreneurship Program in Koko, Delta State, Nigeria.

**At TotalEnergies Marketing Nigeria Plc (TEMNPLC) and as a responsible organisation, we take seriously, engagement with members of our host communities and thus, see them as a major part of our stakeholder groups.**

**T**hrough the Partnership Consultative Committees we set up in the communities, we have first-hand information on specific areas of intervention for members of our host communities. After consultation with the community, we supported the youths of the Koko community through a youth skills development and economic empowerment



program with a one year paid vocational training. This brings the total number of beneficiaries in the Koko community to 69 since inception. The participants were trained in vocations of their choice after which





they are comprehensively empowered. Vocations taught included: Catering, Fashion & Designing fish farming, welding, tailoring, hairdressing and makeup artistry, carpentry etc.

The program has had a positive multiplier effect on the socio-economic status not only of the community but the entire region as the trainers were also hired locally, while the graduates, in turn, train other community youths as interns.





# Guiding Nigerian Youths Towards Viable Career Paths:

## L.E.A.D Career Project by TotalEnergies

The Learn, Experience, Articulate & Decide (L.E.A.D) Career Project by TotalEnergies, is a youth educational development and career exploration program that focuses on exposing secondary school students to career options as well as providing practical insights into the work environment.

The programme also teaches students how to evaluate modern work opportunities, gain valuable insight into potential careers, acquire the necessary skills and suggest the routes they can take to reach their goals.

In 2021, a total of 1,381 students across Nigeria were reached through the L.E.A.D Career programme. To reflect the changes in the evolving world and educational system, the programme focused on







Leadership, Innovation and Personal Branding, Digital Technology Transformation and Trends, Knowledge and Application of the Sustainable development Goals/Agenda 2030 and STEAM (Science, Technology, Engineering, Arts and Maths).

The programme did not only enrich the student's school and learning experience but helped them develop critical skills that are valued in the workplace which would help to increase their employability in the long term.







## TOTALENERGIES Kick-Starts TotalEnergies AFCON 2021 Trophy Tour with Nigeria



As title sponsor for the biggest football event in the African continent, TEMNPLC went a step ahead to make the showpiece more glamorous by taking the trophy to members of the public. The trophy tour which took place in 18 countries started in Nigeria with a press conference before the trophy display for public viewing at TEMNPLC service station at Onigbagbo, Ikeja, Lagos on Monday November 22, 2021.

Brand ambassador and Super Eagles legend, Austin "Jay Jay" Okocha, Minister of Youth & Sports Development, Sunday Dare; Chairman Lagos State Commission and Executive Director, Lagos State Sports Commission,







Sola Aiyepoku; the Vice President, TotalEnergies Marketing & Services, Retail Marketing & Digital, Africa, Pierre-Alexandre Vigil and other executives of the company graced the trophy tour.

The highlights of the tour included roadshows; trophy set up at service stations; opportunity to meet some legends of the national team, the Super Eagles; AFCON media banner for selfie opportunities and reward items.

Senegal eventually emerged as champions of the tournament after defeating the competition's highest all time winner, Egypt.







## SUPPORTING NIGERIAN YOUTH ENTREPRENEURSHIP DRIVE:

Announcing the Startupper of the Year Challenge by TotalEnergies

The StartUpper of the Year challenge is an initiative by TEMNPLC to provide a smooth operational base for the structures of Startups and small businesses in Africa where 70% of the youth are unemployed with its first pilot in 2016. The focus of this initiative is on projects that promote the development of local initiatives in the field of sustainable development in Africa, in this case, Nigeria. The initiative also encourages Startups to integrate the dimension of Sustainable Development and Promote Female Entrepreneurship.

The initiative was in 3 phases; the Call-for-Project phase, the Selection phase and the Celebration phase. The call for application for the third edition of the project was announced to the public through a press conference and social media channels in Nigeria. The criteria include the Sustainable Development Goals as defined by the UN, innovative character and feasibility or development potential of the project, while the applicant must be Nigerians between 18-35 Years.

The third edition project in Nigeria received a total of 4,460 applications and after rigorous scrutiny through different stages, the list was pruned to 15 finalists. The application categories were: Best Business Creation



Project, Best Start-up Under 3 Years of Existence and lastly, Best Female Entrepreneur.

The final selection and celebration phase is to take place in 2022 and the winners would benefit from financial rewards, massive media visibility and an incubation program aimed at birthing or supporting their businesses.







## ADDRESSING DIVERSITY & RURAL ECONOMIC DEVELOPMENT:

The Agri-Business Empowerment Program for Women

With an immense contribution to the GDP, agriculture remains a mainstay of the Nigerian economy and as such, TEMNPLC accords utmost priority to its practice in its host communities. This is done via various interventions that empower farmers to function effectively in their significant roles as they drive our nation towards achieving the United Nations Sustainable Development Goals 1 and 2 which are: no poverty and no hunger.

Following extensive stakeholder engagement to identify target need areas among the women population, we embarked on the Agri-Business Empowerment for Young Women Program to help create a pool of economically empowered female indigenes that will impact their communities in the field of agriculture.

The goal of the program was to support an existing pool of indigenes or host communities who had the skills but lacked the required funds, business support and expertise to start, manage or grow their small-scale businesses. TEMNPLC provided a grant to



empower 18 young female smallholder farmers in pursuit of livestock and agricultural farming. This was also a way of encouraging the female gender to venture into the food production and processing industry, thus reaffirming our support for United Nations Sustainable Development Goals 5 - gender equality.





## THE 2021 WORLD AIDS DAY:

HIV/AIDS Campaign Initiative  
with Truck Drivers

According to UNICEF, Nigeria has 190,950 HIV/AIDS infections per year, the second-highest rate in the world. The global health body also revealed that the country has the world's second-highest burden of HIV/AIDS, with an estimated three million people living with HIV (PLHIV). As such, TEMNPLC intensifies its efforts every year to contribute its quota in the fight against the disease.

In 2021, just as we have always done in previous years, we took our awareness and preventive campaign beyond our employees to the outside world, knowing fully well that an HIV/AIDS-free society would directly result in a healthy working environment for us. In lieu of this, we commemorated World AIDS Day with free HIV/AIDS testing for the Nigeria Union of Petroleum and Natural Gas Workers truck drivers in the Apapa environs and Abule-Ado- Satellite town of Lagos State. This was implemented after extensive stakeholder engagement to identify the appropriate target group and locations.

In collaboration with the Nigerian Business Coalition against AIDS (NiBUCCA) of which TEMNPLC is a member, we conducted tests for over 1000 people whilst distributing of condoms to participants of the campaign, encouraging them to do their bit in reducing the spread of HIV/AIDS. Over 3,000 people



were also reached with Information, Education and Communication materials on the prevention and spread of HIV/AIDS. This was also in fulfilment of UN SDG 3 which has as part of its provisions, reduced the spread and incidence of HIV/AIDS

### HIV Self-Testing for TotalEnergies Employees

In commemoration of World AIDS Day, and through our partnership with the International Labour Organization (ILO), an internal aspect of the awareness was implemented through the distribution of 300 free HIV self-test (HIVST) kits to willing employees of TotalEnergies Marketing Nigeria plc. This aimed to increase awareness of HIV status through the self-test method. A video on how to conduct the self-test was shared with employees as a guide.



## Awards



In recognition of our efforts at engaging with our stakeholders, most especially members of our host communities, we were awarded the Best Company in Stakeholder Engagement for the year 2021 at the Corporate Social Enterprise Awards.

SERA's, the acronym for Sustainability, Enterprise, and Responsibility Awards, is Africa's first and foremost recognition body for Corporate Social Responsibility and Sustainability. Over the last 15 years, it has grown to become the gold-standard award and the most credible industry ceremony in Africa with representation from 19 African countries. We won in



the category of Stakeholders Engagement for the significant and overall impact of our robust Stakeholder Relationship Management processes. The award is in recognition of our Stakeholder Relationship Management Tool (SRM+) which has been a significant contributor to all of our projects' implementation processes.

We were also nominated for the Most Responsible Company award (People's choice). This was also an acknowledgement of the fact that we take pride in being socially accountable to our stakeholders.





# Governance

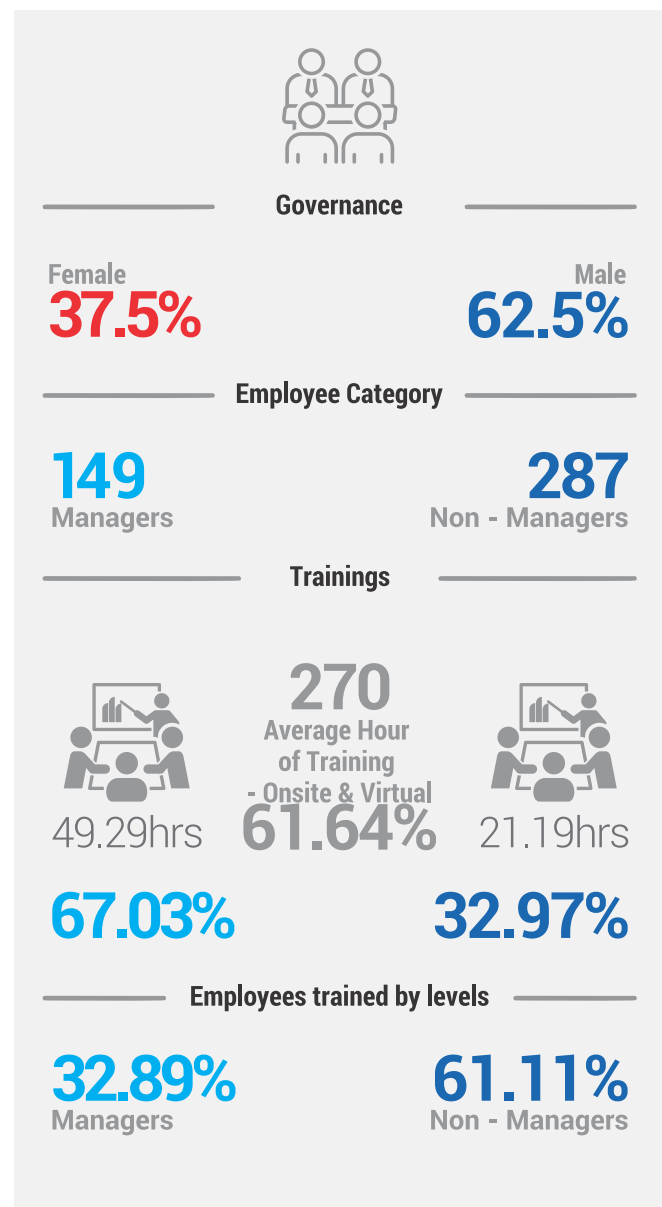
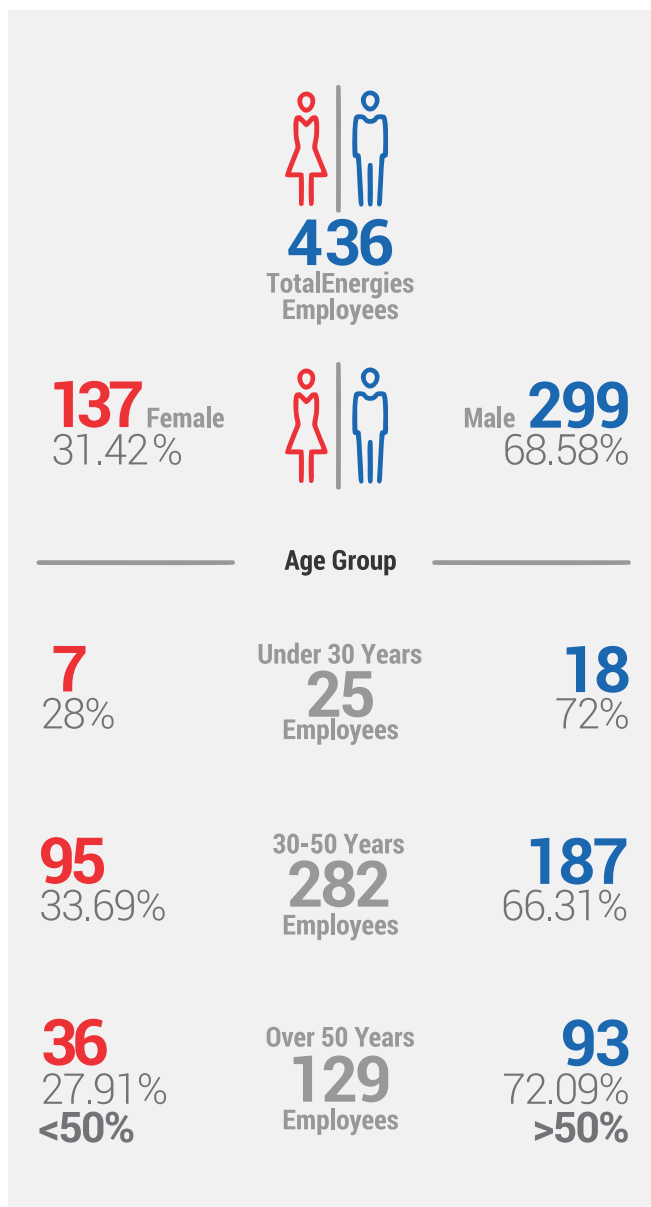


## Workforce and Ethics

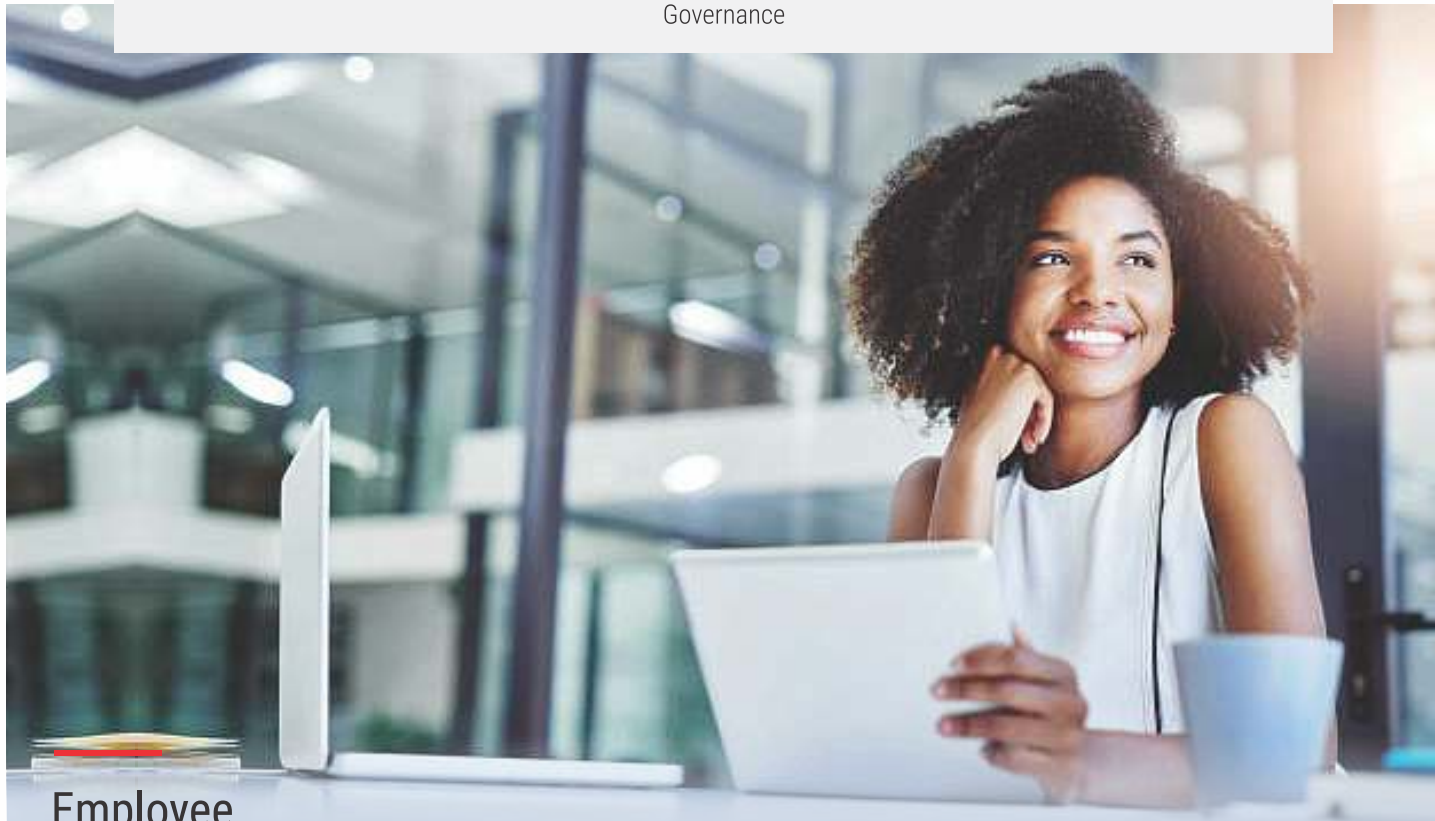
As an organisation, we understand fully well that for our activities to have effective productivity and for us to maintain our reputation while still ensuring our long-term success, we must at all times, invest in internal capacity development and employee wellbeing. The support and contributions of our internal stakeholders, especially our employees are instrumental to the achievement of company goals and objectives.

Thus, we provide an accommodating and conducive work environment for our employees to function at the

topmost level of their capabilities. We also encourage a work-life balance for our employees as it increases productivity and job satisfaction which has a direct impact on the financial status of our organisation. We expose our employees to different training sessions that help to upgrade their knowledge and skills which is vital for their personal development. Some of these training sessions are often in partnership with experts in the concerned field.







## Employee Wellbeing

We understand and acknowledge the important contributions our employees' wellbeing play in accomplishing our organisational goals. To this end, the Company devotes time and monetary investments to ensuring our employees' well-being are properly catered for. We operate a medical scheme that provides free comprehensive medical care for employees and their

dependents.

Our employees are also mandated to conduct annual medical investigations that invariably ensure timely medical attention is provided for them when need be. TotalEnergies Marketing Nigeria Plc also runs several health awareness campaigns regarding specific illnesses.

## Gender Equality

At TEMNPLC, we celebrate gender equality and encourage our female workforce in this regard. In the spirit of One TotalEnergies, we continue to promote collective strength as we build a company with equal opportunities for all. In commemoration of the United Nations 2021 International Women's Day celebrations themed "Women in leadership: Achieving an equal future in a COVID-19 world", TEMNPLC joined the rest of the world to celebrate our female employees in furtherance of the "gender equality" and "reduced inequality" goal of the UN SDGs. In our usual practice, we gave out the TWICE awards to celebrate our female employees who showcased their talents in a male-dominated society through personal interventions that reward and promote the best initiatives in favour of gender diversity.

## Code of Conduct

TotalEnergies Marketing Nigeria Plc (TEMNPLC) remains committed to upholding the values that bind our operations across the globe. Those Values include Safety, Respect for each other, Pioneering Spirit, Standing together and Performance Minded. To further demonstrate our unwavering dedication to these principles, we recently launched our Compliance Policy and the Code of Conduct. This document reflects the new TotalEnergies logo and highlights the fact that TotalEnergies is a company of responsible energy that aims to be one of the major players in the energy transition to get to net-zero by 2050, together with the society.

## Diversity and Inclusion

The tenets of diversity, inclusion and fair representation are a matter of great concern the world over. At TEMNPLC, it is an integral part of our human resources strategy. We have maintained a culture of shared values and collective identity in our business operations and activities, by inculcating a sense of individuality in our people policy.

We have a diversity policy which we consciously propagate in our operations and recruitment strategy, and our Code of Conduct further reiterates this, as we provide all our employees with the needed support to develop personally and professionally across all sectors.

To reinforce our commitment to gender equality in our workforce, TotalEnergies signed the United Nations Global Compact Initiative Women's Empowerment Principles. We also initiate an inclusive feminisation policy where all employees across all genders, flourish professionally and otherwise.

At TEMNPLC, we recognize that women contribute immensely through diverse skill sets, insights and ideas which they contribute to our organisational development. We thereby promulgate a positive

corporate culture that ensures that their voices are heard in all our decision-making processes.

We constantly strive to become an institution free from discrimination and based upon the values of dignity and respect for each other. Our recruitment practices are fair, and merit-based. As a result, our employment process is free of any discrimination irrespective of origin, gender, age, disability, sexual orientation, gender identity, affiliation, union organisation or minority groups and religious beliefs. Our governance is gender diverse as it sits 3 female and 5 male committee members.

Our workforce is equally diverse as we have 137 female and 299 male employees. In terms of age distribution, 25 employees are under 30 years, 282 employees are between the ages of 30 to 50 years and 129 employees are over 50 years of age.

## Occupational Health

TotalEnergies is fully committed to the safety and well-being of its employees. We constantly seek new ways to ensure that our employees are well catered for with regards to their health and fitness. As such, we leverage the friendly competition of sports to teach the values of discipline, tolerance, and cooperation.

In 2021, we organised several physical sporting activities to participate in the annual healthy living campaign; to help increase awareness of the importance of a healthy lifestyle among the general

public with thematic focus on physical and mental health

We will continue to participate in sporting programmes and projects that promote the occupational health of our workforce.





## Safety

**S**afety is a constant priority for us at TEMNPLC as we see it as the core component of our company's responsibility. It is also the foundation of our long-term viability and therefore we are uncompromising when it comes to Safety. As a matter of fact, cost is not a consideration for us on safety because Safety is a value that we respect above everything else.



## Business Ethics Day

**A**s a socially responsible company, we are uncompromising in all aspects of human rights and actively promote an organisational culture that operates a zero-tolerance policy regarding corruption and behaviours which may compromise the wellbeing of our people and business integrity. Therefore, the 7<sup>th</sup> edition of the Business Ethics day took place on Thursday, 9<sup>th</sup> December 2021 in 11 locations across Nigeria. There were over 800 participants in interactive sessions nationwide. The theme for this year was "Train Up to Speak Up" which means raising employee awareness on the importance of training themselves to contribute to sustainable ethics in business and promote the Company's values, in line with our Code of Conduct, making sure employees know who to talk to or where to go when in doubt and develop best practices and adopt the right habits.

Why this training is indispensable:

## Respect for Each Other

**R**espect for Each Other is a cornerstone of our collective principles and our way of demonstrating exemplary conduct. For us at TEMNPLC, Respect for Each Other means making people the core focus of our collective undertaking, valuing diversity and paying attention to the quality of employee dialogue within our company. It goes hand in hand with honesty, unwavering business integrity and, as a result, the rejection of corruption and fraud in any form. It also means honouring the contracts and agreements we sign.

We uphold and respect the highest applicable norms of international/local laws and industry standards. We also adhere strictly to a zero-tolerance compliance program designed to prevent and detect violations of applicable antitrust, anti-fraud, anti-bribery, and anti-corruption laws applicable to TEMNPLC.

- The mandatory training is required by law and by our compliance program.
- Effective training contributes to the Company's compliance culture and must be adapted to employees in the order they recognise themselves in real-life situations.
- Training encourages interaction between everyone and allows everyone to understand the rules in real-life situations.
- Effective training protects employees and the company by limiting risks.

The awareness campaign involved placing posters at various locations at all TEMNPLC's locations and a Q&A live chat session to clarify the grey areas on the company's policy of speaking up that took place on the 9<sup>th</sup> December 2021.

# Our Code of Conduct

As a multinational company and with our subsidiaries in 130 countries, we have shared principles and codes of conduct that guide our operations in our different host communities and environment. We adhere strictly to these standards as we believe it is key to sustaining our reputation as a responsible energy outfit.

## About the Code of Conduct

Our Code of Conduct consists of the following:

1. It is informed by our 5 values with emphasis on our 2 core values (Safety & Respect for Each Other)
2. Describes the practices to maintain regarding safety, integrity, respect for human right and other areas
3. It lists the international standards that we apply
4. It explains the role of the ethics committee and the reporting procedure for violation.
5. It states the reference materials available to everyone as further resource

### Intended Users

Our Code of Conduct is a reference document intended for:

- All our employees worldwide
- Our suppliers of goods and services
- Our external stakeholders

## The Code of Conduct and Reference Standards

As an organisation that is law-abiding, we ensure that our legal document that provides the guidelines on acceptable behaviors for our employees is not at variance with the dictates of either the climes where we operate or international standards.

### Our Reference

- The most stringent standards: We comply by all national and international laws and standards governing our activities

### Our Code of Conduct Rooted in our Values

- Safety
- Respect for Each Other
- Integrity - Fraud and Corruption
- Respect for Human Right
  - Human rights in the workplace
  - Human rights and local communities
  - Human rights and security
- Environment and Health

## The Code of Conduct and Our Employees

The code of conduct defines collective and individual values for employees.

We are convinced that our development is intrinsically rooted in the confidence and respect that exist between TotalEnergies and her employees and amongst employees themselves.

- Personal Health and Safety

- Freedom of Association and Collective Bargaining
- Political Engagement
- Conflict of Interest Reporting
- Insider Trading Prevention
- Respect for Confidentiality
- Respect for Employees
- Diversity and Promotion
- Communication and Dialogue



## TOTALENERGIES and its Stakeholders

Our values support our continued growth for the benefit of our stakeholders - employees, shareholders, customers and suppliers alike - while helping to drive economic and social development in our host countries.

Therefore, the code of conduct defines our commitments and expectations to our stakeholders:

- Hosting Countries
- Local Communities
- Customers
- Suppliers
- Business Partners
- Shareholders

## The Code of Conduct in Daily Practice

In order to transcend our commitment to upholding integrity beyond mere paperwork to action, we have a committee that has been charged with the responsibility of monitoring the enforcement of these guidelines. To also ensure that these policies are ingrained into our company's culture and that they are practiced even in the littlest forms, we provide a feedback mechanism that enables improvement in the application.

### The Ethics Committee

Our ethics committee ensures compliance with the code of conduct and verifies that it is properly applied. These are their roles and responsibilities:

- Ensure that the code of conduct is widely communicated
- Listen to, support and advise employees and other stakeholders
- Receive reports from whistleblowers
- Submit recommendations to executive teams on ethics related issues
- Review as necessary, any ethics related communication of TotalEnergies particularly with international, government and non-governmental organisations.
- Help to prepare specific local practices or policies
- Help the training department to incorporate presentation of the code of conduct in training programs

**Business Ethics :**  
**any doubt or question?**

Use the contact you feel comfortable with .



Speak up!



### Speaking Up

At TotalEnergies, we encourage a culture of openness that allows everyone to express their concerns about the code of conduct.

To request advice or to report a situation that you are aware may be violating the code of conduct, you can:

### Talk to your line manager

- Contact the human resource manager for your unit
- Contact your unit's Ethics Officer or Compliance Officer
- Present your concerns to the Ethics Committee by writing to [ethics@totalenergies.com](mailto:ethics@totalenergies.com)

### Helpful Resources

#### Internal Resources:

This refers to our policies, rules and procedures for referring concerns to the Ethics Committee and is available on the intranet for employees and our website: [www.totalenergies.com](http://www.totalenergies.com)

#### External Resources:

This refers to international standards and guiding policies with respect to all our business activities and they can be found on the internet.

# Our Policies





# Security and Human Rights



A significant part of our priorities as an organisation is protecting our employees and facilities, hence, we continually take necessary steps to ensure compliance with the voluntary principles of Security and Human Rights. The policies we have put in place incorporate the voluntary principles which help protect human rights and identify the following five priorities:

- Establishing formal relations between affiliates and government to arrange for the deployment of

security personnel in accordance with our principles.

- The transfer of equipment, should occur only in exceptional circumstances and requires strict oversight.
- Audits of security providers' recruitment procedures.
- Special training for security personnel and;
- Reporting all incidents as soon as they happen.

## Rights Are Humane

We at TotalEnergies are dedicated to complying with international standards. We believe that we all are required, collectively and individually, to uphold human rights. Some of these international standards include - The United Nations Guiding Principles on Business, the Universal Declaration of Human Rights, the principle set forth in the fundamental conventions of the International Labour Organisation (ILO), and the voluntary principles on security and human rights.

As a responsible business, we implement these standards in three major areas - workplace, local communities, and security.

### Human Rights in the Workplace - Our Workplace

Appropriate steps are taken to always ensure decent working conditions are upheld and sustained at our sites and high-risk suppliers. There is a prohibition on forced labour and child labour, a commitment to freedom of association and non-discrimination. We also guarantee that any problems that arise can be reported to the Human Resources Department.

### Human Rights and Local Communities - Our Communities

We identify, prevent, and remedy any negative impacts resulting from our activities, such as odour and noise pollution in local communities. We implement processes for registering complaints, and we maintain an ongoing dialogue with local stakeholders, enlisting the help of experts as needed. The

stakeholder/partnership consultative committees' quarterly meetings have been instituted with the company's host communities to strengthen our partnership with these communities. These committees have several representative arms of the communities like the elder and youth council, educational committee, women, and other sub-committees. An effective community grievance mechanism is in operation at all our sites and has already been made known to all our stakeholders.

### Human Rights and Security - Securing Lives and Assets

In situations where security providers or government forces protect our employees and facilities, we verify that the officers are adequately trained, and report any incidents to the appropriate authorities.

### Human Rights and Our Suppliers



## - Our Supply Chain

TotalEnergies partners with various suppliers, including contractors, service providers, vendors, and others within our value chain. When it comes to service providers and suppliers we work in the interest of each party, in accordance with clear, fairly negotiated contract terms because we believe that lasting relationships are built on dialogue, professionalism and respect for our commitments, as well as shared standards.

We, therefore, require all suppliers of goods and services to

- Take special care to comply with standards and procedures in the field of human rights, notably on working conditions for their employees and suppliers;
- Cooperate with audit and assessment procedures and processes to ascertain compliance with principles for the purpose of continuous assessment
- Comply with fundamental principles of purchasing and ensure compliance by their own suppliers in turn. These principles, derived from our code of conduct, are the cornerstone of the long-term relationships we forge with our suppliers.
- These processes help us manage risks, and understand our supply chain and their corresponding impact.



## TOTALENERGIES Marketing Nigeria Plc Partners Moove Africa to Improve Drivers' Welfare and Productivity

As a measure to improve staff welfare, TotalEnergies Marketing Nigeria Plc on Tuesday, March 31, 2021, signed a Memorandum of Understanding with Moove Africa, in a partnership that will significantly improve the productivity and welfare of drivers of Moove vehicles. The partnership is in line with TotalEnergies value-adding strategy which is aimed at taking customer satisfaction to new heights.

Our partnership with Moove will avail vehicles/drivers access to the robust fleet management system and premium services offered by TEMNPLC through its TotalEnergies Card in addition to exclusive discounts and rebates on white products, lubricants, and other services.

Earlier in the year, Moove Africa and TotalEnergies Marketing Nigeria Plc launched the "Uber prefers TotalEnergies" initiative in Nigeria with 360 vehicles which aims to get over 4,000 Moove vehicles listed on the Card Fleet Management System. Moove, as a leading vehicle partner for Uber vehicles in Africa, will be assigning a TotalEnergies Card to every onboarded Moove driver.

This in turn will afford Moove drivers the luxury of special incentive packages and discounts from TotalEnergies premium services thus enhancing their productivity and improving their welfare.

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# SDG INDEX

The United Nations Sustainable Development Goals are an important global call to action, consisting of 17 interrelated goals carved out to be a determinant factor for contributions across all sectors of world operations, to ensure a more sustainable future for all by 2030. In 2021, we have adhered strictly to the requirements of the UN SDGs in the following ways:

## No Poverty:

Our various skills acquisition programmes such as the StartUpper of the Year challenge empower young entrepreneurs by providing them with a smooth operational base. The Koko Youth Entrepreneurship Program also provided successful participants with provisions for the setup of their preferred vocations. These initiatives aim to promote socio-economic growth.

## No Hunger:

We empower indigenes of our host communities with skills to improve their agricultural practices, as we also continually donate food items to Children at the SOS Children's Villages Nigeria.

## Good Health and well-being:

In commemoration of World Aids Day 2021, we conducted free HIV tests for 1,000 people. We protect the well-being of our employees and truck drivers and other road users by thorough training that keeps our drivers informed on road safety practices.

## Quality Education:

TotalEnergies promotes quality education by exposing secondary school students to career options as well as providing practical insights into the work environment, provision of curriculum books and bookshelves as well as providing internship opportunities. 40 Children in our four SOS Villages sponsored houses enjoy sponsorship for their education.

## Gender Equality:

We are committed to promoting gender equality through our Agri-business empowerment for young women. This initiative helps female indigenes impact their communities agriculture-wise.

## Clean Water & Sanitation:

TotalEnergies provided boreholes and water treatment plants at the SOS children villages, Abuja.

## Affordable and Clean Energy:

In 2021, through the rebranding of Total to TotalEnergies, our board of directors have shown commitment to clean energy, renewable energy and sustainable electricity production. There has been

## Decent Work and Economic Growth:

We ensure decent work and economic growth through our Koko youth entrepreneurship program which creates avenues that enable economic and financial empowerment of the youths within and outside our host communities.





extensive solarization of our stations as well as introduction of various solar products which include solar lamps and solar home solutions.

### Sustainable Cities and Communities:

As we strive to be an energy player in the oil and gas industry, we pay close attention to road

safety, waste management, and the standardisation of vehicular safety.

### Reduced Inequality:

We promote the reduction of inequality by empowering our SOS Children villages as we ensure they have access to education, food, healthcare and clean water. Our workforce and recruitment processes are diverse and highly inclusive of people irrespective of their religious beliefs, physical ability or race.

### Responsible Consumption and Production:

At TotalEnergies PLC, we work towards reducing our CO<sub>2</sub> emissions and employ efficient energy usage, waste management and water treatment techniques.

### Climate Action:

We had a tree planting and environmental clean-up exercise across some of our service stations, neighbourhoods and school premises to signify TotalEnergies' commitment to climate action.

### Life Below Water:

We avoid spills as well as implement a quality management system in recycling and waste disposal to ensure safety in our environmental operations, and sustainability in life below water.

### Life on Land:

Our effective operational and waste management initiatives ensure we do not contribute to land degradation during our activities.

### Peace, Justice and Strong Institutions:

TotalEnergies Plc codes of conduct emphasise zero-tolerance for bribery, corruption, or other illegal activities.

### Partnerships for the Goals:

To ensure accelerated effort towards achieving the 17 UN SDGs, we signed a 2-year partnership with the Confederation of African Football (CAF) until 2024. Most of our initiatives are implemented in partnership with technical experts on such projects.





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# GRI INDEX

Disclosures	Description	GRI Identity	Page
<b>Organizational Profile</b>			
Name of the Organization	TotalEnergies Marketing Nigeria Plc (TEMNPLC)	GRI 102-1	3
Activities, Brands, Products and Services of TotalEnergies Marketing Nigeria Plc.	A brief description of the diverse products and services offered by TEMNPLC	GRI 102-2	8-13
Location of Headquarters	Address of TEMNPLC's administrative centre	GRI 102-3	11
Location of Operations	Information on TEMNPLC, customer types and beneficiaries	GRI 102-4	8, 12-13
Ownership and Legal Form	Nature of TEMNPLC ownership and legal form	GRI 102-5	9
Market Served	Market size of TEMNPLC	GRI 102-6	9
Scale of the Organization	Information on TEMNPLC including: Employees, operations, net revenues, quantity of product and services offered	GRI 102-7	8-13, 18-19, 27
Information on Employees and Other Workers	Total number of employees and other workers at TEMNPLC	GRI 102-8	19, 53
Supply Chain	A brief description of the nature and relationship maintained by TEMNPLC with	GRI 102-9	8
Significant Changes to the Organisation and Its Supply Chain	Information on TEMNPLC's name change	GRI 102-10	9-25
Precautionary Approach	Description of precautionary clauses used by TEMNPLC	GRI 102-11	15
External Initiatives	Information of all external initiatives carried out by TEMNPLC	GRI 102-12	3, 64-65
Membership and Associations	Professional membership held by TEMNPLC	GRI 102-13	9
<b>Strategy</b>			
Statement from the Senior Decision Maker	Sustainability statement from a senior decision maker	GRI 102-14	4
<b>Ethics &amp; Integrity</b>			
Values, Principles, Standards & Norms of Behavior	A description of the values, principles & norms of behavior of TEMNPLC	GRI 102-16	11, 19, 57-58
Mechanisms for Advice and Concerns about Ethics	Internal and external mechanisms for seeking advice and reporting concerns about ethical and lawful behavior	GRI 102-17	61-62
<b>Governance</b>			
Governance Structure	Committees responsible for decision-making on ESG topics	GRI 102-18	14-15, 16-17
Composition of the Highest Governance body and its committees	Details of the composition of the highest governance body of TEMNPLC & its committees	GRI 102-22	14
<b>Stakeholders Engagement</b>			
List of Stakeholder Groups	Brief description of TEMNPLC's major stakeholder grouping	GRI 102-40	16-17, 35, 40, 42



Collective Bargaining Agreements	A description of the bargaining Agreement of TEMNPLC	GRI 102-41	53
Identifying and Selecting Stakeholders	TEMNPLC basis for selecting and identifying stakeholders for whom to engage	GRI 102-42	41-42
Approach to Stakeholder's Engagement	TEMNPLC approach to stakeholder's engagement	GRI 102-43	35
Key Topics and Concerns Raised	Information of TEMNPLC's Stakeholder key issues	GRI 102-44	41-42
<b>Report Profile</b>			
Defining Report Content and Topic Boundaries	Defining the report content and topic boundaries	GRI 102-46	3
List of Material Topics	Description of TEMNPLC's material issues	GRI 102-47	3,16-17,41-42
Reporting Period	Reporting period for the information provided	GRI 102-50	3
Reporting Cycle	Information of TEMNPLC Sustainability reporting cycle	GRI 102- 52	18
Contact Point for Questions Regarding the Report	Contact point for questions regarding the sustainability report and its content	GRI 102- 53	11
Claims of Reporting According to GRI Standards	External assurance statement and information on the GRI content index	GRI 102- 54	3
GRI Content index	Report disclosure indicators in line with the consolidated set of GRI guidelines 2021	GRI 102-55	67-69
External Assurance	Information on TEMNPLC external assurance	GRI 102-56	3
<b>Management Approach</b>			
Explanation of Material Topics and Its Boundaries	Explanation of materiality issues and the boundaries to TEMNPLC	GRI 103-1	16-17
Management Approach and Its Components	How TEMNPLC manages the material issues and management approach to the issues	GRI 103-2	16-17
<b>Economic Performance Indicators</b>			
Direct Economic Value Generated and distributed	Direct economic value generated	GRI 201-1	26-27
Financial Implications and Other Risks and Opportunities Due to Climate Change	Description of financial commitment to initiatives carried out by TEMNPLC	GRI 201-2	24-25
Significant Indirect Economic Impact	Description of financial commitment to initiatives carried out by TEMNPLC	GRI 203-2	36-50
<b>Environmental Performance Indicators</b>			
Energy Consumption	Energy consumption within TEMNPLC	GRI 302-1	21
Waste by Type and Disposal Method	Information on TEMNPLC's waste types and disposal methods	GRI 306-2	22
Significant Spills	Description of TEMNPLC spill quantity	GRI 306-3	22

## Social Performance Indicators

Occupational Health Services	Workers representation in formal joint management-worker HSE committee	GRI 403-3	28-30
Promotion of Worker Health	Program for upgrading employee skills and transition assistance program	GRI 403-6	54
Work Related Injuries	Type of injury and rates of injury	GRI 403-9	28-30
Average Hours of Training Per Year, Per Employee	Program for upgrading employee skills and transition assistance program	GRI 404-1	53
Diversity of Governance Body and Employee	Diversity of governance body and employees of TEMNPLC	GRI 405-1	14, 52-54
Operations with Local Community Engagement, Impact Assessment, and Development Programmes	Nature, scope, and effectiveness of programs and practices that support TEMNPLC operations in communities	GRI 412-1	61-62



# Glossary

CAF	-	Confederation of African Football
CAP	-	Companies and Allied Matters Act
EBO	-	European Business Organisation
EDSR	-	Electronic Daily Sales Reports
FNCCI	-	Franco Nigeria Chamber of Commerce and Industry
FRCN	-	Financial Reporting Council of Nigeria
GDP	-	Global Domestic Product
GRI	-	Global reporting Index
ILO	-	International Labour Organisation
ISO	-	International Organization for Standardization
LCCI	-	Lagos Chamber of Commerce and Industry
LEAD	-	Learn, Experience, Articulate & Decide
MOMAN	-	Major Oil Marketers Association of Nigeria
NCF	-	Nigerian Conservation Foundation
NECA	-	Nigerian Employers Consultative Association
NiBUCCA	-	Nigerian Business Coalition against AIDS
NIM	-	Nigerian Institute of Management
NOGIG	-	Nigerian Oil and Gas Games
OTOC	-	One TotalEnergies, One Country
PLHIV	-	People Living With HIV
SDG	-	Sustainable Development Goals
SERAS	-	Social Enterprise and Responsibility Awards
SRM	-	Stakeholder Relationship Management
TEMNPLC	-	TotalEnergies Marketing Nigeria PLC
TP	-	TouchPoint
TRIR	-	Total Recordable Injury Rate
UN	-	United Nations
UNICEF	-	United Nations Children's Fund
VMS	-	Vendor Management System
VOC	-	Volatile Organic Compounds

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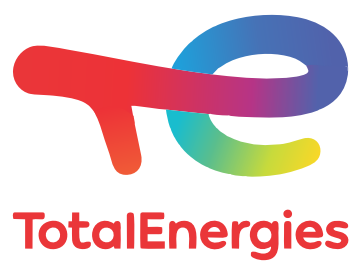
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