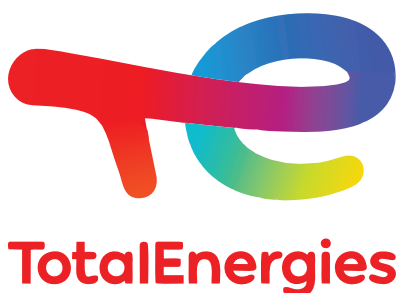




# Sustainability at the Heart of Our Actions

**TotalEnergies**  
**Marketing Nigeria Plc**  
Sustainability Report  
2022



# QUARTZ

## Engine Oil: User Guide

SYNTHETIC TECHNOLOGY  
FOR YOUR ENGINE

### Choosing Synthetic Oils

Quartz 9000 and Quartz Ineo are the most modern, innovative and high performance oils available.

They are formulated using new-generation synthetic components.



## 5 reasons for choosing Synthetic Technology Oils

01

- LONG LASTING
- Improved protection by 70%.

02

- PERFORMANCE
- Increased engine efficiency.

03

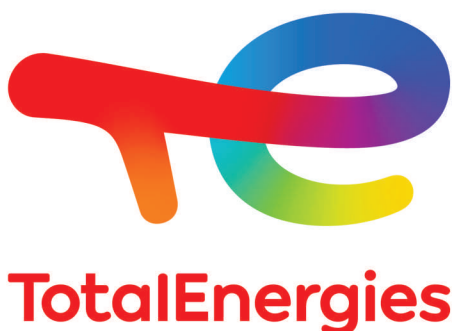
- REDUCED COSTS
- Fuel Economy.

04

- EASIER START-UPS
- Immediate Lubrication.

05

- SAVINGS AND RELIABILITY
- Prevent costly expenses in vehicles.





# Our Scope and Boundaries

This sustainability report maps out the activities, programmes and interventions of TotalEnergies Marketing Nigeria Plc (TEMNPLC), for the period January 2022 to December 2022, benchmarking our performance as guided by our sustainability focus areas - Climate & Sustainable Energy, People's Well-being, Care for the Environment and Creating Value for Society - against global reporting standards.

These focus areas were determined by an in-depth materiality assessment via our Stakeholder Relationship Management (SRM+) tool where we identified various stakeholder groups and integrated their feedback on relevant issues that concern our business and their impact on our host communities and the environment in general. This drives our commitment to respecting the environment and human rights while creating value for the regions and communities where we operate.

Over the years, we have consistently leveraged partnerships to amplify the reach and impact of our sustainability initiatives and interventions. The year 2022 was no different as we collaborated with a range of partners across our focus areas to positively impact our people and communities. These partnerships are detailed in this report.

This sustainability report was prepared in accordance with the new sectoral standard of the Global Reporting Initiative

(GRI 11) for oil and gas, ISO 14001:2015, ISO 26000:2010 and ISO 45001:2018 standards with consideration to elements of the United Nations Global Compact and took deliberate actions to ensure our activities contributed toward achieving the Sustainable Development Goals in Nigeria.

We did not implement any external assurance on this report, we however took into consideration, aspects that are material to our operations.

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**January to December, 2022**

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# Sharing Perspectives with Our Stakeholders

I present to you, the TotalEnergies Marketing Nigeria Plc Sustainability Report for 2022. This report chronicles our sustainability activities and performance for the year under review.

In 2022, we maintained our focus on Safety as a core value and top priority. It is the strategic lever for improving overall performance and the cornerstone of our operational excellence across all our business value chains. Our Total Recordable Injury Rate (TRIR) stands at zero, with no accidents within and outside our perimeter. We ran several campaigns focused on improving Safety at work and on our sites, including risk assessments for projects and maintenance activities in service stations, a Safety Stand Down campaign for signage contractors, the digitization of zero fatality checks, ensured 100% implementation of system scaffold use by all contractors working at height, etc. We also conducted Technical & HSE Audits of various sites.

Safety achievements in 2022 include over 5 million manhours which include high-risk work, and 9.7 million km of road travel with zero accidents. We have sustained Loss Time Injury Rate (LTIR) and Total Recordable Injury Rate (TRIR) at zero for the past 3 years.

While celebrating our progress, we continue to maintain vigilance by paying attention to potential operational risks and working with our host communities and other stakeholders while respecting the HSEQ Rules that guide our operations. We continued in our role as sector leaders,

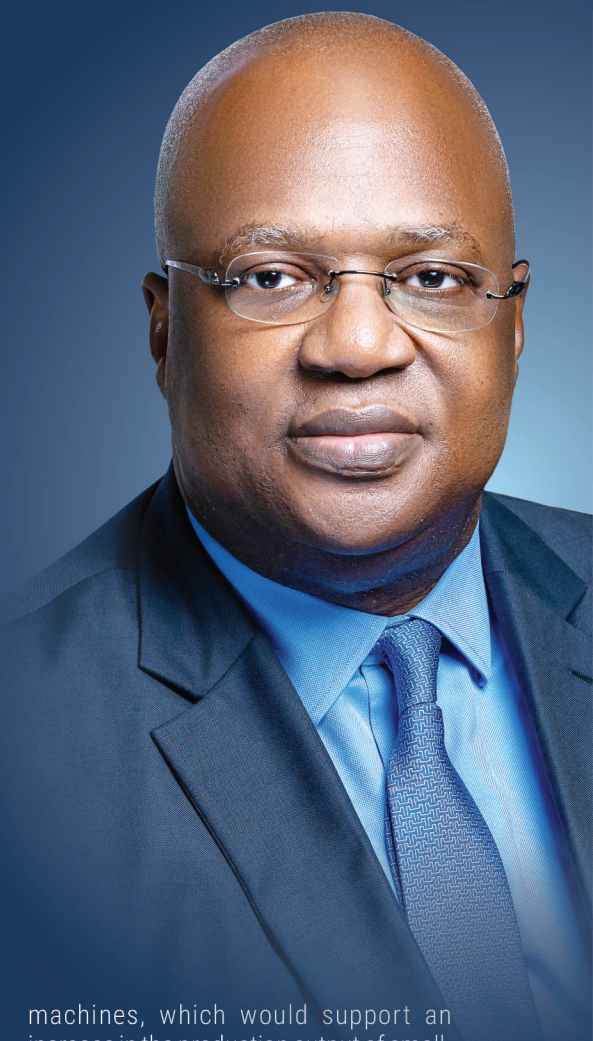
evolving our products and services beyond providing access to energy solutions to become a one-stop-shop for a broader range of products and services. In our contribution towards greenhouse gas reduction, we believe in the combined responsibility of businesses, government and consumers to work together for the actualisation of the climate change objective.

We continued to grow stronger in the non-fuel business by turning our service stations into social hubs that attract more customers for services and goods beyond our energy products. The introduction of the TouchPoint product at our stations offers customers the chance to withdraw, deposit or pay for bills at our stations. The mobile money offer is available at over 380 of our stations and supports the government's cashless policy drive. We took strong strides in 2022 by opening additional five stations, eight quick service restaurants and seven AutoFast outlets in partnership with CFAO, making our stations well-equipped centres for vehicle overhauling and maintenance. TEMNPLC closed the year with 540 stations. 362 stations were rebranded to the TotalEnergies norm.

Our market share in lubricants continued to grow. TEMNPLC also concluded the installation of its end-of-line automated

machines, which would support an increase in the production output of small-pack lubricants (1–5 litres) by about 30%. Our commitment to renewable energy is unwavering; by the end of 2022, we had a combined installed solar capacity of 6.5MW. We commenced a 5MW solar hybrid system in Kano and 3 solar hybrid systems (71Kw) were installed across the country. By the end of the year, 256 service stations had been solarised and over 750,000 solar lamps had been sold.

We are delighted to inform you that we received multiple awards for our work in 2022. In recognition of our outstanding governance practices and performance, we won the PEARL of Nigerian Capital Market and Best Company for Corporate Governance awards; we were also



**5M<sup>+</sup>**  
Manhours

**9.7M<sup>km</sup>**  
road travel with  
zero accidents



**Safety achievements in 2022 include over five million manhours which include high-risk work, and 9.7 million km of road travel with zero accidents. We have sustained Loss Time Injury Rate (LTIR) and Total Recordable Injury Rate (TRIR) at zero for the past three years**

awarded the Best Company in Stakeholder Engagement award by CSR reporters; and we also won a prize for Community and Human Resources (CAHR) and Environmental Impact Management.

In 2023, we will conclude the rebranding of all our stations. We have also set ambitious HSEQ objectives to guide our

operations, with the aim of sustaining excellent HSEQ standards across all our operations. We internalized and comply with the '12 Golden Rules' which was established by TotalEnergies to regulate our activities and actualize our ambition of zero fatal accidents at all our workstations. We also use the STOP CARD, a tool that permits any employee to stop any risky situation whenever it is observed.

In closing, 2022 was a year of significant growth and diversification. Most importantly, at TotalEnergies Marketing Nigeria Plc, it was a year of continuing our commitment to sustainable and safe operations across our business and communities. For us, safety is not just a requirement but a core value for the sustainable growth and profitability of TotalEnergies.

As our valued stakeholders and partners, we invite you to join us as we bring you in this report, details of our sustainability initiatives in 2022.



Dr. Samba SEYE,  
Managing Director.

## Our Ambition

Our ambition in TotalEnergies is to be a world class player in the energy transition by providing energy that is ever more affordable, cleaner, more reliable, and accessible to as many people as possible.

## Our Mission

We are in business to ensure total customer satisfaction through the creation of quality products and services delivered with a strong commitment to Safety, respect for the environment and the sustainable development of resources.

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







# Who we are

Privately incorporated in June 1956 as Total, a Marketing & Services (MS) subsidiary of then Total Exploration & Production (EP), we have evolved into TotalEnergies Marketing Nigeria Plc, a publicly quoted leader in the downstream energy sector.

We began operations in 1956 with our first filling station located on Herbert Macaulay Street, Yaba, Lagos. This has grown to include a nationwide network of 540 service stations, 19 customer service centres, numerous industrial outlets, two depots, distribution plants, and warehouses.

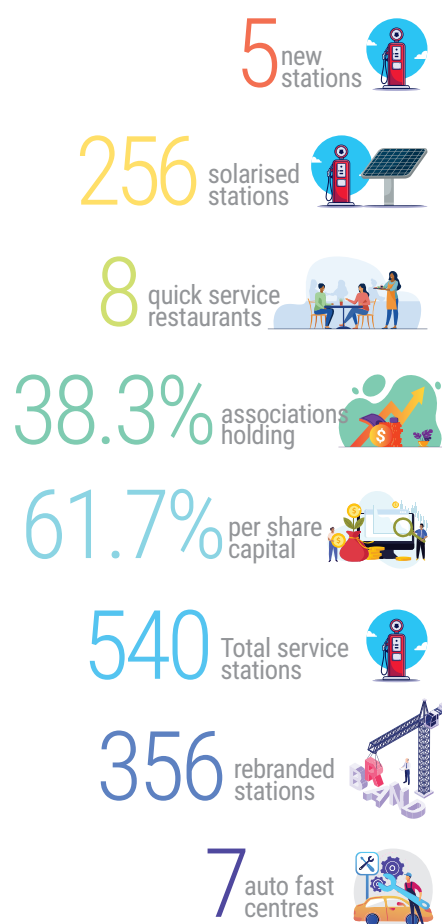
In September 2001, the company had a successful merger that paved the way for sustainable growth and continuous development, with our operations diversifying to include the production of lubricants with the commissioning of two Lubricant Blending Plants at Koko, Delta State and Kirikiri, Lagos State to meet the increasing demands of the Nigerian market.

With the support of Air TotalEnergies International (incorporated in Switzerland), we are also a major supplier of Aviation fuel to the Aviation Industry in Nigeria, offering excellent fueling services at the Lagos (domestic and international wings), Kano, Abuja, and Port Harcourt Airports. In addition, we maintain an ownership stake in five aviation storage depots across the country, solidifying our

position as leaders in the downstream sector of Nigeria's Oil and Gas Industry.

To satisfy the evolving needs of our customers, we developed a 'One-Stop Centre' strategy designed to meet a variety of customer needs in our service stations. Hence, in addition to receiving premium customer service, customers can also purchase petroleum products, lubricants, car care products, quick service food offers, Solar lamps, digital services, insecticides, groceries, lube-bay and car wash services, as well as access other partners services at our service stations.

In 2014, we advanced our commitment to the environment by opening the first solar-powered service station in West Africa at Onigbagbo, Lagos, further cementing our reputation as industry innovators in sustainable energy. Since then, we have successfully solarized over 250 service stations across Nigeria as part of our commitment to the global Net Zero Emission target set by TotalEnergies. The company currently boasts a robust range of domestic and industrial solar products aimed at providing energy solutions that



are efficient and environmentally friendly. People are at the heart of our core values, hence our unwavering commitment to the safety of our people and the environment. Across our facilities and locations, we employ an innovative, diverse, and empowered group of employees who are our most vital resource.

## Our Supply Chain

At TotalEnergies Marketing Nigeria Plc, we transact our sales through two channels - the Commercial channel (B2B) and the Network (Retail) chain (B2C). Under the B2B channel, the sales of products occur through spot purchases, Local Purchase Orders (LPOs) and the Vendor Managed Service (VMS) model. The Retail chain involves direct product trucking from the depot to our one-stop service stations nationwide through distribution trucks, and daily sales are communicated through Electronic Daily Sales Reports (EDSR) and Power BI.

In summary, at TotalEnergies Marketing Nigeria Plc we remain committed to Nigeria and are in business to ensure total customer satisfaction through the creation of quality products and the sustainable development of resources and services delivered with a strong commitment to Safety and respect for the environment.



OIL



NATURAL GAS



ELECTRICITY



HYDROGEN



BIOMASS



WIND



SOLAR

# Our Business Activities



## Supply & Distribution



### Blending Plant

- Lagos Blending Plant has an installed capacity of 40,000 MT (40KT) per annum and also caters for all grades of lubricants (monograde, multigrade and synthetic).
- Koko Blending Plant has an installed capacity of 36,000 MT (36KT) and caters for monograde and multigrade supply to the East and the 40% of the Northern need for lubricants per annum.
- The Bitumen Plant has a storage capacity of 13,000 MT (13KT) and a loading capacity of 66,000 MT (66KT) per annum.

### Apapa Depot

- Our Apapa Depot has a global storage capacity of 24,484m³

## Commercial

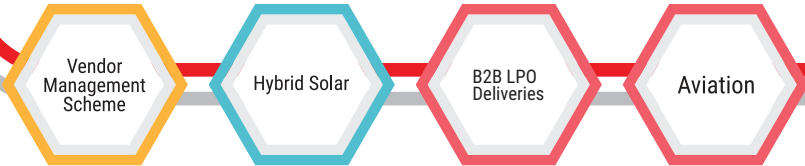


### Aviation Depot

TotalEnergies Marketing Nigeria Plc operates 5 aviation depots across Nigeria:

- TotalEnergies/11 Plc Aviation Depot, Ikeja - 50% ownership
- Joint Aviation Depot (JAD), Abuja - 50% ownership
- Joint Aviation Depot (JAD), Port-Harcourt - 50% ownership
- Joint Aviation Depot (Kano) - 25% ownership, managed by MRS.
- Joint User Hydrant Installation (JUHI), Lagos - 20% ownership

Each joint venture partner owns varied stakes in this partnership. The total storage capacity of all the JV partners is 6,161m³.



### Vendor Management Scheme

- Guaranteed volumes
- Global partnerships
- Sustainable credit management

### Hybrid Solar

- Sustainable
- Cost-effective
- After-sales support

### B2B LPO Deliveries

- Customer-centric
- Competitive prices
- Excellent service





# TotalEnergies Marketing Nigeria Plc Touchpoint Project

Our service stations are increasingly becoming one-stop shops where our customers are provided with a variety of services adapted to their convenience. This service is in perfect alignment with our strategy, which offers innovative solutions to our customers.

The Touchpoint Project (TP) allows TEMNPLC 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 is in agreement with the UN SDG's 8 on "decent work and economic growth".

In addition, this project puts the TEMNPLC 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 TouchPoint a lasting success. With the TouchPoint project, our stations have been transformed into connected sales points for our customers.

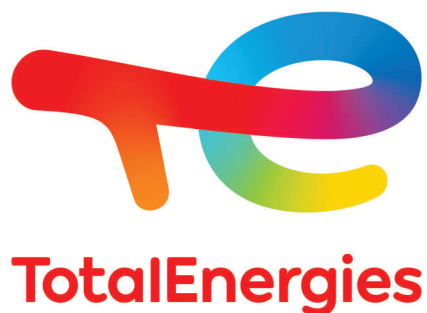
The TP allows the distribution of new digital services across our stations, such as electronic wallets, mobile charging, merchant payment, money transfer and media subscription. Through this service, we hope to improve our knowledge of customer needs, implement more effective customer relationship management and onboard new customers into our customer base.







Enabling you transact  
conveniently.  
**We are TotalEnergies.**



# Governance

At TotalEnergies Marketing Nigeria Plc (TEMNPLC), we are dedicated to enforcing the tenets of corporate governance and ethical business practices. Our operations, business models and consumer-stakeholder relationships are centred around corporate governance and sustainability in Nigeria.

**W**e conduct our transactions with credibility and responsibility within the confines of the Nigerian constitution and the requirements of our stakeholders.

Our Board of Directors reviewed our corporate governance commitments to ensure holistic adherence to the standards and procedures is in alignment with international best practices.

## Board of Directors

**T**he Board of Directors comprise the Chairman, the Managing Director, two Executive Directors and five 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 practice in accordance with all set principles. The diversification of the company's board was further strengthened with the appointment of another female member, Mrs Olubunmi Popoola-Mordi to the board.



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



**DR SAMBA SEYE**  
Managing Director



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



**MRS BUNMI POPOOLA-MORDI**  
Executive Director (Human Resources & Corporate Services)



**MS TEJIRO IBRU**  
Director



**MR NOUBIBEN HAMIDA**  
Director



**PRINCE (DR) JEFFERSON NNAMANI**  
Director



**MRS LUCILE BADAIRE**  
Director



**ENGR. RUFAI SIRAJO**  
Director



## 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 two Board Committees and a Statutory Committee comprised 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 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. In this respect, it examines matters that bear potential risks for the Company.

### Risk Management Committee:

The Risk Management Committee is responsible for the overall risk assessment of various areas of the Company's operations and compliance. The oversight functions cover the processes, procedures and controls in managing material risks as well as all areas of concerns guided by international best practices and operations.

### 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, (CAP C20) Laws of the Federation of Nigeria.

## Executive Committee Members



**DR SAMBA SEYE**  
Managing Director



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



**MRS BUNMI POPOOLA-MORDI**  
Executive Director  
(Human Resources & Corporate Services)



**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)

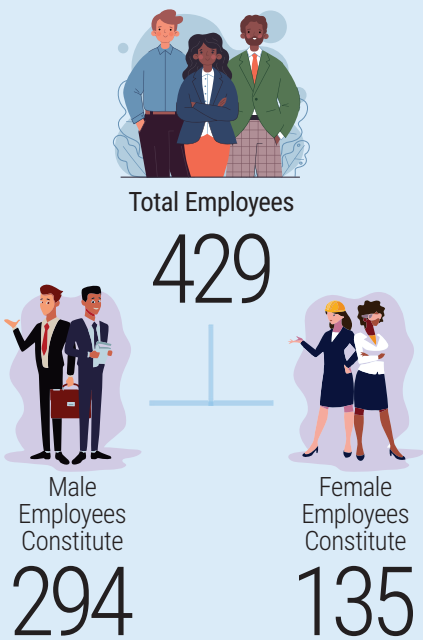
# Diversity and Inclusion

## Workforce and Ethics

At TotalEnergies Marketing Nigeria Plc, we understand the importance of internal capacity development and employee well-being to productivity and maintaining our reputation as a sustainable organisation. The support of our internal stakeholders, especially our employees is integral to achieving company goals and objectives.

In light of the above, we ensure our employees reach their potential by providing an accommodating and conducive work environment. We also encourage a work-life balance for our

employees, as it increases productivity and job satisfaction, which have a direct impact on the financial status of our organisation. In partnership with experts in the concerned field, we expose our employees to different training sessions that help upgrade their knowledge and skills, which is vital for their personal development.



## Employee Well-Being

Our employees are key to accomplishing our organisational goals, therefore, we invest time and monetary value to ensure their well-being. In adherence to our global remuneration policy, employees are appropriately remunerated as and when due through salary structure and band, merit increment, negotiated increment, bonuses and other statutory benefits. We operate a medical scheme that provides free and comprehensive medical care for employees and their dependents.

Our employees are also encouraged to conduct annual medical investigations that invariably ensure timely medical attention is provided for them when needed. We also run consistent health awareness campaigns regarding specific illnesses.

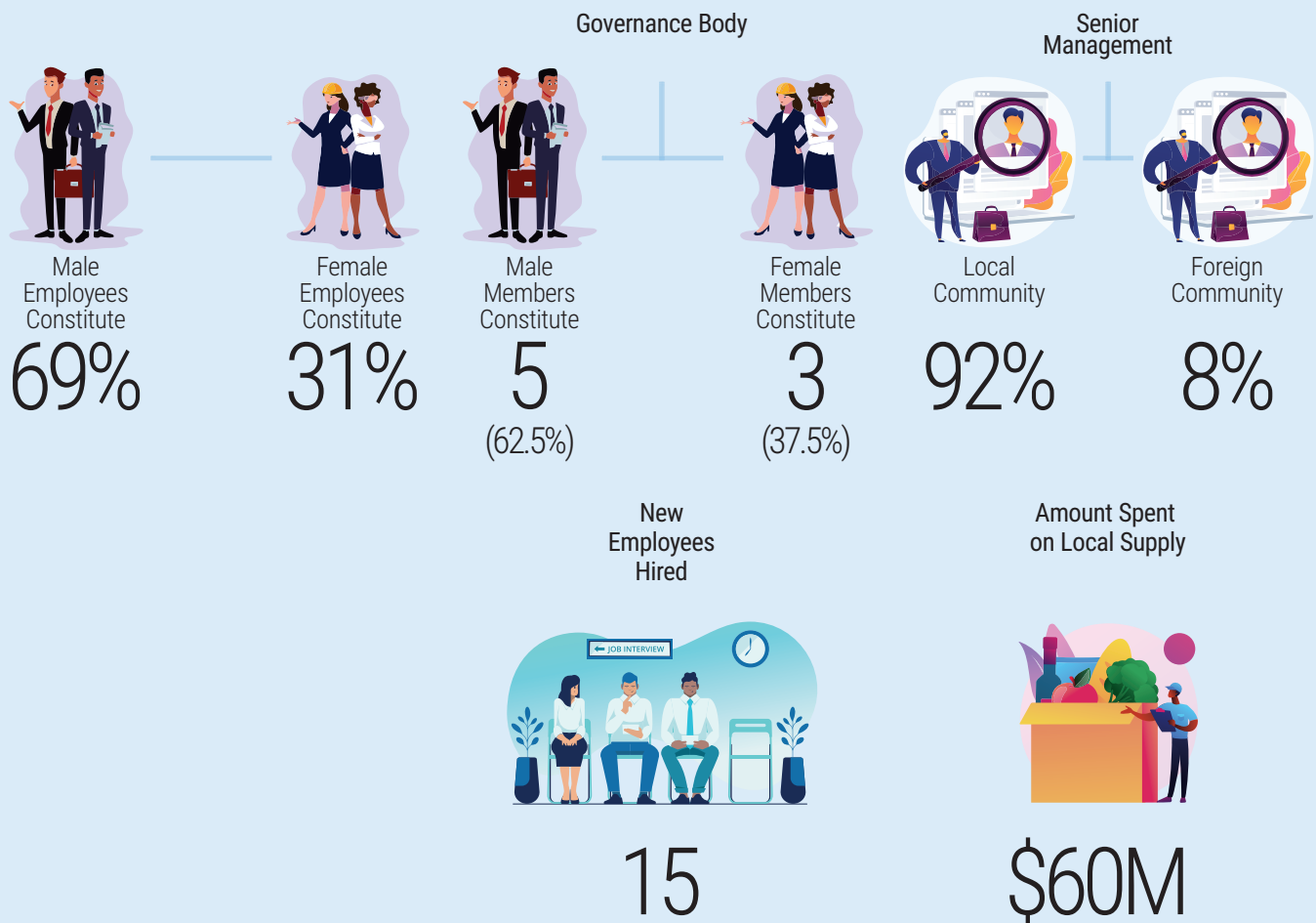
## Gender Equality

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 2022 International Women's Day celebrations themed #BreakTheBias, the TotalEnergies Women Initiative for Communication and Exchange (TWICE) network organised a two-day event to celebrate its female employees. The event saw the company's Managing Director, Dr. Samba Seye reiterate the company's stance on breaking stereotypes and maintaining a gender-balanced workplace.

TWICE network also brought in dynamic and successful women from different

walks of life to share their inspiring stories and charge the female employees to keep making distinctive marks in their chosen careers.





## Diversity and Inclusion

At TEMNPLC, diversity and inclusion are integral parts of our human resources strategy. Through the inculcation of a sense of individuality in our people policy, we have conserved a culture of shared values and collective identity in our business operations and activities.

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.

At TEMNPLC, we understand that women contribute immensely through their diverse skill sets, insights and ideas which support organisational growth. We, therefore, promulgate a positive corporate

culture that ensures that their voices are heard in all our decision-making processes. To further reinforce our commitment to gender equality, we signed the United Nations Global Compact Initiative Women's Empowerment Principles and also initiated an inclusive feminisation policy to ensure that all employees across all genders, flourish professionally and otherwise.

As a company that strives to be free from discrimination, 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, minority groups, or religious beliefs.

Our governance body is gender-diverse, as it has three female and five male committee members.

# Policy Commitment

## Compliance Statement

Corporate compliance is a crucial component of our business. It promotes a workplace culture that values integrity and ethical conduct, ensures the company and employees abide by applicable laws, regulations, and ethical practices, and aids staff in maintaining focus on the organization's larger goals. We have a formal system in place to raise awareness of, keep an eye on, educate, and assist directors and employees in adhering to, policies and procedures. We

perform due diligence on partners, clients, contractors, and other stakeholders. We comply with the 2011 Code of Corporate Governance for Public Companies in Nigeria issued by the Securities and Exchange Commission, the 2018 Nigerian Code of Corporate Governance, and the Post-listing Requirements of the NGX Regulation. Throughout the year, TEMNPLC has complied with the rules governing its operations and activities. TEMNPLC

makes sure that both its existence and business practises adhere to the law. We comply with Nigerian laws and rules and are dedicated to preserving the fundamentals of good corporate governance.

## Safety

Safety is the core component of our company's responsibility. It is also the foundation of our long-term viability, so we are uncompromising when it comes to

Safety. Safety is a value that we respect above everything else, therefore, the cost is not a consideration over any of our operations.



## Occupational Health

The security and welfare of our personnel are of utmost importance to us at TEMNPLC. We are always looking for innovative ways to make sure our employees' health and fitness needs are met. As a result, we use sports' friendly competition to impart the virtues of self-control, tolerance, and cooperation.

We took part in the yearly healthy living campaign in 2022, which involved physical activities.

We will keep taking part in sporting events and initiatives that support the workforce's occupational health.



## Share Trading Policy

We have a securities trading policy in place at TEMNPLC that serves as a guide for all directors, employees, and counterparts who may ever have insider information or material information about the company. The aforementioned policy includes a reminder of the Investment and Securities Act of 2007 and the Companies and Allied Matters Act (CAMA), 2020, and complies with the post-listing requirements of the NGX Regulation. It is available on our website.

## Complaints Management Policy

Shareholders who have complaints may use the electronic complaints register on our company's website to submit them in accordance with the Securities and Exchange Commission's 2019 rules relating to the Complaints Management Framework of the Nigerian Capital Market ("SEC Rules"). This makes it possible for us to respond to shareholder complaints in a prompt, efficient, just, and consistent manner.

## Whistle-Blowing Policy

We implemented a Whistle-Blowing Policy, which is a procedure by which the illegal, unethical, or inappropriate actions of employees that are detrimental to the interests of the company can be reported, in accordance with the requirements of the Securities and Exchange Commission's 2011 Code of Corporate Governance and international best practises. KPMG manages the confidential whistleblower hotline.

## Corruption

TotalEnergies Marketing Nigeria Plc is an ethical business organisation. In all our dealings, we are committed to the highest standards of integrity and ethical conduct. We do not tolerate bribery or corruption in any form as we hold regular sessions and programmes ranging from our Business Ethics Day annual event to joint TotalEnergies Marketing & Services and Exploration-Production programmes and other targeted training organised in-house, by the MS branch or the Company, to train our staff on the need to actively promote transparency and anti-corruption.

To demonstrate our resolute commitment to standing by uprightness and integrity, we enforce and monitor strict adherence to our anti-corruption policy by taking disciplinary action where necessary. In

the year under review, there were two confirmed incidents relating to fraud. After thorough investigations were carried out, the affected staff were sanctioned. To top it all, our anti-corruption policy is not only entrenched in-house. We have extended the same to our suppliers, partners and third parties acting for and on behalf of TotalEnergies Marketing Nigeria Plc. Our stance remains a policy of zero tolerance for corruption.

## Anti-Competition

Competition is a tool for fostering growth and sustainable development, as we all agree. We actively follow the regulations and make sure we don't engage in anti-competitive behaviour, making us leaders in fostering competition in our industry.

## Role In Society

TotalEnergies Marketing Nigeria Plc is one of the leading companies in the downstream sector of the energy business and is a vital contributor to the Nigerian society and economy as an employer, supplier, customer, partner, and taxpayer. We are a socially responsible organisation. We use the stakeholder relationship management model to consult with our stakeholders which helps us establish clear policies that not only direct but also control our relationships with other parties in our working environment.

# Code of Conduct / Compliance

## Code of Conduct

As an affiliate of TotalEnergies with subsidiaries in 130 countries, we at TotalEnergies Marketing Nigeria Plc (TEMNPLC) 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 they are key to sustaining our reputation as a responsible energy company.

### About the Code of Conduct

TEMNPLC Code of Conduct consists of the following:

- It is informed by our 5 values with an emphasis on 2 core values (Safety & Respect for Each Other).
- It describes the practices to maintain regarding safety, integrity, respect for human rights and other areas.
- It lists the international standards that we apply.
- It explains the role of the ethics

committee and the reporting procedure for violations.

- It states the reference materials available to everyone as further resources.

### Intended Users

Our Code of Conduct is a reference document intended for:

- All our employees.
- 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 guidelines on acceptable behaviours for our employees is not at variance with the dictates of either the climes where we operate or international standards.

### Our Reference Standards

- The most stringent standards: We comply with 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 Rights
  - 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 in Nigeria as everywhere else in the world is intrinsically rooted in the confidence and respect that exist between TEMNPLC and her employees, as well as among the employees themselves.

- Personal Health and Safety
- Freedom of Association and Collective Bargaining
- Political Engagement
- Conflict of Interest Reporting





## TEMNPLC 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 Nigeria.

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

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

## The Ethics Committee

Our local ethics and governance committee ensures compliance with the code of conduct and verifies that it is properly applied through these means:

- Ensure that the code of conduct is widely communicated.
- Listen to, support and advise employees and other stakeholders
- Receive reports from whistle blowers.
- Submit recommendations to executive teams on ethics-related issues.
- Review as necessary, any ethics-related communication of TEMNPLC particularly with government and non-governmental organisations.
- Ensure the training department incorporates the presentation of the code of conduct in training programs.



- Insider Trading Prevention
- Respect for Confidentiality
- Respect for Employees
- Diversity and Promotion
- Communication and Dialogue

## 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 in our company's culture and that they are practiced even in the smallest forms, we provide a feedback mechanism that enables improvement in their application.

## Speaking Up



By sending an email to [kpmgethicsline@ng.kpmg.com](mailto:kpmgethicsline@ng.kpmg.com) or call Toll Free: 0800-123-5764, 0800-123-5276  
MTN: 0703-000-0026  
Airtel: 0708-060-1222  
9mobile: 0809-993-6366

No revenge, no malicious or frivolous reporting: Just provide facts/evidence of wrong doing.  
Confidentiality of reports and protection against retaliation is ensured.

At TotalEnergies Marketing Nigeria Plc, 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 may be violating the code of conduct, the available options include:

- Talk to the line manager
- Contact the Human Resource Department
- Contact the Ethics Officer or Compliance Officer
- Present your concerns to the Ethics Committee by writing to [ethics@totalenergies.com](mailto:ethics@totalenergies.com)

## TEMNPLC's Unwavering Dedication to TotalEnergies' Values and Principles

TotalEnergies Marketing Nigeria Plc (TEMNPLC) remains committed to upholding the core values that bind the Company's operations across the globe. As mentioned above, those values include Safety, Respect for each other, Pioneering Spirit, Standing Together and Performance Mindedness. 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 energies and aims to be one of the major players in the energy transition to get to Net Zero by 2050.

### Compliance Policy

TOTALENERGIES MARKETING NIGERIA PLC (TEMNPLC) rejects all forms of bribery and corruption, whether public or private, active or passive. TEMNPLC will not resort to bribery or corruption or allow or condone any staff or intermediary to resort to bribery or corruption including facilitation payments in order to obtain or retain business, approval, permits or other improper advantage in the conduct of its operations.

TEMNPLC and its staff are required to abide by the TEMNPLC's Anti-Bribery and Corruption Compliance Program which is based on applicable laws, regulations, related TOTALENERGIES Group Directive DIR-GR-DJ-001 and Code of Conduct. These require observance, at all levels, of certain rules of behaviour even in complex situations.

TEMNPLC's Compliance Program is designed to control efficiently and effectively, the risks of corruption and includes a regular enterprise-wide risk assessment exercise to identify bribery risks specific to TEMNPLC's activities.

TEMNPLC's detailed Compliance Procedures explain the steps to be followed in specific circumstances and how to mitigate workshops on the risks.

TEMNPLC's Third Party Due Diligence Procedure requires that whenever TEMNPLC is seeking to procure goods or services from third parties or is seeking to sell goods and services directly or through intermediary to third parties, due diligence must be performed as appropriate.

TEMNPLC's Gifts and Hospitality Procedure provides safeguards for giving and receiving gifts and hospitality so that gifts or hospitality do not become or appear to become a means to improperly influence a decision maker. It restricts the types and values of gifts that may be given or received in connection with TEMNPLC's business. Some types of gifts such as cash and cash equivalents (bank gift cards) are strictly prohibited. Gifts above the values contained in our detailed procedure cannot be accepted without relevant approval. In addition, ALL gifts, hospitality and donations to be given and/or received must be declared in the e-Register tool.

TEMNPLC's Conflict of Interest Procedure requires employees to disclose potential or actual conflicts of interest in order for risks to be managed or treated.

TEMNPLC's Compliance program requires a corruption risk analysis and due diligence be performed as appropriate in line with the relevant Procedures whenever a donation, sponsorship, contribution to social funds, entry into Joint Ventures, acquisition of assets, entry into new business relationships, divestments, hiring of representatives dealing with public officials is anticipated.

The success of this Anti-Corruption Compliance Program is highly dependent on the total commitment of all staff and Management to fully adhere to and implement this Policy.

I on my part undertake to ensure that TEMNPLC Anti-Bribery Compliance Program remains effective, efficient and relevant.

TEMNPLC communicates its Anti-Bribery Compliance Program to stakeholders and third parties to ensure that the key messages about the program are received, understood and applied.

In addition, all staff receives mandatory training, and are required to attend awareness sessions and follow the Compliance program as appropriate.

TEMNPLC Anti-Corruption Compliance program provides that our internal controls are effective and that books and records are kept to ensure that cash and assets are used for bona fide business purposes. All transactions including travel, gifts, entertainment, hospitality, social contribution or sponsorships must be duly authorized and fully and accurately recorded in its books and records accounts.

TEMNPLC's Compliance program also includes an alert/whistle blowing element which allows and encourages all staff and third parties to report any misconduct or potential misconduct, through a dedicated email address, in a way that ensures confidentiality, and protects the whistleblower from any potential retaliation.

TEMNPLC expects all staff to abide by the highest standards of integrity and accountability and to apply exemplary judgment in all their business dealings/relationships. While each person is entitled to privacy in their personal affairs, staff shall not use their position or information derived from that position for personal gain or for the benefit of others and must seek to uphold and enhance the standing and good name of TEMNPLC and the TOTALENERGIES Group at all times and in all circumstances.

Any verified misconduct and/or infringement of any aspect of this Compliance Policy will attract TEMNPLC's disciplinary process.

TEMNPLC is committed to the continuous improvement and effectiveness of its Compliance Program by ensuring that the program is monitored through frequent and focused reporting and regular risk assessments, and communication to Staff and stakeholders.

**Samba Salfal Seye**  
Managing Director



### Energy Policy

TotalEnergies Marketing Nigeria PLC (TEMNPLC) is strongly committed to the energy transition ambition as a responsible energy company and shall put in place measures to achieving energy efficiency while providing Petroleum Products and services at its operational sites.

As a responsible Energy Company, TEMNPLC shall:

- **Implement** an energy performance framework through strong leadership commitment at all levels and engagement with stakeholders.
  - **Comply** with the applicable local laws, regulations, and the company's procedures, adopting whichever is most stringent.
  - **Provide** the necessary energy framework detailing sets objectives/targets in achieving energy efficiency in all its facilities and operations.
  - **Ensure** the purchase of efficient energy products and services for existing sites, and in the design and planning of new projects in our procurement processes.
  - **Promote** the energy conservatory and diversification culture amongst staff, partners, stakeholders, and within TEMNPLC's locations, through awareness and projects implementation to reduce effects of climate change.
  - **Provide** training for employees and contractors in effective and efficient Energy Management System, and communication on international best practices.
  - **Evaluate** our processes and installations for continuous improvement through monitoring and regular review of energy performance in accordance with set objectives and targets.
- Act** on identified opportunities for improved energy efficiency and review of processes as applicable.

It is the responsibility of all employees and contractors to ensure full adherence to this policy to achieve the desired results in line with the company's energy ambition and the Sustainability Development Goals.

**Samba Salfal Seye**  
(MD, TotalEnergies Marketing Nigeria PLC)



OCTOBER 2022



## Business Ethics Day

To further boost awareness of Ethics in Nigeria, TotalEnergies Marketing Nigeria Plc (TEMNPLC) and TotalEnergies EP Nigeria Limited in conjunction with the Country Ethics Committee organised a series of joint programs and events such as Human Rights Awareness for Managers, Human Rights and Code of Conduct Town Hall for external stakeholders, Business Ethics Day event 2022, Compliance Café amongst others.

Furthermore, a joint Ethics & Compliance Program Maturity Survey was held. TEMNPLC also organised a Quiz to reinforce awareness and prizes given to winners. The 9th edition of the Business Ethics Day took place on Thursday, 8th December 2022 in 11 locations with over 800 employees across Nigeria. The theme for the year was "Respect for Each Other, Everybody wins!".

The event involved a joint hybrid session with TotalEnergies EP Nigeria Limited where specific participants were nominated for a Q & A media session. They were asked questions from the

Compliance Team posing as real-time reporters on what 'Respect for Each Other' meant to them in their various fields of endeavor. After this, our team had breakout sessions where they reviewed 3 case studies in 11 different locations.

Various EXCO members are anchored at these locations to bring the employees closer to top management.



### Business Ethics Day

DECEMBER 8, 2022

As a core value of the Company, **Respect for Each Other** is an integral part of our shared principles and our Code of Conduct.

**Make sure it lives everyday!**



## Our Core Values



PERFORMANCE  
MINDED



PIONEER  
SPIRIT



SAFETY



STAND  
TOGETHER

# TEMNPLC Sustainability Strategy

As part of contributing to meeting the UN SDGs by addressing the global 4 Ps: People, Planet, Peace and Prosperity, we designed our sustainability framework to respect the environment and human rights while creating value for the regions and communities where we operate. At TotalEnergies Marketing Nigeria Plc, our sustainability strategy focuses on four main areas:





# Pillars of Our Societal Actions

## Climate, Coastal Areas and Oceans

In response to climate-related challenges, TotalEnergies Marketing Nigeria Plc is steadily reducing the carbon intensity of its energy mix. We also support projects focused on preserving marine and coastal ecosystems. Initiatives we have around this pillar include:

- Stations/Schools Green Environmental initiative
- World Clean Up Day initiative

## Cultural Dialogue and Heritage

- We encourage arts and cultures as well as emphasize the value of heritage.
- We support local organisations through donations and sponsorship.

## Road Safety

TotalEnergies Marketing Nigeria Plc is a major player in mobility and has developed extensive road safety expertise. TotalEnergies Foundation is committed to safer mobility.

- VIA (The Company Road Safety Programme)

## Education and Inclusion

TotalEnergies Marketing Nigeria Plc creates jobs and provides training to young people each year, particularly through entrepreneurship programmes like SAP and Startupper. We encourage young people from socially vulnerable backgrounds to take control of their futures through some of our initiatives.

- L.E.A.D Career Project by TotalEnergies Marketing Nigeria Plc
- TotalEnergies Startupper Challenge
- The Complete Childcare initiative/SOS Sponsorship
- The Skills Acquisition Programme (SAP)
- KOKO Scholarship Scheme
- Women Empowerment Programme
- Station Internship Programme
- Young Graduate Scheme

# Sustainability at the Heart of Our Actions

In 2022, TEMNPLC evolved its sustainability strategy from three focus areas - Climate, Human Rights and Environment to four focus areas. These focus areas comprise Climate and Sustainable Energy, People's Well-Being, Care for the Environment and Creating Value for Society. This action was informed by the urgent need to fulfil TotalEnergies' net-zero carbon ambition of reinventing the production and use of energy together with society and to meet the United Nations Sustainable Development Goals. It signifies an evolution of our commitment to contribute our quota by addressing the global 4 Ps: People, Planet, Peace and Prosperity.

In this report, we have outlined the efforts TEMNPLC made to meet the 17 United Nations Sustainable Development Goals, capturing the specific steps and actions we took and the initiatives carried out through the year that took us closer to the realisation of these goals.

In line with our energy transition ambition and commitment to drastically reduce our carbon footprint in our daily business operations, we ensured zero spills reached the natural environment and recorded zero fatalities within and outside our facilities for the third consecutive year. We transformed 133 of our service stations to being powered by solar energy. This brought the total number of our solar-powered stations to 256 at the end of 2022.

Achieving a carbon-neutral society is only possible when GreenHouse Gas (GHG) emissions are avoided, reduced and

compensated. As a value-added service in our lubricant operations, we collected and disposed used oil from our customer sites in an environmentally friendly way. This we did with requisite environmental protection agency certifications to such customers.

The well-being of our internal and external stakeholders is very important to us; which has resulted in the continuous adoption of industry best practices when it comes to addressing human rights and security issues. Our employees are exposed to decent working conditions and measures are put in place to ensure their health and safety are protected. These include the provision of a 360-degree medical plan. In addressing occupational health, we integrated an HSE management system to ensure health risks are mitigated. Our local communities are beneficiaries of our numerous awareness-raising events to encourage healthy lifestyles.

The well-being of our internal and external stakeholders is very important to us; which has resulted in the continuous adoption of industry best practices when it comes to addressing human rights and security issues.





4P's		Goals						Sectors
End poverty and hunger in all forms and ensure dignity and equality	PEOPLE	1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION	Social
Ensure prosperous and fulfilling lives in harmony with nature	PROSPERITY	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES		Economic
Protect our planet natural resources and climate for future generations	PLANET	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND			Environmental
Foster peaceful, just and inclusive societies	PEACE	16 PEACE, JUSTICE AND STRONG INSTITUTIONS						Fostering Peace

As a means of caring for the environment and addressing climate change, we carried out a series of environmental initiatives around waste recovery and recycling. We also celebrated World Clean-Up Day by cleaning up the environment in some of our host communities. Sensitisation programmes were also organised for the staff and in some host communities on how and why we should care for the environment. Our operational activities have also been curtailed to have minimal impacts on the environment. This includes putting measures in place to protect biodiversity, reducing our carbon footprints at all our facilities and promoting a circular economy through various waste recycling initiatives.

The importance of creating value in the lives of people cannot be overemphasised. We understand this and have identified, rewarded and supported ingenious business projects. Our

StarterUpper Challenge provided us with the opportunity to empower young entrepreneurs for economic growth for the third time in its series. Our agribusiness training programme and grant enabled us to contribute to the empowerment of women in our communities. As a means of helping students navigate the transition from learning at school to the work environment, we launched the Learn, Experience, Articulate & Decide (L. E. A. D) Career Programme.

Before any of our initiatives are put into action, we conduct in-depth stakeholder engagements to make sure they address the identified problems, target the appropriate audience, and fulfil specified sustainable development goals. This is accomplished through the use of the SRM+ tool, a customised stakeholder engagement framework of the Company. We won a number of awards in 2022 for our efforts towards sustainable growth,

including the Overall Highest Capital Market Award, Best Company in Corporate Governance, Best Company in Sectoral Leadership at the Pearl Award and Best Stakeholder Engagement Practice Award, a CSR award.

Please join us as we take you through a presentation of our 2022 sustainability journey.

*Adesuna Adewole*

General Manager  
(TotalEnergies Country Services).

# 2022 at a glance

6

Regional Areas in Nigeria

Abuja Region, Kano/Kaduna Region, Port Harcourt Region, Benin Region,

2

Blending Plants

41,355MT

TotalEnergies Marketing Nigeria PLC depot capacity

5

Aviation Storage Depots

76,000MT

Blending Plants Capacity Installed

Geographical Operations: Pan-Nigeria

1

Black Product / Bitumen Depot

2

White Product Depot

540<sup>+</sup>

Service Stations

Environmental Performance

6.5MW

Solar Capacity Installed

256 out of 540

Solarisation Project Achieved

Activity index (t)

Year	Production (t)	Throughput (t)
2014	762055.05	762055.05
2015	745140.661	745140.661
2016	578658.878	578658.878
2017	273856571	273856571
2018	410363568	410363568
2019	453302055	453302055
2020	306218.116	306218.116
2021	46640333	46640333
2022	501681	501681

Waste Treatment in 2022

Treatment Type	Percentage
Other Treatments (t)	6.03%
Recycled/ recovered Waste	2.67%
Waste Sent to land	91.30%

Waste Quantity & Treatment

Year	Non hazardous waste (t)	Hazardous waste (t)
2014	1531	9
2015	1267	52
2016	1143	12
2017	1259	14
2018	1262	22
2019	955	82
2020	779	5
2021	812	5
2022	727	23



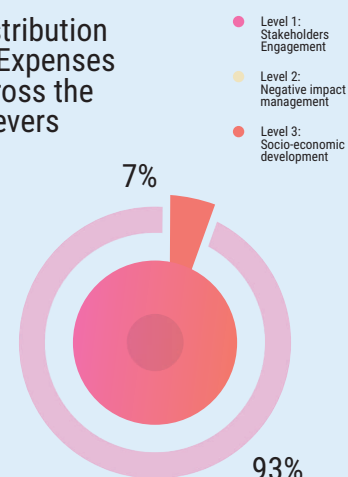
## Synthesis of the 2022 Societal Reporting

We focus our societal reporting activities on three levers: identifying our materiality aspects through stakeholder engagement, minimizing the negative environmental effects of our operations, and having a positive influence on the communities where we operate.

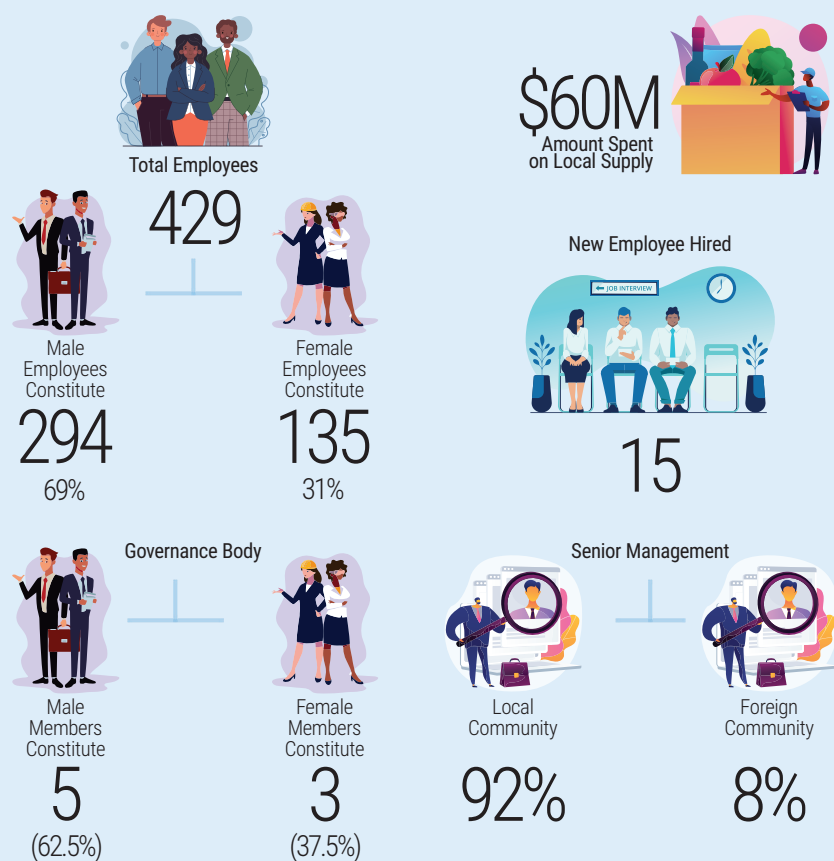
### Summary of the 3 levers

	Number of Actions	Cost Percentage
Lever 1: Stakeholder Engagement	6	6.9%
Lever 2: Negative impact management	7	0.3%
Lever 3: Socio-economic development	16	92.8%
<b>Total</b>	<b>29</b>	<b>100%</b>

### Distribution of Expenses across the 3 levers



## Workforce and Ethics



## Safety Milestones



# Economic Impact

In 2022, changes in the economic and climate environment strongly impacted the market. We however remained undeterred by our vision of making impacts in the lives of our people.

OTHER NATIONAL DISCLOSURES STATEMENT OF VALUE ADDED FOR THE YEAR ENDED 31 DECEMBER	31 December 2022 ₦'000	%	31 December 2021 ₦'000	%
Revenue	482,470,780		341,316,345	
Less: Brought in Materials and services:				
- Imported	(86, 843, 310)		(117, 121, 313)	
- Local	(345, 421, 530)		(183, 315, 042)	
	50,205,940		40,879,990	
Other Income				
Finance Income	3,482,059		4,478, 604	
Value Added	2, 256,941		831,039	
	<u>55,944,940</u>	<u>100</u>	<u>46,189,633</u>	<u>100</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)	8,413, 904	15	7,973, 425	17
<b>To Pay Employees:</b>				
Salaries, wages, pensions and social benefits	13,076,549	23	11,063, 187	24
<b>To pay providers of Finance:</b>				
Finance Costs	5, 392, 201	10	1,769, 657	4
Interim Dividends	1,358, 087	2	1,358, 087	3
Retained in the Businesses				
<b>To Maintain and replace:</b>				
- Property, plant and equipment	5,361, 062	10	5,051,448	11
- Intangible assets	51,832	-	46,724	-
Final Dividend	6,179,297	11	2,063,720	37
To augment retained earnings	16,112,008	29	16,863,720	37
	<u>55,944,940</u>	<u>100</u>	<u>46,189,633</u>	<u>100</u>

# TotalEnergies cards

A good idea for everyone

Cost control

Savings

Special offers

Security

Freedom



We are providing a better way to track your spend with the TotalEnergies card, where freedom meets security.



**TotalEnergies**



# Climate and Sustainable Energy





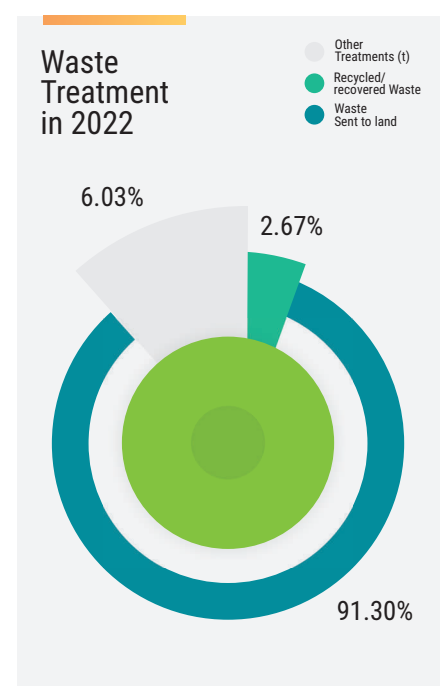
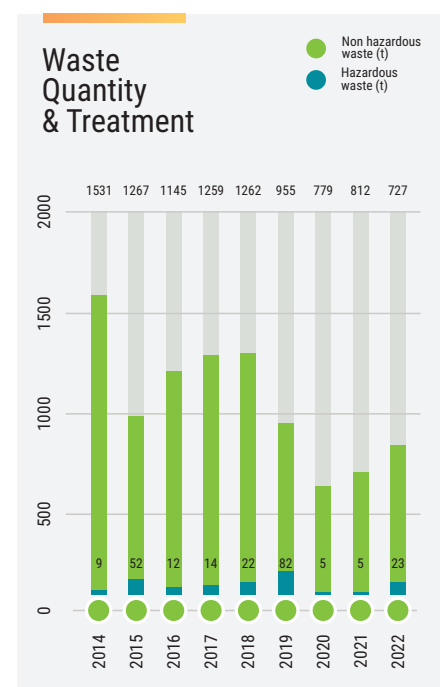
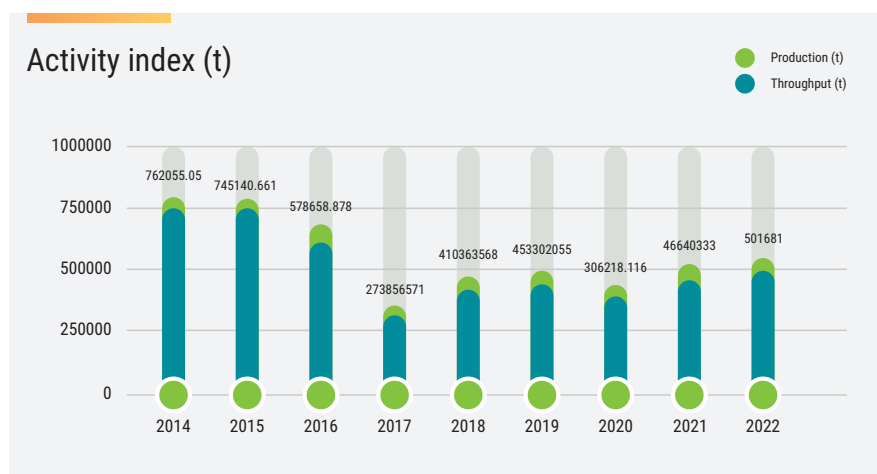
Utilising renewable energy is one of the essential ways to fight against climate change. We have not only rebranded to be an advocate for cleaner energy alternatives but have also consistently taken steps to play our part in ensuring a safer future for all. Some of these steps include actions to decrease our Greenhouse Gas (GHG) Emissions through daily and monthly monitoring of our scope 1 and 2 emissions - actions on products to reduce the average carbon footprint of our energy product mix and our scope 3 actions on supporting our customers through the energy transition process.

As an energy major, we have continued to put in measures that have helped us align with the United Nations Sustainable Development Goal on Climate Action and these are clearly represented on the charts and narratives in this report.

This year, we achieved a decrease of 9% in our energy consumption and 8% in the

total waste generated when compared to the results from the previous year. This was possible due to the daily monitoring process implemented to track the energy consumption at our sites and offices and the measures used to ensure efficiency in the use of energy and products. We also recorded a zero (0) number value of fines (K£) as a continued accomplishment since the year 2020.

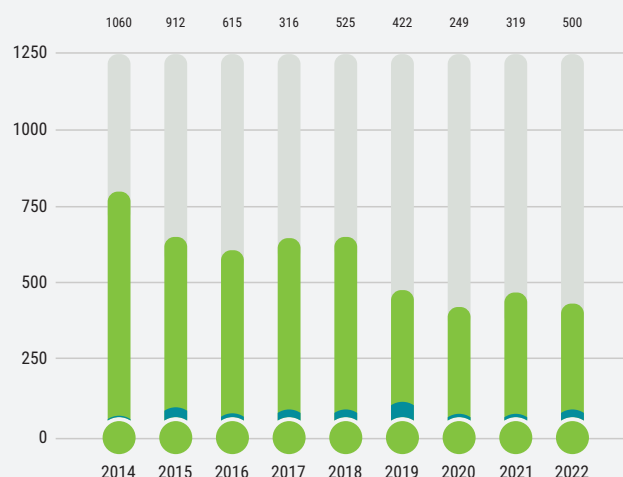
## Environmental Performance



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.



## VOC Emissions (t)

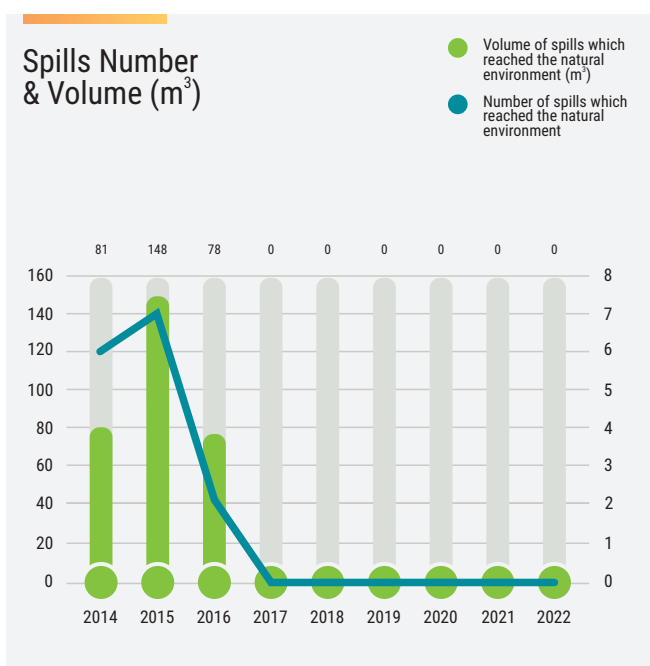


## Number & Value of Fines (k€)



	2017	2018	2019	2020	2021	2022
Throughput (t)	273856.57	410363.57	453302.06	306,218.12	466403.33	501681
Production (t)	88377.93	56531.00	59453.00	52,170	63573	79120
Total past years	362234.50	466894.57	512755.06	358388.12	529976.33	580801
Electricity (toe)	35.7	37.5	43.8	129.731	114.861	104.948
Electricity (Mwh)	415.5	436.5	509.6	1,508.76	1335.831	1220.537
Waste sent to landfill (t)	182.00	180.00	162.00	177.00	184	685.125
Recycled/Recovered waste (t)	2.40	2.42	4.44	428.0%	0.55%	20
Other treatments (t)	1088.91	1101.90	870.54	603.03	628.734	45.25
Total Waste (t)%					817.264	750.375
Waste sent to landfill (t)					22.50%	91.30%
% Recycled/Recovered waste (t)					0.55%	2.67%
% Other treatments (t)					76.93%	6.03%
Hazardous waste (t)	14	22	82	4.88	5.33	23.15
Non hazardous waste (t)	1259	1262	955	779	811.934	727.225
Waste treatment costs (k€)	18.38	18.87	26.13	17.86	-	-
VOC (t)	316.21	524.82	421.90	249.46	319.165	499.501
Value of fines (k€)	0.00	0.00	11.99	0.00	0	0
Number of fines	0	0	1	0	0	0
Number of spills which reached the natural environment	0	0	0	0	0	0
Volume of spills which reached the natural environment [m³]	0.00	0.00	0.00	0.00	0	
Volumes recovered from hydrocarbon losses of containment that reached the environment [m³]	0.00	0.00	0.00	0.00	0	0





## Emissions Monitoring



2,130.84k

Total Km Driven  
by Light Vehicles



# Stations Solarisation Project



In 2022, as part of our energy transition ambition and in accordance with our established Energy Policy and Energy Management Procedure, drafted in alignment with United Nations Sustainable Development Goal 7.2.1, we further reduced our Carbon footprints by

solarising an additional 133 stations. Thereby, the total number of solar-powered service stations in Nigeria reached 256, increasing our carbon offset with further plans to solarise the remaining stations in the coming years.

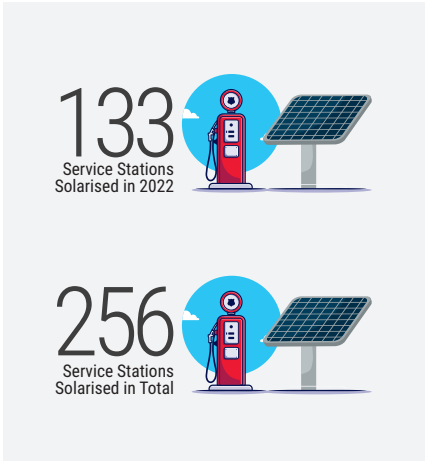
## Service Station Solarization Present at 256 Sites

3.1MW

k\$12,000

1.8G  
Wh/year

763  
Tons/year

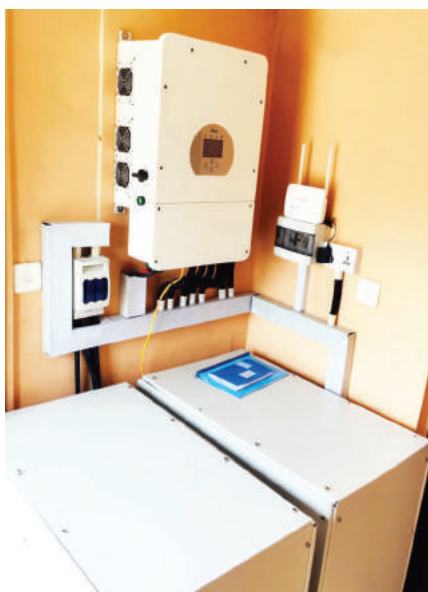




# Solar Home Solution Project

Transitioning to a carbon-neutral society by 2050 can only be achieved through credible action plans. TEMNPLC, as a responsible organisation, remains committed to ensuring that a livable climate free from greenhouse emissions is feasible. One of the ways we have set out to achieve this is by investing in initiatives like the Solar Home Solutions (SHS) Project, which promotes the use of renewable energy sources.

The Solar Home Solution (SHS) project provides homes with solutions for clean energy transition. In 2022, we provided 32 photovoltaic solar panels that converted solar energy into electrical energy. In total, over 200 KVA solutions were deployed in



over 70 homes. With more than 600 KWh of energy produced each day, 85% of the electricity needs of the beneficiaries were met. In turn, 502 tons of CO<sub>2</sub> were saved for the year in tandem with our goal to reduce carbon footprints in our host communities and also the SDGs 7, 11 and 13.

200<sup>+</sup>KVA  
solutions deployed  
in over 70 homes



600<sup>+</sup>KWh  
of energy produced  
per day



502tons  
of CO<sub>2</sub>  
avoided







# People's Well-being





# Security And Human Rights Principles

Protecting our workers and facilities is a top priority for our company, so we continuously make the required efforts to ensure that the principles of security and human rights are upheld.

At TotalEnergies Marketing Nigeria Plc, the guidelines we have established take into account, the voluntary standards that support the defence of human rights.

## Human Rights in the Workplace - Our Workplace

In our locations and with our high-risk suppliers, appropriate measures are constantly taken to guarantee that respectable working conditions are upheld and maintained. In particular, there are rules against child labour and forced labour, as well as commitments to nondiscrimination and freedom of association. Also, we guarantee that any issues can be reported to the human resources division.

## Human Rights and Security - Securing Lives and Assets

We make sure the security officers are properly educated and report any events to the appropriate authorities, whether private security companies or governmental forces.

## Human Rights and Our Suppliers - Our Supply Chain

As part of our value chain, TotalEnergies Marketing Nigeria Plc collaborates with a variety of suppliers, including vendors, contractors, and service providers. We believe that long-lasting relationships are based on communication, professionalism, respect for our commitments, and shared standards, so when it comes to service providers and suppliers, we work in the best interests of each party in accordance with transparent, fairly negotiated contract terms.

Our people are vital assets to us at TotalEnergies Marketing Nigeria Plc (TEMNPLC), and as such, we prioritise their professional development, capacity building, health, and general well-being. We work hard to uphold global standards and consider it everyone's duty, both individually and collectively, to protect human rights. The Universal Declaration of Human Rights, the fundamental treaties of the International Labor Organization (ILO), the UN Guiding Principles on Business, and voluntary standards for human rights and security are only a few examples of these global norms. As a responsible business, these norms and values are embedded into our daily practice within the workplace, local communities, and security.



# World Malaria Day

According to the World Health Organisation (WHO), there were 247 million new cases of malaria in 2021, with 619,000 deaths recorded. Over the years, malaria has continued to be a life-threatening disease that has plagued many tropical countries.

Out of the malaria cases reported in 2021, 95% were in the WHO African region. TEMNPLC recognises the urgency of the fight against this disease and we have been contributing our quota in this regard.

In 2022, we marked World Malaria Day to align ourselves with the vision of "harnessing innovation to reduce the malaria disease burden and save lives," the theme of the year's event. In previous years, we have donated malaria-treated nets and other malaria prevention kits to people in our host communities and this

year we increased our efforts to assist in the fight against the spread of malaria.

At TEMNPLC, we remain committed to not only making our society malaria-free but also achieving SDG 3, good health and well-being.

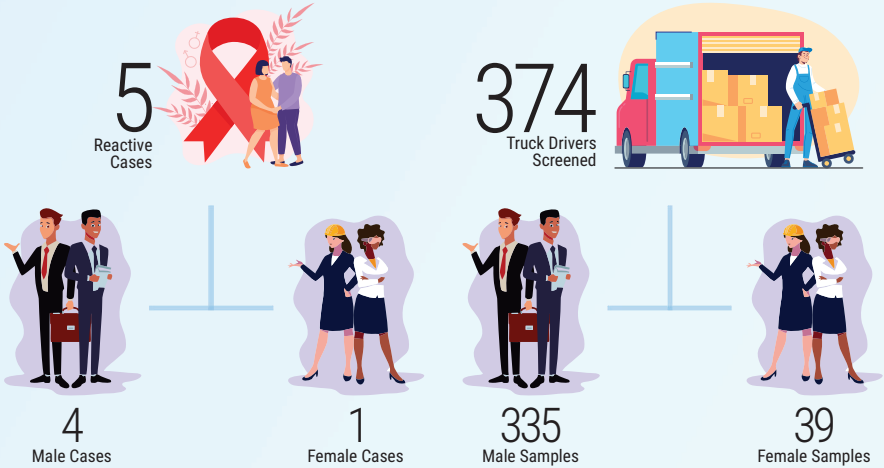


## World AIDS Day 2022 - "Equalize"

As of 2020, AIDS has killed 36.3 million (between 27.2 million and 47.8 million) people worldwide, and an estimated 37.7 million people are living with HIV. Awareness of this infection is essential to curbing its spread. We contributed to global awareness of HIV and AIDS by marking World AIDS Day on the 20th of December, 2022 as we provided HIV testing services for truck drivers at the Suleja truck park in Niger State. This was part of our Corporate Social Responsibility and in fulfilment of the United Nations Sustainable Development Goal 3, Good Health and Wellbeing. The technical partner, Medbury Medical Services,

carried out the project on behalf of the company.

The TotalEnergies Marketing Nigeria plc 2022 World AIDS Day event specifically targeted a critical segment of the oil and gas industry supply chain: truck drivers. A total of 374 people were screened out of which 4 results from the 335 male samples screened returned positive and 1 from the 39 female samples returned positive. These screening sessions helped the participants become self-aware, educated them on the available treatments for reactive persons and how to protect others.





# Safety Performance



For the year 2022, with over five million manhours, including high-risk work and 9.7 million kilometres of road travel, we recorded no accidents within and outside our facilities, sustaining our Loss Time Injury Rate (LTIR) and Total Recordable Injury Rate (TRIR) at zero for the third consecutive year.

The following initiatives and actions were taken to complement this existing achievement:

- We conducted risk assessments for projects and carried out maintenance activities on our service stations.
- We held a Safety Stand Down campaign for signage contractors.
- We implemented the digitization of zero fatality checks using the IZI Safety Platform for effective monitoring of high-risk activities and some industrial sites.
- We ensured 100% implementation of system scaffold use by all contractors working at height.
- We carried out several technical and HSE audits of our sites to evaluate the control of site operations and improve the management of HSE risks while mitigating occupational hazards.
- We completed an Industrial Hygiene Risk Assessment for all sites and carried out a Job Risk Assessment training for Technical, Sales &

Operations teams.

- We reviewed our HSE inspection and audit action.
- We conducted Planned Inspections, Safety Tours and Maestro Audit Logs

To further foster healthy living among our employees, we organised various healthy living awareness campaigns and periodic psycho-social risk webinar events like the Living with Prostate in Peace Campaign held on May 11, Live Right! held on June 23, the Psychosocial Risk event on June 29, the World Breastfeeding Week Campaign on August 5, and Walk for Life activities on May 21 and October 29 consecutively among many others.

Health and Safety, as we know, is an important part of sustaining any business and has remained a core value and top priority at TotalEnergies Marketing Nigerian Plc. While it serves as a criterion for ensuring that staff are safe in the workplace, it is also a strategic lever for improving our overall performance and the cornerstone of our operational excellence in all our operations.

## World Day for Safety 2022

A safe and healthy work environment is a fundamental right for every worker and we at TEMNPLC strive to uphold this principle. Apart from abiding by the full dictates of the International Labour Organisation, we are a responsible company that is keen on reducing the statistics of work-related accidents.

To this end, we joined the rest of the world on April 28, 2022, to take time from work and remind ourselves of our collective duty to prioritise, create and promote a safety and health culture in our offices. At TEMNPLC, we do everything to improve our safety measures some of which include - our safety team, safety warning signs, emergency exits and plans and other safety equipment like fire extinguishers and first aid kits. This helps to increase our employees' work satisfaction and productivity as they are focused on work knowing that their safety is guaranteed.

**5M<sup>+</sup>**  
Manhours

**9.7M km**  
road travel with  
zero accidents

# The 12 Golden Rules

For us at TEMNPLC, Safety is a core value. It serves as the foundation for all of our business lines' operational excellence. The 12 Golden Rules were established by TotalEnergies to regulate our activities and actualise our ambition of zero fatal accidents at all our workstations and so far, they have been very effective, as we've recorded zero fatal incidents for three years running.

## 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.

## Traffic



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

- I check the condition of my vehicle before using it.
- 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 or 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

## 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

## 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

## 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 them to my supervisor.

## 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 is 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 a permit to work and a powered system isolation certificate.
- 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

- I have a work permit and a confined space entry certificate.
- I 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.



### 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.



### Work at Height

I protect myself against a fall when working at a 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 it 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.



### 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.

# Awards - Pearl Awards and CSR Awards

There has been recognition of TEMNPLC's increased efforts towards sustainable growth, both internally and outside our core business operations.

In 2022, the Company was honoured with the following awards:

- Overall Highest Capital Market Award at the Pearl Awards, 2022. This feat earned us the title "Pearl of the Nigerian Capital Market" in recognition of our outstanding operational stock market performance for the assessment year.
- Best Company in Corporate Governance, 2022, at the Pearl Awards.
- Best Company in Sectoral Leadership (Oil & Gas, Petroleum Products), 2022.
- Best Stakeholder Engagement Practice Award, 2022, a CSR award that recognized our organisation as a Company with integrated global and measurable sustainable development standards in business operations that

have directly impacted the public, while promoting innovative stakeholder engagement practices.



## Celebrating Nigeria at 62

In order to commemorate Nigeria's independence day on September 30, 2022, executives and employees of TotalEnergies Marketing Nigeria Plc led by the managing director Dr Samba Seye, gathered at the company's office in Lagos, as well as across our other locations nationwide.







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



**TotalEnergies**



# Care for the Environment



As part of our effort towards promoting biodiversity and circular economy, we established a Waste Management Procedure to reduce environmental waste in line with international best practices through our waste segregation method. Our non-hazardous wastes are contracted to Government accredited collectors and our hazardous wastes are evacuated for safe disposal by accredited environmental consultants of the Environmental Protection Agency (EPA) of the state.

All our waste vendors are carefully screened, inducted and educated on our carbon footprint reduction policies. Also, all our construction projects with potentially negative environmental impacts are preceded by our environmental assessment risk mitigation measures.

At TotalEnergies Marketing Nigeria PLC, we are committed to the safety and well-being of our people, ensuring a cleaner, healthier and safer environment for all.

## Combating Global Solid Waste Problems

The 2022 World Clean-Up Day was held in Ibadan & Port Harcourt

As part of our planned activities to commemorate World Clean-up Day, held on September 13, 2022, our employees, led by our Managing Director, Dr Samba Seye collaborated with PetsPoint Technologies Limited - a finalist in our Startupper Challenge project - and the Oyo State Government in the collection of plastics and other recyclable waste. We also conducted an environmental clean-up of our neighbourhoods around our service stations in Ibadan and around the Bodija Market in Ibadan, Oyo State.



As part of our contributions towards addressing climate challenges and attaining a livable environment, we ensured that our business operations were sustainable across all our facilities. At TEMNPLC we are committed to reducing greenhouse gas (GHG) emissions at all our sites bearing in mind the United Nations Net Zero 2050 goal. As such, we have taken strict measures to reduce emissions by investing in different energy molecules to mitigate scope 3 GHG emissions. We also ensured the installation of motion sensor LED lights in our offices to reduce energy consumption and emissions. In addition, we made available affordable, reliable and clean solar solutions for various homes through our Solar Home Solutions (SHS) project unit.







In Rumuola, Port-Harcourt, Rivers State, we also carried out clean-up exercises in 2022. Our employees' volunteering

platform, ACTION!, supported SOSO CARE - a recycling company that collects plastics and converts them into Health

Insurance Premium for low-income earners, the Rivers State Government Environmental Waste Management Agency, and some corporate organisations, to rid the environment of trash and mismanaged waste.

Through the initiative, plastic waste was removed from the environment and people were educated on how to manage non-biodegradable waste and the impact of waste on the environment.

Our employees participated in the clean-up exercise alongside other participants like the Rivers State Environmental Waste Management Agency, representatives from other corporate bodies and major media organisations.

The clean-up exercise is part of our commitment to addressing climate challenges and ultimately, attaining a livable environment. At TEMNPLC, we will continue to ensure we provide access to adequate and equitable sanitation and hygiene for all in line with UN SDG 13.

We will continue to use our products, services, and expertise to minimise our operational footprints on the environment and support the global transition to a low-carbon economy.





# Taking Action to Save the Earth

## TotalEnergies Marketing Nigeria Plc celebrates World Environment Day 2022

World Environment Day is celebrated annually worldwide within the Company to raise awareness and promote environmental actions that mitigate the adverse effects of climate change. In TotalEnergies Marketing Nigeria Plc, being part of a responsible energy major whose ambition is to champion the transition to cleaner energy alternatives, we celebrated this day to campaign for a carbon-neutral society, and a sustainable future.

The 2022 celebration, tagged 'Biodiversity, All in Action!' was commemorated across all our offices with an event that wrapped up a week-long of activities to increase awareness of biodiversity and allowed our staff members to take action towards sustainability in our environment.

TotalEnergies will continue to contribute to saving the #OnlyOneEarth we have whilst enforcing transformative changes that will help us live in harmony with nature.



# Creating Value for Society





# Empowerment of Women Agripreneurs in Ogun & Enugu States



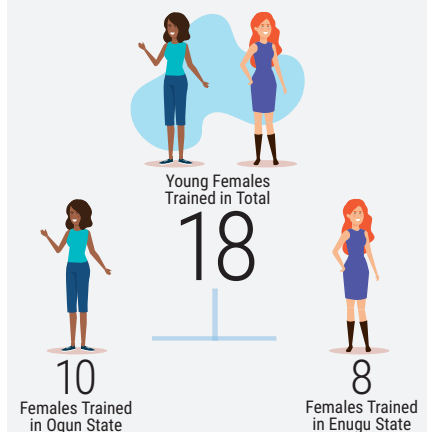
Our agri-business training programs and grant donations are some of the ways we contribute to the empowerment of women in our communities. To this end, we collaborated with the International Federation of Training and Development Organisation (IFTDO) to train women in producing agricultural products as a source of income.

The initiative kicked off in 2021 with the empowerment of young female small-hold farmers and continued in 2022, where we trained 18 young females - 10 in Ogun State and 8 in Enugu State. The

program has improved the lives of our beneficiaries, as some women have learned better ways of transacting business, had their businesses registered and their products rebranded and repackaged.

At TEMNPLC, gender inclusion and capacity building are our priorities and we will continue to leverage every opportunity to ensure gender inclusivity and provide support to women in our host communities where necessary.

2  
Locations:  
Ogun & Enugu  
States



Value creation in terms of services rendered is a fundamental aspect of every business, as it is the basis for revenue generation. However, for us at TEMNPLC, we believe creating value for society and the world at large also has a significant role to play in determining how successful and impactful we are. For this reason, year-on-year, we engage our stakeholders in providing impacts toward making our society a habitable place for us all. We do this by fostering the development of economic opportunities for local communities and getting involved in host regions, notably through the TotalEnergies Foundation. More importantly, it reaffirms our clear and credible commitment to the United Nations Sustainable Development Goals.





# Innovative Solutions

## Emerge from TotalEnergies Startupper of the Year Challenge in Nigeria

At TEMNPLC, we are not only concerned with being a sustainable organisation in all facets of our operations, but we also build structures to support developmental initiatives for sustainable cities and communities.



To achieve this goal, we held the 3rd edition of the Startupper Challenge in 2022 in Nigeria. This challenge aimed to identify, reward and support ingenious business projects that revolve around promoting local initiatives in the field of sustainability and are under three years in operation. The 3rd edition of the Startupper Challenge in Nigeria attracted 4,460 applications, with 15 entrepreneurs making the final and the top three being announced as winners. Winners were awarded cash prizes, along with other benefits including media visibility and business support programmes for





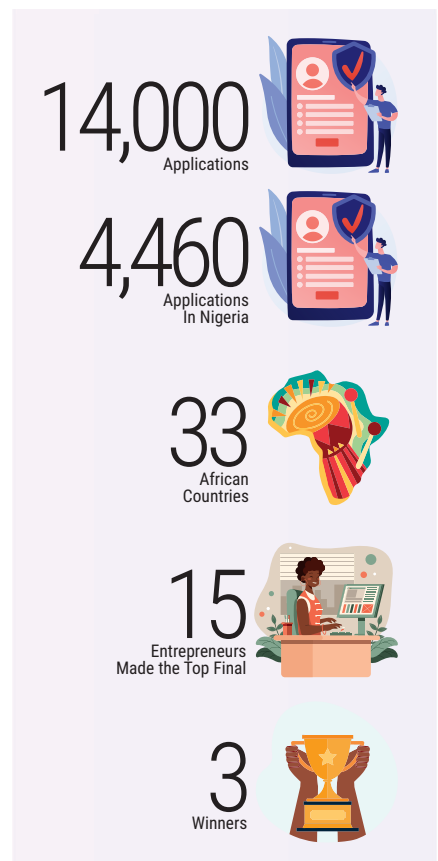


expansion.

Taking the challenge, a step higher by scaling up to the continental level, 14,000 applications were received from 32 African countries. SOSO CARE, one of the three winners in Nigeria, advanced to the final stages where they won the "Special Jury Prize" that included a business

incubation programme in Paris, France, alongside the other three continental grand winners.

This initiative is focused on empowering young entrepreneurs for economic growth as well as reaffirming our commitment to the United Nations Sustainable Development Goals 4, 8 and 17.





# A Synergy that Thrives

Mr. J.P. Torres, Chairman TotalEnergies Marketing Nigeria Plc, inaugurated the Mobility Shop concept, Café Bonjour and Chicken Republic - a new partnership for the company.



In recognition of the multi-dimensional services we provide in the retail energy sector, which range from fueling vehicles for our customers at our forecourt to oiling their engines at our lube bays to washing their cars, it was only fair that we provide a relaxation spot for our customers. This is what the concept of our Café Bonjour and Bonjour Shop is all about. This service was launched in 2022, but inaugurated in 2023 by the Chairman of TotalEnergies Marketing Nigeria Plc.

In a bid to bolster our added value services and make every customer's journey an all-inclusive experience, we launched the Mobility Concept to upgrade the look and feel of our Café Bonjour and Bonjour Shops and maximise digital tools for improved service options. Part of the steps we took in achieving this was partnering with Simply Green, a modern integrated farm that produces healthy meals directly from the farm to the table. We also partnered with Chicken Republic - a fast food chain, to have their outlets



situated within our company's station as part of our value-added diversification investments.

To ensure sustainability, Café Bonjour and the Bonjour Shop will be upgraded with a responsible energy approach, limiting wastage, and even adopting paper bags instead of their plastic counterparts to

reduce our carbon footprints and attain carbon neutrality.

In Nigeria, TotalEnergies remains committed to delivering services that enhance customer experiences by meeting their needs and providing convenience through our one-stop solution service stations.



# Sunshine solar lamps, a burst of energy!

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after dark thanks to the exceptionally  
**powerful new Sunshine 150  
and Sunshine 300 lamps.**

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# Well-being and Development of Children - Part of Our responsibilities

Year-end visits to four SOS Children's Villages across Nigeria - Abuja, Lagos, Jos & Owo-Ijebu



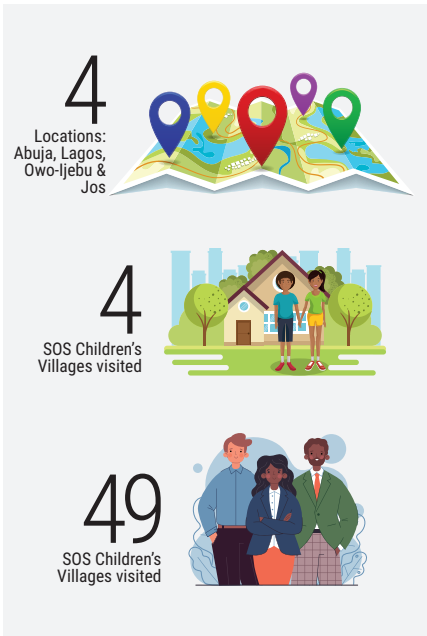
Children's well-being and development must be at the heart of any responsible organisation's corporate social responsibility intervention efforts. We have different initiatives that cater to the needs

of children in society. The decision to support the SOS Children's Villages in Nigeria in building families for children in need and helping them shape their future informed our decision to establish the



SOS annual sponsorship programme in 2010 and for 12 years, we have maintained the relationship that is committed to the wellbeing of children.

In December 2022, through the employee volunteering platform ACTION!, 49 employees, including dealers and some customer attendants, reached out to four SOS Children's Villages in Abuja, Lagos, Jos and Owo-Ijebu respectively. Food







items and seasonal gifts were distributed to the children in the family houses we sponsor. Apart from the donations, the employees spent quality time bonding with the children, giving them a sense of belonging and fulfilment.

Other projects like the **Mentor-a-Child programme**, an intervention effort by our company's employees in mentoring children and; and the Leave-no-Child-Behind project, where SOS donation boxes were placed at selected TotalEnergies Service Stations to support the SOS Villages, demonstrate our invaluable contributions to providing a sustainable and secure educational future FOR EVERY CHILD.





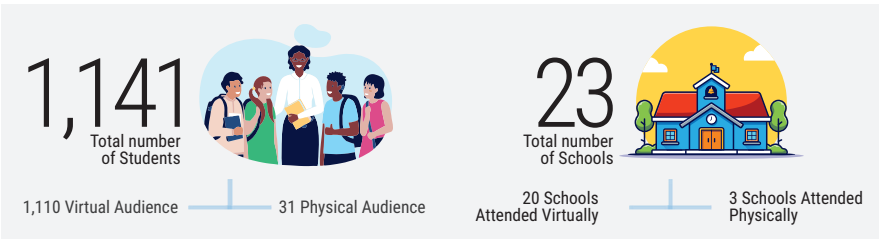
# Exposure and Shaping Career Choices

## L. E. A. D. Career Project by TotalEnergies Marketing Nigeria Plc

The absence of learning opportunities to gain industry experience means students find the transition from learning at school to the realities of the work environment difficult to navigate. To solve this problem, we launched the Learn, Experience, Articulate & Decide (L. E. A. D) Career Programme to provide practical insights into the work environment for students.



In 2022, we held the programme in a hybrid format that had a virtual audience of 1,110 students from 20 schools and a physical audience of 31 students from three schools, accompanied by their teachers. The programme featured







emerging technologies and sustainable development goals, with a focus on Goals-4 & 13, "Quality Education" and "Climate Action". There was also a field excursion segment where the students were taken through and around the TEMNPLC activities and facilities to provide them further insights into possible career options open to them.



engaging and interactive sessions delivered by technical experts and professional employees. The focus of this year's programme was on career pathing, leadership and its implications for



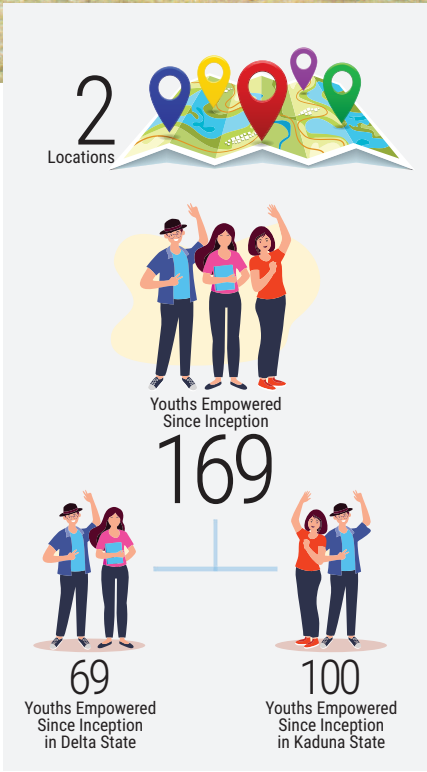


# Youth Entrepreneurship



## Skills Acquisition Program Koko, Delta State.

At TEMNPLC, we are committed to using our time, talent and resources to support and strengthen our host communities. Our youth entrepreneurship and skills acquisition program is one way we fulfil this responsibility. It is an initiative designed to address quality education and capacity building according to UN SDG's 4 and 17, respectively.



This initiative was kicked off in 2006 for the youths of our host community in Koko, Delta State and was later extended to host communities in Kaduna in 2008, where a total of 169 youths as at 2022 (69





beneficiaries in Delta and 100 beneficiaries in Kaduna) have been duly empowered with the necessary resources to start and sustain their businesses. Youths from these communities were trained in trades and vocations of their choice like welding & fabrication, furniture making, catering, hairdressing, make-up artistry, fashion & design, computer training, fish & crop farming, etc.

For the year 2022, we sponsored six youths from Koko, Delta State, to one-year fully paid capacity building programs on vocations of their choice at certified training centres in the Niger Delta region of Nigeria. These beneficiaries, at the end of their vocational training, were set up with a two-year prepaid shop rent and comprehensive starter packs for their new businesses.

The impact of this initiative on our host communities is remarkable, as established beneficiaries have trained other members of their community and its environs in their specific line of businesses, contributing to the socio-economic development of the community. We also selected a new batch of



beneficiaries who have commenced training and are to graduate in 2023.





# Inclusive and Quality Education

## TEMNPLC Koko Scholarship Program

Our annual TotalEnergies Marketing Nigeria Plc Scholarship Scheme in the Koko community reflects our commitment to ensuring girls and boys receive free, equitable and quality secondary education that establishes a firm educational foundation and leads to relevant and effective learning outcomes in accordance with UN SDG 4.

In October 2022, we implemented the scholarship scheme using our designed screening entry-level examination process for Junior Secondary School (JSS 1) students of the 7 schools in the Koko community in Delta State. A total of 124

candidates, boys and girls, participated and six students emerged as winners.

Representatives from the Delta State Ministry of Education, the Delta State Education Sub-committee, community

leaders, teachers and National Youth Service Corps members also graced the occasion and witnessed the transparency in the conduct of the examination.

Since its inception, this initiative has impacted over 69 students in the Koko community and these students have recorded outstanding academic performance in their respective schools. As a responsible organisation, we will continue to contribute our quota toward the achievement of an inclusive and equitable







quality education for all and promoting lifelong learning opportunities for students in our home communities.



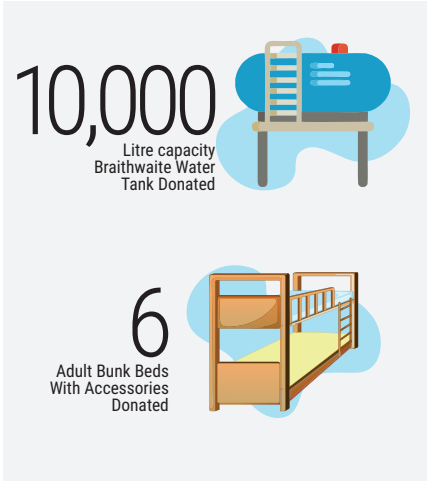


# Improving Safety and Living Standards in our Communities

At TEMNPLC, we place a premium on a safe environment, not only in the corridors of our workstations but also in our host communities. We believe the safety of human lives should come before anything else. To achieve this goal, we partner with and support institutions that are responsible for the safety of lives and properties, in preparedness for moments of hazards and emergencies.



In 2022, we donated a 10,000-litre Braithwaite water tank to the Federal Fire Service, Marine Beach - Apapa Station, to augment their working equipment and preventive efforts. We also donated six adult bunk beds with accessories and upgraded the rooms of the service station to improve its aesthetics and create a conducive environment for the firefighters who work tirelessly to ensure safety in cases of fire emergencies in Apapa and its environs. This is aimed at motivating and invigorating them to function at the maximum level, thereby curtailing fire outbreaks and saving lives and properties. This initiative aligns with providing the frameworks for sustainable cities and communities, the eleventh Sustainable Development Goal of the United Nations.



# Our vision of innovation



**TotalEnergies**



# TotalEnergies, Touching Lives

As part of our commitment to ensuring people's wellbeing and development, which is the 3rd Sustainable Development Goal of the United Nations, TEMNPLC annually supports over 20 charity organisations. 2022 was not different, as we supported charity organisations with financial and material aid to assist families and transform communities.

We also partnered with various institutions whose goals aligned with ours and made valuable donations to them to help ease their service delivery processes. TEMNPLC remains dedicated to positively impacting lives and making the world a better place for all to live.





# Stakeholder Engagement

Our stakeholders are at the heart of our operations. In light of this, we identified their disposition towards material issues, and this provided us with a guide for the various community interventions we carried out in 2022.



In order to guarantee a seamless stakeholder engagement process, we started by mapping all relevant stakeholders in alignment with GRI general disclosure 2-29 and thereafter conducted materiality assessments using the Stakeholder Relationship Management (SRM+) tool to determine which material issues were of utmost priority to them. We engaged with our stakeholders in various ways, ranging from visitations to town hall meetings, surveys, awareness and advocacy events, sensitisation, project commissioning ceremonies, etc. We have a dedicated team that keeps an open channel of communication with our stakeholders to ensure their feedback and concerns are adequately addressed. We equally have in place, effective community and commercial grievance management channels to engage all categories of our stakeholders.



For Community grievance:

[www.services.totalenergies.ng/about-us/community-grievance-management](http://www.services.totalenergies.ng/about-us/community-grievance-management)

For Commercial Grievance:

[www.services.totalenergies.ng/contact](http://www.services.totalenergies.ng/contact)

Email:

[MS-TNPLC-info@totalenergies.com](mailto:MS-TNPLC-info@totalenergies.com)



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**TotalEnergies**

# GRI 11

## Standards

S/No	Aspects	Disclosures	GRI Identity	Page
General Disclosures				
1	Organizational details	Disclosed	GRI 2-1	9 - 13
2	Entities included in the organization's sustainability reporting	Disclosed	GRI 2-2	3
3	Reporting period, frequency and contact point	Disclosed	GRI 2-3	3
4	Restatements of information	Disclosed	GRI 2-4	15
5	External assurance	Not disclosed (Unavailable)	GRI 2-5	
6	Activities, value chain and other business relationships	Disclosed	GRI 2-6	12 - 13
7	Employees	Disclosed	GRI 2-7	18 - 19, 29
8	Workers who are not employees	Disclosed	GRI 2-8	19
9	Governance structure and composition	Disclosed	GRI 2-9	16 - 19, 29
10	Nomination and selection of the highest governance body	Disclosed	GRI 2-10	16
11	Chair of the highest governance body	Disclosed	GRI 2-11	16
12	Role of the highest governance body in overseeing the management of impacts	Disclosed	GRI 2-12	16
13	Delegation of responsibility for managing impacts	Disclosed	GRI 2-13	32-37, 46-49
14	Role of the highest governance body in sustainability reporting	Disclosed	GRI 2-14	16
15	Conflicts of interest	Disclosed	GRI 2-15	20
16	Communication of critical concerns	Disclosed	GRI 2-16	3
17	Collective knowledge of the highest governance body	Disclosed	GRI 2-17	16
18	Evaluation of the performance of the highest governance body	Disclosed	GRI 2-18	17
19	Remuneration policies	Not disclosed (Confidentiality Constraints)	GRI 2-19	
20	Process to determine remuneration	Not disclosed (Confidentiality Constraints)	GRI 2-20	

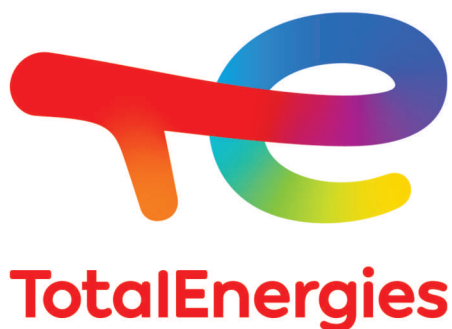


21	Annual total compensation ratio	Not disclosed (Confidentiality Constraints)	GRI 2-21	
22	Statement on sustainable development strategy	Disclosed	GRI 2-22	10
23	Policy commitments	Disclosed	GRI 2-23	20 - 21
24	Embedding policy commitments	Disclosed	GRI 2-24	21
25	Processes to remediate negative impacts	Disclosed	GRI 2-25	20
26	Mechanisms for seeking advice and raising concerns	Disclosed	GRI 2-26	23
27	Compliance with laws and regulations	Disclosed	GRI 2-27	22 - 23
28	Membership associations	Disclosed	GRI 2-28	17
29	Approach to stakeholder engagement	We periodically execute Town hall meetings, online polls and forms to deduce the proper approach to address the concerns of our stakeholders	GRI 2-29	03, 67
30	Collective bargaining agreements	Our Workforce are actively engaged in unions like NUPENG, PENGASSAN and other unions. As a company we are open to negotiations and agreements as stipulated by ILO (International Labour Organization).	GRI 2-30	22

#### Introduction to GRI 11 (Oil and Gas Material Topics)

S/No	Material Topics	Disclosures	GRI Identity	Page
1	GHG Emissions	In 2022, we displayed further commitment to our Net zero 2050 ambition through implementation of effective emission monitoring systems. This is also applied in our procurement process as Vendors are mandated to aligned with these goal.	GRI 11.1	35
2	Waste	We drive towards a circular economy through the enforcement of our waste management procedures which includes proper separation and safe disposal of wastes. This has brought about a drastic decline in our tonnage of waste production.	GRI 11.5	33
3	Occupational Health and Safety	At TEMNPLC, we ensure safety for our people through the implementation of health and safety management systems as well as the provision of robust health and safety services. It is worthy of note that we are an ISO 45001 certified company.	GRI 11.9	41
4	Employment Practices Forced Labour and Modern Slavery Forced Labour and Modern Slavery	Our workplace is designed to encourage an atmosphere of Equality, diversity and inclusion.	GRI 11.10 GRI 11.11 GRI 11.12	18, 23,39
5	Economic Impact	See our Economic Impact for 2022.	GRI 11.14	30
6	Local Communities	At TEMNPLC, we are committed to a two way communication with our local communities and has carried out several initiatives to improve the life quality of our people. Stakeholder engagement and management are essential approaches deployed to foster harmony and safe interactions.	GRI 11.15	23, 50 - 66
7	Anti-Corruption	We train our staff on anti-corruption policies and have zero tolerance for fraudulent activities. We ensure necessary sanctions are given in any case of fraud.	GRI 11.20	21
8	Public Policy	We at TEMNPLC have made our polices public available across various aspects of its business operations including compliance management policy and whistle blowing policies.	GRI 11.22	21

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# Standard/Frameworks & Index

	 People	 Peace	 Planet	 Prosperity
UN Global 4Ps				
Description	At TEMNPLC our goal is to end poverty and ensure dignity and equity for our people and community through the development of our people, skills enhancement, inclusion and capacity building.	At TEMNPLC we encourage peaceful, just and inclusive societies by engaging and empowering our communities and stakeholders and ensuring inclusivity in our operations.	We protect our planet's natural resources for future generations by providing access to sustainable energy, promoting climate-responsible suppliers, providing innovative transformation support and consumable energy, incorporating a circular economy into our operations and promoting biodiversity.	TEMNPLC will continue to ensure its host communities enjoy prosperous and fulfilling lives in harmony with nature through initiatives that support sustainable socio-economic growth in the territories where we are present.
UN SDG				
Our Sustainability Pillars	People's Well-Being		Climate and Sustainable Energy/Care for the Environment	Creating Value for Society

## Bibliography

GRI Standards (Global Reporting Initiative)

GRI 11: Oil and Gas Sector 2021

UN SDG's (United Nation's Sustainable Development Goals)

TotalEnergies Marketing Nigeria Plc's CSR Department Publication

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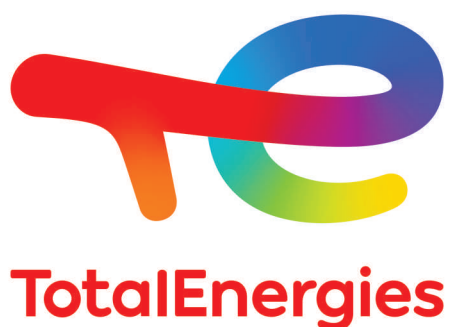
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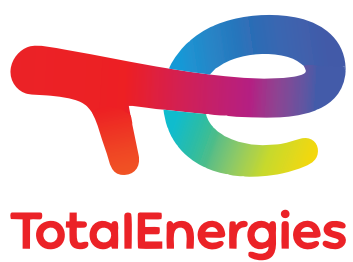
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