

Appendix 1: The most important information**Social Information****Quantitative Information**
(including key performance indicators)**Social**

- Number of employees
- Number of employees hired on permanent contract
- Number of departures per category
- Sickness absenteeism rate
- Turnover (%; departures divided by number of employees)
- Percentage of the Group's entities including HSE criteria in the variable compensation
- Average number of training days/year per employee (on-site training)
- Average number of training days/year per employee (remote training)
- Average number of training days/year per employee per geographical areas and per segment
- Split per type of training
- Percentage of women in the Management Committees
- Percentage of women among permanent contract recruitment, among management recruitment, among total employees, among managers, among senior executives
- Percentage of employees of non-French nationality among permanent contract recruitment, among management recruitment, among total employees, among managers, among senior executives
- Percentage of companies offering the option of remote working
- Percentage of employees involved in remote working of those given the option
- Percentage of companies with employee representation
- Percentage of employees covered by collective agreement
- Number of active agreements signed with employee representatives worldwide and in France

Health & Safety

- Loss of primary containment Tier 1 and Tier 2
- TRIR (number of recorded injuries per million hours worked)
- LTIR (number of lost time injuries per million hours worked)
- SIR (average number of days lost per lost time injury)
- Number of occupational fatalities
- Number of severe road accidents
- Number of occupational illnesses recorded in the year
- Percentage of employees with specific occupational risks benefiting from regular monitoring

Qualitative Information
(actions or results)**Social**

- Employment (attractiveness, retention)
- Organization of work (organization, absenteeism)
- Compensation (policy)
- Social relations (social dialogue, collective agreements)
- Training (policy)
- Equal treatment (promotion of diversity, fight against discrimination, insertion of people with disabilities)

Health & Safety

- Health and safety (prevention actions)

Environmental Information and Information linked to Climate Change

Quantitative Information (including key performance indicators)

- Number of operated sites important for the environment ISO 14001 certified
- Number and volumes of accidental hydrocarbon spills with an environmental impact and of more than one barrel
- Number of sites whose risk analysis identified at least one risk of major accidental pollution to surface water
- Proportion of those sites with an operational oil spill contingency plan
- Proportion of those sites that have performed at least one oil spill response exercise during the year
- SO₂ emissions
- NOX emissions
- Hydrocarbon content of offshore water discharges and percentage of sites that meet the Group target for the quality of offshore discharges
- Hydrocarbon content of onshore water discharges and percentage of sites that meet the Group target for the quality of onshore discharges
- Fresh water withdrawals excluding cooling water
- Quantity of waste processed, and quantity of hazardous waste processed
- Proportion of waste processed per waste treatment process (recycling and/or valorization, landfill, others)
- Direct greenhouse gas emissions (operated scope)
- Direct greenhouse gas emissions based on the Group's equity interest
- Indirect greenhouse gas emissions attributable to energy consumption by sites
- GHG emissions (Scopes 1 & 2) on operated oil & gas facilities
- Other indirect greenhouse gas emissions – Use by customers of products sold for end use
- Net primary energy consumption
- Total volume of flared gas
- Routine flaring
- Group energy efficiency indicator
- Carbon intensity of energy products used by customers of the Group

Qualitative Information (actions or results)

- The results of the environmental policy
- Climate change (significant emission sources due to activity, reduction objectives, adaptation measures),
- Measures undertaken not to harm the biodiversity
- Pollution prevention measures
- Circular economy (raw material, energy, waste management)
- Water management

Societal Information

Quantitative Information (including key performance indicators)

Qualitative Information (actions or results)

- Local impact (employment, development, local residents, dialogue ...)
- Subcontracting: subcontracting and suppliers (environmental and social issues)
- Human rights: actions in favor of human rights, in particular respect for fundamental ILO Conventions
- Corruption: plans implemented to prevent corruption
- Tax avoidance: plans implemented to prevent tax avoidance