



Tilenga and EACOP, two TotalEnergies' projects



TotalEnergies

Summary

INTRODUCTION
07 Projects aligned with TotalEnergies' climate ambition
PROJECT DESCRIPTIONS
10 Two projects developed by TotalEnergies
11 What prompted these projects?

THE LAND ACQUISITION PROCESS
14 Communities affected
16 Evaluation process
17 Compensation amounts
19 Support for PAPs
21 The grievance mechanism
A PROJECT CONSISTENT WITH TOTALENERGIES' CLIMATE AMBITION
24 A development project with particularly low CO ₂ emissions

2

PROTECTING BIODIVERSITY
28 Preliminary surveys to assess the impact on biodiversity
30 Avoid, Reduce, Compensate
31 The impact on Murchison Falls Park
31 What about EACOP?
PROACTIVE APPROACH TO STAKEHOLDER ENGAGEMENT
34 Promoting dialogue
34 Engagement with local communities and liaison officers
35 Engagement with CSOs and NGOs

HUMAN RIGHTS
38 Process and methodology
40 Freedom of speech and defense of human rights
41 Spotlight on TotalEnergies E&P Uganda
USEFUL LINKS
42 Transparency Press Release
42 Transparency Page
42 Full HRIA
42 Summary HRIA
42 Brochure for NGOs on HRIA

3

Introduction



Introduction

Projects aligned with TotalEnergies' climate ambition

The world's population stands at eight billion in 2022 and is growing steadily, which means that energy needs are growing too. In addition, the fossil fuels that have enabled rapid social and economic development over the past two centuries are partly to blame for the current climate crisis.

Limiting the consequences of global warming and providing energy is a global emergency around which TotalEnergies has defined its strategy. In 2020, TotalEnergies announced its goal to get to Net Zero, together with society. All its investment projects are aligned with this ambition. To meet these needs for society and the planet, TotalEnergies is investing even more than in previous years in renewable solar and wind energy, as well as in transitional energy sources such as natural gas, which provides a flexible complement to intermittent renewables while avoiding the emissions associated with coal power generation.

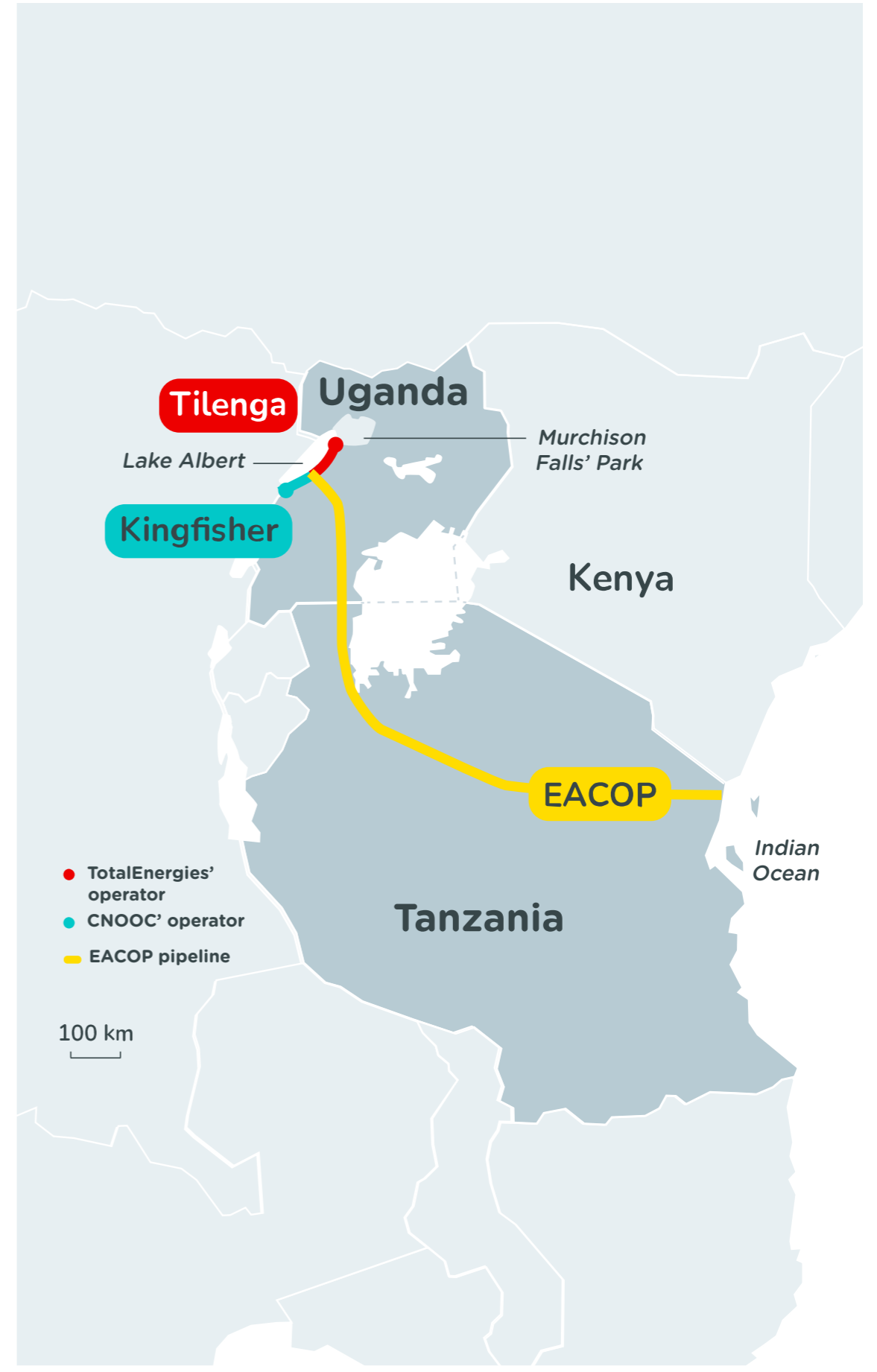
At the same time, TotalEnergies continues to invest in maintaining oil production, which the planet will not be able to replace immediately for uses such as transportation. For example, the European Union, which is among the most advanced regions in the fight against climate change, does not plan to ban the use of internal combustion engines until 2035. The crisis in Ukraine has also demonstrated the inflationary effect of shocks to the global oil supply, with significant economic, social and political consequences. To compensate for the natural decline in oil fields worldwide, the oil industry is bringing in new capacity of around 3 million barrels per day each year. With a plateau at 190,000 barrels per day, the Tilenga and EACOP projects will contribute to this international effort to ensure global oil supply meets demand. These projects should be viewed in the context of our entire portfolio and are compatible with our Net Zero 2050 and sustainability ambitions (see TPI focus).

Lastly, it should be noted that the **International Energy Agency**, an autonomous branch of the OECD that is recognized worldwide for its energy outlook reports, predicts demand of 24 million barrels per day in 2050 in its **"Net Zero by 2050" scenario**, compared to about 100 today. In other words, the IEA predicts that the use of oil, even at a quarter of current levels, will still be required in 2050 in a manner consistent with limiting warming to 1.5°C by the end of the century.

In 2021, The Transition Pathway Initiative (TPI) identified TotalEnergies as **one of three companies in the oil and gas sector that have set emission reduction targets ambitious enough to reach net zero by 2050 and align with the TPI's 1.5°C benchmark**.



Project descriptions



Project descriptions



To meet the growing demand for energy worldwide, **TotalEnergies is developing two ambitious projects in Uganda and Tanzania.** Conducted in accordance with the stringent standards of the International Finance Corporation (IFC - World Bank Group), Tilenga and EACOP (East African Crude Oil Pipeline) are consistent with TotalEnergies' ambition to get to Net Zero by 2050.

The Chinese company CNOOC is also developing a field as part of the Kingfisher project, with a capacity of 40,000 barrels of oil per day.

Two projects developed by TotalEnergies

The Tilenga project is based in the Lake Albert region of Uganda (mainly the Buliisa and Nwoya Districts). As of 2025, it will produce 190,000 barrels of oil per day to meet global demand. The project involves developing six fields and **drilling 426 wells at 31 locations.** The production will be transported through **buried pipes** to a processing plant, built at Kasenyi, where the fluids (oil, water, gas) will be separated and treated.

The EACOP project is based in Uganda and Tanzania. It consists of the construction of a 1,443 km **buried pipeline** between the city of Kabaale in Uganda and the port of Tanga in Tanzania, as well as a storage terminal and a loading jetty in Tanga. Because Uganda is a landlocked country with no direct access to the sea, the oil needs to be transported to a Tanzanian port via a pipeline. The pipeline has six pumping stations powered in Uganda by the national grid and in Tanzania by the local grid and solar power plants. It also includes a heat tracing heating system. Tilenga's oil needs to be kept at 50°C during

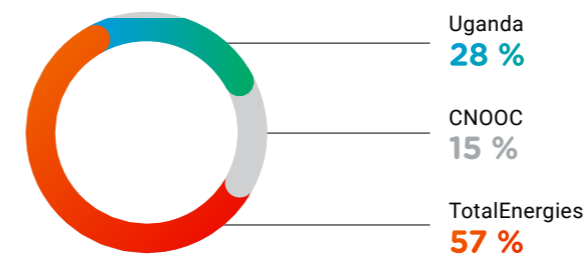
transit because of its physical (viscous) characteristics, which is why the pipeline may have to be heated during operation. Major innovations are being deployed to ensure the safety and integrity of the pipeline (including fiber optics for monitoring). The pipeline route has been designed to avoid areas of environmental interest as much as possible (it does not cross any Ramsar or IUCN sites) and is mainly located on agricultural land.

In the countries in which it operates, TotalEnergies deploys its multi-energy model which provides technical solutions that are adapted to and integrated into the local context. For example, to avoid critical deforestation in Uganda and limit the toxicity of domestic coal use, the Company is working to provide affordable LPG products¹ and thus promote better cooking solutions in conjunction with the Ugandan government (see section: "A project compatible with TotalEnergies' climate ambition")

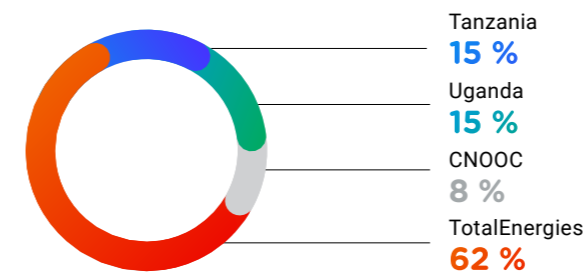
¹ Liquefied petroleum gas (LPG).

TotalEnergies' share in the Tilenga and EACOP projects

Shares in Tilenga



Shares in EACOP



The final investment decision for Tilenga and EACOP was announced by the various stakeholders on February 1, 2022. **The production and transportation of oil via the pipeline is scheduled to begin in 2025 and last for about twenty years.**

What prompted these projects?

Uganda has made a **strategic choice to exploit its natural resources.** Uganda's exploitation of its oil resources is a first for the country and requires a consortium of expert and experienced companies, led by an operator capable of developing these resources efficiently and in conditions that respect the stakeholders and the environment.

Uganda and Tanzania therefore chose **TotalEnergies** to ensure that **the infrastructure is reliable and that the highest social and environmental standards are implemented.** The Tilenga and EACOP projects comply with the strict standards of the IFC and with the international benchmark, Equator Principles 4.

With nearly \$2 billion invested in contracts with local firms, the Tilenga and EACOP projects will create **close to 80,000 direct and indirect jobs during the construction phase.** The exploitation of these resources will have **a significant positive impact on the growth of the Ugandan and Tanzanian economies.** But TotalEnergies wants to do more to ensure the projects benefit the area. The Company plans to reinvest a significant portion of the profits derived from resource development locally, to promote access to electricity and renewable energy in these countries, and improve access to water in villages.

The land acquisition process

12



The land acquisition process



John Okecha and his wife Dezen Pacudaga.

Communities affected

Like any infrastructure construction project anywhere in the world, the Tilenga and EACOP projects require land acquisition. TotalEnergies is conducting this process on behalf of the Ugandan and Tanzanian states.

A **PAP** (project affected person) refers to a group of individuals forming a household or an entity (institution, company) who have been identified during the surveys carried out for project's land acquisition program as having at least one asset impacted by the project's implementation. An asset can be housing, a building, a plot of bare or cultivated land, plants, trees or crops. These concepts are defined in the methodologies set out in the IFC standards.

As part of the land acquisition process, it is sometimes necessary to provide for the relocation of some PAPs, but this is by no means the case for all PAPs. To this end, we have defined Resettlement Action Plans (RAPs) in association with the relevant authorities and local stakeholders. These plans, based on IFC standards, set out the procedures and measures to be followed in order to mitigate adverse effects, compensate losses, and provide development benefits to the people and communities affected by the projects.

Key Figures

March 2023

TILENGA

Land acquisition and resettlement

	RAP1	RAP2	TOTAL
PAPs			
Total	622	4,920	5,542
Compensation agreements signed	613	4,684 (95%)	5,297 (96%)
Compensations paid	613	4,636 (94%)	5,249 (95%)

	RAP1	RAP2	TOTAL
Physically displaced households			
Number of households	29	199	228
Number of replacement houses	30	205	235
Handed over	30	73	103
Under construction		97	97
To be launched		35	35

EACOP

Land acquisition and resettlement

	UGANDA	TANZANIA	TOTAL
PAPs			
Total	3,648	9,898	13,546
Compensation agreements signed	3,034 (83%)	9,705 (98%)	12,739 (94%)
Compensations paid	2,702 (74%)	9,267 (94%)	11,969 (88%)

	UGANDA	TANZANIA	TOTAL
Physically displaced households			
Number of households	203	344	547
Number of replacement houses	177	339	516
Handed over	43	58	101
Under construction	134	133	267
To be launched	0	148	148



Espera Gipatho's old house.



Espera Gipatho in front of her new house.

The Tilenga and EACOP projects require a land acquisition program for approximately 6,400 hectares. This program involves approximately 18,700 PAPs (households or landowners / land tenants). Of these 18,700 PAPs, which represent about 100,000 people, **a total of 761 households, about 5,000 people, will be relocated nearby in better conditions.** The frequently cited figure of 100,000 people refers to the total number of people who have an asset impacted by the implementation of the project, either because it is located on a permanent right of way or because it will not be accessible during the work.

The vast majority of owners of land located on the EACOP route will have access to their land again once the works are completed.

It is important to gain the support of the populations with whom we work on site: **93% of the Tilenga compensation agreements have now been signed.** In addition, all relevant stakeholders are regularly consulted and informed of the progress of the project.

Evaluation process

The land acquisition process is carried out on behalf of the Ugandan and Tanzanian governments in close collaboration with specialized partners and local stakeholders. It is done **in accordance with national laws, the UN Guiding Principles on Business and Human Rights,** and IFC Performance Standards 5 and 8.

In accordance with Ugandan law, TotalEnergies EP Uganda (TEPU) applies compensation rates approved by the Chief Government Valuer (CGV) and District Land Boards (DLBs). Rates for landed properties and permanent buildings are determined on the basis of market analyses conducted by an accredited appraiser and approved by the CGV. Rates for crops and temporary structures are set by the DLBs.

The process is broadly similar in Tanzania except that there is no land ownership as such.

Additional socio-economic studies were also carried out to identify the most vulnerable households and provide an appropriate response to their situation.

Compensation amounts

By way of introduction, it should be noted that the compensation provided for in the relocation action plans are as follows:

Cash (i.e. financial) compensation, including:

- Payments made for the acquisition of land, buildings or compensation for crop losses;
- Other subsidiary financial compensations: relocation allowances for moving into new principal residences and financial compensation for plants and crops on the land being exchanged.

In-kind compensation including:

- Construction of replacement homes for the displaced primary residences;
- Exchange of land in the project area for land of an equal area outside the project area;
- Other complementary compensations in kind: provision of food rations, support for crop improvement, training (e.g. beekeeping, manual trades, livestock management, assistance with setting up plant nurseries, basic financial management), support for the creation of economic activities.

For Tilenga, the total amount of financial compensation is approximately \$19 million, an average of approximately \$3,500 per PAP. Total in-kind compensation amounts to approximately \$22 million, including \$10 million for the construction of new principal residences.

For EACOP, the total amount of financial compensation is approximately \$32 million, an average of approximately \$2,500 per PAP. Total in-kind compensation amounts to approximately \$68 million, including \$25 million for the construction of new principal residences.

The average amount of financial compensation per household is lower for EACOP because of the linear nature of the infrastructure. For the pipeline installation, a strip of land 30m wide (and 1,443 km long) must be accessible. In total, this area of about 4,400 hectares represents the majority (84%) of the land to be acquired for EACOP. Given its length, the acquisition of this strip of land impacts a significant number of stakeholders but the impact per PAP is small because it is only 30m wide. So for EACOP, half of the stakeholders involved are impacted by less than 0.5 acres (or 0.2 hectares).

The price per hectare of bare land, which is used to calculate the amount of compensation, varies from one region to another and from one district to another and depends very much on the type of land as well as its location within a district (proximity to infrastructure, roads, villages). For Tilenga, in Buliisa District, this price mainly varies between \$2,600 and \$3,200 per hectare².

² As an example, the median price in the Creuse region of France is about €2,500 per hectare, although any comparison of values between France and Uganda is very difficult. For the record, GDP per capita is about \$43,500 in France versus \$850 in Uganda; the median monthly wage in France is about €2,000 versus about 200,000 UGX (€52) in Uganda according to the Uganda Bureau of Statistics (130,000 UGX in rural areas).



Arrangements for signing EACOP compensation agreements.



Judith and her bees.



Distribution of food provisions.

In addition to the time needed to finalize the various legal documents required for the land acquisitions, **the schedule for implementing these acquisitions was impacted by the constraints of the Covid-19 pandemic** (lockdown and limits on travel, notably between regions). In order to take these delays into account, in June 2020 TotalEnergies decided, in conjunction with the Ugandan and Tanzanian authorities, to provide **additional financial compensation** (15% per year in Uganda and 12% in Tanzania) for the period between inventory and payment.

The total compensation policies represent an **overall budget of more than €150 million**.

In addition, **TotalEnergies provides additional compensations** in accordance with the highest World Bank standards such as food support and livelihood restoration programs.

The land acquisition process is conducted in compliance with the **stringent standards of the International Finance Corporation (IFC), a member of the World Bank Group**, which aim to ensure that displaced populations are fairly compensated. The process calls for the completion of a socioeconomic survey to identify potentially vulnerable households, as well as an in-depth evaluation of all plots, crops and infrastructure impacted by the project.

During these activities, in order to ensure that each person is compensated for all of their assets, contradictory inventories are carried out. These inventories are not sales contracts. They are not binding for the individuals and do not prevent them using their assets. The assessment and the amount of compensation are signed by each person (husband and wife), by representatives of TotalEnergies

and the authorities, witnessed by an independent third party (also in the presence of a translator if necessary).

Until compensation is paid, the land is still owned by the PAPs, who are encouraged to continue to use their land as normal, farming, planting and harvesting seasonal crops, and maintaining houses and other structures. The PAPs were informed, however, that after the cut-off date for asset valuation, any new development on their land would not be eligible for compensation. The application of an inventory cut-off date is set out in IFC Principle 5.

A person is only required to leave their land after compensation has been paid and a "notice to vacate" has been issued (30 days' notice for Tilenga, three months' notice for EACOP).

While there may have been some misinterpretation of the process when the implementation started, particularly relating to the inventory cut-off date, TotalEnergies remedied the situation as soon as it became aware of this, by initiating a targeted and wide-ranging communication plan. This took the form of increased dialogue and additional information with the people concerned through dedicated stakeholder engagement teams. It also involved designating a point of contact for any questions or grievances, as well as radio announcements, and posters and brochures translated into local languages understood by the PAPs.

Support for PAPs

From the start of the project, **the situation of the local population has been a priority, with the aim of maintaining and even improving the standard of living for PAPs.** To this end, TotalEnergies has initiated a program to restore the livelihoods of the PAPs in alignment with the highest standards in this area (International Finance Corporation standards) for a period of at least three years after the transfer of ownership.

The program has three main focuses:

- Training in agricultural practices (improving cassava crop yields, vegetable cultivation, tree planting, commercial nursery management, beekeeping, etc.)
- Support for budget management
- Support for small business development.

In order to make the best use of their compensation funds, PAPs are invited to attend free training sessions in financial literacy and capacity building, and income-generating activities for investment.

We also pay **special attention to the protection of vulnerable individuals and women's rights** by ensuring their presence and participation at key stages in the land acquisition process.

After payment of compensation, the PAPs benefit from full support including the distribution of food based on the number of people in the household. **These provisions take the form of items recommended by the United Nations World Food Program (rice, pulses, oil). This transitional support is calculated to cover between 50% and 100% of the household's needs over the first six months.**

AVOGERA CENTER

TotalEnergies contributes to efforts to improve the living conditions of local populations. For example, it supported **the rebuilding of the Avogera health center in Buliisa District** (\$80,000 invested).

This facility, which includes a treatment room, an examination room, a laboratory and a pharmacy, offers quality primary medical care to all residents of the Avogera region (about 2,000 households). The building has been fitted with solar panels for its energy supply.



Health care worker at the Avogera health center rehabilitated by TotalEnergies E&P Uganda.



Kirama water project.



Examples of CSR initiatives conducted by TEP Uganda between 2012 and 2022

- The Uganda affiliate provided for **338 students** from Buliisa, Nwoya Pakwach, Nebbi and Masindi Districts to take O- and A-level science courses to enable them to study science, technology and information and communication technologies (STEM subjects) at university, and then join the talent pool available for the country. In addition, the vocational training program enabled 28 young people to acquire practical skills through certified craft courses to enable them to contribute to their communities.
- **At Anaka Hospital**, the TotalEnergies Uganda affiliate renovated twelve housing units that had been destroyed by storms. This not only improved the lives and living conditions of health-care workers to make it easier for them to care for communities, it also boosted their motivation. The reality is that these remote rural areas struggle to attract and retain qualified staff (\$90,000 invested in renovation).
- More than 4,000 people in Buliisa now have better access to drinking water **thanks to the boreholes** built by TotalEnergies E&P Uganda. This particularly benefited women and girls who previously had to walk between 5 km and 10 km there and back to fetch water. In addition, more than 10,000 cattle now have access to drinking troughs.
- More than **1,000 students** have taken twenty courses in science, technology and information and communication technologies as part of the TotalEnergies Associate Professors (TPA) program run by the Uganda affiliate in partnership with Makerere University. These are five-day courses taught by professionals or experts from TotalEnergies. In addition, 7,000 young Ugandans took part in six online courses available to everyone (MOOCs).

The grievance mechanism

Both TotalEnergies E&P Uganda and EACOP have a complaints procedure in place with an organizational framework and a process for managing and resolving complaints, concerns or problems that may arise from the direct or indirect consequences of TotalEnergies E&P Uganda and EACOP activities or the activities of their subcontractors in the project area.

There are several ways to file a complaint: Either with the EACOP or TotalEnergies E&P Uganda teams in the field, or with local community leaders, or via a dedicated toll-free phone number. Community Liaison Officers (CLOs) are available in the community to register all project-related grievances including those related to compensation, and to help resolve them.

TotalEnergies follows a four-step procedure to handle complaints:

- 1 **Registering the complaint:** The complaint is registered and documented, and a written acknowledgment of the complaint is issued. Once registered, the complaint is forwarded for processing and, if necessary, is resolved as soon as possible. If a quick resolution is not possible, then it is forwarded for investigation.
- 2 **Dialogue:** Once the investigation has been completed, the proposed solution is discussed with the complainant.
- 3 **Resolution:** If the proposed solution is accepted, the case is then closed. Written confirmation of the proposed solution and its acceptance is issued ("close out form").
- 4 **Continued dialogue:** If the proposed solution is not accepted, discussions with the complainant will continue, if necessary, with the support of a third party. In the absence of an agreement, the complainant can take their case to the relevant authorities.

All complaints are investigated and dealt with regardless of the route used to file the complaint and regardless of who at TotalEnergies E&P Uganda, EACOP or a contractor was initially called upon to register the complaint.

Until the designated section of the close-out form is signed, **the complaint is considered to be open. The file is closed when the complainant has signed a close-out form to signal their acceptance of the proposed solution**, a copy of which must be given to them.

Until the designated section of the close-out form is signed, **the complaint is considered to be open. The file is closed when the complainant has signed a close-out form to signal their acceptance of the proposed solution**, a copy of which must be given to them.



A project consistent with TotalEnergies' climate ambition

22



A project consistent with TotalEnergies' climate ambition



Murchison Falls' parc.

A development project with particularly low CO₂ emissions

TotalEnergies strives to reduce the greenhouse gas emissions generated by its activities, and this applies to the Tilenga and EACOP projects, whose Scope 1 and 2 emissions **are far lower on average than those of other Company-operated projects of comparable scale (13kgCO₂e/boe compared to 18kgCO₂e/boe)³.**

The annual Scope 1 and 2 greenhouse gas emissions generated by Tilenga and EACOP amount to **0.8 million tons of CO₂ at peak production**, or around 13.5 million tons over the projects' twenty-year lifetime. TotalEnergies has implemented concrete solutions (e.g. solarization of facilities, zero flaring and recovery of the gas produced) to reduce the two projects' Scope 1 and 2 emissions to

13kgCO₂e/boe, compared to an average of 33 for current African oil projects (source: Wood Mackenzie, all companies).

Tilenga's oil production will decline over time. At its peak in 2026, the project will only represent 0.3% of global oil production. In 2030, production will begin to fall, reaching a drop of 70% in 2040.

³ Scope 1 emissions are the greenhouse gases emitted by the operated installations; Scope 2 emissions are the result of the energy used by the installations.

Key figures

Production peak (Tilenga and Kingfisher): **230,000 barrels a day**



LPG production (at peak) for the local market: **80,000t a year**

GHG emissions: **13 kgCO₂eq/boe (Scopes 1 et 2)³**

Three memorandums of understanding signed on renewable energy

In Tanzania: development two renewables projects: **a 100 MW wind farm and a 100 MW solar park**

In Uganda: development of **1 GW of renewables** and a study on the installation of **120 MW of solar parks**



Number of solarized stations along the pipeline: **six 10 MW stations**

Protecting biodiversity

26



27

Protecting biodiversity



Murchison Falls' parc.

28

Preliminary surveys to assess the impact on biodiversity

A large number of surveys have been carried out to examine the impacts of this project in a region recognized across the globe for its unique and rich biodiversity. The Environmental and Social Impact Assessments (ESIAs) for the projects in Uganda and Tanzania have been made public.

These scientific assessments are based on internationally recognized standard criteria (SFI standards).

<https://totalenergies.com/info/tilenga-eacop-two-projects-rigorously-researched-and-assessed>

Biodiversity program

A 50% increase in the number of rangers supervising the park (support for training, increased resources)

A footprint equal to 0.03% of the area of Murchison Falls Park

Restoration of 1,000 hectares of rainforest



An ambition to increase the Murchison Falls Park's population of lions and elephants by 25%

Preservation of 10,000 hectares of natural forest to protect chimpanzee habitats



Maintenance of the populations of antelopes and giraffes in Murchison Falls Park



Restoration of wetlands in the White Nile delta

29



Taala forest (EACOP Uganda route)



Taala forest (EACOP Uganda route)

Avoid, Reduce, Compensate

In line with the grounding principles of the Biodiversity policy it published in 2020, Avoid, Reduce, Offset, TotalEnergies is committed to implementing biodiversity action plans that have a positive net impact on biodiversity during the Tilenga project. These action plans will be implemented in partnership with local communities and will be overseen by an independent body. They were drawn up in consultation with biodiversity experts and the support of an Independent Advisory Board on Biodiversity and Means of Subsistence, created in 2013.

There are four main means of generating this net positive impact:

- **Reducing human pressure on the Murchison Falls Park** (encroachment, deforestation, conflicts between humans and fauna and poaching), especially by supporting the development of local activities not based on exploiting the park's resources;
- **Protecting the integrity and interconnection of savannah corridors;**
- **Conservation and restoration of the White Nile delta wetlands** and local vegetation;
- **Conservation and restoration of woodland and**

woodland continuity to maintain the key existing wooded spaces and reduce the threat to chimpanzees on the East coast of Lake Albert.

In practice, that means:

- Increasing the populations of lions and elephants by 25%;
- Maintaining the populations of antelopes and giraffes;
- Restoring 1,000 hectares of rainforest;
- Preserving 10,000 hectares of natural forest to protect chimpanzee habitats;
- Restoring wetlands in the White Nile delta.

The impact on Murchison Falls Park

TotalEnergies is entirely aware of the sensitive environment in which it will operate and has reduced the projects' impact on the local area as much as possible.

TotalEnergies voluntarily chose to restrict the project's surface area within the precinct of the Murchison Falls Park in Uganda. **Development will therefore be limited to less than 0.03% of the park's surface area**, even though the current permits cover some 10%. The wells will be focused on ten sites and will be as compact as possible. They have been designed for minimal visual impact, making use of planted embankments.

During the construction phase, a number of measures will be taken for the greatest possible protection of local fauna. The speed limit, for example, will be set at 25 km/h on the road that crosses Murchison Falls Park.

What about EACOP?

The pipeline route has been designed to minimize its impact on the landscape and biodiversity. Prior to its development, a study was conducted to determine the presence, location and extent of habitats natural essentials to avoid, minimize or compensate for any residual impacts. Three routes have been studied, two in Kenya, one in Tanzania, for lead to the current route through Tanzania with a width of 30 meters in the construction phase then 10 meters in the operational phase. The route was selected in according to the technical, environmental and based on the principle "Avoid, mitigate, restore and offset" the environmental, safety and social. The pre-defined route, the ESIA's have been carried out, with regulatory authorities in Uganda and Tanzania. The conditions associated with obtaining these approvals have sometimes led to changes in certain places of the path, to reduce its width for example. **The Pipeline will be buried.** It will also be **revegetated after its installation, will not pass through any IUCN protected area and no Ramsar areas. 80% of the footprint of the pipeline will be returned to its natural state.**

Proactive approach to stakeholder engagement

32



Proactive approach to stakeholder engagement

Promoting dialogue

Regular meetings have been held with all the stakeholders connected with the project and its installations, including national, regional and local government in Uganda and Tanzania; project-affected communities (PAC) and project affected people (PAP); traditional and religious authorities; local businesses and tour operators; the developers of the project's installations; civil society coalitions and NGOs; academic and research organizations; intergovernmental organizations.

Stakeholder engagement plans (SEPs) have been set up to establish and maintain **open and constructive relationships between the project's partners and stakeholders**, and to help operations run smoothly, taking account of environmental and social impacts.

Quarterly stakeholder engagement meetings are held with many groups, and they are regularly reviewed to ensure that they properly take account of the questions raised by the participants themselves.

In 2021, **EACOP in Tanzania held 3,094 meetings, reaching 38,952 stakeholders**, including 1,704 meetings with government authorities and 1,340 meetings at community level. **In Uganda, 8,007 meetings were held with PAPs in 2021** (some of which took place during the activities connected to access to land, the conducting of surveys and complaints management).

Many methods and tools are used to promote dialogue, including village meetings, either with individuals or small groups, site visits and guided tours. The written and visual communication materials

have been adapted to the audience, using traditional media, including local radio, telecoms and websites.

Engagement with local communities and liaison officers

The stakeholder engagement teams in the field, including community relations managers and community liaison officers, have established good relations with local government and community representatives.

They are maintaining significant engagement and dialogue, ensuring that the population is well informed of the project's policies and processes and operational activities in their area (including land acquisition). They can discuss upcoming activities with them, and receive and respond to complaints. **Special attention is given to ensuring that all members of the community are included**, especially women and vulnerable people who might need a different approach to ensure their full involvement.

Engagement with CSOs and NGOs

Uganda has a very diverse NGO and CSO landscape.

According to the statistics of the Ugandan NGO Office, there were a total of 2,235 registered NGOs in the country on October 25, 2021. It is hard to determine the exact number of NGOs operating in the oil and gas sector (the level of NGO activity is related to financing opportunities), but according to informal sources at the Petroleum Authority of Uganda there are some 200-250. Although no statistics are available for Tanzania, there are fewer active NGOs in the oil and gas sector.

The project is strongly committed to freedom of speech, and appreciates the work of all the NGOs and CSOs and the media, even when they do not share the same opinions. The teams try to encourage and help the NGOs in their activities, provided that they are working legally and peacefully.

In Tanzania, **there are quarterly meetings between the project team and the NGOs. The team works with the communities and traditional leaders of vulnerable ethnic groups that identify as indigenous people.** Three Tanzanian NGOs have been supporting this work for over a year. They have taken part in quarterly workshops with these groups' traditional leaders and help to draw up community profiles for all communities directly affected by the project.

In Uganda, the project has been engaging for several years with the Civil Society Coalition on Oil and Gas (CSCO), **a network of over sixty Ugandan NGOs** working towards sustainable governance of Uganda's oil and gas resources so as to maximize the benefits to the people of Uganda.

In July 2021, TotalEnergies E&P Uganda created an NGO & Human Rights department to establish closer and more direct relations with NGOs, and to supervise issues relating to human rights. An innovative series of webinars entitled Let's Talk! was launched, offering thorough coverage of subjects of interest to civil society. One session, for example, was held in November 2021, on the surveying and surveillance of biodiversity on the Tilenga project. These webinars are followed by bulletins that sum up the issues discussed and provide links to documents and additional sources of information.

In 2013, an Independent Advisory Board on Biodiversity and Means of Subsistence was set up, consisting of

independent experts with experience in various national and international organizations (WCS, Wetlands International, CIRAD), with the purpose of advising on potential improvements and mitigation measures in relation to the project's impacts. Talks were also started in 2020 with representatives of the International Union for the Conservation of Nature, concerning the impacts of the Tilenga project on primate habitats and relevant mitigation measures.

At national level, bilateral meetings are also held with NGOs, for dialogue, the exchange of ideas and a more targeted focus on concerns, in order to create and maintain trust.

The main recurrent subjects raised by the NGOs are the land acquisition process and delays in the payment of compensation, the management of the impacts of the project's construction, the impacts on women and vulnerable groups, social investment programs, human rights and allegations of harassment, questions related to human rights defenders, the perceived reduction of the civic space, including problems obtaining governmental authorizations to investigate oil and gas activities, transparency, EITI, the publication of oil and gas agreements, jobs and value creation, climate and biodiversity.

At international level, the parent companies of the project's Ugandan partners are also engaging with NGOs taking an interest in the project and its installations. By way of example, an open dialogue was initiated following critical reports published by the FIDH and Oxfam in September 2020. In addition to high-level meetings with TotalEnergies executives, including the Chairman and Chief Executive Officer, a certain number of conversations took place between the managing directors to discuss sensitive issues. These conversations were followed by workshops and regular discussions of specific issues such as gender and the defense of human rights.

Human rights

36



Human rights

38

Both the Tilenga and EACOP projects have published policies setting out their commitment to human rights and the law applicable to all their activities. They are also committed to implementing the UN Guiding Principles on Business and Human Rights, the principles of the UN Global Compact, the OECD Guidelines for Multinational Enterprises, the International Labour Organization's fundamental Conventions and the Voluntary Principles on Security and Human Rights.

These policies can be viewed here:

- https://corporate.totalenergies.ug/system/files/atoms/files/human_rights_policy.pdf
- <https://eacop.com/human-rights/>

Interfunctional human rights committees have been set up at senior management level at TotalEnergies E&P Uganda to support implementation of the projects' human rights action plan.

Tilenga and EACOP have both commissioned Human Rights Impact Assessments (HRIAs) to evaluate the projects' risks and impact and draw up proactive, comprehensive action plans for human rights due diligence. These plans will manage the main problems encountered by the project during construction and operation. These assessments are based on previous surveys carried out for the project, particularly the ESIA and related studies.

Process and methodology

An evaluation of EACOP's human rights impact was carried out in 2018, which will be followed by an update in the fourth quarter of 2022 of a human rights due diligence report (HRDD), containing an action plan that EACOP will strive to implement.

The document is available here:

- <https://eacop.com/wp-content/uploads/2022/09/HRIA.pdf>

The evaluation of Tilenga's human rights impact was carried out between December 2020 and January 2022 by Eco & Partners Consult (Uganda) and LKL International Consulting Inc. (Canada) taking a collaborative and participatory approach, including in-depth field work with the stakeholders.

The Tilenga report is available here:

- https://totalenergies.com/sites/g/files/nytnzq121/files/documents/2022-07/HRIA_Summary_Report.pdf
- https://corporate.totalenergies.ug/system/files/atoms/files/tilenga_hria_-_full_report_0.pdf

HRIA writing process



The main human rights issues identified for Tilenga (EACOP's HRIA reflects the same issues)

Workers' rights

- Rights of employees, contractors and suppliers

General human rights

- Women's rights, equality of the sexes and vulnerable groups
- Complaints mechanism and appeals
- Defense of human rights

Communities' rights

- The right to information and consultation on access to land and relocation
- Movements of people caused by the project
- Road safety
- Cultural rights

Security and human rights

- Interaction with the government and security forces
- Interaction with private security forces

39

Freedom of speech and defense of human rights

TotalEnergies recognizes the importance of protecting the people affected and human rights defenders, and will not tolerate any threat to or attack on those who peacefully defend and promote human rights in connection with its activities. When necessary, and as recommended under the UN Guiding Principles on Business and Human Rights, TotalEnergies E&P Uganda uses its influence to encourage its stakeholders and third parties to respect these principles.

The position of TotalEnergies E&P Uganda on human rights defenders is available here:

➤ [statement_on_human_rights_defenders_word.pdf](https://totalenergies.ug/statement_on_human_rights_defenders_word.pdf) (totalenergies.ug)

By way of example, on May 25, 2021, TotalEnergies E&P Uganda was informed by the Fédération Internationale des Droits de l'Homme (FIDH) that a representative of the NGO AFIEGO and a foreign journalist who were interviewing people in the zone where the Tilenga project is to be developed had been detained by the police in the Ugandan region of Buliisa. As soon as TotalEnergies E&P Uganda were notified of the situation, their teams intervened with the Ugandan authorities. On their own initiative, they also informed the Office of the UN High Commissioner for Human Rights based in Uganda.

On the subject of alleged intimidation of representatives of people affected by the Tilenga project, on two occasions, stakeholders applied to special rapporteurs at the Office of the UN High Commissioner for Human Rights, asking TotalEnergies to apply their recommendations.

The documents are available here:

➤ <https://spcommreports.ohchr.org/TMResultsBase/DownloadFile?gld=35312>
 ➤ <https://spcommreports.ohchr.org/TMResultsBase/DownloadFile?gld=36513>

It should be noted that the UN special rapporteurs do not endorse the allegations made and did not make any statement on their veracity or the responsibility of TotalEnergies.

On May 28, 2021, the Chairman and Chief Executive Officer of TotalEnergies SE wrote to the President of the Republic of Uganda to share his concerns in this connection and to ask that the rights of the people concerned be respected, stressing the importance given by TotalEnergies to press freedom and open dialogue with its stakeholders.

40

Spotlight on TotalEnergies E&P Uganda

Management of allegations of intimidation received by TotalEnergies

TotalEnergies E&P Uganda has set up complaints procedures allowing PAPs to file complaints in relation to the EACOP and Tilenga projects. These procedures comply with IMF standards and all complaints filed are systematically examined and processed. **Any allegation of intimidation received by TotalEnergies E&P Uganda will automatically trigger internal verifications.**

More generally, third parties with detailed evidence in relation to alleged intimidation by TotalEnergies E&P Uganda employees, such as the names of the people concerned, places and dates, are encouraged to inform TotalEnergies E&P Uganda. All measures will be taken to ensure their anonymity.

Interaction with governmental and private security forces.

In 2012 TotalEnergies joined the Voluntary Principles on Security and Human Rights (VPSHR) initiative, which consists of a set of principles helping businesses to carry out security projects in compliance with human rights.

The project has a program for continuous implementation of the Voluntary Principles on Security and Human Rights, through: a memorandum of understanding between TotalEnergies E&P Uganda and the government's security forces; continuous training in the VPSHR for governmental and private security forces deployed on the project; and ongoing efforts to ensure that the project's complaints mechanisms for members of the community and employees are effective and able to act on complaints about the conduct of government security forces without reprisals.

In 2021, for example, 26 human rights training sessions were held for the security forces, and completed by 123 members of the government security forces and 349 members of private security forces.

You can find more information on VPSHR in this brochure: Lets Talk Newsletter4 (➤ totalenergies.ug)

The rights of employees, contractors and suppliers

The workers' rights identified as most at risk are the following: non-discrimination, absence of child labor and forced labor, freedom of association, fair and favorable working conditions, and health and safety in the workplace.

The project has a strong set of mitigation measures to ensure respect for employees' rights. All companies working for the project, for example, are required to comply with TotalEnergies' fundamental purchasing principles, which define minimum standards. An extensive control program is in place, starting with preselection, signing, verification and onsite inspection.

Dialogue with civil society

TotalEnergies engages directly with all members of civil society, especially with NGOs involved in human rights. There are frequent meetings: quarterly updates, discussions with stakeholders, bilateral meetings, webinars on subjects of interest raised by the NGOs, answers provided to questions and concerns raised by the project's stakeholders.

41

Useful links

TRANSPARENCY PRESS RELEASE

- <https://totalenergies.com/media/news/press-releases/total-acts-in-transparency-on-social-and-environmental-stakes>

TRANSPARENCY PAGE

- <https://totalenergies.com/info/tilenga-eacop-two-projects-rigorously-researched-and-assesse>

FULL HRIA

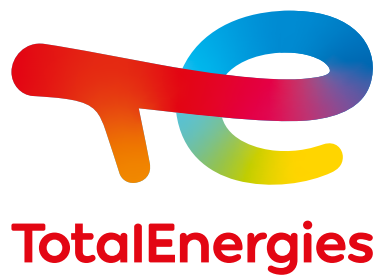
- https://totalenergies.com/sites/g/files/nytnzq121/files/documents/2022-07/Tilenga_HRIA_Full_Report_1.pdf
- <https://eacop.com/human-rights/>
- <https://eacop.com/wp-content/uploads/2022/09/HRIA.pdf>

SUMMARY HRIA

- https://totalenergies.com/sites/g/files/nytnzq121/files/documents/2022-07/HRIA_Summary_Report.pdf

BROCHURE FOR NGOS ON HRIA (ALREADY PUBLISHED)

- https://corporate.totalenergies.ug/system/files/atoms/files/lets_talk_newsletter2.pdf



**Corporate Communications
TotalEnergies SE**

2 place Jean Millier
92 400 Courbevoie – France
Tél.: +33 (0)1 47 44 45 46
Share capital:
€6,524,409,507.50
542 051 180 RCS Nanterre

[totalenergies.com](https://www.totalenergies.com)