



TOTAL
COMMITTED TO BETTER ENERGY



**OUR CONTRIBUTION
TO EDUCATION**

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Taking action for human development

Through its oil, gas and chemicals operations, Total plays an important economic role in the 130 countries where it does business. Naturally, these countries have legitimate expectations from the Group. We must meet them by listening and maintaining an ongoing dialogue with all our stakeholders.

Our business activities are at the heart of two of the biggest challenges facing the world today and tomorrow: energy supply and environmental protection.

Our responsibility as an energy producer is to manage these crucial and paradoxical challenges in the best way possible.

Working as a responsible industrial group also means making every effort in the communities with which we work to foster universal access to knowledge, which is an indisputable prerequisite for human development. It means offering young people from all backgrounds opportunities to study, progress and harness their talents. This commitment is a gateway to collective research into the environmental, energy and economic challenges facing our contemporary society.

It meets three distinct needs: to make contributions to education in our host countries, to plan ahead for the Group's human resources needs while favouring the use of local skills and, lastly, to strengthen our partner networks all over the world.

Through the initiatives to promote education undertaken by all our operating branches and subsidiaries, we would like to make our own contribution to spreading knowledge and fulfilling the potential of human capital. It is a commitment and it is a reality.

François Viaud

Senior Vice President, Human Resources, Total



Creating shared value



INTERVIEW WITH GILLES COCHEVELOU

Vice President Learning, Education, University,
Total

What are the origins of the Total commitment to education?

This commitment is part of our social responsibility principles. The countries where we do business are making increasing – and legitimate – demands on us. They expect us to contribute to development in the regions where we are present. One of the most obvious ways to achieve this is to get involved with education. It is the foundation for everything! Therefore, educational programmes are a priority among the Group's development initiatives.

Under what conditions and according to what principles are the actions implemented?

First and foremost, I want to insist on a crucial point. Education is the sovereign business of foreign governments. Interfering is out of the question. Total never seeks to replace public authorities. When a need is expressed, we analyse it and recommend a solution. We do not impose anything: we work within the existing structures and adapt to the realities on the ground. We always operate on the principle of partnership.

We do not drop in with our systems, our models and our know-how with the aim of imposing a way of doing, seeing and teaching things. Quite the contrary!

We have never ceased experimenting to innovate in response to the realities we have had to contend with. And now we have reached a stage of maturity.

Our approach has become more professional and adheres to clear guidelines. We now focus on educational content rather than the “packaging”. Therefore, in the future, we will give our priority to funding educational partnerships, scholarships and university chair programmes, for example.

How would you summarise the basics of Total’s educational approach?

Through these actions, we help develop human capital in the countries where we operate. We create “shared value”. Value for the host countries because we help raise the skill level of their youth and value for us to the extent that we are participating in the training of future employees who will work directly or indirectly with us. Our collaborative work with the Welding Institute

is a good example. We need trained technicians who can perform maintenance to ensure the sustainability of our facilities. This is what I call “shared value”.

I also would like to stress that all our actions are meant to last, for we are making long-term investments in the countries where we are expanding our activities. We are guided by the spirit of partnership and do not function as a service provider.

“We do not impose anything: we work within the existing structures and adapt to the realities on the ground. We always operate on the principle of partnership.”

What role does the Education Division play in project implementation?

The projects are always proposed by the subsidiaries because they have the best sense of the needs and possibilities for action in the regions where they work.

The Education Division is known for its strong expertise and advisory role in designing and overseeing projects if necessary. But the subsidiaries manage the projects on a daily basis and handle communications with their local partners to ensure close ties. This requires humility from the staff at the Education Division, but it is a condition for successful projects.



PRIMARY AND SECONDARY SCHOOL PROGRAMME

Supporting educational programmes and partnerships and funding school infrastructures and materials promote access to knowledge from the earliest age.

More than

40 education projects

supported in over

20 countries

Drawing on its expertise and its business lines, the Group helps young people explore and better understand the stakes and many facets of the energy business. This is why Total maintains a steady dialogue with teachers and their students to address these issues clearly in fun and appropriate ways.

In Angola, Total partnered with the Ministry of Education in 2009 to open four science-themed secondary schools. Each year, these schools graduate 200 students, the majority of whom go on to complete post-secondary studies.

In Congo, Total is supporting a cycle of supplemental classes at Lycée Augagneur in Pointe-Noire, in collaboration with the teachers employed by the Lycée Français of Pointe-Noire. The goal of this endeavour is to enable the secondary school to align its curriculum with international academic standards.

In Myanmar, the «Kanbaw Educational» initiative has made it possible to provide school supplies to primary and secondary school students in the region.

In Argentina, Total and its partners are supporting the construction of the Los Cauquenes School in Río Grande. Its teaching programmes give a prominent place to artistic projects.

In France, the Group is teaming up with the association “Engineers for Schools”, placing Total employees on secondment with education authorities. Their goals are to develop closer ties between the education and business worlds, encourage students to choose scientific careers and ease the transition into the labour market for young people.

“Nurturing the talents of tomorrow”

OVERVIEW

Four areas of action

- > **Promote** the study of science and technology.
- > **Contribute** to the development of local infrastructures.
- > **Raise** awareness about energy issues.
- > **Facilitate** job placement and civic participation.

PLANÈTE ÉNERGIES

➤ With its **Planète Énergies** programme, Total organises educational activities on the theme of energy at primary and secondary schools in France. Its web site, **planete-energies.com**, is a repository of information and contains answers to most questions about energy issues.

TOTAL SOLAR EXPERT

➤ Launched in September 2011 by the New Energies Branch, the **Total Solar Expert** programme seeks to help young people get a better grasp on renewable energy issues. This teaching kit is shared with any teachers who want it.

→ FONDATION TOTAL

Within the framework of its Foundation and its Corporate Philanthropy Division, Total brings together public and private stakeholders to fight against social exclusion by supporting around fifty cultural education and artistic training programs for over 22 000 children of 19 regions.





SCHOLARSHIP PROGRAMME

Since 2004, Total scholarship programmes have been helping to train the future executives and technicians of the countries where it conducts business. They also enable the Group to create pools of skilled workers on which its subsidiaries can draw to fulfil their hiring needs.

37%
of scholarship
holders are from
Africa

31%
of scholarship holders
are from the
Middle East

Ranging from baccalaureate to doctoral degrees, five fields of study are offered: economics and finance; environment and risk management; law and management; and political science.

Future scholarship students are selected in their home countries by the relevant Total subsidiary in consultation with the Education Division, functional teams and the directors of the host learning institutions.

The students receive **special coaching**. For international scholarship holders, a “Welcome Day” is organised at the beginning of the school year at the Total head offices. In the spring, they are notably invited to participate in seminars at the European institutions in Brussels. They also tour a Total industrial site and attend themed meetings with Group managers and participate in inter-cultural workshops.

At the end of the year, a “Farewell Ceremony” is held to coincide with the conferment of diplomas. Regional scholarship holders receive support from the university that hosts them and from the representatives of the subsidiary that selected them.

“**Ambassadors**”, chosen from the pool of former scholarship students, coordinate the alumni network in their respective countries. They are key Group interlocutors whose role is to share Total news with the community of former scholarship recipients in their countries.

*“Enabling
excellence”*

OVERVIEW

Four areas of action

- > **Select** the best talents.
- > **Offer** programmes associated with the Group’s fields of activity.
- > **Support** each scholarship holder along their journey.
- > **Coordinate** the Total alumni network.

QUAI D'ORSAY- TOTAL PROGRAMME

➤ Total has formed a partnership with the Ministry of Foreign Affairs through the Quai d’Orsay Enterprise programme. Each year it offers some 30 young people the opportunity to receive French language training before beginning their studies in France in various fields such as engineering, law and public administration.





UNIVERSITY PARTNERSHIP PROGRAMME

Partner universities include prestigious institutions such as Institut 2IE in Burkina Faso, Witwatersrand University in South Africa, African Centre for Advanced Management Studies (CESAG) in Senegal and the National University of Singapore.

Over
60 university
partnerships
around the world

These partnerships are defined in multi-year framework agreements. Their success is attributable to the quality of the relationship between the learning establishments and Total. The Group adapts its contributions to the specific requirements of the institutions which, on their end, agree to promote communication between all the stakeholders.

Conferences and events that bring together universities and businesses enable students to get information and flesh out and define their professional plans.

Internships at the subsidiaries are offered to the students to give them practical experience and allow them to get to know the company.

Job opportunities are offered by the subsidiaries everywhere that Total does business to give young talents a chance to fulfil their potential.

The scholarship programmes make it possible to support training for the best students who are recruited according to strict selection criteria, in conjunction with their home and host universities.

*“Let’s share
our knowledge”*

OVERVIEW

Three areas of action

- > **Build** skills.
- > **Share** our expertise.
- > **Identify** local talents.

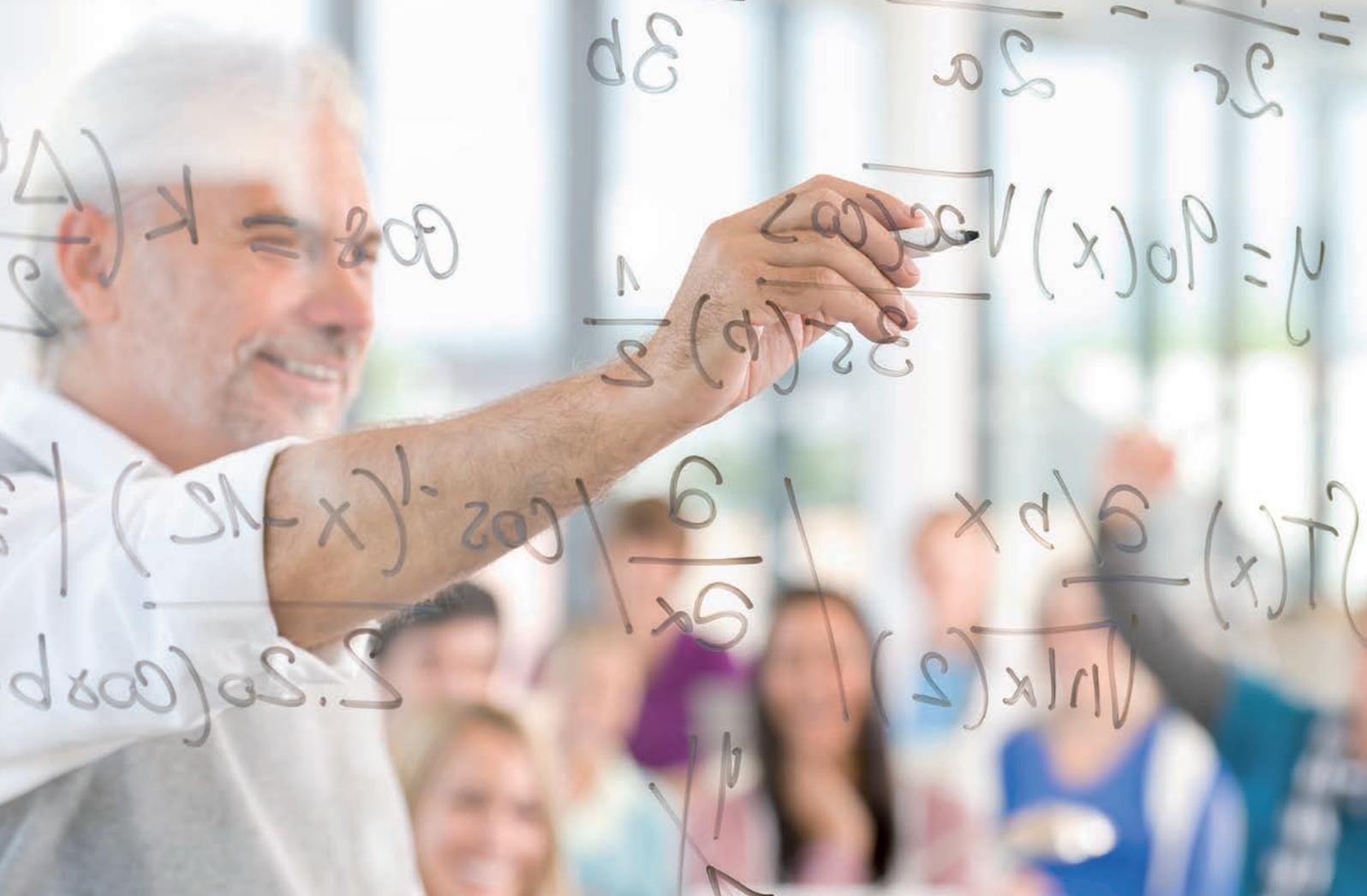
INTERNATIONAL EVENTS

➤ Each year, the **Total Summer School** and the **Total Education and Energy Seminar** are organised by Total University. Respectively, they enable students and their professors to build their networks with counterparts in the other countries where Total operates.

TOTAL PROFESSEURS ASSOCIÉS

➤ Created in 2001, the **TPA (“Total Professeurs Associés”)** offers lectures in all fields relating to the oil business to share experiences and pass along knowledge. The lectures are given at the Group’s partner universities by active or retired expert employees of Total.





PROFESSORIAL AND RESEARCH CHAIRS PROGRAMME

The Total teaching and research chair programme addresses four major concerns: build strategic partnerships with key institutions, contribute to research on topics linked to its operations, exemplify its social responsibility, and participate in research and development efforts in its host countries.

So far

30 teaching and research chairs
comprise the programme

Funding a chair is the outcome of a long-standing partnership between the establishment and Total. The Group's commitment is a reflection of its innovation initiative, in both technological and sociological terms.

MIT (USA)

The “Contemporary Africa” chair helps create an intellectual framework to enable a better understanding of Africa and its challenges. The holder of this chair, which is internationally renowned, and his/her entire team offer high-level teaching.

ESPCI ParisTech (France)

The “Science of Energy, Carbon and the Environment” chair aims to promote unprecedented technological solutions that are viable and environmentally sound. This partnership between ESPCI ParisTech and Total also calls for numerous research projects at the institution's various laboratories.

IFP Énergies nouvelles (France)

The “Sedimentology and Reservoir Characterisation” chair fosters teaching and research activities on a variety of topics to improve the understanding of geometry and sediments to optimise exploration and production results.

Université Paris Dauphine (France)

The “Economic Intelligence and Business Strategy” chair oversees research on the strategic interactions between management and economic intelligence and helps to build knowledge and methods to apply within organisations.

Imperial College (United Kingdom)

Two “Petroleum Engineering” chairs address the subjects of assisted hydrocarbon recovery and fluid mechanics in carbonate rock reservoirs, both of which are issues directly related to the Group's operations.

HEC Paris (France/Qatar)

The “Energy and Management” chair is devoted to studying the specific challenges of the energy industry and building expertise in management and energy strategies.

*“Working closely
with researchers”*

OVERVIEW

Four areas of action

- > **Develop** teaching at the international level.
- > **Boost** research on strategic topics.
- > **Promote** the Group's social responsibility.
- > **Create** strategic partnerships with key institutions.





PROFESSIONAL TRAINING PROGRAMME

Training does not stop at the end of secondary or post-secondary studies. It should continue throughout one's life, including for people who did not have the opportunity to go to school. The professional training programme enables operators, technicians and engineers to advance outside the education system.

More than
50 training programmes
for employees
supported by Total

Throughout the world, trainings are organised in partnership with institutions like IFP Training. The multi-week “On the Job Training” scheme is offered in France. It alternates theoretical teaching modules with on-site internships. Everywhere we do business, training programmes are offered to operators in addition to the academic curricula.

In Gabon, the professional specialisation centre in Port-Gentil trains recipients of an ordinary national diploma or a baccalaureate with technology emphasis.

In Nigeria, the Master Petroleum Engineering and Project Development was launched in 2002. Each year, 20 interns participate in the course, which is organised by the University of Port Harcourt, the Institut Français du Pétrole Énergies Nouvelles (IFPEN) and Total Nigeria.

In Senegal, the “young managers” training given by CESAG enables the best employees of service stations in the African Total network to earn a professional degree in SME and SMI management.

In Venezuela, there are three training options that focus on production and refining techniques for extra-heavy crude oil. These programmes are supported by Total and defined in collaboration with Petroleos de Venezuela SA and Corporacion Venezolana de Petroleo.

In Kazakhstan, Total helped set up a special master’s degree in welding. This training, supported by the Total Group, is the result of a cooperation agreement between the Institut de Soudure (France) and the Technical University of Karaganda.

OVERVIEW

Three areas of action

- > Lifelong **training**.
- > **Develop** local skills.
- > **Grow** talent.

“Lifelong training”

TOTAL ABK-VEDC ACADEMY (ABU-DHABI)

Each year this training centre invites 15 young people to spend four months brushing up on general subjects before moving on to two semesters of theoretical training on oil extraction careers and technologies. Subsequently the students will alternate between theoretical classes at the school and practical internships on oil platforms. This is where they discover the world of offshore work and become part of the site’s daily life. At the end of their training, they are operational and ready to be hired.



OUR PARTNERS



TOTAL PROFESSEURS ASSOCIÉS
The association offers lectures in all fields relating to the oil business to share experiences and pass along knowledge.



PLANÈTE ÉNERGIES
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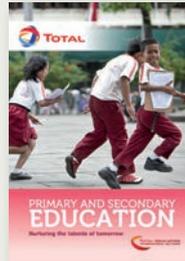


TOTAL CORPORATE FOUNDATION
It develops and supports projects relating to marine biodiversity, culture, health and community support. It focuses on long-term partnerships to combine and strengthen the work of experts to expand human knowledge.

TO FIND OUT MORE

Would you like to learn more about the Group's education programmes? You can access our brochures to explore all five of our programmes.

We encourage you to order them at the following address:
holding.education.total@total.com



just go to
www.total.com



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