



Our Commitment
to Human
Development



TOTAL



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Arsimi
Bildung
Education
التعليم
Адукацыя
教育
Educación
חינוך
शिक्षा
Oktatásra
Pendidikan
Oideachas
Istruzione
Onderwijs



Educação
Образование
Utbildning
Vzdělávání
Eğitim

Taking Action for Human Development

Total is a major economic force in our 130 host countries through our oil, gas and chemicals activities. The governments of the host countries have legitimate expectations regarding what we will do, and we have a responsibility to meet these expectations, by listening to and building dialogue with all of our stakeholders on a regular basis.

What we do lies at the intersection of two of the greatest challenges facing the world today and tomorrow – energy supply and environmental protection. Our responsibility as an energy producer is to manage these crucial and apparently conflicting challenges as best we can.

Being a responsible industrial operator also means doing everything we can to promote broad access to knowledge for our host communities, a sine qua non of human development. And it means offering young people from all backgrounds the opportunity to study, advance and apply their talents.

This commitment to human development is informed by shared reflection concerning the environmental, energy and economic issues of our day. It addresses three needs: supporting education in our host countries; planning ahead for our human resource requirements, with an emphasis on local skills; and cementing our partner networks worldwide.

Through the initiatives being undertaken by our businesses and subsidiaries to promote education, we hope to contribute to the development of the knowledge base of our host countries and, more broadly, the development of human capital.

François Viaud

Senior Vice President, Human Resources, Total





Our Commitment

to Education

Our commitment to primary, secondary and higher education addresses four major objectives, using means appropriate to each country's situation and working hand-in-hand with local public authorities.

University-Industry Collaboration

Encouraging collaboration with universities implies cultivating close relationships with hundreds of universities and schools throughout the world. We finance teaching and research chairs and are involved in academic research and development partnerships.

Development of Educational facilities

Promoting access to education in our host countries means providing aid to develop educational facilities. With that in mind, we co-finance school and university construction, renovations and upgrades and assist with the purchase of educational equipment, books and supplies.

Educational Support and Funding

Facilitating access to higher education for talented students passes through offering scholarships to study at home or abroad. In addition, the *Total Foundation* donates money to associations working to help disadvantaged youth establish a solid foothold in society.

Educational and Teaching Programs

Introducing the public to energy businesses and issues entails creating a variety of educational and instructional programs. They include the courses and seminars developed by *Université Total*, such as *Total Summer School* and *Total Education Seminar*, and the *Planètes Énergies* program in France.



University-Industry Collaboration

Collaboration with universities, especially on research and development, is pivotal to our relations with the academic world. With that in mind, Total finances teaching and research chairs and academic programs (masters and doctorates). The Group demonstrates its commitment to professional training and R&D by funding teaching and research chairs and fostering academic partnerships. Our Recruitment and Scientific Development Departments and *Total Professeurs Associés* are the driving forces in this area.



■ TOTAL PROFESSEURS ASSOCIÉS

Relaying Knowledge

Created in 2001, *Total Professeurs Associés* (TPA) offers lectures and courses in all fields within the oil industry, both technical and non-technical.

Instruction is provided by TPA-member teachers and experts, who are active or retired Total employees. TPA instructors have taught more than 90,000 students and provided roughly 10,000 half-days of training in 300 institutions in France and all over the world since 2001. Today, TPA has 250 instructors, 600 courses or lectures in French and in English, covering 130 disciplines.

> www.totalprof.com <





Total offers
each year almost
 4,000 internships,
 700 work-study
contracts,
 140 VIE and VIS
 and almost
 100 CIFRE grants,
 in 47 countries

▣ **CAMPUS MANAGERS PROGRAM**

Fostering Local Relationships

Having a network of dedicated contacts at target schools and universities meets student expectations in a tangible way. The network comprises student *Campus Managers*, who relay information, and *Campus Ambassadors*, or program alumni now working at Total.

> www.total-campus.com <

▣ **CAREER FAIRS**

An Inside Look at Our Businesses

Stands where they can chat with operational staff, lectures about major projects and job interview training — all offered in one afternoon — give students a chance to get a feel for life in the field.

> www.rencontres-metiers.com <

▣ **R&D ACADEMIC PARTNERSHIPS**

Research and Higher Education Collaboration

Total has some 500 agreements with universities and research organizations worldwide. Collaboration takes diverse forms — theses, post-doctoral fellowships, international co-op placements — and usually includes an educational component. These partnerships spur progress in our core businesses and allow us to undertake new activities. Our Scientific Development Department helps coordinate all our R&D academic partnerships. In this prospect, Total supports various chairs, notably at the *École des Mines* engineering school in Paris, the political science school *Institut de Sciences Politiques de Paris* and the MIT. As for masters, the Group participates in specialized teaching, with among others the *IFP* (Indonesia, Venezuela and Nigeria)



Development of Educational Facilities

Supporting projects to develop infrastructure and purchase teaching materials promotes access to knowledge and education. Our involvement takes the form of co-financing school construction, renovations and upgrades and helping schools and universities purchase educational equipment, books and supplies.



□ HIGH SCHOOLS IN ANGOLA

Total E&P Angola financed the construction of four Angolan high schools in partnership with local authorities. Located in four of the country's provinces, the schools opened their doors in February 2009. With a capacity of 600 students, they are managed by *La Mission Laïque Française**.

* A secular association which aim is to spread French language and culture through foreign education.

□ A HIGH SCHOOL IN RUSSIA

Total E&P Russia is teaming up with StatoilHydro to co-finance the construction of a secondary school in Naryan-Mar, capital of the Nenets autonomous district in northern Russia. A project partner, the local government will hire teachers and furnish school equipment and supplies.

□ INTERACTIVE SCHOOLS IN SYRIA

Total E&P Syria is financially supporting an educational initiative to foster and develop new information technologies in Syrian schools. Fifteen of the country's schools have already been equipped with interactive whiteboards for instructional purposes, used by students and teachers.



Total supports
more than 40 infrastructure
development projects
in more than 20 countries

▣ SUPPORT FOR EDUCATION IN TURKEY

Total Oil Turkey is supporting an educational development project to renovate primary schools, co-finance infrastructure construction and purchase teaching materials. More than 2,000 students have already benefited from the program, which has equipped libraries and built cafeterias and playgrounds in primary schools.

▣ LYCÉE AUGAGNEUR IN THE CONGO

Total E&P Congo is introducing an advanced program of academic classes at the *Lycée Augagneur* high school in Pointe-Noire. The Congolese teachers involved in this program have received instructional support from French colleagues and worked with the *Pointe-Noire French high school*. The resources provided as a result of Total's support meet international

standards and include sports and arts coaching, new laboratories, a fully equipped library and computer room, and the supply of textbooks. The school's power and water supply were also updated.



Educational Support and Funding

By awarding scholarships to the best students and financially supporting associations working to help disadvantaged youth establish a solid foothold in society, Total strives, through its foundation, to promote access to a better education for everyone.

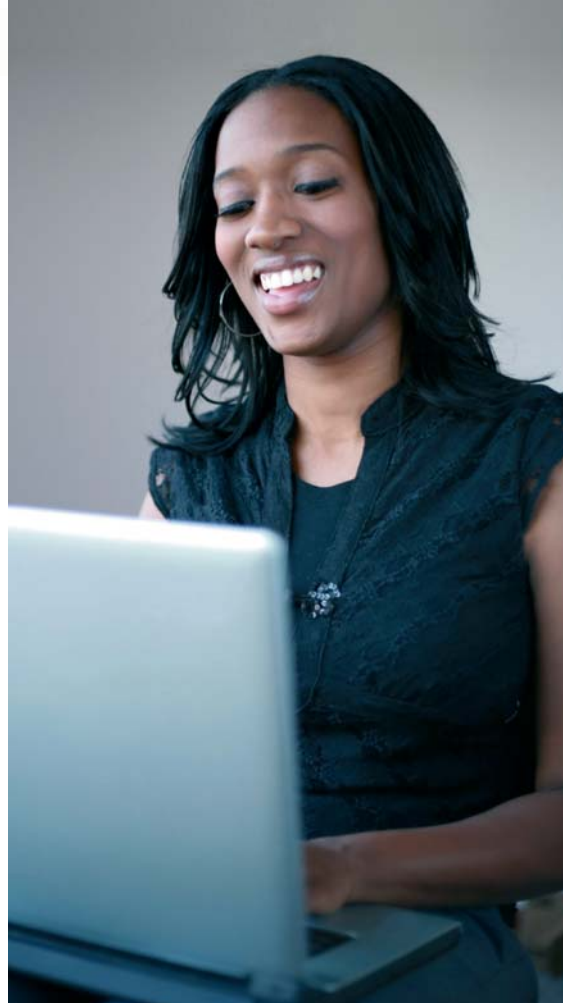
LOCAL, REGIONAL AND INTERNATIONAL SCHOLARSHIPS

The awarding of local and international scholarships helps thousands of students continue their education in their home country or enrol in programs at top universities around the world.

In Nigeria, our Exploration & Production subsidiary awarded 9,000 scholarships to students enrolled in Nigerian secondary, technical and post-secondary schools in 2009. Forty students also had an opportunity to pursue higher education abroad. Since the program's introduction in 1999, 44,000 students have received scholarships through a skills development program.

Total's International Scholarship Program is based on a partnership with the leading host country universities. Recipients can pursue their education in France, at business and engineering schools or universities, and work towards a Master's in

engineering, and MBA or doctorate degrees. Since 2004, the program has awarded scholarships to more than 500 students from 26 countries. It is a cornerstone of our corporate social responsibility commitments, helping to educate future corporate leaders and of the countries concerned.



In 2009, over
11,000
Total scholarship
recipients in
50 countries
world-wide

▣ TOTAL FOUNDATION

Total Foundation aims to identify and promote innovative ways to facilitate the labour market and social integration of young people. Its primary mission is to strengthen social cohesion and harmony.



Lending Government a Hand

Total supports *Fonds d'Expérimentations pour la Jeunesse*, a fund for disadvantaged youth created by the public authorities to finance and evaluate pilot programs nation-wide that will be used as models for national policies.

Promoting Literacy

Total supports *Coup de Pouce Clé*, an initiative to provide underprivileged children with individual school support. By 2012, 60,000 children are expected to be enrolled in the program.



Making it Easier to Get a Driving License

Total Foundation funds the *10,000 Permis pour Réussir* program, supporting 58 associations which help young people obtain their driver's license, a passport to get a job.

Supporting Business Start-Ups

The *CréaJeunes* program instigated by the *Association pour le Droit à l'Initiative Économique* (ADIE) encourages young people to create their own businesses. Support for the fund is expected to help almost 4,000 young entrepreneurs by 2011.

> www.fondation.total.com <

FONDATION
TOTAL

Educational and Teaching Programs

In order to introduce the public to energy businesses and issues, Total implemented various educational and teaching initiatives. Indeed, the Group helps interested countries improve their educational systems. Total Université plays a major role in these efforts.

□ UNIVERSITÉ TOTAL PROGRAMS

Université Total has established two strong international programs in the field of education and academic relations: the Total Summer School and the Total Energy and Education Seminar.

Total Summer School

Every summer, Total Summer School hosts more than 100 students from all over the world and selected by the subsidiaries in the Paris area. Since 2006, more than 370 students have embraced this opportunity to discuss key energy issues with Total managers and experts from the world of industry and research.

> www.universite.total.com <

universitéTOTAL

Corporate Education
& Social Responsibility

Total Education and Energy Seminar

It welcomes every year about sixty professors specializing in fields of science related to energy businesses or economics. During one week, these

teachers from more than 50 universities in about 20 countries attend lectures and discussions on energy and education topics.



EDUCATIONAL PROGRAMS

Total subsidiaries financially support joint educational initiatives with the education institutions that express an interest.

Indonesia

Total E&P Indonesia implemented, in partnership with *Institut Teknologi Bandung (ITB)* and the *French Petroleum Institute (IFP)* a professional master's degree in petroleum engineering.

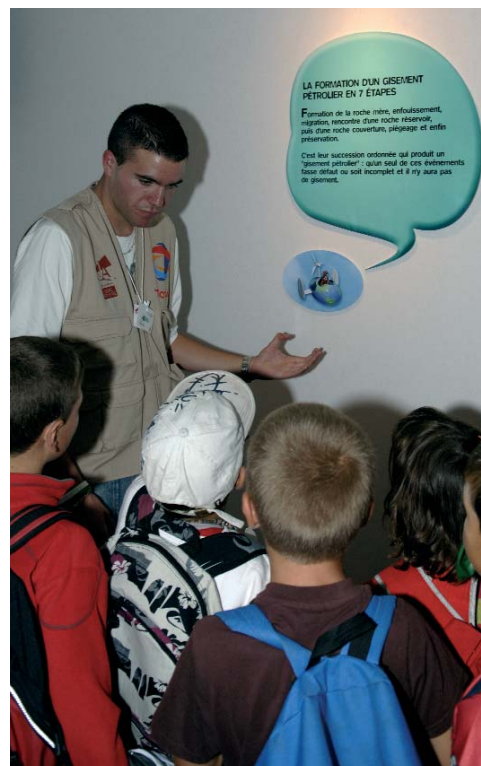
China

Since 1999, Total has sponsored the Shanghai-based *Sino-French Institute of Engineering & Management (IFCIM)*, which grew out of a partnership between *Tongji University* and *ParisTech*, a network of leading French engineering schools and research institutes. Since 2006, Total has also supported *École Centrale in Beijing* notably by sitting on its teaching steering committee.

PLANÈTE ÉNERGIES PROGRAM Understanding Energy

In order to broaden knowledge and spark discussion about energy in all its forms, Total introduced *Planète Énergies*, an educational program for secondary and high school students and their teachers accessible via the Internet. Its goal is to raise young people's awareness about the challenges of oil and gas exploration and supply, the search for new energies, as well as their role as responsible citizens. The program sends Total employee volunteers to give talks at schools and offers tours of industrial facilities to teachers and their students.

> www.planete-energies.com <



Every summer,
Total Summer School
gathers more than
100 students
of **27 nationalities**



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Share Capital: 5,871,057,210 euros
Registered in Nanterre: 542 051 180
www.total.com

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Laurent Zylberman/Graphix-Images | Total,
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Printed on Satimat Green paper made from
40% FSC-certified virgin pulp and 60% recycled pulp
that complies with the applicable environmental
standards (ISO 9001, ISO 14001, ISO 9706, FSC).

Designed and produced by: T2B&H Paris / Tél. : +33 (0)1 44 64 84 20