



SCHOLARSHIP PROGRAMMES

Enabling excellence





SCHOLARSHIP PROGRAMMES: ENABLING EXCELLENCE

Since 2004, the Total Group has supported students in the countries where it operates through its scholarship programmes.

Three goals:

- **Identify candidates with high potential all around the world,** in order to create a pool of diverse skills on which the Group can rely to meet its recruiting needs.
- **Support training in the best schools and universities** for the future executives and technicians of the countries where it conducts business.
- **Participate in an active approach to create international synergies,** by developing a worldwide network of former scholarship recipients: "Total Alumni".

An initiative with three dimensions:

- **International scholarships**
Each year, these scholarships enable approximately 150 international students to pursue post-secondary studies in France. This introduces them to the Group, French culture and its European context as they take part in a multicultural experience with all Total scholarship recipients.
- **Regional scholarships**
These are awarded to students who study at post-secondary institutions in the geographic zone of their home country.
- **Local scholarships**
These fall under the Group's social initiatives. The objective is to enable young people to take their educations as far as possible. This mechanism is managed by subsidiaries in conjunction with local governments and in accordance with the specific requirements of the host countries.

TOTAL SCHOLARSHIPS IN NUMBERS

37

COUNTRIES PARTICIPATING
IN TOTAL SCHOLARSHIP PROGRAMMES.

80%

OF SCHOLARSHIP HOLDERS

PURSUDE STUDIES IN THE FIELDS OF ENGINEERING, SCIENCE, GEOSCIENCES OR OIL ENGINEERING.

ALREADY MORE THAN

1,000 ALUMNI

150

INTERNATIONAL AND REGIONAL SCHOLARSHIP RECIPIENTS
SELECTED EVERY YEAR.

FOUR GOLDEN RULES

- > **Select the best.**
- > **Offer programmes associated with the Group's fields of activity.**
- > **Monitor each scholarship holder along their path.**
- > **Coordinate the Total alumni network.**

PRESTIGIOUS PARTNERSHIPS

The scholarship programmes are intended for the best students. They are founded on partnerships developed by the Group with universities and high-profile schools in France and abroad. Various fields of study are offered, ranging from baccalaureate to doctoral degrees: geosciences and oil management, economics and finance, environment and risk management, law and management, political science and public administration. Degrees can be pursued in two languages: English and French.

GHISLAINE DESMET-MARCHAND

Head of the International Scholarship Partnerships Department

"The international scholarship programme has been significantly expanded since it was created in 2004. It is part of the Group's education programmes.

This programme offers a full course of study to students through all levels of university studies, including the doctorate level. It is enhanced with tours of industrial sites, institutions and cross-cultural events. It is one of the real strengths of the Group's positioning in terms of its contributions to economic and human development through education."





A TRANSPARENT SÉLECTION PROCESS

The scholarships are awarded through a call for applications initiated by the Total subsidiary at the partner schools and universities in the host countries.

In each country involved:

- > Students submit their application directly to their school/university.
- > The subsidiary makes an initial selection based on the candidate's academic record and a recruiting test.
- > The pre-selected candidates meet with a jury comprised of employees from the subsidiary who evaluate their motivation and potential.

- > Once selected, the candidates apply to the schools/universities of their choice.
- > The scholarship is activated when the institutions hands down its decision.

QUAI D'ORSAY-TOTAL SCHOLARSHIPS

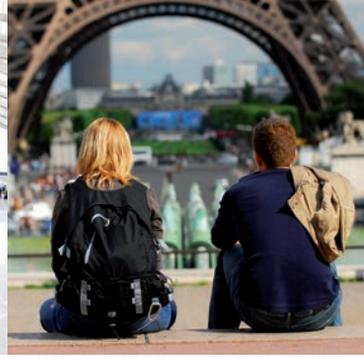
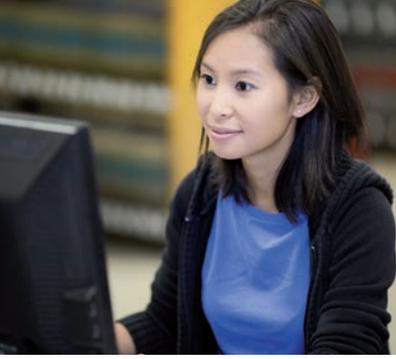
Since 2011, Total has been participating in the Quai d'Orsay - Entreprises programme. This scholarship programme co-funded by the French Ministry of Foreign Affairs and Total has made it possible for over 60 scholarship holders chosen by the Group's subsidiaries in consultation with French embassies to receive scholarships to study at the university level in France. The scholarship awardees usually receive French language training before beginning their studies in France.

KATERINE GUTTIEREZ (Bolivia)

Host Country HR Manager

A call for applications is issued to the network of Alliances Françaises and partner establishments of Total E&P Bolivia. The subsidiary publishes this call for applications on its web portal. Applicants are pre-selected based on their academic record, psycho-technical tests administered by outside consultants and interviews with the subsidiary's operational and human resources departments. The candidates then meet with an internal panel who submit a definitive admission list to the general management of the subsidiary.





PERSONALISED COACHING AND SUPPORT

When the Total Group awards scholarships to students, it makes a commitment to coach and support them for the duration of their studies.

> A few months before they arrive at the school/university where they will study, the scholarship holders participate, where applicable, in a **preparatory programme** that brings their English and/or French schools up to par and provides refresher courses in basic disciplines such as maths and physics.

> For the duration of the scholarship, Total subsidiaries and the Group Education Division **monitor academic progress** in conjunction with the host establishments and with the support of service provider partners.

Thus they can track students' progress and prevent any difficulties at school or with social integration.

> The Group also supports students in their **search for final year internships**, which are often compulsory to receive their diploma.

> **At the end of the course of study**, the Group examines the academic records of scholarship holders likely to be hired, except for students from partner national companies, who return to their companies of origin.



SIDIKI SIMPORE (Burkina-Faso)

Master's in Energy Engineering, 2IE, Ouagadougou (2012-2013)

"Each quarter I met with managers at Total Burkina so they could monitor the progress of my education. I was also invited to ceremonies organised by the subsidiary. Finally, a professional internship at the Group was offered to me.

This scholarship allowed me to gain more self-confidence and to learn that the only thing that pays off is hard work. I also got to know the Total Group from the inside and discover the reality of a multinational firm. In spite of a rocky start, I was able to finish as valedictorian with an average grade of 16 (out of 20) and thus earn my master's."



FOR STUDENTS HOSTED IN FRANCE...

In addition to the educational programme they follow in France, scholarship students also attend events organised by the Education Division to enable them to learn about the Group, European institutions and French culture.

- **An orientation seminar**, the *Welcome Day*, is held at the Group head office and features lectures and discussions with members of the Executive Committee and experts. It is also a chance for the new scholarship students to meet one another and chat.
- **A study tour to Brussels** is arranged to deepen their knowledge about European institutions and raise awareness about the challenges of cross-cultural relationships.
- **A study tour to an industrial site** enables the scholarship holders to better understand the operational challenges at the Group.
- **Breakfasts** are held to bring together scholarship recipients from the same country so they can have a dialogue with the various Group representatives from the country in question.
- Upon completion of their studies, **there is a graduation ceremony**, the *Farewell Ceremony*, which is held at the head office of Total.



MARYLLIAM GONZALEZ (Venezuela)

Specialist Master's in Oil Field Development and Utilisation, IFP School (2012-2013)

"Total took care of me from the moment I got to the airport. It was a new world for me and fortunately I was not all alone. It made it easier for me to adapt. Although it was my first experience outside my country, I felt that I was in good company and well supported the whole time. The Group was attentive to me from the Welcome Day straight through to helping me find an internship and a job. The scholarship team was always there to listen. I am grateful to them for their responsiveness and unconditional assistance throughout my entire stay in France. Total gave me the chance to successfully participate in the culture and society."



AN INTERNATIONAL NETWORK OF OVER 1,000 ALUMNI

At the conclusion of their training, Total scholarship recipients are encouraged to stay in touch with one another and the Group. They are regularly invited to meetings, events and seminars held by Total's international subsidiaries.

> The network is bolstered by the appointment of “**Total Scholar Ambassadors**”. Selected from former scholarship holders who have graduated and returned to their home countries, these Ambassadors are appointed to a two-year renewable term by the Group Education Division in consultation with the subsidiary in the host country.

> The Ambassadors are the **preferred points of contact** for Total subsidiaries,

who keep them informed about events organised by the Group. They are also a reference for future scholarship recipients, with whom they can share practical information.

> The Ambassadors can **make proposals** to organise their own activities in cooperation with the Group through its subsidiaries.

ABRAR AL MAHMOUD (United Arab Emirates)

Master's in Communication, Science Po Paris (2012-2014)

“I wanted to become a Total Ambassador so I could share my experience with new scholarship holders and help them when as they settled into their life in France by giving them advice and information about how to handle the different issues they may encounter. I encourage them to participate in the events organised by Total. On Welcome Day I shared my contact information with a few students. They can count on me if they need help, even after completing their studies.”



contact us with

holding.education.total@total.com

Among our partners...



TOTAL S.A.

Head quarters

2, Place Jean Millier – La Défense 6

92400 Courbevoie – France

Tel: +33 (0)1 47 44 45 46

Share capital: 5,944,195,400 euros

Nanterre SIREN 542 051 180

www.total.com