

## CORPORATE GOVERNANCE

Christophe de Margerie





## **Activity of the Board of Directors in 2011**

## Definition of **strategic orientation** and approval of major investments

- Group strategy and budget
- Outlook for business divisions and market
- Downstream reorganization

## Closing accounts, internal control

## Role in risk management

#### **Governance**

- Assuring succession of executive officers
- Determination of the resolutions of Shareholders' meeting (including shareholders' and central works council resolutions)
- Approving compensation of executive officers
- Awarding stock options and performance shares

#### **Examples 2011**

#### Investments

Australia – Gladstone Russia – Novatek USA – SunPower Uganda – Tullow

#### **Asset Sales**

Spain – CEPSA
UK – Marketing
Canada – Joslyn
Colombia – Ocensa

#### Dividend

Quarterly interim dividend of 0.57€ / share

#### Finance

Group **financial** policies

#### **Ethics**

Reports of the **Ethics Committee** 

#### **Human Resources**

Policy of equal opportunity and salary equality



## **A renewed Executive Committee**

From Jan. 1, 2012









Pouyanné
Refining & Chemicals



Philippe Boisseau Supply & Marketing



Jean-Jacques
Guilbaud
Chief administrative
Officer





# Commitment of the Board to evaluation of major projects and risk management

Instances and procedures to identify and anticipate risks at all levels

Project assessments before all investment decisions

Risk monitoring on assets

**Board of Directors** 

Audit Committee

**Executive Committee** 

Risk Committee

**Divisions** 

.... Internal control



Sovereign debt crisis in Eurozone



Political risks in Libya and Syria



Industrial and environmental risks

Safety at Total: a priority



# **Board actively engaged in governance** "best practices"

Attendance rate of 92% at Board of Directors meetings

Broadening the Compensation Committee and the Nominating & Governance Committee:

- Increased each to 5 members since February 2012
- Independent directors are 80% of membership
- Attendance rate of 100% each

An employee-shareholder director on Board of Directors

Participation of 4 delegates from central works council on Board of Directors

Increased diversification of the Board after the 2012 Shareholders' Meeting\*

5 women out of 15 directors

27% non-French directors

80% independent directors



<sup>\*</sup> subject to resolutions 10 and 11 proposed for the Shareholders' Meeting of May 11, 2012

## Regular evaluation of Board of Directors

## **Recurring missions** of the Nominating & Governance Committee:

- Analyzing the Board's composition
- Vetting potential directors

**Annual review** by the Board of its practices

**Evaluation every 3 years** by an independent firm

#### **Summary of Board's actions**

Modifying procedure rules for committees and the Board in February 2012

Presenting the recommendations of the Ethics Committee to the Nominating & Governance Committee

Furthering strategic vision by creating the Strategic Committee in 2011

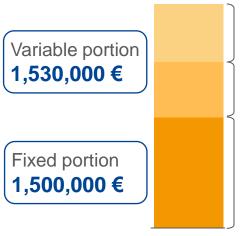
Strengthening international representation

**Continual strengthening of our governance practices** 



# Compensation of Chairman and CEO linked to company's performance

## **Criteria applied to Chairman and CEO's compensation**

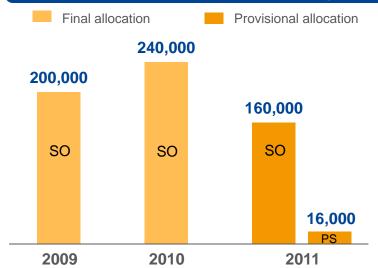


Cannot exceed 65% of fixed based salary Award based on operational criteria, including HSE results.

Cannot exceed 100% of fixed base salary Economic criteria

Set by comparison to compensation paid to Chairmen and CEOs of other CAC 40 companies

# Stock options and performance shares awarded to Christophe de Margerie



#### Variable portion is 102% of fixed portion

#### Retirement and severance benefits framework:

- Cash benefit for a maximum of 2 years of gross annual compensation in case of early retirement, except in cases of termination for cause or voluntary departure
- Retirement scheme identical to that of other employees whose earnings exceed specified threshold
- Total estimated amounts payable in pension are approximately 22% of gross annual compensation
- Subject to performance conditions



## Rewarding individual performance

Compensation committee ensures a **balanced allocation** between executive officers, managers and employees

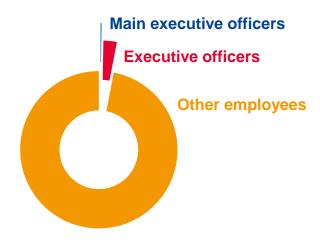
- Increased distribution of performance shares
- Reduced stock options awarded to management in 2011
- Very limited dilutive effect

#### Performance conditions

- On all stock options to be granted to the Chairman and CEO and on part of those for executive officers
- On all performance shares to be granted to the Chairman and CEO, executive officers, and on part of those for the other beneficiaries

Allocation of performance shares by type of beneficiary in 2011

More than **10,000 beneficiaries** since 3 years



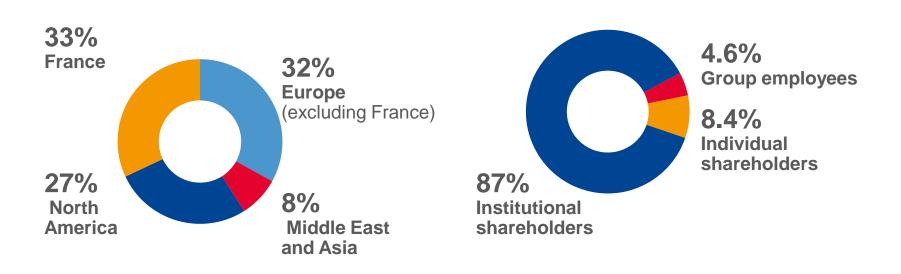
Align the interests of management and employees with our shareholders'



# Strengthening individual and employee shareholding

#### Shareholders base by region

#### Shareholders base by type\*



- Approximately 520,000 individual shareholders
- Individual and employee shareholding increased by 18 million shares



<sup>\*</sup> as of November 30, 2011, excluding treasury stock

# An attractive investment based on an explicit dividend policy



## **Dividend Policy**

Since 2011 quarterly dividend distribution

Average payout of **50%** since 2008

In 2011, proposed dividend of 2.28 Euros per share

At first quarter 2012, distribution of a stable **first interim dividend** of 0.57 Euro per share



<sup>\*</sup>excluding tax effect, for 1,000 Euros invested in Total shares, assuming reinvestment of net dividend proceeds (excluding withholdings).

## Creating value for all stakeholders



#### **Shareholders**

5.3 B€ Dividends



#### **States and local authorities**

14.1 B€ Corporate taxes3.0 B€ Production taxes



#### **Employees**

6.6 B€ Compensation and expenses0.25 B€ Dividends



## **Civil society**

335 M€ Total Foundation and community development

**2,800** Ongoing projects



## **Expanding our activities**

25 B€ Investments and R&D



#### **Suppliers**

26 B€ Goods and services purchased

Sales: 185 B€

Adjusted net income: 11.4 B€

TOTAL

## **Contribution of Total in France**



#### **Employment**

3.2 B€ Compensation and expenses

**35,037** Employees (36.5% of total)

**6,552** New employees and

1,091 training contacts



#### **Total Regional Development**

1,000 SMBs supported

**60 M€** Financial commitments

15,000 New jobs planned including 2 000 in 2011



#### **Taxes**

1.2 B€ of taxes, including corporate tax



#### **Suppliers**

**5 B€** Goods and services purchased



#### **Expanding our activities**

**1.5 B€** Investments

**390 M€** for Research and Development



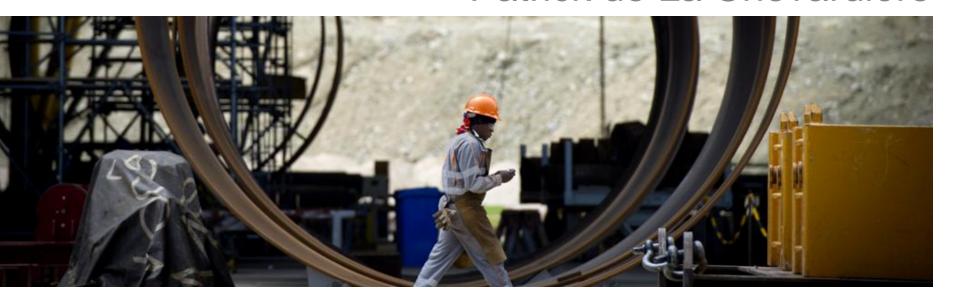
#### **Total Foundation**

1st Foundation in France (20th anniversary)

30 M€ distributed in France
Solidarity, Health, Culture
and Environment



# RESULTS OF 2011 & 1Q 2012 Patrick de La Chevardière





## **Key figures for 2011**



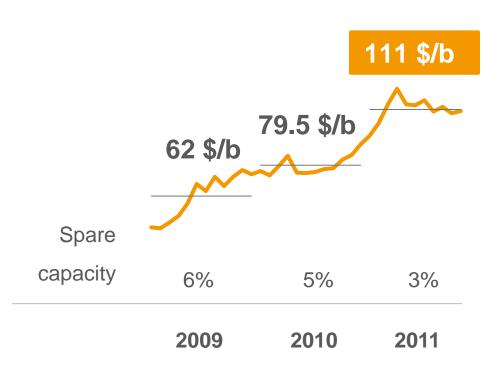
- 15 % improvement in safety (TRIR)
- 2.35 Mboe/d production
  - 3 giant discoveries
  - 185 % proved reserve replacement rate
  - +11 % adjusted net income to 11 B€
    - **16** B€ net investment

Implementing the new dynamic



## Strong structural support for oil prices

## Brent price



Oil demand 2010-2020 growth of +1% per year, driven by non-OECD countries

Challenges to increase supply due to technological and geopolitical constraints

Market balance managed by **OPEC** 



## Increasing worldwide demand for gas and LNG



+2.5% per year 2010-20

## **Increasing demand**

driven by 3 markets:

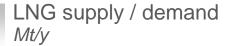
Asia: +6.2% per year

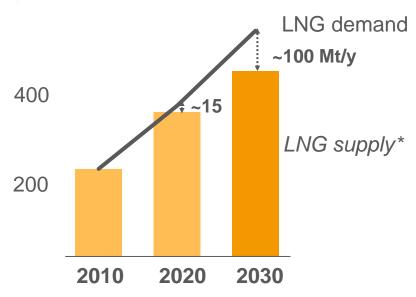
Europe: +1.8% per year

North America: +1.5% per year



+5% per year 2010-20



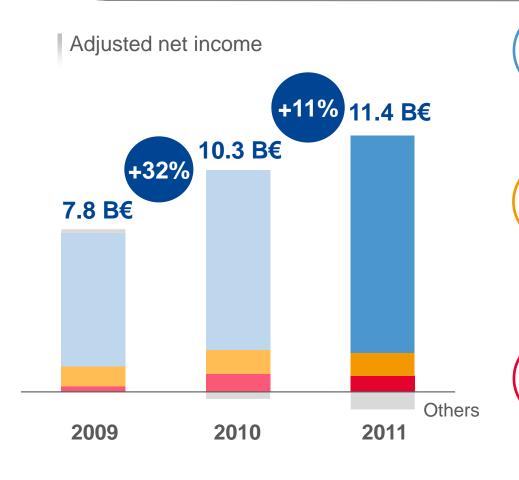


## Europe and Asia to remain most attractive gas markets



<sup>\*</sup> LNG supply based on existing facilities, approved and other identified projects for the 2020-30 period

## Strong 2011 performance driven by Upstream



20% Upstream

Stable 2011 production Captured rising oil prices

7% ROACE

**Downstream** 

Challenging market conditions
Improving resilience of Refining
Strong Marketing

10% ROACE

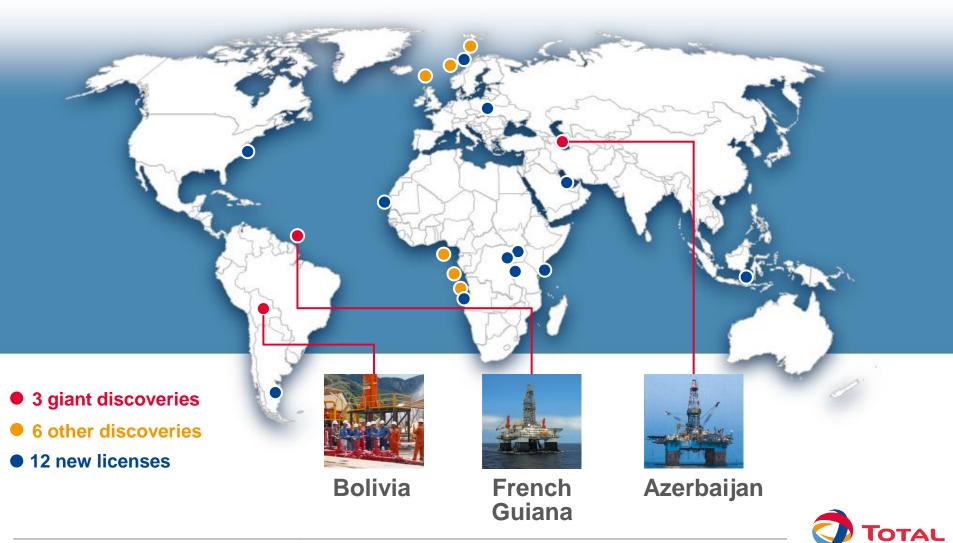
**Chemicals** 

Contribution from growth areas Profitable Specialty Chemicals

## **2011 Group ROACE of 16%**



## First results of revitalized exploration strategy



## 2011 reserve replacement rate of 185 %

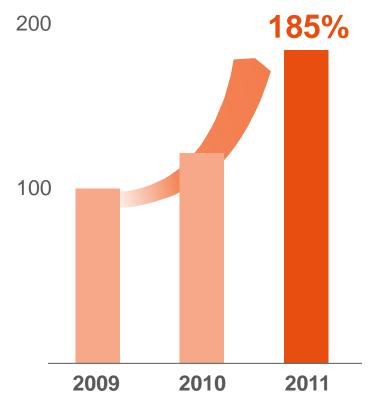
**13 years** of proved reserve life at current production pace

20 years of proved and probable reserves

**40 years** of resource life with 35% in OECD countries

**11.4** Bboe of proved reserves

Proved reserve replacement rate %





## Repositioning through portfolio management

2010-11 finalized transactions



~5 Bboe resources acquired at less than 3 \$/boe in Upstream

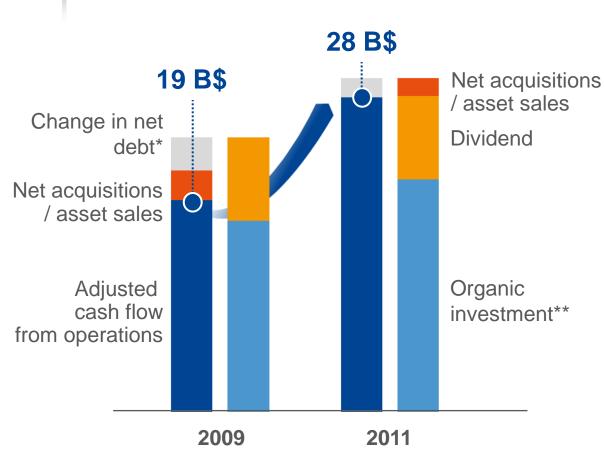
Strengthening positions in **growth segments** and creating 3 new production poles

Asset sales integrated into strategy to unlock value



# Increasing cash flow supports strong investment and dividend policy

#### Cash flow allocation



**50%** increase in adjusted cash flow from operations (2009-11)

**20.6 B\$** in line with 2011 budget for organic investment

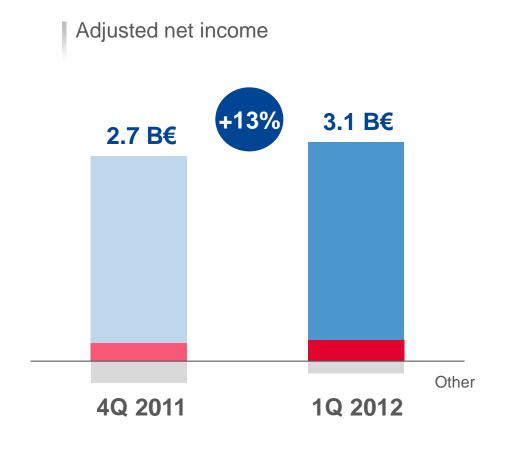
23% gearing end-2011



<sup>\*</sup> including foreign exchange effect and variations in working capital at replacement cost

<sup>\*\*</sup> including net investments in equity and non-consolidated companies

## **1Q 2012 Performance**



## **Upstream**

Production stable

Hydrocarbon prices continued to increase

Start-up of Usan

Launched 3 major projects, including Ichthys in Australia

#### **Downstream**

Refining margins in Europe improved to 21 \$/t

Petrochemicals launched extension and modernization project in South Korea

Marketing continues to perform well

## **1Q 2012 : Group ROACE of 16%**

ROACE: return on average capital employed



## STRATEGY AND OUTLOOK Christophe de Margerie





## **Keys to success**

## **Operational excellence**

**Safety** first

**Experienced teams** 

Expertise in **project management** 

**Innovative** technologies

## Financial strength

**Prudent** investment policy

Net-debt-to-equity ratio of 20 et 30%

Increasing free cash flow

## Unlocking value

Growing contributions of **LNG** and **deep offshore** 

Revitalized **Exploration** 

Restructuring **Downstream-Chemicals** 

Active portfolio management

## **Acceptability**

Business practices prioritizing ethics and sustainability

Reduce our environmental impact
Create value for our stakeholders

Safety is at the core of the new dynamic



## A responsable actor

#### Improving access to new energies

Investing in photovoltaic solar and biofuels

Examples of "local impact" in Cameroon, Kenya and Indonesia: target of **150,000 photovoltaic lamps** 

#### Working with host countries

Pazflor (Angola)

3.6 M man-hours worked

USAN (Nigeria) 50% of man-hours provided by local content

Total Foundation supports Solidarity, Health, Culture and Environnement

## Innovating to protect the environment

Reducing our environmental impact with improved production efficiencies

**Ecosolutions** Program with 32 products and services labeled

#### Acting ethically and sustainably

Member of UN Global Compact for socially responsible behaviour

Compliance and anti-corruption programs 35,000 employees trained

## **Engaging employees for mutual benefit**



## **Ambitious exploration program for 2012-2013**

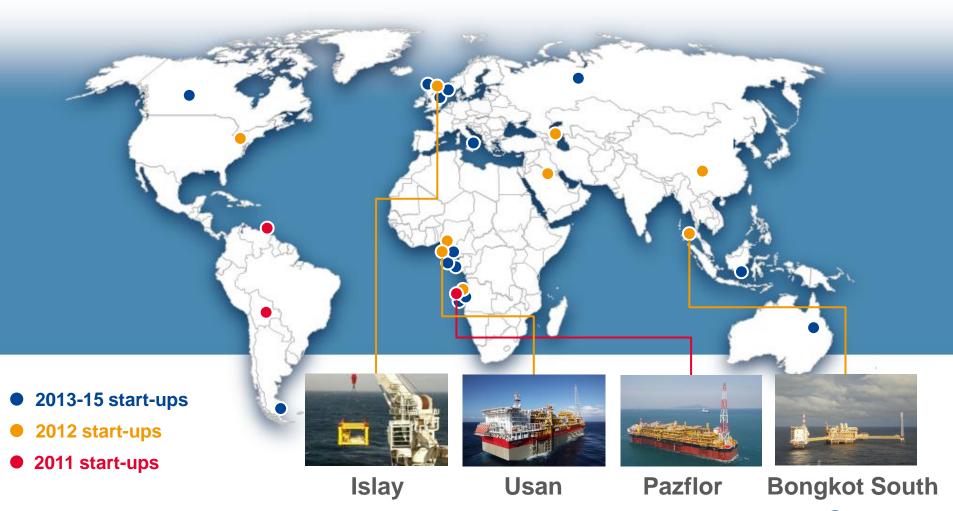
- Conventional wells
- Frontier wells



Targeting more wells on larger prospects Increasing exploration budget to 2.5 B\$ in 2012



# 2015 production growth fueled by more than 25 project start-ups



## Contribution of LNG to value creation

## Second-largest LNG player

Since 2009, Upstream LNG\* volumes +50%

More than **70%** of Upstream LNG **committed on long-term** contracts indexed to oil price

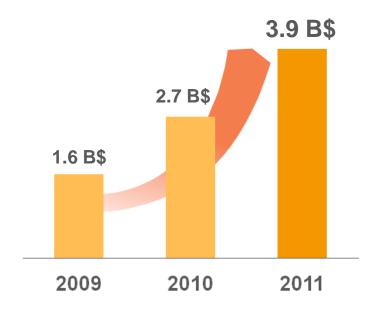
Three LNG projects under development:

Angola LNG, GLNG and Ichthys



20% of 2011 production27% of Upstream results

LNG portfolio adjusted net operating income





<sup>\*</sup> LNG sales, Group share, by affiliates and equity interests including production equivalent for Bontang LNG facility)

## Industry leader in deep offshore

- Exploration
- Planned FID/Under development



10% of production in 2011, about 20% of Upstream's adjusted net income



## **Restructuring Downstream**



## **Industrial**

## **Refining-Chemicals**

Refining and base chemicals, polymers, speciality chemicals, Trading

Industrial assets to be **more** competitive



## **Commercial**

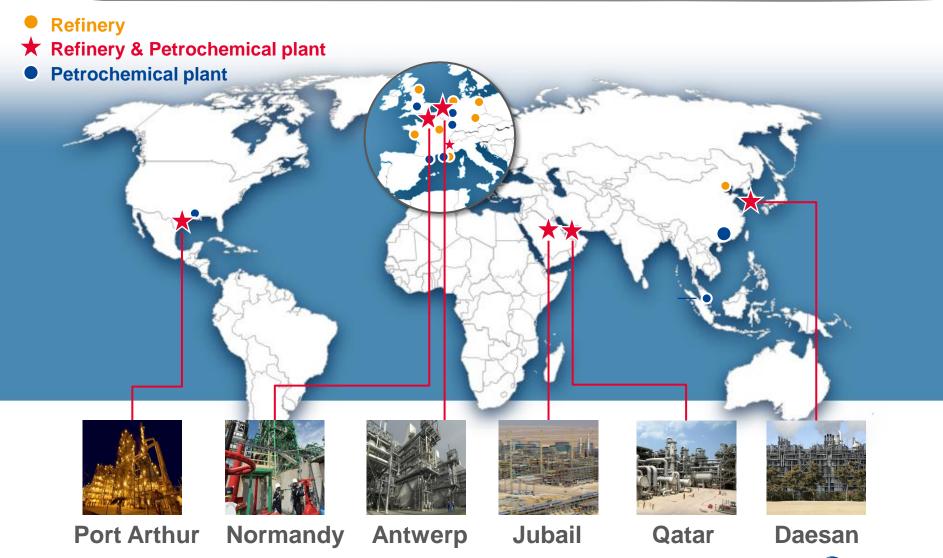
## **Supply-Marketing**

Retail network, plus wholesale for fuels, lubricants, LPG, bitumen, aviation, special fluids

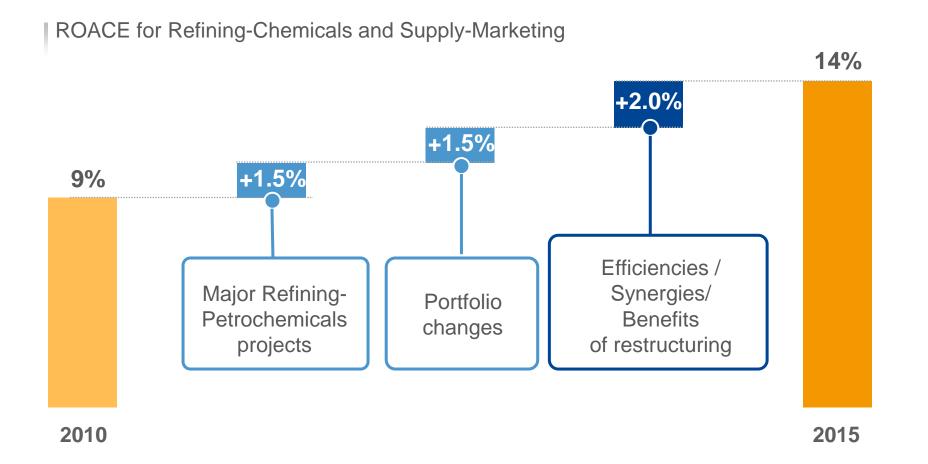
Increasing flexibility and visibility



## Focusing on major integrated platforms

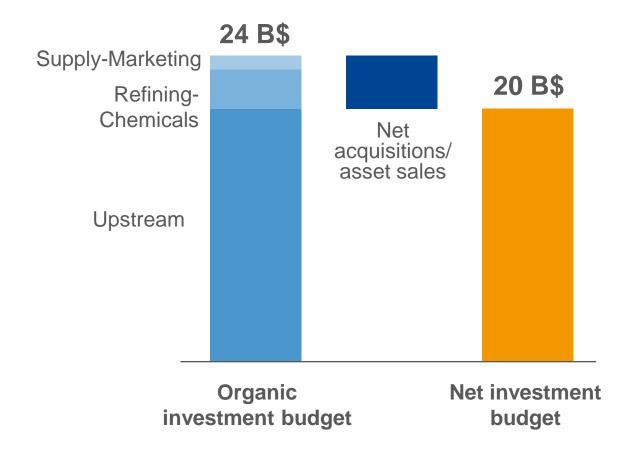


# Downstream: 3 drivers to deliver 5% increase in profitability





## 20 B\$ budget for 2012 net investments



**80%** of investments dedicated to Upstream

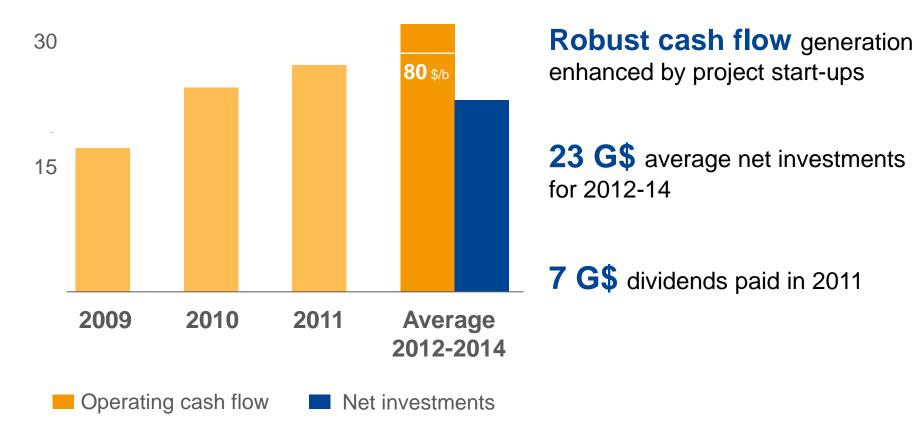
Asset sales integrated into strategy

**4 B\$** of asset sales net of acquisitions in 2012



# Ample cash flow to fund growing net investments and dividend

Cash flow and net investments\* B\$





## Implementing the new dynamic



Priority to operate safely and responsibly

More ambitious **exploration** program

**Production** to grow for 2015

Increasing cash flow with accretive start-ups

Downstream **restructuring** to increase profitability by 5%

Active portfolio management integrated into strategy

Acknowledging the **relationship** between our image and our performance

Creating value for 2012 and beyond



## **Disclaimer**

This document may contain forward-looking statements, including within the meaning of the Private Securities Litigation Reform Act of 1995, notably with respect to the financial condition, results of operations, business, strategy and plans of TOTAL. Such statements are based on a number of assumptions that could ultimately prove inaccurate, and are subject to a number of risk factors, including currency fluctuations, the price of petroleum products, the ability to realize cost reductions and operating efficiencies without unduly disrupting business operations, environmental regulatory considerations and general economic and business conditions. Neither TOTAL nor any of its subsidiaries assumes any obligation to update publicly any forward-looking statement, whether as a result of new information, future events or otherwise. Further information on factors which could affect the company's financial results is provided in documents filed by the Group with the French Autorité des Marchés Financiers and the U.S. Securities and Exchange Commission ("SEC").

Financial information by business segment is reported in accordance with the internal reporting system and shows internal segment information that is used to manage and measure the performance of TOTAL. Performance indicators excluding the adjustment items, such as adjusted operating income, adjusted net operating income, and adjusted net income are meant to facilitate the analysis of the financial performance and the comparison of income between periods.

#### Adjustment items include:

#### (I) Special items

Due to their unusual nature or particular significance, certain transactions qualified as "special items" are excluded from the business segment figures. In general, special items relate to transactions that are significant, infrequent or unusual. However, in certain instances, transactions such as restructuring costs or asset disposals, which are not considered to be representative of the normal course of business, may be qualified as special items although they may have occurred within prior years or are likely to occur again within the coming years.

#### (II) Inventory valuation effect

The adjusted results of the Downstream and Chemicals segments are presented according to the replacement cost method. This method is used to assess the segments' performance and facilitate the comparability of the segments' performance with those of its competitors.

In the replacement cost method, which approximates the LIFO (Last-In, First-Out) method, the variation of inventory values in the statement of income is, depending on the nature of the inventory, determined using either the month-end prices differential between one period and another or the average prices of the period rather than the historical value. The inventory valuation effect is the difference between the results according to the FIFO (First-In, First-Out) and the replacement cost.

#### (III) Effect of changes in fair value

As from January 1, 2011, the effect of changes in fair value presented as an adjustment item reflects for some transactions differences between internal measures of performance used by TOTAL's management and the accounting for these transactions under IFRS.

IFRS requires that trading inventories be recorded at their fair value using period-end spot prices. In order to best reflect the management of economic exposure through derivative transactions, internal indicators used to measure performance include valuations of trading inventories based on forward prices.

Furthermore, TOTAL, in its trading activities, enters into storage contracts, which future effects are recorded at fair value in Group's internal economic performance. IFRS precludes recognition of this fair value effect.

(IV) Until June 30, 2010, TOTAL's equity share of adjustment items reconciling "Business net income" to Net income attributable to equity holders of Sanofi

The adjusted results (adjusted operating income, adjusted net operating income, adjusted net income) are defined as replacement cost results, adjusted for special items, excluding the effect of changes in fair value as from January 1st, 2011 and excluding TOTAL's equity share of adjustment items related to Sanofi until June 30, 2010.

Dollar amounts presented herein represent euro amounts converted at the average eurodollar exchange rate for the applicable period and are not the result of financial statements prepared in dollars.

Cautionary Note to U.S. Investors – The SEC permits oil and gas companies, in their filings with the SEC, to separately disclose proved, probable and possible reserves that a company has determined in accordance with SEC rules. We may use certain terms in this presentation, such as resources, that the SEC's guidelines strictly prohibit us from including in filings with the SEC. U.S. investors are urged to consider closely the disclosure in our Form 20-F, File N° 1-10888, available from us at 2, place Jean Millier – La Défense 6 – 92078 Paris – La Défense Cedex, France, or at our Web site: www.total.com. You can also obtain this form from the SEC by calling 1-800-SEC-0330 or on the SEC's Web site: www.sec.gov.

