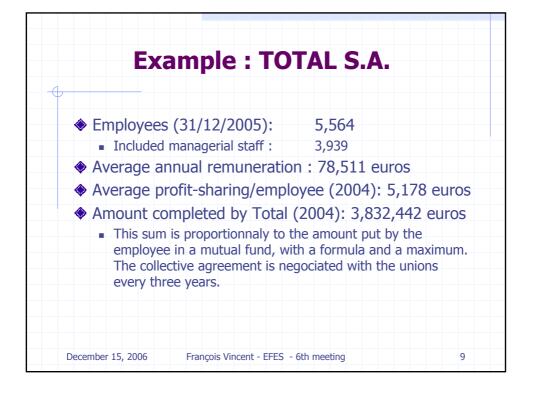
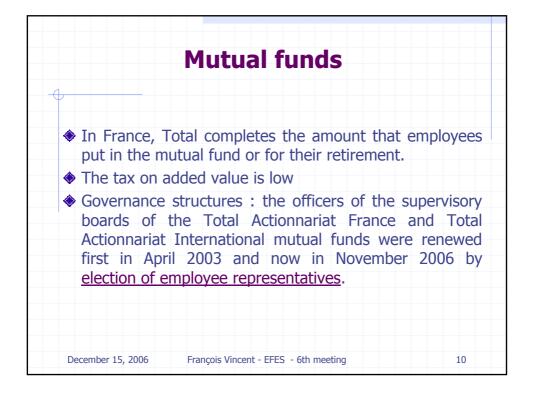


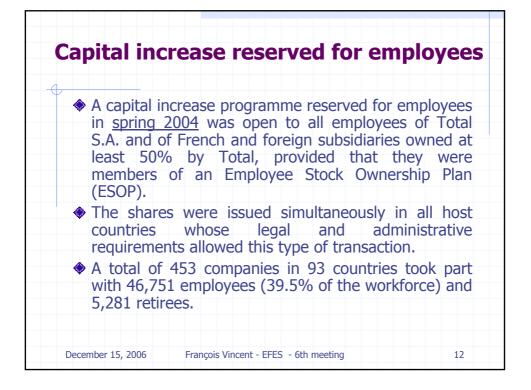
	emp	loyee profit-sharing	
۲	expanding	n, where local legislation permits, employee profit-sharing base and performance of the host units.	
•	companies Resources performanc	74% of the employees at the 1 covered by the Worldwide Report were eligible for a ce incentive, such as profit shar onus, while 81% had a bonus syst	Human company ing or a
Decer	nber 15, 2006	François Vincent - EFES - 6th meeting	7

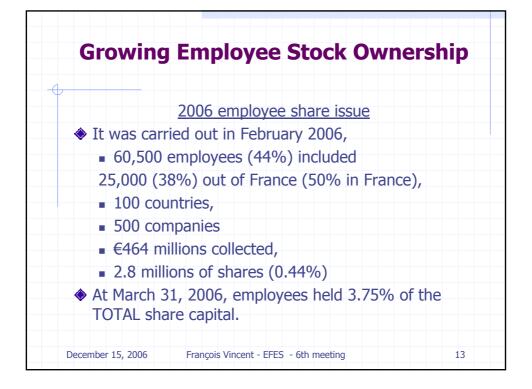


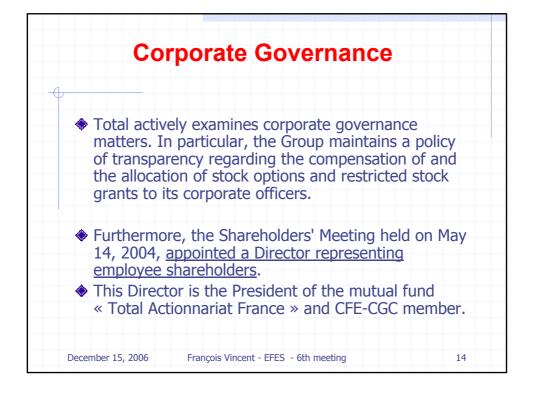




٢	On November 2006, 70,000 investors in the French fund elected <u>14 employee representatives</u> for three-year terms, giving them a majority on the supervisory board.
	In a similar process, 30,000 investors in the international func- in the 89 countries, where the fund has employee shareholders elected 14 employee representatives on the supervisory board of the fund.
•	At the May 2005 and 2006 <u>Annual Shareholders' Meeting</u> , the <u>supervisory boards</u> of the Total Actionnariat France and Total Actionnariat International mutual funds exercised the <u>voting</u> <u>rights</u> attached to Total shares held through the employed savings plans.







Employee Satisfaction Survey						
 Input from m 	ore than 43,000 Employees in 38 Cou	ntries				
an annual ev	a 2000, the employee satisfaction surve ent in 2003. In November 2005, 43,21 ed at 136 facilities in 38 countries. The ole at 50%.	9 employees				
very satisfied like its conter	ndings indicate that 75% of the respondent or fairly satisfied with their job. They nt (80%), their working conditions (79 meir work/life balance (68%).	especially				
	also expressed their wish to enhance the more than the more that the mor					
(Source: Ipsos)						
December 15, 2006	François Vincent - EFES - 6th meeting	15				