

Offer	1998	2000	2002		2004	2008		2011	
Formulas	Thomexpress Thomclassic ThomclassicUK	Thomexpress Thomclassic Thomclassic+	Levier until 2007	Classic	SIP	Classic Share	Share Plus	SIP	
Reference Price	€ 31,30	€ 36	€ 26,70		€ 33,79	€ 41,75		€ 25,61 (approx £22.36)	
Discount	According to formula		20%	20%	1 Matching Share for every 6 Partnership Shares	20%	15%	1 Matching Share for every 5 Partnership Shares	
Custody	Nominative form		FCPE Actionnariat salaré Thales		SIP Trust	FCPE Actionnariat salaré Thales		SIP trust	
Dividends	Paid to each employee		No dividend	Re-invested in the FCPE as an increase of the net asset value	Re-invested in SIP trust	Re-invested in the FCPE as an increase of the net asset value	No dividend	Paid in cash	
Taxation	Potentially only CGT		Tax Information Potentially only CGT		Income tax if sold early, otherwise none	Local supplement At maturity, only potentially CGT		At maturity, income tax, NI and potentially CGT	Income tax if sold early, otherwise none
Status	Available					Lock-in period except : Early redemption cases Available 7 May 2013			
Contact	Computershare Plan Managers 1E High Street Purley CR8 2AF Tel. : 020 8676 2571								
Forms	Please contact Computershare for any change of circumstances, early redemption or sale of available assets								

Please contact your HR Manager for early redemption.

Country contact : SEABROOK Michael mike.seabrook@thalesgroup.com
 General contact : employee.shareholding@thalesgroup.com
 Computershare : thales-ess@computershare.co.uk

For more details, please consult the UK Share Scheme Intranet Site :

http://intranet.uk.corp.thales/share_schemes/pub/index.cfm?slidid=0&idd=9285&intranlang=en

Source : http://intranet.corp.thales//employee_shareholding/pub/unitedkingdomemployeeeshareholding.cfm?slidid=1&idd=12762&intranlang=en