

THALES

The Thales **Share Incentive** Plan Explanatory Guide



Thales 2011 Offer





Dear colleagues,

I am pleased to announce the opening of our new Employee share scheme, which, for the sixth time since our Group's privatisation, enables you to acquire Thales shares under preferential conditions.

Employee shareholding is key for a company like Thales. I am totally convinced that it illustrates our passion and the long-lasting relationship we have with our company.

As you are already aware, we opened a new chapter in the history of Thales about a year ago. Together, we have undertaken major strategic projects. This is crucial if we are to adapt to a changing environment and significantly increase our results. Our goal is to create a strong, integrated group, able to conquer growing markets, and to develop an innovative range of products, systems and services for our customers. I am convinced we have all the necessary capabilities to achieve this transformation.

Your commitment and hard work are what makes Thales a stronger and more profitable group. I want you to be able to become actors of this transformation, by means of our new employee share scheme.

Luc Vigneron
Chairman & Chief Executive Officer

April 2011

N.B. Please refer to the Glossary at the end of the document for definitions of key terms.



Introduction

The Company is pleased to invite you to invest in shares of Thales S.A. through the Thales 2011 Offer. Under the Thales 2011 Offer, Thales is offering to employees of the Thales Group the opportunity to purchase existing Thales S.A. shares under preferential conditions. Thales S.A. shares are listed on the Paris stock exchange (NYSE-Euronext Paris) and the Deutsche Börse in Germany.

For the United Kingdom Thales is offering the possibility of acquiring “Partnership Shares” through the Thales Share Incentive Plan (the “Plan”). The Plan provides you with the opportunity to make contributions from your pre-tax Salary which will be used to acquire Thales S.A. shares with potential UK tax savings. In addition, Thales is also offering free shares, known as “Matching Shares”, depending on the number of Partnership Shares that you acquire.

Key Features

- You have the opportunity to buy Thales S.A. shares using pre-tax and pre-National Insurance Contributions Salary, ensuring a tax saving (at your marginal rate of tax) provided the shares are held in the Plan for five years.
- You will pay no UK tax on buying the shares, no further UK tax provided they are held in the Plan for five years and may avoid paying UK tax on selling the shares.
- The Trustees will use four months’ worth of Salary deductions (taken from a date to be determined falling between 22 to 30 June 2011 and 31 October 2011), to pay for Thales S.A. shares at the end of this period (the “Accumulation Period”). Thales S.A. undertakes to notify you of the date the Accumulation Period begins as soon as practicable thereafter.
- Your contributions are made through payroll deductions, and are transferred at the end of the Accumulation Period to the Trustees and used by them to acquire Thales S.A. shares on your behalf.
- You can invest at a level that suits you, subject to a maximum over the Accumulation Period of an amount equal to the lower of 10% of your salary or £1,500 (which is a statutory limit). The minimum you can contribute in any month is £10 but please note that, as at 13 April 2011, the trading price of a Thales S.A. share on NYSE-Euronext Paris was approximately €28.60, the equivalent of £25.45 (this was the last practical price before going to print).
- The share purchase price will be the lower of the market price of the shares at the beginning of the Accumulation Period and the market price on the date on which the shares are acquired by the Trustees on your behalf (which will be within 30 days of the end of the Accumulation Period).
- On the same day that the Trustees acquire your Partnership Shares, you will also be awarded 1 Matching Share for every 5 Partnership Shares purchased.

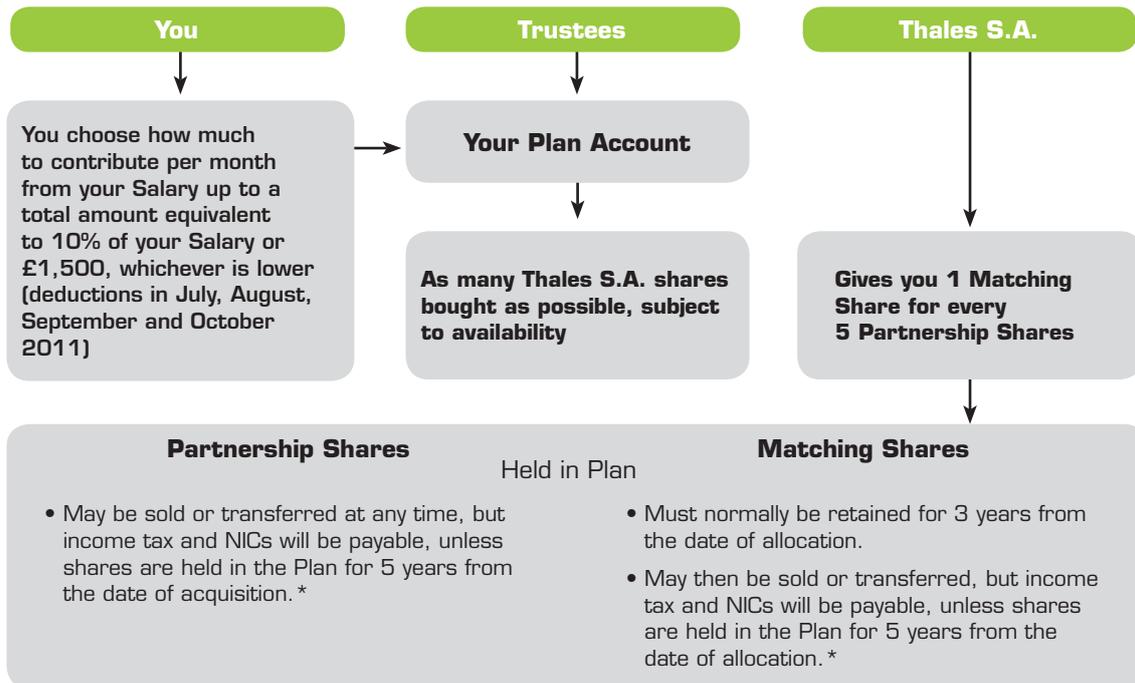
The Trustees will hold both your Partnership Shares and Matching Shares in trust for you. The shares will effectively belong to you from the day they are acquired for your benefit by the Trustees, and you will have the same rights as other shareholders, including the right to any dividends declared.

You will not pay any income tax or NICs on your Partnership Shares or Matching Shares provided they remain in the Plan for five years. You may have to pay income tax and NICs if you take your shares out of the Plan within five years of the acquisition date.

This guide sets out the details of the Plan and answers some questions. If you have any further questions after reading this Guide, you should contact the Trustees’ helpline (on 020 8676 2571 or email: thales-ess@computershare.co.uk) or Thales Corporate Services at Weybridge (Michael Seabrook or Nicola Martin on 01932 824800 or email: mike.seabrook@thalesgroup.com and nicola.martin@thalesgroup.com).

Please particularly note the sections “Investment Considerations”, “Scaling Down” and “Changes to the Offer” which may affect your decision to participate in the Plan.

How the plan works



* Except for certain leavers as detailed on page 9.





Joining the Thales share incentive plan

Eligibility

To be eligible to join the Plan, you need to be an employee of the Thales Group, be employed by a Participating Company and be ordinarily resident in the UK for tax purposes. Participation in the Plan is entirely voluntary.

An employee for this purpose is an individual with a contract of employment with a Participating Company as at 6 April 2011.

Contributions

If you decide to take part in the Plan and buy Partnership Shares, you can contribute, over the four-month Accumulation Period, an amount equivalent to up to the lower of 10% of your Salary or £1,500 (which is a statutory limit). The minimum you can contribute in any month is £10 (but please note that, as at 13 April 2011, the trading price of a Thales S.A. share on NYSE-Euronext Paris was approximately €28.60, the equivalent of £25.45).

Maximum
Lower of £1,500 and 10% of Salary

Minimum in any month
£10

Contributions from your Salary will be deducted through payroll before income tax and NICs (i.e. you will not pay tax or NICs on your contributions). "Salary" means your basic earnings for the current tax year excluding bonuses, allowances, overtime payments and benefits in kind which are subject to income tax.

As explained above you will be awarded 1 Matching Share for every 5 Partnership Shares purchased.

How to apply and offering period

The offer to participate in the Thales Share Incentive Plan will be open from 11th to 24th May 2011. If you choose to participate in the Thales Share Incentive Plan, you must complete your Partnership Share Agreement with the amount of your contributions, sign it, and return it to the Trustees in the reply-paid envelope to be received by them at the latest on 24th May 2011. (Scanned copies sent by email (email to: thales-ess@computershare.co.uk) will be accepted but, if you do send scanned copies by email, please do not also send the original by post).

Partnership Share Agreements received after 24th May 2011 will not be accepted, and will be considered void.

Accumulation Period

Your contributions will be deducted through payroll and paid into the Trustees' bank account during the four-month Accumulation Period. The Accumulation Period will start on a date to be determined falling between 22 and 30 June 2011 and will end on 31 October 2011. The number of Partnership Shares allocated to each participant in the Plan will be determined following the expiry of the Accumulation Period. Thales S.A. undertakes to notify you of the date the Accumulation Period begins as soon as practicable thereafter.

The first deduction from your Salary will be made in July, to be followed by deductions in August, September and October.

You may decide to cease your monthly contributions at any time during the Accumulation Period. In such case, the number of Partnership Shares and Matching Shares allocated to you will be reduced in accordance with the amount you actually invest in the Plan.

You may also decide to revoke your Partnership Share Agreement at any time, prior to the end of the Accumulation Period. In such case, you will be repaid the amount of your contributions made, with no interest and subject to deductions for income tax and NICs withholding.

In the event of you suspending your contributions you will need to indicate this on a Plan Change Form. If you wish to revoke your participation and receive repayment of your contributions you should also do this by completing a Plan Change Form. A Plan Change Form is enclosed or is available from the Trustees by telephoning: 020 8676 2571 or email: thales-ess@computershare.co.uk.

Please note that such changes take effect from your next payroll run provided it is received at least 12 days beforehand.

Acquiring Partnership Shares

As noted above, the Trustees of the Plan will use your pre-tax Salary contributions to acquire Thales S.A. shares. Following the expiry of the Accumulation Period, the Trustees will calculate the number of whole shares that can be bought with the cash being held for you (based on the lower of the market price at the beginning of the Accumulation Period and the market price on

the date on which the shares are acquired by the Trustees on your behalf). The Trustees will use the accumulated monies to acquire Thales S.A. shares within 30 days following the end of the Accumulation Period. The price that they pay for such shares will be equal to the then current market price or, if lower, the market price set in June 2011 (the beginning of the Accumulation Period). Any balance of your contributions which is not used will be paid back to you in your next pay (subject to deductions for income tax and NICs).

If you cease to be employed by the Thales Group for any reason, your Partnership Shares must come out of the Plan. Income tax and NICs will be due on your shares if they have not been held in the Plan for 5 years, unless you leave for one of the special reasons listed in the paragraphs under "Leaving Thales" on page 9.

Matching Shares

In addition to the Partnership Shares that are purchased for you with your pre-tax Salary contributions, you will also receive Matching Shares. You will receive 1 Matching Share for every 5 Partnership Shares you purchase.



The Matching Shares cannot be sold or transferred from the Plan for a period of 3 years from the date of allocation. To qualify for full relief from income tax and NICs on your Matching Shares, you will normally have to leave them in the Plan for 5 years.

If you leave the Thales Group for any reason, your Matching Shares must be sold or transferred out of the Plan. Unless you leave for one of the special reasons listed under the paragraphs "Leaving Thales" on page 9, income tax and NICs will be payable if the shares have not been held in the Plan for 5 years.

Share Statements

Once the Partnership Shares and Matching Shares have been acquired for you by the Trustees, you will receive a statement from them. This statement will set out the date on which the Trustees acquired the shares for you and the number of Partnership Shares and Matching Shares held and the purchase and award price.

This statement is expected to be sent to you in November 2011.

The Trustees will then send to participants, annually, a statement informing them of the number of Partnership Shares and Matching Shares held on their behalf.

Scaling Down

The Thales Share Incentive Plan forms part of Thales' 2011 global offering of shares to employees. Under this offer there are approximately 1,200,000 Thales S.A. shares available for acquisition by all participating employees. If all participating employees subscribe in total for more than this number of shares, their allocations will have to be scaled back. In such a case, the number of Partnership and Matching Shares available under the Thales Share Incentive Plan for UK resident employees will similarly need to be scaled back. If this happens, the number of shares each UK employee may receive will be reduced proportionately. To the extent your allocation is scaled back any monies remaining will be returned to you subject to deductions of income tax and NICs. The exact number of shares available under the Thales Share Incentive Plan will be communicated to you prior to or at the start of the Accumulation Period.

The scaling down will be made according to the following formula: all subscriptions will be met up to the average level of requests. Above such average level of requests, the number of shares allocated will be reduced proportionately.

Changes to the offer

Prior to the start of the Accumulation Period the Chairman and Chief Executive Officer of Thales S.A. has the right to postpone or abandon all or part of the transaction (i.e. this offer), if the conditions are judged to be unfavourable.

Reason for Difference with Thales S.A. Global Offer

The Thales' offer to employees outside of the UK is being made under the Thales Group Savings Plan, via a collective investment fund (the "FCPE"). However, in the UK the offer is being made through an HM Revenue & Customs approved Share Incentive Plan.

In preparing this offer, Thales has sought to make it as fair and equally beneficial as possible to all eligible employees and, in doing so, has been very conscious of the local legislation and tax treatment that would apply.

To enable the Group to achieve this goal, the Group is making the offer to UK employees via an HM Revenue & Customs approved Share Incentive Plan with a different ratio of Matching Shares to that being offered outside the UK.



Example of how the Plan works

Paula's basic pay is £15,000 a year and Paula decides to contribute the maximum 10% to the Plan. This will mean that £1,500 will be invested in Partnership Shares, which is the maximum allowed under the Plan.

For illustration purposes we shall assume that the share price remains constant at €27 and the exchange rate remains constant at £1 to €1.16 (Please bear in mind the euro/sterling exchange rate may fluctuate).

	Paula's Plan Account (£)	Paula's Plan Account (€ equivalent)	Partnership Shares purchased	Matching Shares allocated	Total Shares
Deductions from Paula's pre tax pay:					
July 2011	£375				
August 2011	£375				
September 2011	£375				
October 2011	£375				
Available to buy shares	£1,500	€1,740			
Used to buy shares	£1,490	€1,728	64	12	76
Balance in Account	£10	€12			

So, the Trustees hold 64 Partnership Shares and 12 Matching Shares for Paula, which means a total of 76 shares are held with a balance of approx. £10 in Paula's Plan Account. As participants can only buy whole shares and not partial shares this cash balance will be repaid to Paula via payroll. Note that Paula's total number of shares may be reduced from 76 due to scaling down.

Paula's investment would be £1,490 and, at the end of the 5 year period, if the share price and exchange rate remained the same, Paula's shares would be worth approx. £1,769 (i.e. the equivalent of 76 shares at €27 = €2,052).

Share ownership

Who owns the shares?

You are the beneficial owner of all shares purchased on your behalf or awarded to you immediately after they are acquired for you by the Trustees. This means that you will be entitled to the amount of all dividends in respect of your shares, net of French withholding tax.

As regards French withholding tax, please note that, under French domestic law, dividends paid by French resident companies to their non-French resident individual shareholders are subject to a withholding tax in France at the domestic rate of 25%.

In some circumstances it may be possible under the UK-France double taxation treaty to apply for a reduced rate of French withholding tax on the dividends. If you would like further information in relation to this please contact Computershare Plan Managers, 1E High Street, Purley, CR8 2AF, United Kingdom, Telephone: 020 8676 2571, Email: thales-ess@computershare.co.uk.

You will have to declare such dividends through your UK self-assessment tax return and you may be liable for UK income tax on such dividends (you may be entitled to a tax credit for any French withholding tax already paid, although only higher rate and additional rate income taxpayers are likely to be able to benefit from such a credit, and entitlement to a full tax credit may depend on application having been made for reduced French withholding where available).

Voting

The Company will arrange for you to be sent the relevant voting papers if you elect to receive them, in response to notifications from the Trustees asking you if you want to vote, so you can vote on resolutions put to Thales S.A. shareholders meetings.

Dividends

A dividend is a share in the profits of a company expressed as an amount per share. The directors of a company determine the amount of the distributable profits and Thales S.A. normally declares a dividend payable to shareholders once a year.

Any dividends received on Partnership Shares and Matching Shares will be paid to you in cash, directly into your bank account.

Who looks after your shares?

Thales S.A. has appointed Computershare Plan Managers to act as the trustees of the Plan. Computershare Plan Managers has considerable experience in handling such plans and is independent of the Group. Their correspondence address is: Computershare Plan Managers, 1E High Street, Purley, CR8 2AF, United Kingdom. Telephone: 020 8676 2571, Email: thales-ess@computershare.co.uk.

Statements

To keep you up to date with your Plan Account, you will automatically receive a personalised statement from the Trustees once a year. This statement will show a summary of the transactions that have taken place during the previous 12 months and will provide details of your total shareholding under the Plan.

If you leave the Plan, a closing statement will be sent to you by the Trustees after the final sale or transfer of shares.

Your tax position in the United Kingdom

The table below gives a summary of the likely UK tax implications of participating in the Plan. This is for guidance only and reflects the tax position as at May 2011. If you are in any doubt as to your tax position, you should consult an independent professional advisor before taking action.

On Acquisition	Year 1	Year 2	Year 3	Year 4	Year 5	After Year 5
Partnership Shares No income tax or NICs to pay on the money used to buy the shares.	Income tax and NICs payable on the market value of the shares when you take them out of the Plan			If you take the shares out of the Plan, income tax and NICs will be payable on the lower of: <ul style="list-style-type: none"> • the salary used to buy the shares, or • the market value of the shares when they are taken out of the Plan 		No income tax or NICs to pay
Matching Shares No income tax or NICs to pay on the value of the shares awarded to you.	Income tax and NICs payable on the market value of the shares when you take them out of the Plan			If you take the shares out of the Plan, income tax and NICs will be payable on the lower of the market value of the shares at the time you: <ul style="list-style-type: none"> • acquired them, or • take them out of the Plan 		No income tax or NICs to pay

There are potential valuable tax benefits under the Plan which are controlled by UK legislation:

- The Partnership Shares are bought out of your pre-income tax and NICs Salary. You may sell or request a transfer of the Partnership Shares at any time but, if you do so before they have been held for 3 years, you will normally pay income tax and NICs on the value of the shares when they cease to be subject to the Plan. The Company will arrange payment of any income tax and NICs and, in the case of a sale, the balance of cash will be paid to you. (Different rules apply if you cease to be employed in the Thales Group - see page 9).
- If you sell or request a transfer of your Partnership Shares and/or Matching Shares when they have been held for between 3 and 5 years, you will normally pay income tax and NICs on:
 - (a) in relation to Partnership Shares, the lower of their initial cost and the value when they cease to be subject to the Plan; and

(b) in relation to Matching Shares, the lower of the market value when you acquired them and the market value when you take them out of the Plan.

The Company will arrange payment of any income tax and NICs and, in the case of a sale, the balance of cash will be paid to you. (Different rules apply if you cease to be employed in the Thales Group - see page 9).

- If you leave your Partnership shares and Matching shares in the Plan for 5 years or more, there will be no income tax or NICs liability.

Once the Partnership Shares have been acquired, and for leavers during the Accumulation Period, any cash balance in your account with the Trustees will be returned to you through payroll, subject to deduction of income tax and NICs.

Shares cease to be subject to the Plan on the date on which your share transfer request is received by the Trustees and, for leavers, the date on which you leave the Thales Group (or, if later, the last date on which shares are allocated to you under the Plan). For shares that are sold they cease to be subject to the Plan on sale.

As regards the taxation of any dividends received by you on your Partnership Shares and Matching Shares, as set out above such dividends will be subject to French withholding tax of 25%. In some circumstances it may be possible under the UK-France double taxation treaty to apply for a reduced rate of French withholding tax on the dividends. If you would like further information in relation to this please contact Computershare Plan Managers, 1E High Street, Purley, CR8 2AF, United Kingdom, Telephone: 020 8676 2571, Email: thales-ess@computershare.co.uk.

You may be liable for income tax on any dividends paid to you in respect of Partnership Shares or Matching Shares through your annual self-assessment tax return. You may be entitled to a tax credit in respect of any French withholding tax already paid on such dividends, although only higher rate and additional rate income taxpayers are likely to be able to benefit from such a credit and entitlement to a full tax credit may depend on application having been made for reduced French withholding where available.

Capital Gains Tax

Usually Capital Gains Tax (CGT) is payable (subject to the annual tax allowance: 2011/12 £10,600) on a disposal of shares on any increase in value above their base cost. However, under current SIP legislation, there is no CGT payable on the growth in value of the shares if they are disposed of directly from the Plan (although there may be income tax and NICs to pay - see above). However, if, at any time, you transfer the shares into your own name they will become subject to CGT on a subsequent sale (subject to the annual allowance).

The base cost for CGT purposes will be the market value of the shares when they cease to be subject to the Plan.

Selling or transferring your shares

All shares

In order to sell shares or have them transferred into your name, you must complete a Sale Form or a Transfer Form and return it to the Trustees by post or email. Once this has been done you cannot alter your instructions. The Trustees cannot accept sale or transfer instructions by telephone and your instructions are only valid once the Trustees have received them.

Copies of both the Sale Form and Transfer Form are available from the Trustees on: 020 8676 2571 or by email from: thales-ess@computershare.co.uk, or Thales Corporate Services at Weybridge (contact: Michael Seabrook or Nicola Martin on: 01932 824800 or email: mike.seabrook@thalesgroup.com or nicola.martin@thalesgroup.com or your local HR Manager or from the TUES Website (www.tues.org.uk). If you have left the Thales Group, you may you obtain these forms from the Trustees on the same telephone number.

If they receive your instructions by noon on a trade day, the Trustees will generally arrange for your shares to be sold for you on the same day. If they receive your instructions after 12 noon, they will generally arrange for the sale of your shares on next working day. The broker's commission and fee will be deducted from your sale proceeds.

There may be periods when sales are not possible due to public holidays and/or close periods and/or exceptional circumstances.

Leaving Thales

Different rules apply depending on the circumstances in which you leave the Thales Group.

Due to resignation or dismissal

If you leave due to resignation or dismissal, your shares will immediately cease to be subject to the Plan. The shares must then be sold or transferred into your name. If you leave within the 5 year period this means that you will have income tax and NICs to pay (see "Your tax position in the United Kingdom"). The Trustees will write to you to obtain your instructions on whether you wish to sell or transfer the shares and to arrange payment of any income tax and NICs which may be payable (however, you may wish to commence a sale or transfer before you receive this letter from the Trustees by contacting them).

If you transfer the shares into your own name any subsequent growth in value will become subject to CGT on a subsequent sale (subject to the annual allowance - see above).

Special Reasons:

a) Due to injury, disability, redundancy, or retirement

If you leave due to injury, disability, redundancy, or retirement on or after age 50 in circumstances which your employing company considers or agrees constitute retirement, your shares will immediately cease to be subject to the Plan. The shares must then be sold or transferred into your name (see "Selling or transferring your shares"). There will be no income tax and NICs to pay. The Trustees will write to you to obtain your instructions on whether you wish to sell or transfer the shares (however, you may wish to commence a sale or transfer before you receive this letter from the Trustees by contacting them).

b) What happens if I die?

In the event of your death, your shares will be sold or transferred in accordance with instructions from your legal personal representative(s). There is no income tax or capital gains tax on your death. For inheritance tax, the value of your shares will be the market value of the shares at the date of your death.

Changes within Thales

What happens if the business or subsidiary company in which I am employed is sold?

If the business (or part of the business) or subsidiary company in which you are employed is sold, then your shares will immediately cease to be subject to the Plan. The shares must then be sold or transferred into your name within 90 days (see "selling or transferring your shares"). There will be no income tax and NICs to pay provided that, where a business is sold, the sale is under the Transfer of Undertakings (Protection of Employment) Regulations 2006.

What happens if Thales S.A. is taken over or reorganised?

This depends on the nature of the takeover. If Thales S.A. is taken over and the offer is made in shares, your shares may be exchanged for shares in the acquiring company. If Thales S.A. is taken over and shareholders receive cash, the Trustees will arrange for any income tax and NICs to be deducted before you receive the cash consideration for your shares under the offer.

Takeovers and mergers can take many forms and the Trustees will send you detailed information if this happens.

Thales S.A. may vary or terminate the Plan. However, any such change will not affect your position with regard to shares that have already been acquired for you.

Additional information

Trust Deed and Rules

The Plan is governed and administered in accordance with the Trust Deed and Rules, a legally-binding document governing the Plan. Copies of the Trust Deed and Rules are available for inspection, and you may arrange to see this document through Thales Corporate Services at Weybridge

(contact: Michael Seabrook on 01932 824800 or email: mike.seabrook@thalesgroup.com).

Notices given to Thales and the Trustees will only be effective when actually received by them.

Investment Considerations

The Plan is not like a share option plan. It allows you to become the effective owner of shares immediately.

Always remember that the price of shares can go down as well as up. The price of shares can also be affected by factors other than the performance of Thales S.A. and you should take care not to commit more than you can afford to the Plan.

If you need further information or any aspect of the Plan, please contact Michael Seabrook or Nicola Martin at Thales Corporate Services at Weybridge on 01932 824800 or email mike.seabrook@thalesgroup.com or nicola.martin@thalesgroup.com.

This is an explanatory guide to the Plan.

In addition, you may find information on Thales S.A. on its website (www.thalesgroup.com), including its annual report, which contains important information on Thales S.A.'s activity, strategy, management and financial results. It is the Trust Deed and Rules that govern the Plan and its operation. If there is any discrepancy between this guide and the Trust Deed and Rules, the latter will take precedence.

Any reference to taxation consequences is for guidance only.

Glossary of Terms

Accumulation Period

The period between a date to be determined falling between 22 and 30 June 2011 and 31 October 2011 when contributions from Salary will be deducted and accumulated to buy shares on your behalf by the end of November 2011.

Company

Thales S.A.

Computershare Plan Managers

Computershare Plan Managers is a trading name of:

1. Computershare Investor Services PLC (registered in England, Company No. 3498808); and
2. a group of entities comprising amongst others EES Corporate Trustees Limited (registered in England, Company No. 2045938), EES Capital Trustees Limited (registered in England, Company No. 3275677), EES Trustees Limited (registered in England, Company No. 576832) and EES Services (UK) Limited (registered in England, Company No. 4075753). The registered office of each of the companies is: The Pavilions, Bridgwater Road, Bristol BS13 8AE.

Dividend payment

The portion of Thales S.A. earnings that may periodically be paid to its shareholders. Dividends are never guaranteed and may be increased, decreased or not paid.

Market price

The price of publicly-traded shares. For Thales S.A. shares in the Plan, it is opening price on the Paris stock exchange in Euros (converted into Sterling at the applicable exchange rate).

Matching Shares

Free shares which are allocated to you by Thales S.A. at the rate of 1 free share for every 5 Partnership Shares you purchase.

NICs

National Insurance Contributions.

Paris stock exchange

The French stock exchange, NYSE-Euronext Paris S.A., on which Thales S.A. shares are traded.

The Plan

The Thales S.A. HM Revenue & Customs approved Share Incentive Plan.

Plan Account

Individual account set up in your name into which your contributions to the Plan are paid.

Plan Change Form

The form you need to complete to alter, suspend or cease your contributions.

Plan Statement

Annual personalised statement. It shows a summary of the transactions during the previous year.

Partnership Shares

Shares which are bought from contributions you make over the Accumulation Period from your pre-tax Salary.

Participating Company

Any company within the Thales Group with UK tax resident employees.

Salary

The total of your basic earnings for the current tax year excluding bonuses, allowances, overtime payments and benefits in kind subject to PAYE.

Sale Form

The form you need to complete to sell your shares.

Share

A unit of ownership in Thales S.A..

Shareholder

Anyone owning one or more shares in a company.

The Thales Group

Thales S.A. and its subsidiary companies owned at 50% or more.

Trading days

Monday to Friday, as long as the Paris stock exchange is open for business.

Transfer Form

The form you need to complete to transfer your shares into your name.

The Trustees

EES Trustees Limited (registered in England, Company No. 576832) whose registered office is The Pavilions, Bridgwater Road, Bristol BS13 8AE.

Thales

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