

## **Gender Equality Index: publication of scores obtained by companies with at least 50 employees in France for 1 January to 31 December 2020**

For the third year in a row, Thales has published a Gender Equality Index for its French companies with more than 50 employees.

Built around five indicators <sup>(1)</sup> calculated out of a total of 100 points, the Index measures different gender equality data for each legal entity, including:

- wage gaps
- differences in the proportion of men and women receiving raises
- differences in the proportion of men and women receiving promotions
- systematic raises for women the year they take maternity or adoption leave
- the number of women among the company's top 10 highest-paid employees.

Any company receiving fewer than 75 out of 100 points must define and implement corrective measures within three years.

Below are the scores (out of 100) obtained by all of the Thales Group's French companies with more than 50 employees. <sup>(2)</sup> <sup>(3)</sup> These scores reflect the Group's continued commitment to achieving gender equality in the workplace.

Thales is pursuing the commitment it made in 2004, through the Group's first framework agreement on gender equality, to ensure equal career development opportunities for men and women and achieve greater gender equality at every level of the organisation.

In early 2021, the Group's management defined its medium-term objectives for continuing to promote women to management positions. By 2023, it aims:

- to increase the proportion of women in higher levels of responsibility (LR 10 to 12) to 20%
- to increase the proportion of management boards composed of at least three women to 75%.

Scores obtained by the Thales Group's French companies with more than 50 employees:

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<sup>(1)</sup> Four indicators for companies with 50 to 250 employees.

<sup>(2)</sup> Companies with fewer than 50 employees still fall outside the scope of the Index. Thales Avionics Electronic Motors, which at the date of publication had fewer than 50 employees, did not fall within the scope of the Index this year.

<sup>(3)</sup> Though they fall within the scope of the Index, scores for Thales International SAS and Junghans T2M could not be calculated for 2020 due to the limited number of employees available to calculate the wage gap indicator (cf. paragraphs 4.1 and 5 of Annex II of decree no. 2019-15 of 8 January 2019).

	Score	Number of employees on 31/12/2020
Thales SIX GTS France SAS	99/100	7,799
Thales LAS France SAS	94/100	7,214
Thales AVS France SAS	84/100	5,921
Thales DMS France SAS	89/100	5,523
Thales Alenia Space France	89/100	4,616
Thales Services Numériques SAS	94/100	3,882
Thales DIS France SA	93/100	2,424
Thales Global Services SAS	93/100	1,736
Thales SA	91/100	963
Thales Avionics Electrical Systems	79/100	598
Trixell	79/100	435
Revenue Collection Systems France	88/100	360
United Monolithics Semiconductors	92/100	219
Suneris / Ercom (UES)	71/100 (*)	182
Thales Digital Factory SAS	94/100	145
Thales SESO SAS	91/100	116
Moss	92/100	86

(\*) This score is primarily the result of a wage gap in favour of women, which resulted in a score of 21 out of 40 on the first indicator.