

# COMMITTED TO HUMANITY

Thales's commitment to society is organised under the banner of the Thales Solidarity programme and carries a mission aligned with the Group's purpose: because trust is essential for societies to flourish, innovation must be open to as many people as possible; Thales is thus committed to benefiting civil society with its expertise and talents, to ensure that each one is a player today in the decisive changes of tomorrow.

## THALES SOLIDARITY PROGRAMME PROJECTS IN 2020

In 2020, the Solidarity Fund selected and funded a total of 15 projects in eight countries targeting more than 7,000 students and adult beneficiaries for the year 2020-2021.

Of these, 11 projects - in Spain, Haiti, France and Italy - are the result of the annual call for projects, which aims to support and enhance the commitment of employees by providing financial support for general interest initiatives in which they are involved and which fall within one of the Fund's priority areas.



Thales Solidarity programme <https://www.thalesgroup.com/en/global/corporate-responsibility/corporate-citizenship>

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15 PROJECTS IN 8 COUNTRIES, IN THE FIELDS  
OF EDUCATION AND PROFESSIONAL INTEGRATION,  
DIGITAL CITIZENSHIP  
AND ENVIRONMENTAL PROTECTION.**

### A new digital platform

In 2020, Thales Solidarity launched a digital platform aimed at facilitating employees' commitment to solidarity by enabling them to find out about the programme's projects and news and, above all, to discover the various possibilities for involvement. Active since January 2020, the platform has gradually offered different programmes: participation in the call for projects, volunteer missions, salary rounding, etc. In a few months, more than 5,500 employees have activated their accounts on this platform.

### Strong involvement of employees and sites in the face of the pandemic

Thanks to their technical skills, many employees have joined local or national citizen initiatives to produce masks and visors.

In March 2020, Thales Solidarity launched the first volunteer campaign in France on its commitment platform "Tous mobilisés contre le Covid" (All mobilized against Covid): 10 simple solidarity actions to be carried out in strict compliance with the lockdown measures, such as helping caregivers in their daily tasks, accompanying the most fragile, remote school support, helping teachers in their use of digital technology, etc.

In the United Kingdom, Thales, in partnership with Airbus and around twenty other companies, has produced ventilators to meet the growing needs of hospitals, providing its expertise in the field of training and simulation of complex systems. In Brazil, Thales engineers also worked with local university teams on a project to produce ventilators.

### Disseminate knowledge

Thales participates in several chairs held by universities or leading universities and whose research aims to strengthen scientific knowledge in areas related to the Group's activities.

Thales also supports more than 220 PhD students around the world who work on subjects directly related to Thales's technical issues.

### Round off your pay

In 2020, this innovative solidarity tool mobilized more than 5,000 micro-donors in France, and made it possible to allocate more than €365,000 to nine projects of general interest in accordance with the choices of employees. Overall fundraising over the last five years has amounted to more than €1,350,000, half of which comes from the Group's contribution.

### Géris, innovate for the regions

A subsidiary of the Thales Group, the consultancy firm Géris supports large groups, SMEs and local players in boosting the local economic fabric. In areas of employment impacted by de-industrialisation, Géris implements synergies to create sustainable employment, while helping SMEs in their digital or ecological transition.

For example, large groups can make available to SMEs experienced employees on a voluntary basis, or support employees in their project to set up a company.

Géris also develops a prospective vision in partnership with players in the region, to influence the implementation of relevant actions.



Géris assignments: [www.geris.fr](http://www.geris.fr)