

Environment

In Focus: Biodiversity

Thales' approach to biodiversity management is detailed in its latest [CSR Integrated Report](#). This fact sheet provides supplemental information on key aspects of biodiversity management.

Risk mapping and analysis

A detailed and specific questionnaire was rolled out to all Thales sites in 2022. In addition, a qualitative analysis of the dependencies and impacts of the Group's activities vis-à-vis biodiversity was performed with the support of Biotope, a specialist consulting firm, who relies in particular on the ENCORE tool (Exploring Natural Capital Opportunities, Risks and Exposure).

The biodiversity risk-mapping exercise was completed for 33 Group sites in 2024, paving the way for detailed audits at high-priority locations, and the integration of biodiversity issues into the Group's operational decision-making process to meet the expectations of the Task Force on Nature-related Financial Disclosures (TNFD), the conclusions of the COP15 (Kumming-Montreal Global Biodiversity Framework [GBF] December 2022), and future climate resilience issues.

Engaging with local stakeholders

Pont-Audemer

In France, the Thales Pont-Audemer site, winner of the Biodiversity Challenge for Europe, signed a Real Environmental Obligation (REO) contract in early 2022 as part of the "Renaturons-nous" ("Let's Renaturalize") program, which contributes to the conservation of species and the re-greening of the Saint Ulfrant industrial zone, a reservoir of reptiles and amphibians referenced by the local Permanent Center for Environmental Initiatives (CPIE).

Toulouse

In Toulouse, the continuation of projects carried out with the various associations of the Social and Economic Committee (CSE) has enabled the planting of a "micro-forest," fallow land, and recently experimenting with vegetation as insulation for the site's infrastructure.

Bordeaux

Since the site was established in Bordeaux, it has been subject to a biodiversity management plan that allows the return of endemic wetland species. In close partnership with the Bordeaux Metropolitan community of municipalities, this project is monitored by the Regional Environment Directorates.



Supporting NGOs

In order to involve as many of its employees as possible and to act on a scale that goes beyond the immediate vicinity of its sites, Thales also supports environmental NGOs in France, through the collection of Rounding-up of Salaries (Arrondi sur Salaires).

Since 2021, this scheme has made it possible to support the "Coeur de Forêt" association, whose aim is to respond to the dual challenges of preserving biodiversity and sustainable economic development through the implementation of reforestation projects.

Thanks to the collection organized within the Group, more than 6,000 trees were planted in 2022 in the endemic forests of the north-east region of Madagascar. To go even further, a detailed and specific questionnaire was rolled out to the sites in 2022.