

# Thales in Mexico

Factsheet



## Locations



## Did you know?

- Thales is in charge of 100% of the air traffic management for the Mexican airspace.
- Thales's civil radars cover 85% of Mexican territory.
- From Mexico, we serve more than 30 countries in the region with Air Traffic solutions.
- One Cyber Academy in Mexico City providing training services for cybersecurity professionals.
- Mexico's top banks, fintechs and financial institutions trust our technology to protect their customers' digital operations.
- Thales enables Mexico's leading and international telecommunications companies through its SIM and eSIM technologies.

# About **Thales**

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Thales (Euronext Paris: HO) is a global leader in advanced technologies for the Defence, Aerospace, and Cyber & Digital sectors. Its portfolio of innovative products and services addresses several major challenges: sovereignty, security, sustainability and inclusion. The Group invests more than €4 billion per year in Research & Development in key areas, particularly for critical environments, such as Artificial Intelligence, cybersecurity, quantum and cloud technologies. Thales has more than 83,000 employees in 68 countries. In 2024, the Group generated sales of €20.6 billion.

## Thales in Mexico

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Thales in Mexico has a long heritage as a leader in advanced technologies across Defence, Aerospace, Cybersecurity and Digital sectors, working locally through strong and lasting partnerships over the years.

For six decades, Thales has contributed to Mexico's development, playing a crucial role in building a robust and secure technological infrastructure, contributing to the modernization of key sectors such as public safety, aviation, banking, and telecommunications.

Thales currently employs around 1,300 people in Mexico and maintains a significant industrial presence with two Engineering Competence Centers, one dedicated to Payment Services and Identity & Biometric Solutions and another for Mobile Connectivity Solutions located in Iztapalapa and Cuernavaca. Additionally, the company manages an Air Traffic Management Integration and Services Center and a Cyber Academy for cybersecurity training in Mexico City.

Thales is a leader in the development of innovative digital solutions in Mexico, providing advanced technologies that drive the digital transformation of both public and private organizations. With extensive experience in key sectors, Thales works closely with government entities and global companies to deliver secure and reliable solutions, including electronic signatures, digital identity, and data protection. Our commitment to innovation and cybersecurity positions Thales as a strategic partner in the country's digital evolution.



# Defence

Addressing a growing range of ever-changing threats, Thales supports nations and their armed forces to make the right decisions at the right time through advanced technologies, solutions and services – in the land, sea, and air domains. From cybersecurity to AI, we are constantly innovating to give armed forces the decisive edge.

In Mexico, Thales has earned the trust of defence entities by offering high-quality systems and products which are serviced locally, close to the customer. This commitment is rooted in local talent, cultivated for 60 years of operations in the country.

- Thales is a longtime supplier to the Mexican Navy (SEMAR- Secretariat of the Mexican Navy) for its Long-Range Ocean Patrol (POLA) ARM Reformador 101-Class Reformador, including the TACTICOS combat system, SMART-S MK2 radar, STIR fire control director, Gatekeeper 360° electro-optical surveillance system, and CAPTAS-2 variable depth sonar. SEMAR also entrusted Thales with the integration of third-party sensors and weaponry.
- Thales globally has over 80 years of experience in high-precision optics. As a result, the Mexican Navy relies on Thales products for the precise operation of HELIE night vision equipment and accessories for aerial operations, designed to equip the Panther helicopter crew.
- Thales is a supplier of defence solutions to SEDENA (Secretary of National Defence), including ammunition and rockets for Cougar helicopters for the Mexican Army.



# Civil Aviation

Thales, a major player in avionics, aircraft cabin systems, air traffic management and digital identity, is helping to build the sustainable, connected aeronautics of tomorrow by offering a unique passenger experience in airports and in flight, optimizing flight operations and enabling the safe integration of new types of aircraft in airspace, capitalizing on cutting-edge technologies such as AI and cybersecurity.

Thales has been a strategic provider of civil air traffic management systems in Mexico since 1965, when it supplied the country's first radar—marking the company's inaugural activity in the region. For nearly 60 years, Thales has been a trusted technology partner for Mexico's Air Navigation Services (SENEAM), delivering advanced air traffic management solutions, including TopSky systems, radar sites, and nav aids that support the country's main air traffic control centers and reinforce Mexico's role as a regional aeronautics leader.

This long-standing commitment continues today through Thales's Air Traffic Management Integration & Services Center in Mexico, which leads key projects for SENEAM as well as for the Dominican Republic's Civil Aviation Institute (IDAC) and the Jamaica Civil Aviation Authority (JCAA), while extending services across Latin America and the Caribbean. As part of this ongoing evolution, the recent modernization of the Mexico City Air Traffic Control (ATC) Center enables SENEAM to operate the latest and only TopSky-HE technology in the Americas, placing Mexico on par with leading global aviation hubs such as Dubai, Hong Kong, and Singapore. This cutting-edge system enhances operational safety and supports the efficient management of the country's growing air traffic.

- Cancún International Airport: Implementation of simultaneous landing capability to safely increase capacity.
- Querétaro International Airport (2025): Delivery of the first radar as part of a three-radar project, reinforcing Thales's role in safeguarding Mexico's civil airspace with next-generation radar technology.
- Felipe Ángeles International Airport (AIFA): Thales serves as the key provider of air traffic management and critical communication solutions for AIFA—a project commissioned by the Mexican Air Force in collaboration with SEDENA, highlighting the close cooperation with national defence authorities.



# Cyber & Digital

In a world where the number of digital connections and cyberattacks are constantly growing, Thales provides products and services which create a circle of trust between people and the digital services they rely on. The world's leading companies and governments in 180 countries trust us to secure people's and objects' identities, personal and sensitive data and their most critical applications. Our cybersecurity and digital identity technologies are designed to offer solutions for a more sustainable digital transformation.

Supported by two established Engineering Competence Centers, Thales in Mexico works closely with government entities and the private sector, providing tools and services that ensure the integrity and security of critical information and systems. In 2021, Thales also established its first Cyber Academy in Latin America, located in Mexico city to train professionals to address threats, assess the resilience of their systems against malware and hacking, and create secure environments for cybercrime analysis.

**In Payment Services**, Thales is a strategic technology partner for the banking sector in Mexico, offering card manufacturing and personalization services.

- In the country Thales is a leader in the supply and personalization of bank cards.
- Thales provides advanced digital solutions such as tokenization, Click to Pay, digital wallets, and other technologies to drive the digital transformation of the financial sector.
- Thales enables major retailers to operate more than 135 issuance centers across the country.

**In Mobile Connectivity Solutions**, Thales is a leader in providing SIM cards in Mexico, with the largest production plant in Latin America located in Cuernavaca, and working closely with major telecommunications operators.

- Thales is a key player in all eSIM activation projects in Mexico, supporting both mobile phone consumers and connected watch devices.
- Thales develops and supports Machine-to-Machine (M2M) and Internet of Things (IoT) applications, driving connectivity and digital transformation across various industries.

**In Identity and Biometric Solutions**, Thales is a leader in comprehensive national identity solutions and a global benchmark in the issuance of electronic passports and next-generation digital documents.

- Thales offers cutting-edge biometric solutions that play a key role in strategic areas such as national security, border control, and the enablement of civil services.
- Thales supported the Mexican government in modernizing the country passport technology, improving the document issuance process.

**In Cyber**, Thales offers a complete value chain in Mexico, ranging from high-precision reading devices to robust software platforms, all designed with the highest standards of security and efficiency.

- Thales' authentication and electronic signature technologies facilitate processes such as the issuance of digital tax receipts and the secure validation of electronic documents for the Mexican Tax Administration Service (SAT).
- Thales helps the country's leading banks comply with National Banking and Securities Commission (CNBV) regulations by providing Hardware Security Modules (HSMs) to protect transactions, secure international bank transfers through the SWIFT network, and ensure the security of mobile banking through robust online authentication solutions.
- The leading telecommunications provider in Mexico uses Thales' token-based access and authentication management solutions to protect access to its internal information systems.



## Sustainability Commitments



### A safer, greener and more inclusive future

Building a future we can all trust is our purpose at Thales. Thales in Mexico is strongly committed to sustainability. We take a proactive and responsible approach to reduce our environmental impact, create an inclusive and equitable workplace encompassing the diversity of all our employees and stand by a strong ethics and integrity policy based on the highest international standards.

#### Environment:

In Mexico, Thales's production plants are committed to environmental sustainability, continuously working to improve energy efficiency, reduce energy consumption, and lower CO<sub>2</sub> emissions through the use of renewable energy sources such as solar panels. Thales received the Clean Industry Certification for its waste management practices. Through innovative processes, recycled ABS and PVC cards are transformed into high-quality tubes, contributing to the circular economy and reducing environmental impact.

#### Social:

Thales's STEM (Science Technology, Engineering and Math) initiative actively encourages young people to pursue STEM careers.

#### Diversity and Inclusion:

As of 2025, women represent 33% of leadership and high-level technical expert positions at Thales Mexico, marking significant progress compared to previous periods. The company aims to continue implementing targeted development plans for women to strengthen its commitment to gender equity.

#### Governance:

All Thales employees receive annual compliance training to stay up-to-date with current regulations and remain committed to the highest ethical and legal standards.

## Recognitions



Thales in Mexico has been recognized in 2022 and 2023 as one of the best places to work in terms of gender equity and support for the LGBTQ+ community, thanks to its outstanding campaign promoted by the Human Rights Campaign. This recognition reflects Thales's ongoing commitment to workplace inclusion and diversity.

In 2025 Thales in Mexico was recognized by LinkedIn as one of the best companies to work.

Additionally, in 2023 and 2024, Thales received recognition from the French Embassy through the Marianne Association for its best practices in gender equality. This accolade highlights Thales's dedication to fostering a fair and equitable work environment for all.



## Annexes/ List of Historical References



### Defence

- › In 2009, Thales was selected as the technology partner for the “Mexico City Safe” project that included the deployment of over 15,000 cameras in public spaces.
- › In 2014, Thales signed an agreement to provide defence solutions for SEDENA (Secretary of National Defence), including ammunition and rockets for the Mexican Army’s Cougar helicopters.
- › In 2017, the Mexican Navy chose Thales to provide and integrate a variety of defence mechanisms for its Long-Range Ocean Patrol (POLA).



### Civil Aviation

- › In 1965, Thales delivered the first civilian Air Traffic Control radar to Mexico.
- › In 2021, Thales strengthened its leadership in Air Traffic Control in Mexico by delivering the critical communications ATM system for Felipe Ángeles Airport.



### Cyber & Digital

- › In 2020, Thales was selected by the Mexican government to modernize passport technology, marking a major step forward in the country’s document issuance process.
- › In 2021, Thales in Mexico established its first Cyber Academy in Latin America to provide training services for cybersecurity professionals.



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