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8 September 2025

CERTIFICATE OF COMPLIANCE WITH THE WORKPLACE GENDER EQUALITY ACT 2012

I am pleased to advise that the following organisations, as listed below, are **compliant** with the *Workplace Gender Equality Act 2012* (Act) for the 2024-25 reporting period:

1. THALES AUSTRALIA HOLDINGS PTY LTD (ABN: 84058583841)
2. Thales Australia Limited (ABN: 66008642751)
3. Thales Cyber Services Australia Pty Ltd (ABN: 52632539167)

This certificate forms your **notice of compliance with the Act** until replaced with a new certificate of compliance for the next reporting period.

Mary Wooldridge
Chief Executive Officer