

A photograph of a man and a woman in a server room. The man, wearing glasses and a blue and white checkered shirt, is seated at a desk with a computer monitor, keyboard, and mouse. He is gesturing with his right hand while speaking. The woman, wearing glasses and a grey polo shirt, is standing behind him, looking at the monitor. In the background, there are server racks with various cables and equipment. A large blue storage bin is visible on a shelf in the background.

Thales Canada

Forced Labour & Child Labour in Supply Chains: 2026 Report

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Introduction and scope

Modern slavery is defined in the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”) and includes a range of offences such as slavery, servitude, forced or compulsory labour, and human trafficking. For detailed definitions please refer to the “Forced Labour in Canadian Supply Chain – Guidance for entities” published on the Canadian governmental website.

Our purpose is to ‘Build a Future We Can All Trust’ which includes ethical considerations and trust in each other with our customers, suppliers and employees.

This Modern Slavery Report is published in accordance with the Canadian Act and sets out the steps taken by Thales Canada during the 2025 financial year ending on the 31st of December 2025 to ensure there is no modern slavery in our business and our supply chain.

References in this report to “Thales Canada”, “Thales”, “Company”, “us”, “our” and “we” refer to Thales Canada Inc. and its business divisions or those who work for them. “Thales Group” refers to Thales Canada parent company, Thales SA, registered in France.

A separate report is published by our affiliated Canadian company, namely, Thales DIS Canada, Inc.



Our structure, operations and supply chains



Headquartered in France, Thales is a global leader in advanced technologies with more than 85,000 employees in 65 countries and more than 20,000 suppliers worldwide, operating in a variety of sectors including Defense, Aerospace, and Cyber & Digital, and generating revenues of €22.1 billion for the year 2025.

Thales customers are large organizations, such as government agencies, administrations, institutions, cities, and businesses who all provide or operate systems, services and infrastructure that are vital to society.

Thales in Canada covers all the Group's key markets and comprises 13 sites operating across Canada. Thales Canada is a Canadian leader in research and technology and combines over 50 years of experience with over 1,500 employees from coast to coast including highly skilled engineers, specialist functions and a range of support staff.

Thales Canada offers leading technologies in defense, civil aviation, digital identity and cybersecurity. Some Thales entities manufacture goods in Canada; examples include Burlington (ON) and Montreal (QC).

Our supply chain

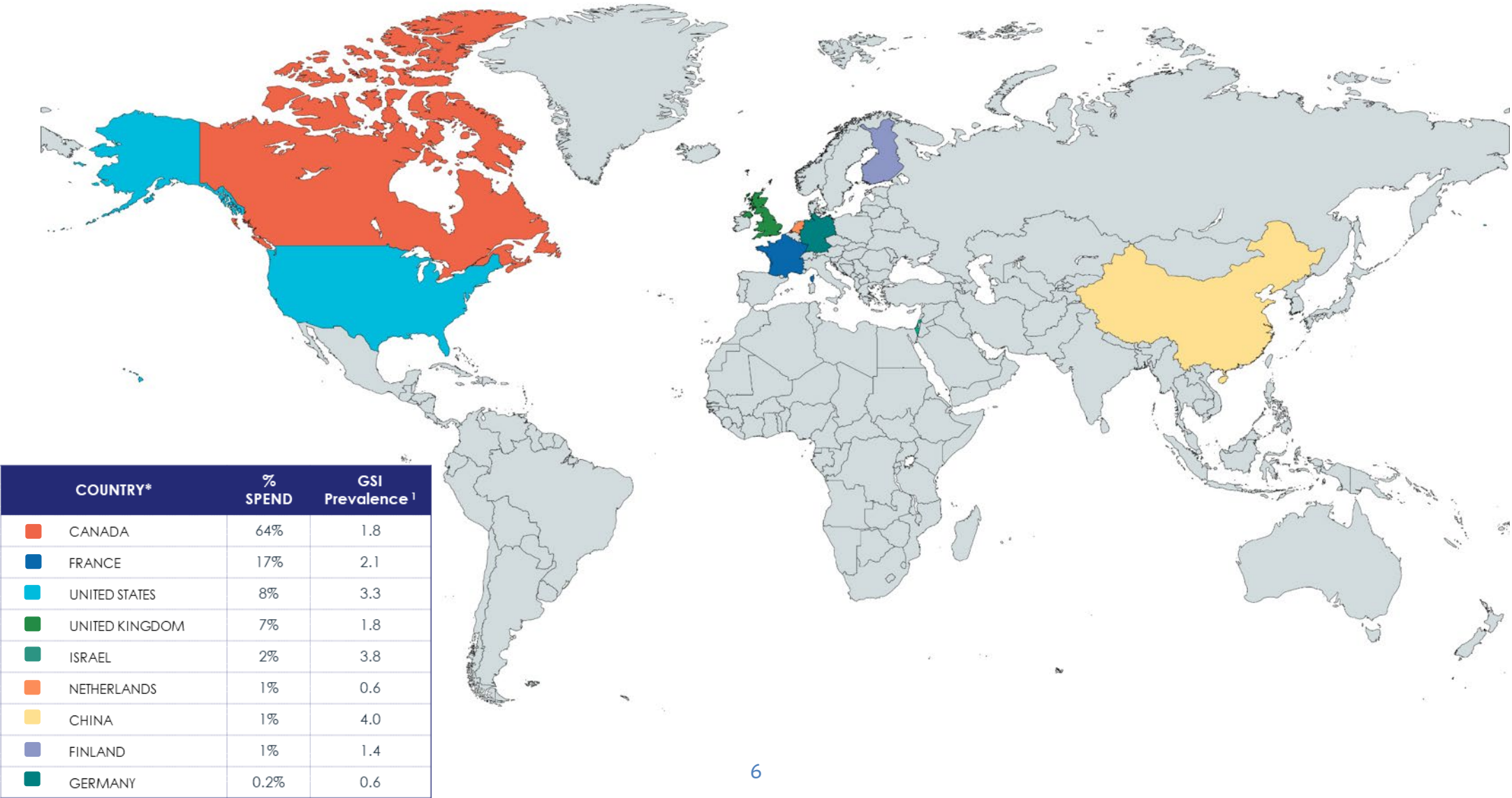
Thales Canada procures goods and services from a wide variety of suppliers in Canada, the United States and overseas via a supply chain which, like many other organizations, is complex, and multi-tiered. Our suppliers have their own value chains that may extend into overseas countries, such as China and India, and on which we have limited visibility. In some cases, there may be multiple levels of suppliers between us and the initial source of raw materials. Consequently, it is crucial for both Thales and its suppliers to assume responsibility for upholding and adhering to human rights obligations.

Thales Canada also acquires significant volumes of goods and services from other parts of Thales Group, predominantly in Europe. The diversity of those goods and services is a result of the multiple businesses within Thales organizations in Canada and the global markets in which they operate. In 2025, Thales organizations in Canada placed orders worldwide totaling CAD \$432 million (288 million euros). The majority of the spending was distributed as follows: CAD \$276 million (183.8 million euros) or 64% was with Canada-based suppliers; suppliers in France received CAD \$72 million (48 million euros) or 17% spend; United States-based suppliers accounted for another CAD \$34 million (22.5 million euros) or 8% of spend; United Kingdom suppliers received CAD \$28 million (19 million euros) or 7% of spend. The balance of CAD \$22 million (14.9 million euros) or 5% was distributed among suppliers in 14 other countries.

2025

THALES CANADA

Procurement Spend



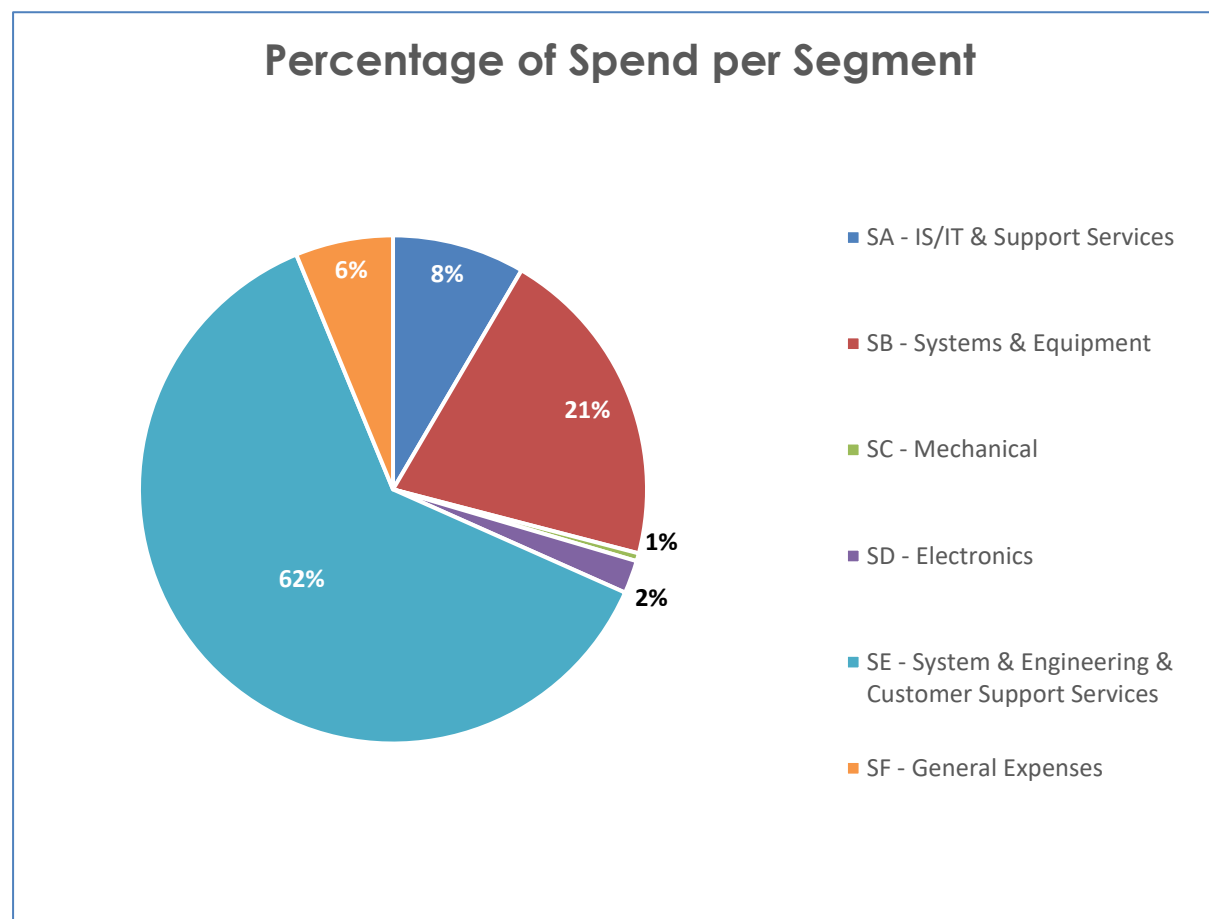
* Countries with 2025 spend ≥ 0.2%

1. GSI ESTIMATED PREVALENCE OF MODERN SLAVERY (NUMBER OF PEOPLE PER 1,000 POPULATION)

Our procurement activity is classified in the following categories for goods and services:

- IS/IT and Support Services
- Systems and Equipment
- Mechanical
- Electronics
- Systems and Software Engineering and Customer Support Services
- General Expenses

Our spend covers a wide range of goods, materials and services as illustrated.



Progress to date

Below is a summary of the progress since 2024:

Improvement Area	Description	Impact/Benefit	Impact on Child Labour & Modern Slavery Regulations
Centralized E-Acquisition Platform	Single source of information for all supplier data, used for selection, onboarding, and monitoring.	Rigorous supplier vetting; streamlined and consistent processes.	Facilitates compliance and prompt identification of non-compliant suppliers regarding forced and child labour laws.
Global Supplier Visibility	Centralized view of supplier practices worldwide.	Reduced risk of forced labour, unethical conduct, and blind spots.	Identifies high-risk suppliers or regions, enhancing regulatory risk management.
Accelerated Supplier Registration (Canada)	Expanded use of E-Acquisition for new suppliers.	Broader coverage; improved operational transparency.	Extends regulatory scrutiny, reducing the risk of breaches related to child labour and slavery.
Proactive Risk Mitigation	Use of data-driven insights from E-Acquisition for supplier engagement.	Early detection and prevention of modern slavery risks.	Enables proactive intervention and reporting, as per anti-slavery regulations.
Increased Supplier Registration (2025)	25% increase in newly registered suppliers in 2025, improving monitoring.	Greater visibility of supplier activity and controls.	Ensures new suppliers are monitored for compliance with related laws.
Employee Training (2025)	A structured range of training sessions for employees covering procurement processes, human rights, and anti-slavery.	Improved staff awareness and capability to recognize and report risks.	Empowers employees to identify, escalate, and address child labour or modern slavery issues in the supply chain.
Group-Wide Human Rights & Anti-Modern Slavery Goal	Supports Thales's commitment to eliminating forced labour and human rights abuses from its supply chain.	Alignment with corporate responsibility objectives.	Reinforces a zero-tolerance approach and compliance with child labour and modern slavery regulations across all operations.

Modern Slavery Monitoring

Thales is firmly committed to upholding **human rights, ethical labour practices, and corporate responsibility** across global operations and supply chain. We expect all suppliers to fully comply with our **Core Principles of Responsible Business Conduct**, including:

- Human rights and fair labour practices (prohibition of forced labour, child labour, and human trafficking)
- Prevention of corruption and conflicts of interest
- Data protection and privacy
- Environmental sustainability
- Health, safety, and ethical business conduct

Supplier Assessment and Monitoring

We deploy specialized tools to evaluate suppliers' adherence to our ethical, social, and environmental standards. Suppliers undergo regular audits and risk assessments, with corrective actions required for non-compliance.

E-Acquisition: A Centralized Procurement Platform

Our collaborative procurement platform, **E-Acquisition**, serves as the **single source of truth** for supplier data, enabling:

- **Rigorous supplier selection, onboarding, and continuous monitoring.**
- **Enhanced transparency** to track compliance with labour rights and anti-slavery policies.
- **Global visibility** into supplier practices, reducing risks of forced labour and unethical conduct.

Continuous Improvement in Canada and Beyond

Thales Canada has accelerated **supplier registration on E-Acquisition**, expanding coverage to:

- **Increase transparency** in supplier operations.
- **Strengthen due diligence** across local and global supply chains.
- **Mitigate modern slavery risks** through data-driven insights and proactive engagement.

2025 Supplier and Financial Monitoring Improvement

During 2025, the registration of new suppliers has increased by 25%, allowing Thales Canada to improve the visibility of supplier activity.

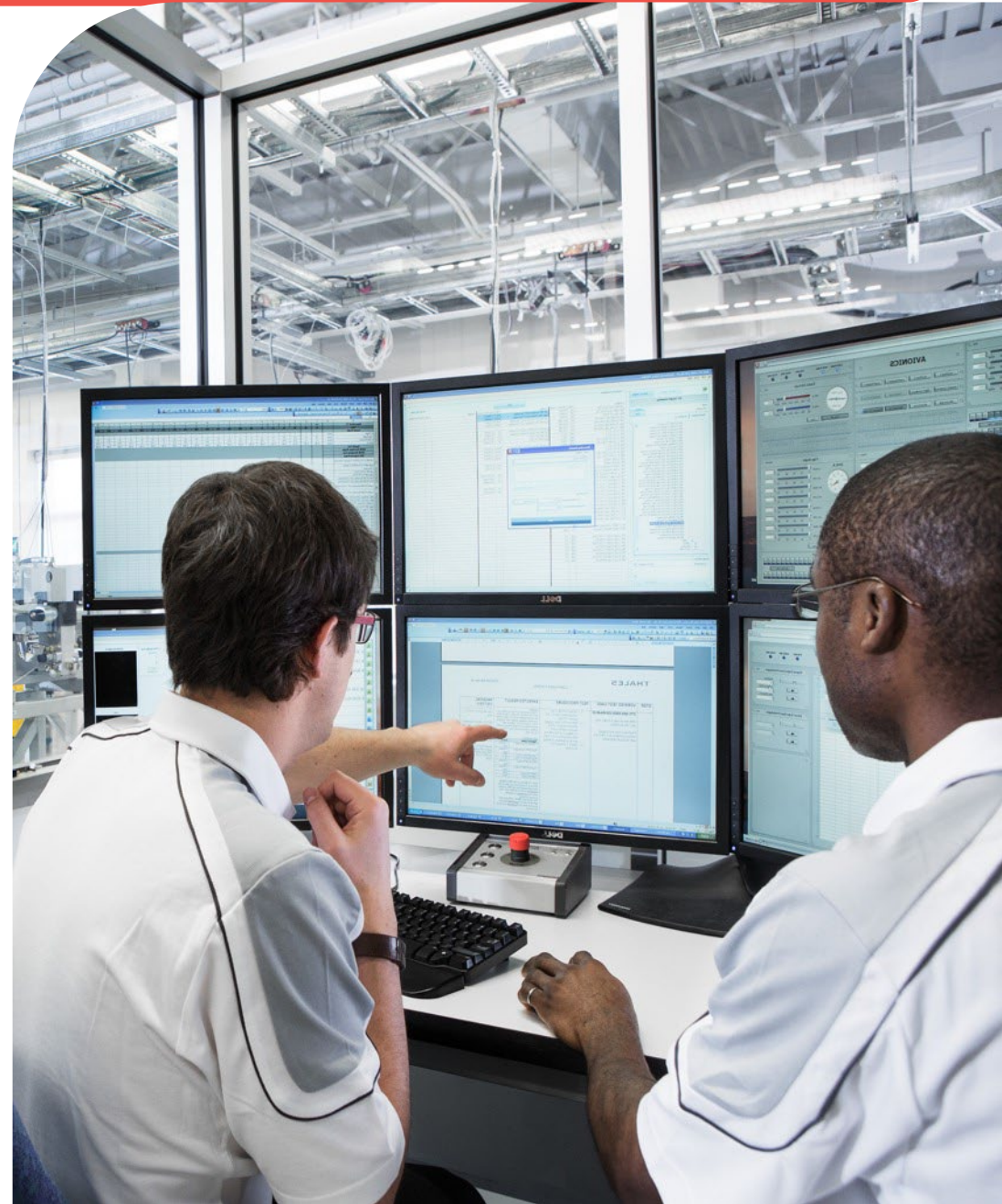
In addition, the following KPIs have been established in 2025:

Modern Slavery Monitoring KPIs	Progress
Monitor suppliers who have signed the Integrity and Corporate Responsibility Charter and improve compliance	Continuous monitoring of ICR reviewed by a global dashboard which allows to track the level of compliance of the monitored suppliers.
Implement new Duty of Vigilance	New process defined at Group level.
Implement EcoVadis training modules (tool for assessing ESG maturity of suppliers)	Training Academy created for Procurement Category Managers.

Governance

The Thales Group Integrity and Corporate Responsibility Charter addresses the topics of child labor and human trafficking. It sets processes and procedures we are required to follow to minimize risks arising from corruption, bribery and modern slavery. There are various Group-level governance committees including the Integrity and Compliance Committee, the Risk Assessment Committee and the Strategic and Corporate Social Responsibility Committee. Thales Group's Compliance network is responsible for overseeing compliance matters.

Within our North American operations as well as globally, a network of compliance officers has been established to provide advice to our employees on compliance-related issues, oversee the implementation of our compliance policies including the integrity assessment and support the investigation of incidents.



THALES GROUP INTEGRITY AND COMPLIANCE COMMITTEE

Chaired by the Group Secretary and General Counsel, the Integrity and Compliance Committee includes the heads of the following departments:

- Ethics, Integrity and Corporate Responsibility
- Legal, Contracts and Compliance
- Audit, Risks and Internal Control

This Integrity and Compliance Committee manages the development, introduction, implementation, evaluation and updating of the Group Integrity and Compliance Program and its implementation in all countries including Canada. In case of suspicion of violations of Thales Group's requirements in terms of prevention of corruption and influence peddling, the Integrity and Compliance Committee may trigger internal investigations relying on internal resources, in particular within the Audit, Risks and Internal Control Department and/or on external resources (law firms, etc.).

THALES NORTH AMERICA GOVERNANCE AND COMPLIANCE STEERING COMMITTEE

The purpose of the Governance and Compliance Steering Committee is to oversee the activities required to maintain North America compliance with our policies, U.S. and Canadian regulations/laws and customer contractual standards. This Committee has the responsibility to guide the efforts of our businesses and functions to ensure that these requirements are met in the most effective possible manner.

This Committee is chaired by the General Counsel and Chief Compliance Officer for North America and is composed of executive representatives (VPs, CFO, Directors) from the regional business lines, as well as from the Legal, Information Technology, Operations, Finance, Human Resources, and Communications functions.

CHIEF COMPLIANCE OFFICERS NETWORK

A Chief Compliance Officers Network was created in Thales Group to guarantee operational and geographic coverage that meets the requirements of the Group Compliance and Integrity Program. This organization includes more than one hundred professionals who are senior individuals (Vice President or Directors) of the Legal and Contracts job family, acting in support of the deployment of the "Compliance and Integrity Program" of Thales Group.

Chief Compliance Officers are convened regularly by the head of the Group Legal, Contracts and Compliance department and of the Ethics, Integrity and Corporate Responsibility department to exchange on best practices, contribute to the continuous improvement of the compliance program, as well as the improvement of the tools, procedures and associated guidelines. The General Counsel and Chief Compliance Officer for North America regularly leads a Compliance Officers network meeting of all the Compliance Officers based in Canada and the U.S. to support the above objectives.

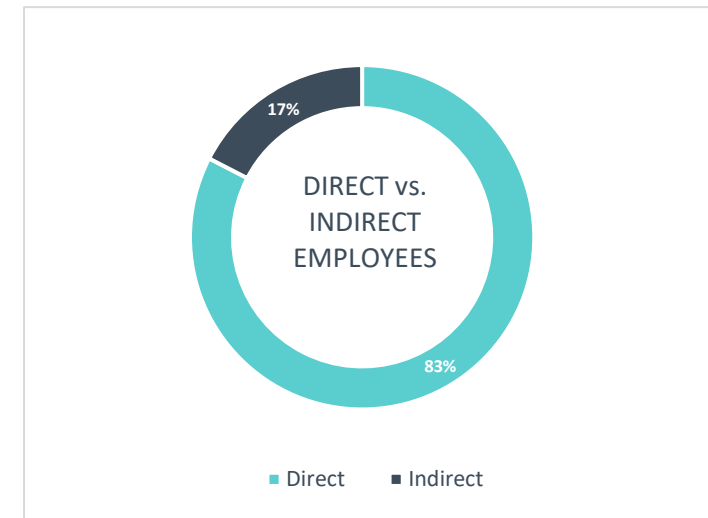
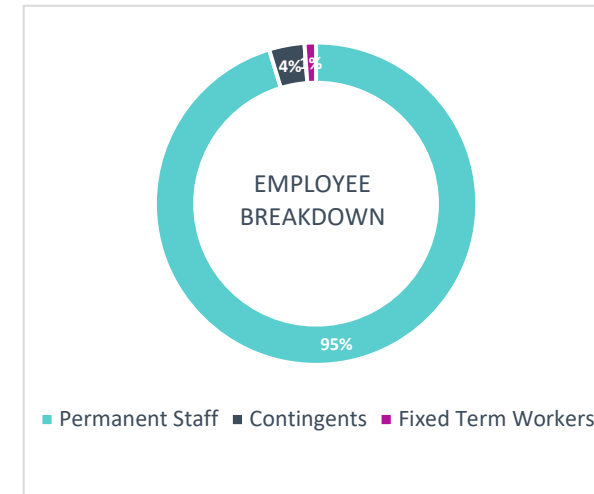
Risk assessment in our operations

We believe that the risk of Forced Labour and/or Child Labour in our Thales Canada direct workforce is low. Most of our core business activities are technology intensive and this requires highly skilled, professional, and qualified employees who are less likely to be vulnerable to the threat of exploitation. When we require contingent staff in our own operations, we use a managed service provider that is required to comply with our supplier standards and processes, including those relating to Forced Labour and/or Child Labour.

Most of our workforce in Canada is employed on a full-time permanent basis. The employment agreements and conditions for these employees are governed by federal and provincial legislation, and all our employees benefit from the advantages and rights provided for by laws and regulations in force in Canada, as a minimum standard. Thales in Canada has been recognized with many awards regarding its employment practices, and was awarded the following in 2026:

- Canada's Top 100 Employers
- Canada's Top Diversity Employers
- Canada's Top Employers for Young People
- National Capital Region's Top Employers

A portion of Thales Canada's workforce is comprised of contingent workers, hired through a managed service



provider, which coordinates the contingent workforce through local employment agencies. Both the managed service provider and the local employment agencies are subject to the same federal and provincial labour standards as Thales. Additionally, to ensure these standards are met, the Company includes a requirement for the managed service provider to maintain compliance with employment law standards in the enterprise agreement between both parties. The rest of the workforce is comprised of permanent employees; this includes 4% unionized workers.

Thales Canada communicates its position on this subject as part of its Canadian Ethics, Integrity and Corporate Responsibility Program to ensure that Thales personnel understand that this is an important matter for us. This includes:

- Annual acknowledgment by all employees of the Thales Code of Conduct (anti-corruption and anti-trust) and the Code of Ethics
- Onboarding training/guide for new Procurement hires
- Intranet articles (Procurement and Ethics and Integrity dedicated pages)
- Sustainability Guide
- CSR 2025 Integrated Report

In 2024, a mandatory Canadian Modern Slavery e-Learning was deployed for all staff in Procurement, Human Resources, Real Estate and Health, Safety and Environment (HSE) functions. This e-Learning has also been made available for Thales employees in Canada to take at any time. In 2024, the completion rate for targeted functions in Canada was 95 %. Starting in 2026, the e-learning training will be launched to all new hires in the functions mentioned above; any new hire that did not receive the training between May 2024 and 2026 will also be required to complete the training.

The one area of potential risk in our operations is associated with our subcontractor supply chain, for example: engineering services and facilities management services (which includes: cleaning, catering, etc.). This accounts for less than 4% of our supply chain. We believe that the risk from these services is low given our Third-Party Integrated Assessment Process. These services are outsourced to suppliers and are therefore considered within our supply chain risk assessment as detailed in the following section.



Risk assessment in procurement

Thales Canada is vigilant in its approach to mitigate the risk of forced labour and/or child labour. We are aware that there are areas of potential risk of modern slavery in our supply chain, for example, in countries where the prevalence of forced labour is considered to be inherently high and, regardless of location, for certain types of materials, goods and services which may involve workers who are vulnerable to exploitation.

Thales has implemented a reasonable vigilance measure to identify risks and prevent serious violations of human rights and freedoms, health and safety and the environment, resulting from Thales activities, as well as from the activities of subcontractors and suppliers with whom the Group has an established commercial relationship, when their activities are linked to this relationship. Suppliers are assessed against a number of risk factors, which include:

- Human and social rights (modern slavery, child labour, diversity, equity, social dialogue, community involvement, etc.)
- Health and safety (working conditions, work life balance, etc.)
- Environment (biodiversity, energy, pollution, water and waste management, etc.)

We issued self-assessment questionnaires to the relevant suppliers identified as highest risk in order to gain more information about their operations, workforce, supply chain, risk assessment processes and mitigation activities.

As part of that process, we assessed the risk according to the country location of the supplier and the risk associated with the specific goods/services purchased, namely the likelihood of vulnerable workers undertaking low skill and low paid work. While we prioritized suppliers based on our risk assessment process, we recognize that our opportunity to influence may vary across suppliers. In instances where there is a potential higher risk but a reduced level of influence, we looked for opportunities to increase our leverage via a collaborative, cross-sector approach which we will further develop in 2026.

Risk Mitigation – Policies, Processes and Contracts

Vigilance Plan

Thales Group is required by French Law to develop a Vigilance Plan in accordance with the Duty of Vigilance Law (2017). The scope of the Vigilance Plan includes the environment, health, safety and human rights, including actions to address issues of forced labour.

Integrity and Corporate Responsibility Charter (ICRC)

To provide clarity for our supply chain partners, Thales Group has brought together the requirements of our Vigilance Plan with wide-ranging compliance issues such as anti-corruption and protection of information in our Integrity and Corporate Responsibility Charter (ICRC). The Thales Charter formalizes the specific commitments expected of suppliers in areas relating to Human Rights and fundamental freedoms, the environment, and health and safety. It specifies the requirements in terms of:

- the fight against modern slavery, human trafficking, including forced or indentured labour, child labour, discrimination, inequality, and physical and psychological harassment;
- working conditions: health and safety, minimum wage, working hours and weekly rest periods, social dialogue (freedom of association and collective bargaining), and respect for privacy;
- The terms of this Charter are reviewed regularly based on the Code of Conduct of the International Forum on Business Ethical Conduct (IFBEC), the principles of the United Nations Global Compact and the ILO Conventions, particularly in areas relating to value chain workers.

Suppliers are requested to sign the Thales Charter to indicate their commitment to and compliance with the standards we expect of our partners. All suppliers and subcontractors of Thales Canada are obliged to sign the ICR Charter in the qualification phase and before entering into any formal relationship. They must impose these same requirements on their own suppliers and subcontractors. These commitments reflect our determination to build a sustainable and resilient supply chain.





Thales Group Code of Ethics and Code of Conduct

Since 2001, Thales Group has published a Code of Ethics defining the guidelines of behaviour required within the Group, including those expected towards suppliers and employees. The Code of Ethics addresses Thales Group's responsibility to its staff, including its obligation of equality of treatment, avoiding any discrimination and ensuring respect. It also addresses the requirement of all suppliers to comply with its principles in relation to human rights and labour standards and is fully implemented and applied within Thales Canada. Thales employees in Canada are required to refresh and confirm their knowledge of the Code of Ethics on an annual basis during the annual Ethics Training Campaign.

Thales Group's Code of Conduct (anti-corruption and anti-trust) specifies best practices for the prevention of corruption, provides guidance with respect to gifts and hospitality, and defines rules for interactions with third parties, including the management of conflicts of interest. It is supported by Thales Group's Policy on the Detection, Prevention and Management of Conflicts of Interest, which identifies conflict of interest situations and defines measures for dealing with real or potential cases.

Thales updates these Codes on a regular basis, the latest updates respectively date from 2024 and 2025. Thales employees in Canada are required, on an annual basis, to refresh and confirm their knowledge of both the Code of Ethics and the Code of Conduct.



Thales Policies on Ethics, Integrity and Compliance

Thales has developed a robust policy on ethics, integrity and compliance, which are the foundations of our social responsibility and the key to building a world we can all trust.

Thales has a zero-tolerance policy on corruption and influence peddling. The Group's culture of ethics, integrity and compliance informs all its dealings and relationships, both internally and with third parties.

[Thales Code of Conduct](#)



Ethical Conduct and Corporate Responsibility Standards

Thales actively participates in major initiatives aimed at the continuous improvement of practices and standards in ethical conduct and corporate responsibility, through an open and constructive dialogue with public authorities, its peers, partners, and civil society.

To ensure our suppliers and subcontractors fully understand our expectations and performance standards, we have published a clear and pragmatic set of requirements. These standards, which define best practices and compliance expectations, are mandatory for all Tier 1 suppliers. They are formally referenced in our Integrity and Corporate Responsibility Charter.

[Thales Integrity and Corporate Responsibility Charter - Partners and Suppliers](#)



Thales Group Procurement Policy

The Policy sets the standard for all procurement activities and supports our commitment to upholding the United Nations Global Compact concerning human rights, labour, the environment, and corruption prevention. It requires the completion of a corporate responsibility assessment of suppliers (which includes an assessment of compliance with social and environmental regulations and anti-corruption measures). It also sets out our expectations of suppliers. Thales North America's Vice President, Procurement, is responsible for ensuring our compliance to modern slavery policies. The Chief Operating Officer for North America is accountable for our obligations under the Act. The Chief Compliance Officer for Thales North America is also directly engaged.



Whistleblowing Policy¹

Thales Canada is committed to conducting its business with honesty and integrity and encourages a culture of openness and accountability. To support this approach, we operate a "speak up" program via the Thales Alert Line to enable issues, including concerns about forced and child labour, to be reported in confidence, with the assurance that they will be investigated, and appropriate action taken.

The Thales Alert Line is accessible through our Intranet and Internet website and can be used by all employees, including occasional employees of the Group (temporary or contractor), as well as all third parties, such as customers or suppliers of the Group, and members of the general public. We maintain a documented process setting out the actions to be taken in the event that any unethical issues, including modern slavery, are reported.



Contractual Clauses

We incorporate integrity and corporate responsibility clauses into our new and renewing supplier contracts and also in our general terms and conditions of purchase. These clauses require our suppliers to take steps to ensure compliance with the principles of our Integrity and Corporate Responsibility Charter as well as the consequences in the event of any breach and non-compliance. These clauses also act to ensure further awareness of our expectation of suppliers to manage the modern slavery risks within their own supply chain.

¹ [Thales Alert Lines platform | Thales Group](#)

Risk mitigation – Operations

Based on our improvement plan, we have updated and extended our risk mitigation across our Operations, as follows:

Sustainability criteria integrated into the tendering process

- Incorporating sustainability in the tendering process is a key factor in transforming supply chains. A supplier selection criterion entitled “Non-financial performance – CSR” has been defined and accounts for 15% of the overall assessment score.

Team awareness training

- E-learning modules on the Duty of Vigilance have been rolled out to procurement agents and managers, including a course on negative impacts in the value chain.
- Webinars have also been organized to present the EcoVadis tool and train the teams in its use. In addition, specific sessions were held to present the procedure for identifying, assessing and assisting suppliers requiring special attention.
- We have delivered and will continue to roll out specific training for the Procurement function to raise awareness and enable our Procurement Teams to effectively assess and mitigate risk. We provided additional training to our team via EcoVadis on “Identifying and remediating Modern Slavery.”
- During the Procurement Roadshow, we conducted a workshop for all procurement functions, presenting key procurement processes, purchasing best practices, and opportunities for improvement. Additionally, we have implemented an onboarding program for new procurement team members, which includes comprehensive training on the Thales Procurement Policy.

Risk mitigation – Procurement

Procurement due diligence

We are committed to working with suppliers that respect human rights and are acting to address risks of forced and child labour within our operations. Thales Canada manages a large portfolio of suppliers with purchasing primarily occurring through our centralized procurement team.

This approach allows us to embed a comprehensive risk-based approach to supply chain management that provides insight into the practices of our Tier 1 suppliers, identifies areas of high risk, puts in place mitigation plans and recognizes the complex link between modern slavery and corruption. We use a group-wide procurement tool to support effective supplier management. As a single source of supplier information, it allows us to have greater visibility and control over our procurement practices and easily manage our due diligence and risk management processes.

We request our suppliers to complete an integrity assessment. We use the Corruption Perception Index to identify suppliers in geographic locations of risk, supplemented by information about the supplier's governance structures, and ethics and compliance policies. This enables us to build a risk profile and identify any areas which may indicate behavior below the standard expected of our suppliers. Should any potential risk factors be identified, further investigation will be required. If found, and before the engagement can commence, the supplier is referred



to a third party to conduct an in-depth investigation with the view of identifying any remediation steps or action plans to be implemented. Through this process, we may also identify factors which prevent us from engaging with that supplier.

We have engaged a third-party assurance organization to help us better understand our supply chain and identify forced and child labour risks. Suppliers assessed as high risk are required to undergo a further assessment process, which includes:

- Completion of a self-assessment questionnaire in which suppliers provide details of their due diligence processes in relation to human slavery in their operations and supply chains and steps they have taken to assess and manage that risk.
- A desktop verification undertaken by the third party's compliance experts to assess the responses to the questionnaire and validate whether they comply.
- If a supplier cannot be validated, they are requested to complete a corrective action plan, which requires them to provide further evidence of improvement in areas of concern.
- We may also request the third-party assurance organization to complete a workplace condition assessment of a supplier. This involves a thorough review of their work conditions, management systems and corporate governance arrangements.



Potential and Actual Incidents

Throughout 2025, no concerns related to modern slavery, forced labour, child labour, or human trafficking were reported through the Thales Alert Line or any other channel.

We remain committed to actively monitoring risks within our supply chain to ensure that any identified issues are thoroughly investigated and addressed. Our approach prioritizes both compliance and the protection of potential victims.

Next Steps

1

Conduct annual risk assessments.

2

Provide training for highest-risk suppliers.

3

Review Improvement Action Plans with newly identified suppliers to seek opportunities for further supplier development.

4

Further develop modern slavery training for Thales employees in line with findings from the Modern Slavery Improvement Plan.

5

Develop Thales' modern slavery communications strategy and agree on a plan of action to raise awareness.

External accreditations

Supplier Relations and Sustainable Procurement Label

The French Ministry of Economy, Finance and Industrial Sovereignty, along with the Conseil National des Achats (CNA), awarded the “Supplier Relations and Sustainable Procurement” label to Thales for a period of three years.

This label covers nearly 70% of the Group's procurement in France.

This distinction honours companies maintaining sustainable and balanced relationships with their suppliers. This label, based on the ISO EN 20400 standard, is grounded on four key principles:

- commitment to a responsible procurement approach
- high-quality supplier relations
- respect for suppliers' interests
- integration of social responsibility into the procurement process

United Nations Global Compact

Committed to the United Nations Global Compact for more than 20 years, the Group is reaffirming its commitment to respect for Human Rights. It also applies the OECD Guidelines for Multinational Enterprises and with the International Labour Organization's (ILO) fundamental conventions across all its operations.

Since 2003, Thales has been a signatory of the United Nations Global Compact, a reference text on human

rights, labour law, the environment and the fight against corruption advocated by this initiative through agreements and procedures.

As a signatory to the United Nations Global Compact, Thales is, therefore, committed to implementing policies and processes that respect applicable law in the countries in which it operates, and which take into account the United Nations Guiding Principles on Business and Human Rights.

Fight against corruption - ISO 37001 “Anti-Bribery Management System”

In 2020, Thales Group embarked on an ISO 37001 “Anti-Bribery Management System” certification process, which was successfully completed in March 2021. In 2023, this ISO standard was successfully extended to cover Thales Canada Inc. As part of a follow-up ISO 37001 audit conducted by AFNOR (Association Française de Normalisation) of the Thales “Anti-bribery Management Systems (ABMS),” the certification obtained from AFNOR in May 2024 for a scope comprising Thales SA and various companies controlled in France and abroad (including Thales Canada) was renewed in May 2025. The ISO 37001 certification is only awarded to companies able to demonstrate that they have a structured, effective ABMS that complies with the most demanding international standards and is backed by a strong commitment from senior management.



Thales does not tolerate modern slavery and considers it to be an abhorrent crime that inflicts unacceptable harm on vulnerable adults and children. For a company that is serious about acting responsibly, good intentions are simply not enough. Thales has recognized this for some time and has been very proactive, progressively embedding corporate responsibility in all its business processes.

We are committed to maximizing our efforts to tackle modern slavery, working in collaboration with our supply chain partners to ensure that we continue to develop our capability and understanding of this complex and challenging issue.

This Report was approved by the Board of Directors of Thales Canada Inc. on May 25, 2026. In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Act), and in particular section 11 thereof, we, in our capacity of CEO, Thales Canada, and VP, Procurement for the Americas, attest that we have reviewed the information contained in the report on behalf of the governing body of Thales Canada Inc., and have the authority to bind the Company. Based on our knowledge, and having exercised reasonable diligence, we attest that the information in this Report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed within this Report.

Signed by:

Ian Krepps

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Ian Krepps
Chief Executive Officer
Thales Canada Inc.

DocuSigned by:

Michelle Richard

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