

Environment

In Focus: Biodiversity

Thales's 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 qualitative analysis of the dependencies and impacts of the Group's activities vis-à-vis biodiversity was performed with the support of a specialist consulting firm, who relies in particular on the ENCORE tool (Exploring Natural Capital Opportunities, Risks and Exposure).

In 2024, a biodiversity stakes mapping exercise was conducted for 33 French sites of the Group, enabling the planning of on-site biodiversity audits based on the identified stakes, with a target set at 75 sites by 2030.

These mapping and issue analysis exercises serve as input for defining a medium- and long-term action plan, enabling the Group to meet the expectations of the Taskforce on Nature-related Financial Disclosures (TNFD), the conclusions of COP15 in Montreal (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.



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.