

Social

In Focus: Employee Development Programs

Leadership Development program

Thales has established six internal learning programs, offered to employees identified as having high potential, based on their level of experience.

- Talent Accelerator Program: Aimed at employees just starting their careers within the Group.
- Leadership Boost: This new initiative supports the leadership growth of junior managers.
- Leading for Results Program: Targeted at employees who are about to reach the first executive level.
- International Women's Mentoring Program: Supports the development of women in management position by matching them with a mentor.
- Senior Leadership Program: Designed for senior executives who seek to develop their careers towards greater responsibility.
- Executive Leadership Expedition Program: Targets employees at the highest levels of responsibility.

Cultural Education

Cultural education for employees refers to training programs and initiatives designed to increase awareness, understanding, and respect for different cultural backgrounds, practices, and perspectives.

This type of education is crucial for organizations operating in diverse environments, whether they consist of multicultural teams within a single country or international businesses working across borders.

Transition Program for Retiring and Terminated Employees

Thales offers a specific e-learning course named "Bien vivre sa retraite," focused on facilitating the transition for employees nearing retirement or termination.

Digital Transition Program

The Group's digital transition initiative aims to assist employees in adapting to new digital tools, processes, and technologies. Thales provides various e-learning modules, some specifically focused on artificial intelligence. To go further: [Ethical Standards for the digital age \(p.40 2025 CSR Integrated Report\)](#).

There is also a dedicated onboarding section for tools and resources, along with guidelines encompassing the nine cybersecurity rules to ensure employees utilize their available tools effectively.

Coverage

All e-learning courses are accessible to all employees, including to part-time workers and contractors, on uLearn, Thales's online training platform.

Management skills

All Thales colleagues who need to develop the skills associated with managerial development or leadership can take part in training at the Management Academy. This academy is an integral part of the Group's "Learning Company" initiative, which has the following objectives:

- Proactive skills management at the heart of the company's growth strategies and of colleagues' development processes
- A strong learning ecosystem that enables colleagues to share and develop their skills
- A cultural shift, moving from training to continuous learning, to enable skills development through practical experience and at scale

See also:

[Providing development opportunities for everyone \(p. 67 2025 CSR Integrated Report\)](#)
[Developing our people \(Thales website\)](#).

