In Focus: Double Materiality Assessment

Thales' double materiality assessment is detailed in its latest CSR Integrated Report. This fact sheet provides supplemental information on the main aspects of this approach.

Group commitment

Thales's double materiality assessment is:

- Reviewed each year to ensure that it always accurately reflects the situation of the Group
- Revised in greater depth in the event of a significant change within the Group (a significant acquisition or divestiture, a restructuring operation) or a significant change in the environment (including an evolution in scientific or technical knowledge)
- Fully revised at least every 5 years

The stakeholders

Led by the Audit, Risk and Internal Control Directorate, the exercise involves the CSR team, the internal experts concerned and external experts in a direct or indirect manner. The analysis is subject to annual validation by the Group's management, during a Risk Steering Committee.

The result of the analysis is presented to the Audit and Accounts Committee.

External stakeholder consultation

Experts in the Group's CSR topics, as internal stakeholders, are in frequent and regular contact with external stakeholders. The latter are therefore not directly consulted during each review of the analysis.

External stakeholders were consulted in late 2025/early 2026.

In parallel, 3 half-day workshops were devoted to the consultation of about ten European staff representatives of the Group.

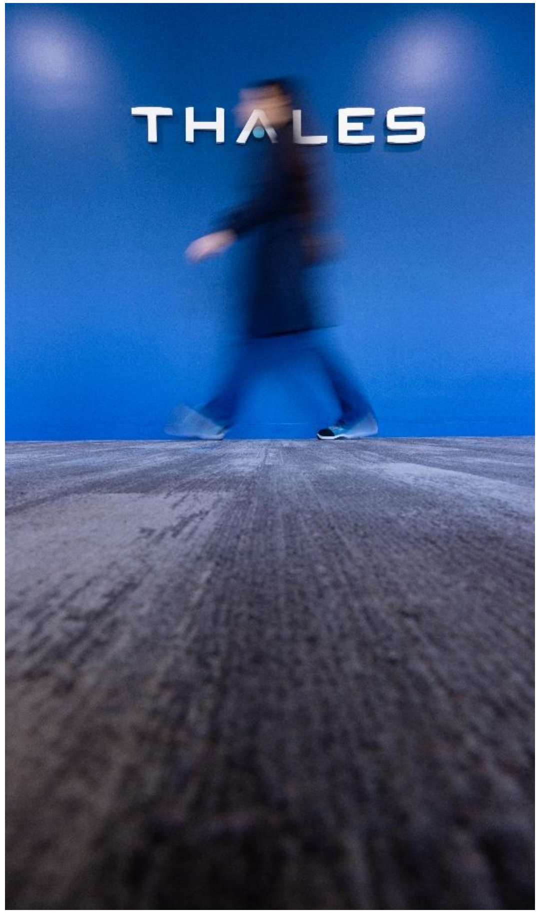
IRO assessment

Each IRO was evaluated individually by the thematic experts in charge of the topics and by a task force for risks and opportunities. The methodology used includes the required variables, namely:

- For impact materiality: severity as determined by scale, scope, irremediable character, and likelihood;
- For financial materiality: magnitude of the financial effect and its likelihood of occurrence.

The assessment of the impact materiality relies, and in particular for actual impacts, on public or non-public metrics. For example:

- Environmental impact of products / calculation of scope 3.11 and monitoring of its evolution
- Skills development / number of training hours, number of academies, number of knowledge boosters, followed by the overall employee skills maturity index with a target > 70 by 2030
- Reliability of certified products / monitoring quality indices and customer satisfaction surveys
- Compliance culture / monitoring of alerts, analyses and action plans



See also:
Assessing sustainability topics all along the value chain (p. 26 2025 CSR Integrated Report)