

In Focus: Quality of Working Life (QWL)

Thales' approach to health and safety is detailed in its latest [CSR Integrated Report](#). This fact sheet provides additional information on the main elements dedicated to employee wellbeing at work.

Group commitment

Thales affirms the desire to include the improvement of Quality of Working Life (QWL) within the framework of an organized and structured social project, based on a continuous approach.

The QWL is organized around several axes:

- Developing the conditions of achievement in the work of employees / work organization
- Improving well-being at work
- Ensure proper reconciliation of different living times/right to disconnect
- Prevent PSR

Satisfaction surveys

Every two years, the Group's teams are consulted on their perceptions of leadership, workload, remuneration, and the environment and quality of life at work. Alternating with the engagement survey, the inclusion survey* Together@Thales is also conducted every two years to gather employees' opinions on topics related to well-being at work and inclusion at Thales.

Quality of Life and Working Conditions Week

Every year, a week dedicated to Quality of Life and Working Conditions is organized at certain sites.

#StOpE Barometer

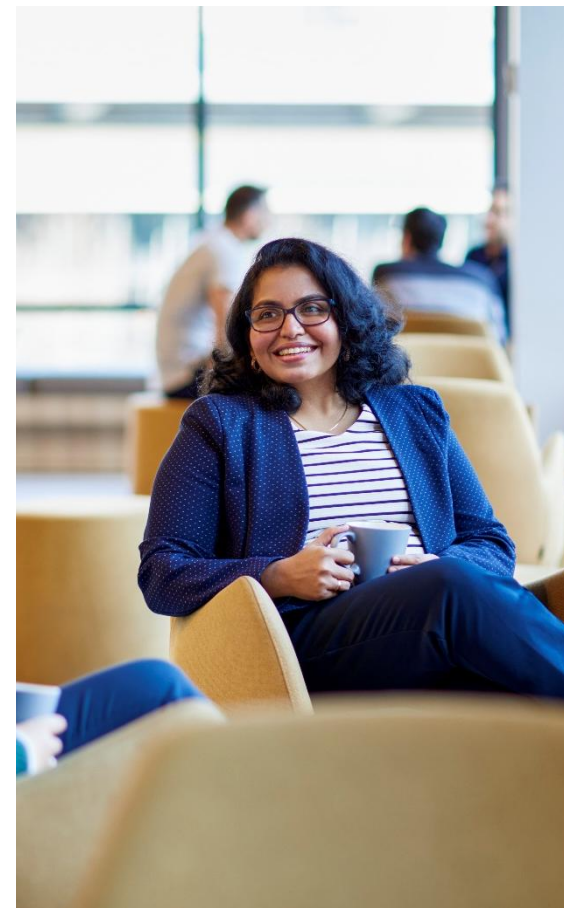
In 2019, Thales officially joined the #StOpE (Stop Ordinary Corporate Sexism) initiative, launched at the end of 2018 by 30 companies and organizations, to fight against ordinary sexism at work. The #StOpE initiative aims to share and promote good practices in the fight against ordinary sexism through the establishment of a group of companies committed to this subject. The last barometer in France dates from 2025.

Wittyfit Barometer

As part of its efforts to improve working conditions, Thales has chosen to implement a participatory approach related to the Quality of Life at Work in France, via the Wittyfit tool. This tool allows employees to express themselves on two main themes: job satisfaction and stress levels, in a strictly confidential manner.

Screening for Musculoskeletal Disorders

As part of the Quality of Life and Well-being at work, actions can be carried out locally by a chiropractor or osteopath on different sites, in order to strengthen the Group's prevention policy throughout professional life.



(*) Not applicable in the USA. These actions are tailored to comply with applicable local laws and regulations, as they relate to the presidential decrees issued on this matter since the beginning of 2025 in the United States.