

IMPORTANT NOTICE

Thales Share Scheme Offer 2004

Withdrawing from The Plan – revoking your Partnership Share Agreement

Paragraph 9 of the Appendix to the Partnership Share Agreement provides that employees can at any time withdraw from the agreement by writing to their employer. Under the SIP legislation and the trust deed and rules of the SIP, where an employee notifies his employer that he or she wishes to terminate his or her partnership share agreement the company must within 30 days of receipt of such notice give effect to the same.

For the Thales Share scheme Offer 2004, The Company will operate the following procedures:

Withdrawal During Salary Deductions

The Plan Change Form provides that instructions to suspend salary deductions where they are received at least 12 days before the next salary deduction (ie payroll run) will be actioned in that month.

Withdrawal after salary deduction but before the shares are bought

Instructions will be actioned to withdraw from the Partnership Share Agreement (and arrange to have all monies deducted returned to you (after deduction of income tax and National Insurance Contributions) in the following payroll) provided that you notify Mourant in writing SO IT IS RECEIVED BY THEM BY NO LATER THAN 18 March 2005.

Withdrawal after the shares are bought

If you wish to withdraw from the plan after the partnership shares are bought at any time in the next five year period you should notify Mourant in writing of this decision. They will then write to you with the options available to you. Withdrawals due to your leaving Thales will be notified to Mourant by Payroll/HR.

For your reference, Mourant's address is as follows:

Mourant ECS Trustees Limited, 6th Floor, PO Box 1310, 69 Park Lane,
Croydon CR9 1TQ.

Issued December 2004.