



Mourant Equity
Compensation
Solutions

Thales Employee Share Offers 1998, 2000 & 2002

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Introduction and Objectives

- Who we are
- Structure
- Liaison with other service providers
- Timetable 2004

- Services Provided for all 3 offers:
 - Personal Records - Updates
 - Statements – 1998 & 2000 only
 - Selling shares
 - Transferring shares
 - Dividend payments

- How to contact us



Who we are

- Administration and Professional Services Firm established in Jersey in 1947
- Staff of over 600, 200 of which are dedicated to share scheme administration
- Clients in the FTSE100, DJIA 30, FTSE Eurotop 100
- Recent appointments include Deutsche Bank, Vivendi Universal, Nortel Networks, Vodafone and General Electric



Structure Within Mourant

- **Call Centre** - Dedicated Thales Help Line 020 8409 2629
- **Operations Department:**
 - Sales Team
 - Purchasing Team
 - Dividend Team
 - Reporting Team
- **Client Relationship Management Team**



Liaison With Other Service Providers

1998 & 2000 Offers

Societe Generale

Custodians:

- Shares
- Dividends
- French tax
- Annual General Meeting

Broker:

- Sales
- Transfers



Liaison With Other Service Providers

2002 Offer

Credit Lyonnais

Fund Manager:

- Units
- Personal records
- Statements
- Dividends
- FCPE

Broker:

- Sales



Timetable 2004 – 1998 & 2000 Offers

Year to Date :

- Shareholders' Charter
- Bank Mandate Letter
- A G M Letter
- RF4GB Deadline for 2003 dividend



Timetable 2004 – 1998 & 2000 Offers

- May
Thales SA AGM
- May/June
Payment of 2004 dividend
Annual statements of shareholding to be issued
Thom Classic 2000 purchased shares mature (16.06.04)
- September
Thom Classic and Thom Classic UK 1998 free shares mature (11.09.04)



Timetable 2004 – 2002 Offer

- **Year to Date**
Credit Lyonnais issued share statements showing holding as at 31.12.03
Dividend Tax Vouchers issued
- **April**
Mourant to issue letter enclosing Shareholders' Charter
- **July - September**
Credit Lyonnais to issue statements to reflect holding as at 30.06.04
- **October**
Election process for representatives to the FCPE to commence



Update of Personal Records

1998 & 2000 Offers

- Mourant receive Change in Circumstances form and updates database
- Mourant acknowledge receipt in writing

2002 Offer

- Mourant receive Change in Circumstances form and updates database
- Mourant acknowledge receipt in writing
- Mourant forward new details to Credit Lyonnais weekly
- Both databases are reconciled regularly



Selling Shares

- 1998 & 2000 offers – daily or monthly sales
- 2002 offer – not applicable until 2007 (unless early redemption)
- Share price available on Thales Website (€) or TUES website (£)
- Sales forms available through Mourant, ring Help line



Dividend – 2004

1998 & 2000 Offers

Current procedure

- Societe Generale send payment
- Mourant issue payment by cheque or B A C S
- Tax voucher and RF 4GB forms
- Mourant collate all certified RF 4GBs
- RF 4GBs to Societe Generale
- Societe Generale send refund
- Mourant issue refund by cheque or B A C S and tax voucher



Contacting Mourant

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