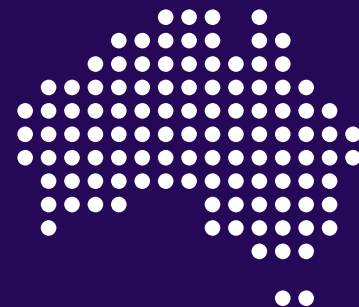


THALES



THALES AUSTRALIA CORPORATE PROFILE



THALES

With 70,000 employees, a presence in 50 countries, and annual revenues of more than A\$22 billion, Thales is a world leader in aerospace, space, defence and security.

The company operates six international business divisions - Naval, Land & Joint, Aerospace, Air Systems, Security Solutions & Services, and Space. These divisions are focused on providing advanced products, systems and services to their chosen markets.

Thales is breaking new ground in secure network communications, satellite systems and space exploration, delivering onboard equipment for commercial and military aircraft, and integrating transport systems. The company is a key strategic partner for major defence operations around the world.

Knowing that technology is a key driver of competitive performance, 20 percent of revenue is diverted into research and development. We have 22,500 engineers

and R&D staff – many acknowledged as leaders in their fields – recruited from the brightest and the best. Our suppliers and technology partners are just as carefully selected, with a firm emphasis on mutually rewarding long-term relationships, governed by a strict code of ethics.





THALES IN AUSTRALIA

Thales is one of Australia's largest defence partners, a major provider of air traffic management systems in the Asia-Pacific region, and a growing force in the commercial sector.

Thales is one of very few companies in Australia with the expertise and infrastructure to develop and deliver complex systems that push the boundaries of technological excellence.

The company generates approximately A\$1 billion in revenues annually, and has exported well over A\$1 billion of technology based systems and products during the past ten years. This year the company will achieve approximately A\$160 million in exports.

The capabilities of Thales Australia span a wide spectrum of high technology products and services. These include command and control systems, communications and mission management systems, electronic warfare, sonar and underwater systems, training simulators, avionics, air traffic management, soldier systems, munitions and protected mobility vehicles.

Thales Australia's service provision capabilities include extensive experience in materiel logistics, through life support, logistics supply chain, training systems, and consulting services for civilian and military applications.

Thales has made a strategic investment in Australia over the past 20 years. This investment has built Thales Australia into a nationwide company with 3,500 employees in over 35 sites.





THALES IN AUSTRALIA

Thales contributes to Australian defence capabilities by:

- **Project management of advanced projects**
- **Technology and innovation**
- **International expertise reach back**
- **International supply chain and exports.**

Technology has included the development and enhancement of domestic defence capabilities such as the Bushmaster protected mobility vehicle; Austeyr rifle system; sonar systems for the Collins Class submarines; communications for the ANZAC frigates; major upgrades to Australia's guided missile frigates (FFG); construction of the Huon Class Minehunters; development of submarine launched flares and markers; and numerous other innovations.

Thales Australia has enjoyed a close working relationship with the Defence Science and Technology Organisation (DSTO) for many years, in a relationship that combines Thales's industrial strength and access to global markets with DSTO's world-leading expertise. The two organisations have cooperated at multiple

levels to deliver innovations across many fields into the hands of warfighters. These include new developments in sonar systems, mine countermeasures, ordnance and energetic materials.

Thales's international expertise has brought highly skilled individuals, including technical specialists and people with outstanding leadership qualities, to work on programs including the FFG Upgrade, aerospace, satellites, communications technologies, simulators and many other areas.

Thales Australia's connection to Thales internationally brings the opportunity for participation in large scale programs around the world, not only to Thales Australia, but also to local SMEs partnering with the company. The global reach of the company has opened up many export markets for our locally created products, systems and services including Bushmaster vehicles, air traffic control systems, munitions, sonars and mine countermeasures.



BUSINESS DIVISIONS IN AUSTRALIA

Land & Joint Systems

Thales's Land & Joint Systems division is a strategic industrial partner of the Australian Defence Force (ADF), supplying and sustaining a range of munitions, weapons, optronics, protected vehicles, mission packages, and command, control, communications and computer (C4) systems. The division also supplies munitions, military vehicles and precision engineered products to international customers.

The division, through its industrial resources and long-term contracts with the Commonwealth, is the custodian of much of Australia's indigenous defence design, manufacturing, through life management and logistic services capabilities for munitions, rifles and vehicles. As part of the global company, the division also provides reach back to a wide range of leading edge systems and product capabilities in Europe, the United Kingdom and North America.

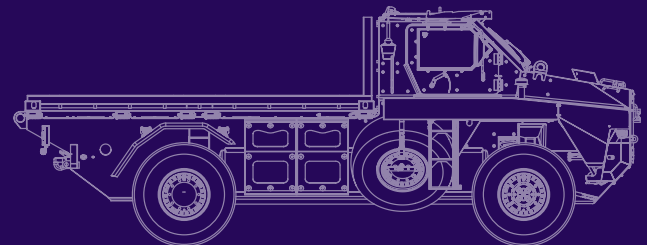
The division is growing systems architecture and integration capabilities to service the emerging need for increasingly complex soldier systems, military vehicles,

communications systems, and joint C4 systems that are key to the success of highly adaptable joint military forces of the future.



SPECIALIST EXPERTISE

- Protected mobility systems
- Small arms and soldier systems
- Ordnance and munitions
- C4ISR systems
- Integrated logistics
- Through life support





Naval

Thales Australia's Naval division has extensive experience in the design and delivery of networked maritime warfare solutions for the Royal Australian Navy (RAN) – involving solutions in both underwater and above water domains.

Comprehensive through life support capabilities in a complex defence arena flow through to provide significant commercial expertise.

The division operates the RAN's major east coast refit, repair and maintenance facilities at Garden Island, NSW, and is the leading provider of communication systems to the RAN, while its Underwater Systems business has supplied advanced sonar systems to naval and civil customers in Australia and overseas for more than two decades.

Globally, Thales's Naval division has significant international presence and is a key player serving 50 navies worldwide. Its comprehensive offering encompasses capabilities from complete warships to the supply and integration of naval equipment (radar, sonar, communications, optronic and electronic warfare), systems (combat management systems) and support services.



SPECIALIST EXPERTISE

- **Naval systems and equipment**

- Submarine and surface ship sonars
- Mine warfare
- Communications
- Airbourne acoustics
- Electronic warfare
- Surveillance radars
- Electro optical tracking
- Command and control software

- **Marine services**

- Naval and commercial ship repair and maintenance
- Naval systems repair and refurbishment
- Technical support and consultancy
- Maritime safety and security
- Maintenance operation and training



Aerospace

Thales Australia's Aerospace division specialises in avionics and electronics for the aerospace domain.

Thales Australia is the major maintenance, spares and systems supplier for the Tiger and the MRH90 helicopter programs for the ADF. Thales avionics and electronics systems for electronic warfare, mission computers, digital mapping, navigation and communications provide the pilots with the complete flight and mission picture.

In the cockpit, pilots are fitted with Thales TopOwl helmets – the only complete, integrated helmet system assisting pilots with night vision as well as improving overall flight safety.

Thales Australia's Ground Mission Management System (GMMS) links air platform, ground control, and external operational support systems to provide a full mission cycle support for air operations. GMMS provides a comprehensive functional toolset that allows air operations personnel to plan, visualise and

simulate mission scenarios; provide real-time support to unmanned or manned aircraft missions; and conduct post mission replay, analysis and reporting.



SPECIALIST EXPERTISE

- Avionics and electronics for military and civilian aircraft
- Mission and UAV systems
- Aircraft night vision devices
- Electronic warfare





Security Solutions & Services

Thales's Security Solutions & Services division offers integrated security and safety management solutions for the infrastructure, defence, national security and transportation industries.

The solutions are built on an understanding of complex mission-critical operating environments, including the need for reliable 24/7 security and real-time control.

A global player in transportation, Thales offers transportation systems which ensure safe and secure transportation of goods and people.

A leader in security for critical infrastructure, Thales delivers innovative security solutions which protect key assets including ID management, cryptology, communications and physical defences.

Thales is a worldwide leader in training and simulation for defence and civilian applications.



SPECIALIST EXPERTISE

- Prime systems integration
- Secure identification management solutions
- Critical infrastructure and site security
- Access and accreditation systems
- Command and control centres
- Cryptology solutions
- Advanced train control and rail signalling systems
- Integrated, multi-modal ticketing solutions
- On and off board transport information systems
- Application development
- Calibration services
- Training and simulation systems for the land, sea and air domains



Air Systems

Air Systems provides leading edge airspace control and security solutions for the commercial and defence sectors.

Thales's advanced EUROCAT air traffic management system ensures the safety of operators and passengers at a time when soaring growth in air traffic poses a range of complex technical challenges.

Technologies supplied by the Air Systems global centre of excellence, based in Melbourne, are currently deployed in Australia and across Asia and the Pacific region.

Thales Australia's air traffic control systems are in use in over 50 countries including Australia, Mexico, South Africa, China, Singapore and Thailand.

With 80 percent of revenue being generated through exports, Air Systems is a major IT exporter from Australia with cumulative exports nearing A\$1 billion since 1995.



SPECIALIST EXPERTISE

- Air traffic management solutions
- Navigational aids
- Detection and communications systems
- Tower systems
- Air traffic control centres
- Surveillance solutions
- Through life support services

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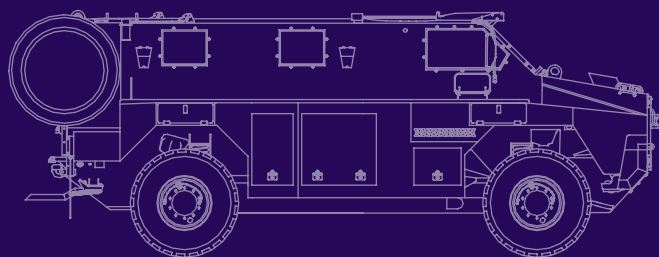


THALES IN AUSTRALIA KEY PROJECTS

Bushmaster family of protected mobility vehicles

Thales developed Bushmaster to meet the ADF's Project Bushranger requirements for a mine blast protected infantry mobility (armoured patrol and combat support) vehicle.

The Bushmaster family of high mobility protected vehicles continues to grow with new variants being developed to meet new and expanding roles. These vehicles have a very high level of commonality to minimise logistic support requirements. The newest variant is a protected flatbed logistics vehicle designed for combat support and logistics roles.



Thales has produced more than 500 Bushmasters for the ADF and other customers, and is currently expanding capacity at its Bendigo facility in Victoria.

In addition to the Bushmaster, Thales has also developed and delivered its High Mobility Engineering Vehicle (HMEV) to the Australian Army, the US Army and other customers. The company has also developed protection enhancement kits for the HMEV and a wide range of military earth moving equipment, including bulldozers and graders.

Thales has exported more than 100 Bushmasters and HMEVs from its Bendigo facility. These highly reliable vehicles have served with distinction in Afghanistan, Iraq and other theatres.

Thales provides in-service support services for the ADF Bushmaster fleet, and also supports the international customer vehicle fleets, including the provision of operational support in Afghanistan and Kuwait through international industrial partners.



Air traffic management

Thales is a global leader in air traffic management, with systems developed in Australia now managing around 50% of the world's passenger aircraft movements, including every civilian flight in Australian airspace

The Air Systems centre of excellence in Melbourne has exported technology to over 50 countries including Singapore, China, South Africa, Mexico, Mauritius, Fiji, Madagascar, Thailand and Taiwan.

A process of continual development and refinement has allowed Thales Australia's EUROCAT system to stay at the cutting edge of global best practice and remain the world's undisputed reference for all non-European air traffic management customers.

Maritime tactical communications

The multiphased SEA 1442 is the RAN's communications capability enhancement program designed to support the ADF's network centric warfare concept. As prime systems integrator for Phase 3 of the program, Thales

Australia has designed and is implementing the evolvable Maritime Battlespace Communications and Information System that will provide the background for network centric warfare.

Tiger ARH & MRH90

Thales Australia is the major systems supplier for AIR 87 and AIR 9000 programs for the ADF. Thales avionics and electronics systems for electronic warfare, mission computers, digital mapping, navigation and communications provide the pilots with the complete flight and mission picture.





THALES IN AUSTRALIA KEY PROJECTS

Sonar systems

Over the past 20 years, Thales has made a substantial investment in building an Australian sonar technology and expertise base.

The company has supplied sonar systems for every major domestic naval project over the past decade (FFG Upgrade, Collins submarine, Huon Class Minehunter, ANZAC frigates).

This has created a significant capability advantage for the Australian Navy, as well as important exports for the Australian economy.

“ The company has supplied sonar systems for **every** major domestic naval project over the past decade. ”

MU90 lightweight torpedo (Djimindi project)

The EuroTorp MU90 lightweight anti submarine torpedo capability is currently being delivered to the ADF through an industry alliance of European and Australian companies.

The contract delivers an initial quantity of torpedoes manufactured in Europe, local torpedo subassembly production, Australian torpedo integration and maintenance capabilities, and production of a war stock quantity of MU90 torpedoes integrated and tested in Australia.

Launch capabilities have been successfully competed on all eight ANZAC Class frigates, while the four FFG frigates have also been installed with the standalone torpedo launch system.



HQJOC

As information and communications technology prime systems integrator for the ADF's new Headquarters Joint Operations Command (HQJOC), Thales is responsible for integrating 49 different disparate systems, involving all levels of security within the Defence Force, creating a fully integrated environment for HQJOC to provide operation support to the ADF.

SAMS

The 17-year Strategic Agreement for Munitions Supply (SAMS) between Thales Australia and the ADF is the cornerstone of the nation's self-sufficiency in conventional military munitions. Thales provides high quality safe and reliable in-country munitions capability to the ADF through its Benalla and Mulwala facilities.

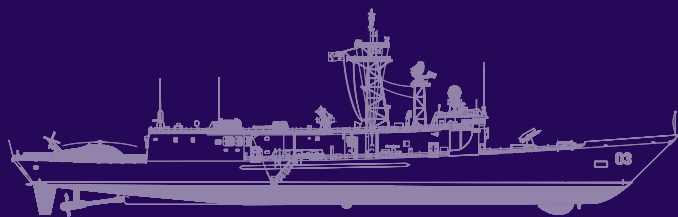
EO services

Thales Australia manages the storage distribution, maintenance and disposal elements of the explosive ordnance supply chain for the ADF under a contract to the end of 2016.

FFG Upgrade

The Fast Frigate Guided (FFG) Upgrade project is the most sophisticated naval systems integration task ever undertaken by a company in Australia involving both new technologies and legacy equipment.

Four FFG guided missile frigates, commissioned between 1984 and 1993, are being upgraded with improved anti ship missile defence, onboard training systems, electronic support systems, tactical data link capability, underwater warfare systems, ship service diesel generators, and other systems.

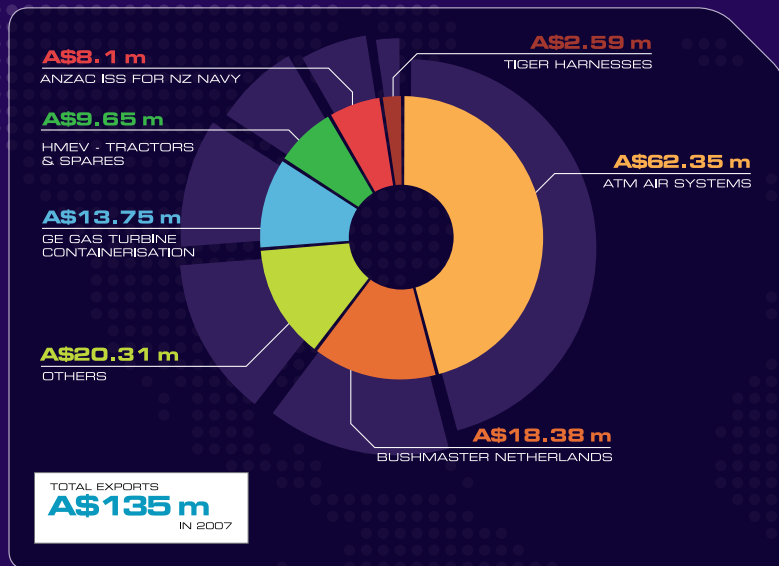


THALES AUSTRALIA EXPORTS

Thales Australia exports a wide range of Australian based products, intellectual property and technologies. Substantial exports accounting for around 15 percent of our revenue make a positive and valuable impact on Australia's balance sheet.

Exports – what goes where?

- More than A\$1 billion in exports over the past 10 years
- Air traffic management across Asia
- Bushmasters to Europe
- Sonar systems to France, Italy, UK and Norway
- ANZAC frigate in-service support to New Zealand
- Tiger harnesses to Europe
- Gas turbine containers to the USA
- Submarine launched flares and markers to Chile
- Propellants to the USA
- HMEVs to China.





INNOVATION

Thales globally spends around A\$3.75 billion on R&D every year – just under 20% of revenues.

Over 22,500 engineers and researchers work on cutting edge technologies, including 1,100 in Australia. The company produces approximately 300 inventions every year, and generates more than 15,000 patents.

Thales also has numerous cooperation agreements with universities and public research laboratories in Europe, the United States and Asia-Pacific.

In Australia, Thales has a strategic alliance with the DSTO, and is a foundation member of the Defence Materials Technology Centre.



The company's Battlespace Transformation Centres represent a global capability supporting concept development and experimentation.

The company's investment in local Australian laboratories, such as the Australian Transformation and Innovation Centre (ATiC), the NEWLab for networked warfare, and OceanLab demonstrate this commitment to innovation.



PEOPLE

Critical to the comprehensive support of Australia's defence capability needs now and for the future is the ability to attract and retain the most skilled workforce with a wide expertise base and depth of experience.

We actively recruit – and attract – some of the best graduates and brightest talent in industry. These are people who care about results and are accustomed to success; people distinguished by their initiative, drive and a passion for excellence.

Thales Australia invests in its workforce with top class training and personal development in addition to international career mobility, competitive salaries and excellent working conditions. We have a range of initiatives – such as Thales Campus – aimed at developing and retaining key personnel in the defence, aerospace and security sectors, ensuring we maintain high levels of capability and service delivery in Australia.

Thales Campus

We actively promote career development with our world class training and development facility – Thales Campus. This hub of learning and knowledge sharing forms part of a network stretching around the world, offering a broad range of services including individual training, on-site training and team training to support the deployment of new processes, methods and tools.

Thales managers and experts are actively involved in setting training objectives, designing course content and delivering the training. This direct involvement ensures that the training programs are tailored to the specific skills development requirements of company employees.





CORPORATE SOCIAL RESPONSIBILITY

Thales Australia operates in a complex global environment which calls for high standards of practice and recognition by the company of its growing responsibility for employing ethical and socially aware business practices.

Community

Thales Australia has a multi year partnership with Legacy, one of Australia's oldest charitable institutions.

Legacy is a unique organisation dedicated to caring for the widows and dependents of Australia's war veterans.

The partnership is Thales Australia's most significant community initiative to date, and demonstrates its willingness to support the charity's numerous activities.

Environment

Thales Australia is committed to a proactive environmental protection policy and attaches importance to this principle within the framework of its activities.

Our aim is to build the environmental dimension into every level of our activities, creating a genuine culture of environmental responsibility shared by all employees.

Our environmental goals are:

- Reduce consumption of energy and natural resources
- Limit waste output and promote reprocessing
- Manage atmospheric emissions and liquid effluent
- Incorporate health risk management in environmental improvement plans.

All Thales employees are involved in this effort, and our partners, subcontractors and suppliers fully support the company's environmental goals, helping to establish Thales as an economic player with an active commitment to environmental responsibility.

LOCATIONS





Thales is a major Australian employer, with over **3,500 employees** across the country – including more than 1,100 in regional areas. ”



NORTHERN TERRITORY

- Darwin



WESTERN AUSTRALIA

- Nedlands
- Rockingham
- Henderson
- Garden Island



SOUTH AUSTRALIA

- RAAF Base Edinburgh



QUEENSLAND

- Amberley
- Acacia Ridge
- Brisbane
- Oakey
- Townsville



ACT

- Deakin
- Turner



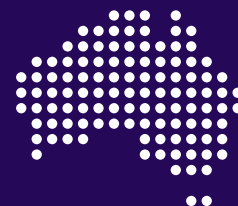
VICTORIA

- Melbourne
- Benalla
- Puckapunyal
- Bendigo
- Maribyrnong



NEW SOUTH WALES

- Garden Island
- Rydalmere
- North Ryde
- St Marys
- Moorebank
- Orchard Hills
- Newcastle
- Lithgow
- Mulwala



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Thales Australia Limited ABN 66 008 642 751

Image credits: p3 Bushmasters, p5 Soldiers in night vision, p6 HMAS Darwin, p10 Bushmasters,
p11 Tiger Helicopter, p12 MU90 Lightweight Torpedo © Australian Department of Defence - 02/2009

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