

## CHANGE OF CIRCUMSTANCE AND REASON FOR LEAVING/EARLY EXIT FORM THALES UK EMPLOYEE SHARE PLAN - 2008 OFFER

|   |   |              |  |
|---|---|--------------|--|
| <b>SECTION 1</b>                          | <b>MEMBER'S CURRENT DETAILS (BLOCK CAPITALS):</b> |              |  |
|   | Title:  | First names: | Surname:                                 |
|   | N I Number:                                       |              | Date of Birth;        /        /         |
|   | Email address:                                    |              | Contact telephone no (For queries only): |
| Current Employing Company & site address: |   |              |  |

|   |  |              |  |
|---|--|--------------|--|
| <b>SECTION 2</b>  | <b>NEW THALES COMPANY</b>  |              |  |
|   | New Thales Company Name :  |              |  |
|   | New Site Address :   |              |  |
|   | <b>BANK DETAILS</b>  |              |  |
|   | <i>(ONLY APPLICABLE IF YOU WANT REPAYMENT INTO A BANK ACCOUNT NOT BY CHEQUE)</i> |              |  |
|   | <b>PLEASE ENTER NEW DETAILS BELOW:</b>   |              |  |
| Bank A/C Name   |  |              |  |
| Bank A/C Number inc IBAN  |  |              |  |
| Bank Sort Code  | Building Society Roll Number   |              |  |
| <b>CHANGE OF NAME</b> <i>(PLEASE PROVIDE A COPY OF MARRIAGE CERTIFICATE / DEED OF POLL)</i> |  |              |  |
| New Name (in full).....   |  |              |  |
| <b>CHANGE OF ADDRESS</b>  |  |              |  |
| Old Address:  |  | New Address: |  |
|   |  |              |  |

Member's signature: \_\_\_\_\_ Date: \_\_\_\_\_

|  |  |       |  |                            |                            |
|--|--|-------|--|----------------------------|----------------------------|
| <b>SECTION 3</b>   | <b>I AM / MY NEXT OF KIN ARE CLAIMING THE FOLLOWING REASON FOR EARLY EXIT:</b>   |       |  |                            |                            |
|  | <i>(Documents to be provided as evidence for claiming one of the below and reasons are noted overleaf. Evidence must be provided to HR (and copied) before they will sign off this form) <b>PLEASE TICK ONE BOX:</b></i> |       |  |                            |                            |
|  | Principal residence - Acquisition  |       | Principal Residence - Extension          |                            | Marriage/civil partnership |
|  | Birth/adoption of 3 <sup>rd</sup> child/subsequent Child   |       | Divorce/dissolution of civil partnership |                            | Disability                 |
| Termination of employment  |  | Death |  | Other (Please inc. detail) |                            |
| Claimant's signature: _____ Date: _____  |  |       |  |                            |                            |
| I have checked and taken copies of the document(s) that are required to claim the above and they are in order: |  |       |  |                            |                            |
| Signature (HR Officer): _____ Print Name: _____  |  |       |  |                            |                            |
| For and on behalf of Thales _____ Limited  |  |       |  |                            |                            |

Please refer to the document, issued to HR in May 2008 called "Thales - Employee Offer Early release Provisions" to determine whether the claimant qualifies. If they do then evidence needed is as set out below. Copies of the document are available on request from CPM helpline 020 8676 2571 or from THALES UK Corporate 01932 824800 (Company Sec. Department)

## DOCUMENTARY EVIDENCE

### **1. PRINCIPAL RESIDENCE**

Any sums released from the early exit event will need to be shown as having been used to finance the acquisition or extension. Therefore:

For acquisition the following will need to be provided:

The purchase agreement drawn up by a solicitor/notary

In case of acquisition with a bank loan:

- a financing study/plan prepared by the bank, showing the use of the assets to be released.

In case of acquisition without bank loan:

- a sworn affidavit stating that the assets released will be used for the financing of the acquisition.

One or the other of these documents must contain the following information:

a description of the purchased property,

the total acquisition cost and the amount personally contributed to by the employee

the date of completion/moving in.

The employee will have to add to his application a sworn affidavit that it is a principal residence for his/her personal and immediate use.

For extension the following will need to be provided:

1. a sworn affidavit that the property is the employee's principal residence, and which specifies the cost of the works (deducting any amount financed by loans) and the date on which the extension works will be finished.
2. a copy of the quotes or bills for the purchase of materials, and/or with the works contract, whether the employee does the work himself or not.
3. It is advisable to attach a copy of the building permit (planning permission) or of the prior declaration of works in which the creation of a new habitable surface should be mentioned.

### **2. MARRIAGE/CIVIL PARTNERSHIP**

The following will need to be provided:

A marriage certificate or certificate of civil partnership

### **3. BIRTH OR ADOPTION OF THIRD OR SUBSEQUENT CHILD**

The following will need to be provided:

Either a) birth certificate, or a copy of the adoption Court decision

Or b) A certificate of family benefits (e.g. child support) is admissible

### **4. DIVORCE/DISSOLUTION OF CIVIL PARTNERSHIP**

The following will need to be provided:

The Court Order finalising the divorce/dissolution and settling the children's custody.

### **5. DISABILITY**

The following will need to be provided:

(i) a copy of the notification of the attribution of a disability pension by the relevant pension institution; or

(ii) a copy of the official decision declaring the disability of the concerned person

### **6. DEATH**

The following will need to be provided:

In the case of the death of a spouse/civil partner, the employee will have to provide a death certificate. The Next of Kin will need to provide a grant of probate or letters of administration accompanied by a death certificate.

### **7. TERMINATION OF THE EMPLOYMENT CONTRACT**

The following will need to be provided:

an employment certificate stating the change delivered by the employer.

### **8. COMPANY Creation or acquisition**

The following will need to be provided:

A legal document locally required for the creation of business (for example, extract from a Commercial Register).

The employee will have to provide a copy of the company statutes.

In the case of an acquisition, a copy of the transfer deed as well as a copy of the company's statutes should be provided.

If the spouse/civil partner or a child is involved, a copy of the marriage/civil partnership certificate or certificate of birth should also be provided.

### **9. OVER-INDEBTEDNESS**

The following will need to be provided:

The judgement of a local Court or Commission of indebtedness certificate.

## NOTES

1. This form, once completed and then subsequently approved by the HR/Payroll officer, must be copied and forwarded to:

Computershare Plan Managers  
Purley Point  
1E High Street  
Purley  
CR8 2AF  
Fax: 020 8676 2647

- Thales UK Payroll Department, Thales Corporate Services, Manor Royal, Crawley, West Sussex RH10 9PZ
- Your local HR Department

2. For the purposes of the UK Data Protection Act 1998, the Data Controller in relation to any personal data you supply is the Thales Group ("Thales"). Computershare Plan Managers ("CPM") manages such personal data on Thales behalf.

3. By returning this form you consent to the processing of your personal data for the purpose of administering your Thales shares. You also consent to the transfer of your personal data to countries or jurisdictions outside of the European Economic Area.

### **FOR YOUR INFORMATION**

Shares held in the 1998, 2000 and 2002 Offers are now fully matured. If at any time you would like to know what options are available to you in relation to the holding or selling of these shares, please contact CPM on the Thales help line + 44 (0) 20 8676 2571.

Similarly should you have any queries regarding the 2004 or 2008 offers, please also use the Thales help line number.

Issued : May 2008