THALES
Building a future we can all trust

Thales in Poland

Factsheet



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Locations

Warsaw

- Defense, Cybersecurity and Digital Identity activities

Tczew

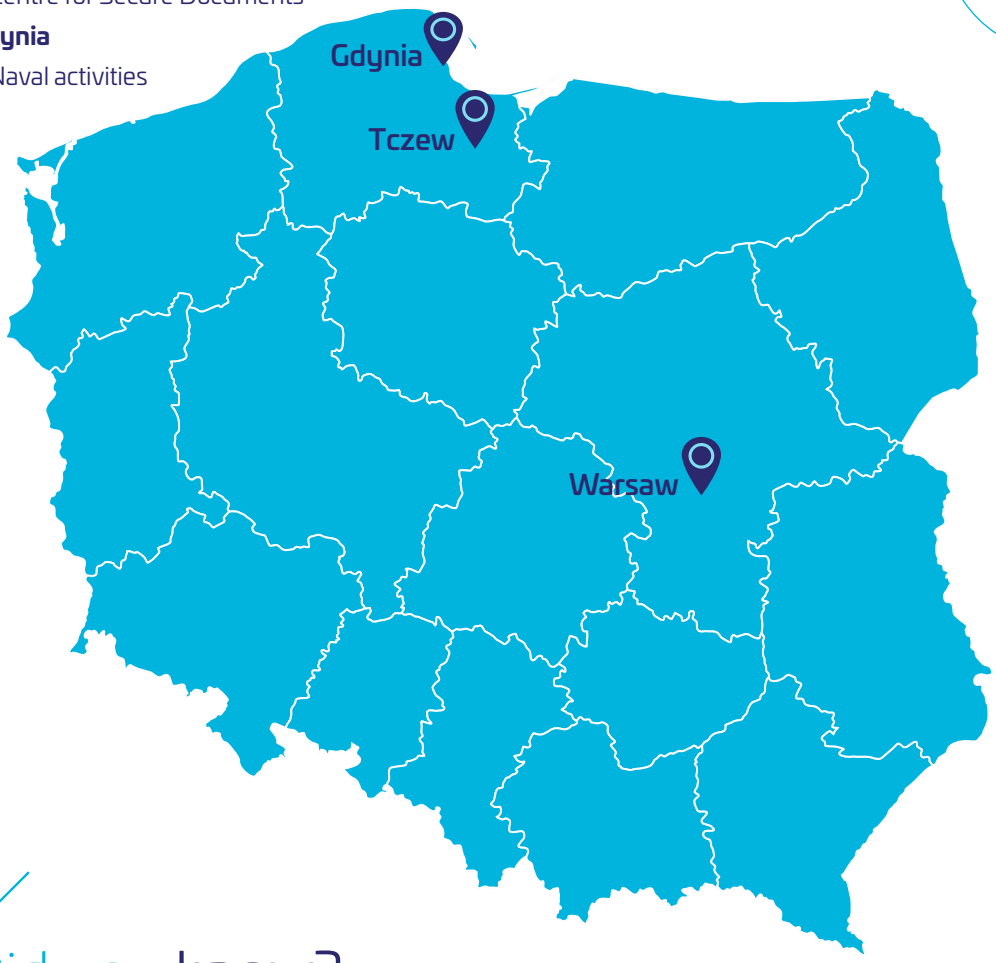
- Manufacturing Competence Centre for Secure Documents

Gdynia

- Naval activities

30 years of presence

1200+ employees



3 sites

Did you know?

- Thales cooperation with the Polish defence industry involves **the historic presence of the development and manufacturing of PR4G tactical radios**.
- In 2023, Thales signed a contract to **equip the Polish Navy's MIECZNIK frigates** with the **Tacticos combat management system, sonars, infrared sensors and radars**.
- In 2024 Thales inaugurated a **new state-of-the art production facility for identity documents** production in Tczew near Gdansk, **the largest of its kind for the Group worldwide**.
- Thales's IFE repair station located near Warsaw **is one of the Group's primary maintenance centers for business class seats**.
- In the banking segment, **seven out of Poland's ten largest banks rely on Thales's advanced products and solutions for banking and payment services**.

About **Thales**

Thales (Euronext Paris: HO) is a global leader in advanced technologies for the Defence, Aerospace, and Cyber & Digital sectors. Its portfolio of innovative products and services addresses several major challenges: sovereignty, security, sustainability and inclusion. The Group invests more than €4 billion per year in Research & Development in key areas, particularly for critical environments, such as Artificial Intelligence, cybersecurity, quantum and cloud technologies. Thales has more than 83,000 employees in 68 countries. In 2024, the Group generated sales of €20.6 billion.

Thales in Poland

Thales has been operating in Poland since 1992, offering cutting-edge technologies across the Defence, Aeronautics, Space, and Cyber & Digital sectors. The company employs more than 1,200 people across multiple sites, including Warsaw, Gdynia, and Tczew.

In the defence sector, Thales has established a longstanding presence, particularly in tactical radio communications and naval systems, supplying sonars and combat management solutions. The company is also a major player in cyber and digital, maintaining its largest local footprint in Poland within this domain. Notably, Thales operates a manufacturing competence center in Tczew dedicated to identity and banking solutions.

In civil aviation, Thales provides In-Flight Entertainment (IFE) systems along with maintenance services. Additionally, the company contributes to Poland's air traffic management capabilities by delivering advanced ATM radar systems.

Thales' growth strategy in Poland is built on strong cooperation with national stakeholders, including Polish industries, the Polish Armed Forces, financial institutions, and academic partners. This collaborative approach underscores Thales's long-term commitment to supporting Poland's technological advancement and national security infrastructure.



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Defence

Addressing a growing range of ever-changing threats, Thales supports nations and their armed forces to make the right decisions at the right time through advanced technologies, solutions and services – in the land, sea, and air domains. From cybersecurity to AI, we are constantly innovating to achieve operational superiority.

Since the 90s, Thales has been providing the Polish Armed Forces with a various range of equipment in the domain of tactical radios, as well as in the naval domain through the supply of sonars & combat management systems.

In 2023, Thales signed a contract to equip the Polish Navy MIECZNIK frigates with the Tacticos combat management system, sonars, infrared sensor and radars providing the warships with multiple functions for detection, identification, command and control and decision making. The first ship is expected to enter service in 2029 through a strategic program which incorporates a cooperation agreement between Thales and the PGZ-MIECZNIK Consortium.

Thales is providing important cybersecurity solutions for the Polish Army, including protection of critical systems, cyber threat detection and response, secure networks and mobile communications for confidential use, national key management, and security evaluation services.



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Civil Aviation

Thales, a major player in avionics, aircraft cabin systems, air traffic management and digital identity, is helping to build the sustainable, connected aeronautics of tomorrow by offering a unique passenger experience in airports and in flight, optimizing flight operations and enabling the safe integration of new types of aircraft in airspace, capitalizing on cutting-edge technologies such as AI and cybersecurity.

Thales been present in the Polish aviation market, as a supplier to LOT Polish Airlines for its Boeing 787-8 Dreamliner Inflight Entertainment (IFE) systems.

A Thales line maintenance station, Warsaw OBS Station, located in Okęcie, performs any necessary on-going 24/7 repairs and maintenance of the IFE system. Warsaw OBS Station is one of the primary Thales stations to provide maintenance of IFE for business class seats.

Thales is also involved in Air Traffic Management through the supply of ATM radars, cooperating closely with PANSA (Polish Air Navigation Authority) , including products like TopSky, D-ILS (Deployable Instrument Landing System) and project Space Based Surveillance SESAR IR.

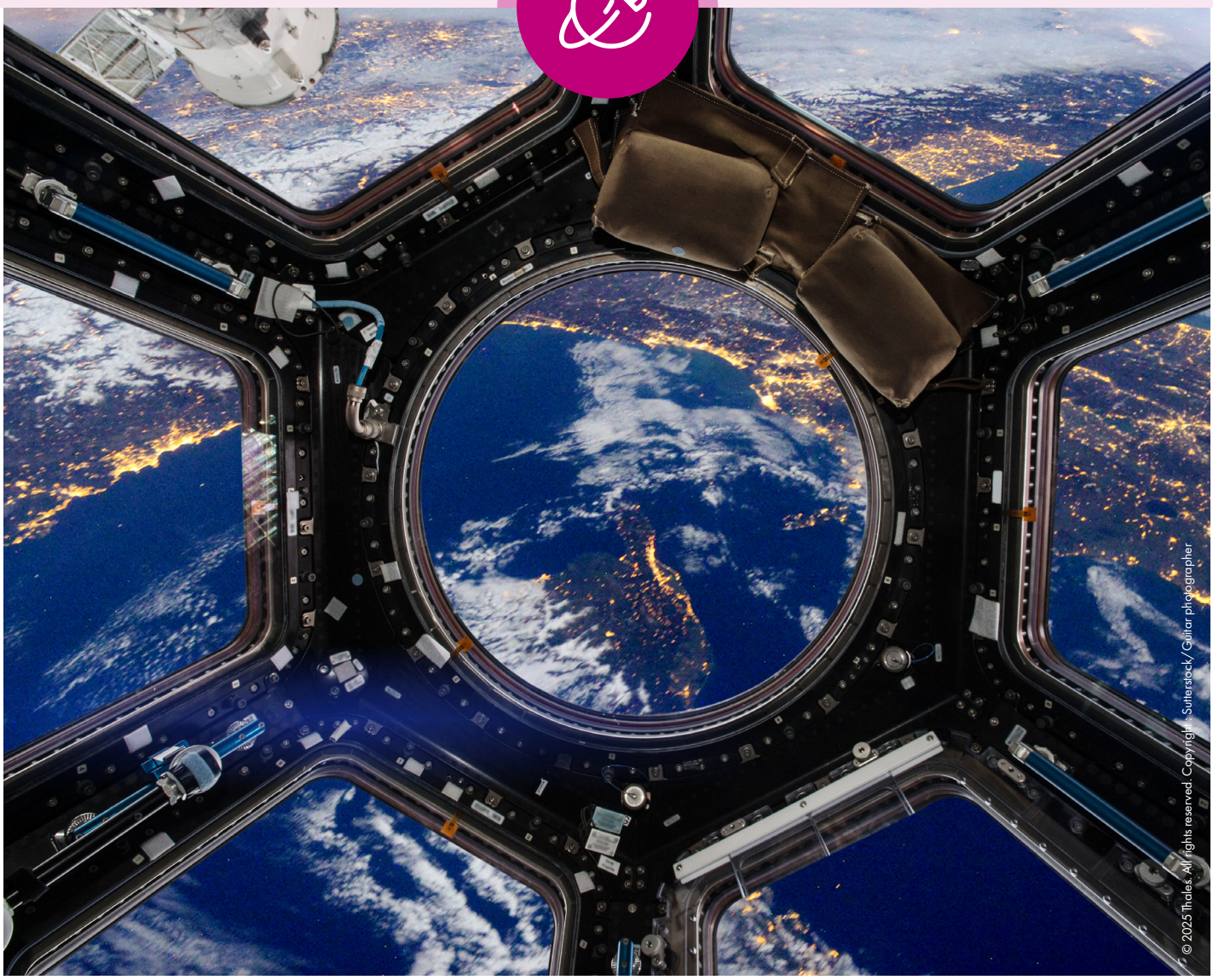
Thales has delivered 8 units of the TACAN (Tactical Air Navigation System) systems for the Polish Air Force together with Polish Partner RadioNAV.


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Space

Thales Alenia Space (TAS) offers institutions, governments, companies and operators a wide range of space solutions – satellites, ground segments, end-to-end-systems for telecommunications, satellite navigation, earth observation, science and space exploration.

Space is one of the priority areas for Thales in Poland is the space sector. This includes the Group's support of strategic collaboration between Polish and French MoDs in the areas such as image sharing, information sharing, space awareness, or Satcom. Thales is also offering solutions related to the space segment, which include Satcom communications systems such as Modem 21, MINDS system (image processing) and satellite payloads.



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Cyber & Digital

In a world where the number of digital connections and cyberattacks are constantly growing, Thales provides products and services which create a circle of trust between people and the digital services they rely on. The world's leading companies and governments in 180 countries trust us to secure people's and objects' identities, personal and sensitive data and their most critical applications. Our cybersecurity and digital identity technologies are designed to offer solutions for a more sustainable digital transformation.

- **Banking & Payment Services**
  Thales provides the Polish banking sector with a wide range of secure digital banking, cards and digital payment solutions. Its onboarding / KYC (Know Your Customer), access / SCA (Strong Customer Authentication) and risk management services have been used for many years by our customers all over the world. The company's investment in Poland encompasses a comprehensive sales, integration, training and support infrastructure, as well as an advanced production facility and certified personalisation centre. Thales is a founding member of the Banking Technology Forum, operating within the structures of the Polish Bank Association (ZBP).The company has been a driving force behind the transformation of digital security in Poland, and seven of the country's ten largest banks now rely on Thales' advanced products and solutions. Thales offers all payment products and personalisation services available on the market, regardless of the physical medium, payment organisation or technology. In close partnership with leading Polish banks, we also drive the change in lifestyle payment products, including world-leading mobile, biometric, metal, eco-friendly products and associated services.

- **The Manufacturing Competence Centre**
  The expansion of Thales's new production facility was inaugurated in 2024 and consolidates all operations in the same location and is the biggest production facility for Thales Cyber and Digital in Europe. The facility's highly competent staff ensures strict compliance with all environmental, ethical, safety and security regulations in the production of banking cards and identity documents. It is a Centre of Excellence and Thales's largest Identity & Biometrics Solutions manufacturing site worldwide.

- **Identity & Biometric Solutions**
  In Poland Thales is contributing to road safety, border security and trusted identity which is a vital component of a well-functioning society. Since 2013 Thales digital/smart tachograph modules embedded into Polish smart tachograph cards serve as an essential part of national and international road safety and a valuable tool for freight and passenger transport fleet operators. The introduction of the digital/smart tachograph has contributed to:improved road safety by drastically reducing fraud linked to excess driving time and speeding, better working conditions for drivers and fair competition between transport companies.

  Since 2019 Thales modules with Thales Gemalto MultiApp operating system and eTravel/ICAO application are embedded into Polish passports. Since 2022 Thales modules with Thales Gemalto MultiApp are also embedded into Polish national eID cards offering most common applications of travel documents, electronic IDs and electronic signatures opening the gate to secure and trusted online services.in 2023, Thales was selected to modernize the Border Guard's ICT platform through the development of a Biometric Matching System (BMS). Implemented in 2024, the contract included equipment delivery including servers, system development enabling registration, identification and biometric verfication based on fingerprint scans and facial images, as well as implementation and training.



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Sustainability Commitments

Thales's new production facility in Tczew marks a strategic investment aimed at expanding the Group's manufacturing capacity for identity and travel documents, as well as meeting the growing demand for "Made in Europe" payment cards. This state-of-the-art site strengthens Thales' ability to serve European markets with greater efficiency and responsiveness, while aligning with the company's broader sustainability objectives.

By significantly reducing the shipment distance required to reach European customers, the Tczew facility contributes meaningfully to lowering CO_2 emissions. In addition, it enables the use of more sustainable logistics solutions, such as rail or road transport, in place of air freight. These measures support Thales' commitment to responsible manufacturing and environmentally conscious operations.

The facility holds ISO 14001 certification for environmental management and ISO 50001 for energy efficiency, positioning it as a benchmark in sustainable industrial practices. The site integrates multiple environmental initiatives, including the use of renewable energy sources, comprehensive waste reduction and recycling programs, eco-design principles in product development, and the use of sustainable materials—particularly in the production of banking cards.

This expansion not only enhances Thales' operational capabilities in Europe but also exemplifies its dedication to innovation, customer satisfaction, and environmental stewardship.



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Local Partnerships

Thales's development strategy in Poland is strongly rooted in a commitment of local collaboration. Thales is partnering with key Polish defence firms to reinforce its role as a trusted technological partner for the Polish Armed Forces and to access global markets. Some of these partnerships include:

- **PGZ strategic partnership in the Radar Domain**
  In 2024, Thales and PGZ Group, a leading supplier of military equipment for the Polish Armed Forces, signed a Memorandum of Understanding (MoU) on strategic cooperation in 2024 in the area of radar technologies.
- **Radio Partnership with WB Group**
  Thales and WB Group signed a framework agreement addressing the overall defence domain including land, aerospace, space and cyber markets. As part of the long-lasting cooperation between the two groups, WBE/RADMOR has manufactured around 12,000 PR4G radios under a transfer of production from Thales. The two groups are now strengthening this cooperation with the joint development of a Polish certified SDR Radio, interoperable with existing fleet of WBE/RADMOR Radio to ease its adoption by Polish Armed forces, and ensuring coalition interoperability solution with ESSOR (European Secure Software defined Radio) capacities.
- **Collaborations in rocket production**
  Thales Belgium and Polska Amunicja have been collaborating on the transfer of production of 70mm rockets. Thales Belgium, WB Electronics and AREX also signed an MoU to develop a new remote weapon system equipped with the 70mm rockets based on the AREX turrets.



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Annexes/ List of Historical References

Defence

- In 1992, Thales equipped the Polish Navy with Electronic Warfare solutions.
- In 1993, an agreement was signed concerning the licence for the Identification Friend or Foe (IFF) system.
- Between 1996-2001, Thales cooperated with the Polish defense industry to develop and manufacture PR4G tactical radios, equpping the Polish Army with a modern system for tactical wireless communication.
- In 2001, Thales won a contract for the modernization of three Orkan-class missile ships, which were equipped with the Tacticos Combat Management system.
- In March 2014, Polish Ministry of National Defense signed a contract with Thales for the delivery of an integrated combat management system along with the associated works for the ORP Ślązak patrol vessel.
- In 2023, Thales signed a contract to equip the Polish Navy MIECZNIK frigates with the Tacticos combat management system, sonars, infrared sensor and radars providing the warships with multiple functions for detection, identification, command and control and decision making.
- In June 2024 an MOU was signed with WB Electronics to enable the integration of launchers for guided and unguided rockets from Thales within the WB Arex turret system.
- In 2024, an MoU was signed between Polska Amunicja and Thales Belgium to produce components and/or assemble 70 mm rockets/missiles.
- In 2024, an MoU was signed between with PGZ PIT-RADWAR regarding collaboration on radar technologies.
- In 2024, an MoU was signed between Thales Belgium and APS on cooperation to develop a Counter Unmanned Aerial System (CUAS) with rocket effectors from Thales.

Aeronautics & Space

- Thales supports PANSA (Polish Air Navigation Authority) it the field of ATC, TopSky, D-ILS and Space-Based Surveillance SESAR IR.
- Since 2012, Thales has equipped Polish LOT Airlines' fleet of Boeing 787s with Inflight Entertainment (IFE) systems.
- Thales supplied 8 units of the TACAN (Tactical Air Navigation System) systems for the Polish Air Force together with Polish Partner RadioNAV.
- First initiated in 2023 and reinforced at Paris Air Show in 2025, Thales is supporting a MILSATCOM - Cooperation between Poland and France on the first Polish telecommunication satellite.

Cyber & Digital

- Thales operates a state of the art production facility in Tczew. The expansion of the new facility was inaugurated in 2024.

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9 gen. Józefa Zajączka street
01-518 Warsaw, Poland

thalesgroup.com

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