

“STEM for All” Prize regulations

The “STEM for all” programme

“STEM for All” is a solidarity programme created in 2024 by Thales Solidarity, Thales Group Endowment Fund.

This fund is a non-profit legal entity under private law created in 2019 whose objective is to contribute “to a safer, more inclusive and more innovative world” for the benefit of Civil Society and which has set itself the following two main missions:

- Stimulate interest in science and technology among as many people as possible, especially the younger generations who are far removed from the world of science;
- To encourage and support vocations in these fields.

The Fund's “STEM for All” programme is run in partnership with the Académie des Technologies.

The aim of this programme is to promote young students from diverse backgrounds who are destined for courses and careers in Science, Technology, Engineering and Mathematics (STEM).

To this end, the Thales Solidarity Fund has decided, as part of the above-mentioned programme and in keeping with its corporate purpose, to launch a competition to award prizes or scholarships each year to around fifty students meeting the conditions defined below.

The aim of the competition is to reward students enrolled in a STEM-related degree course.

Article 1: Pre-requisites and application documents:

To participate in the “STEM for all” programme, each candidate must meet the following requirements at the time of application:

- Demonstrate a strong motivation and vocation for Science, Technology, Engineering and/or Mathematics;
- Be a 1st year student (in preparatory classes for engineering schools or post-baccalaureate engineering schools, or in science or technology universities);
- Be a student in one of the following countries: France, Belgium, Germany, Netherlands, Poland, Italy, Romania, Greece, South Korea, Czech Republic;
- Be over 16 years old;
- Be able to justify economic difficulties in financing their studies;
- Be able to present one or more letters of recommendation from teachers;
- Undertake to continue studies beyond the first year (enrolment in the second year);
- Submit an application including all of the following documents:
 - Completed application form, including a commitment to pursue a second year of study in STEM;
 - 1st year STEM student card;
 - Transcript of baccalaureate grades and first year results;
 - Signed letter(s) of recommendation from a teacher or administrator at the student's high school, college or university;
 - Short video (made on phone or tablet) of 3-5 minutes in which the student answers the following question: ‘How can science and technology contribute to making the world safer, more environmentally friendly and more inclusive, how can you relate this to your career plans and how you plan on spending the prize money/scholarship?’
 - Candidate's CV;
 - Parents' tax returns;
 - Duly signed authorization form for the use and reproduction of images or documents, allowing the organizers of the “STEM for All” program to use the photo and the application video for any internal or external communication aimed at (1) publicly

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- promoting the student's career, merit or studies, or (2) the “STEM for All” program or the awarding of a prize or scholarship to the program's winners;
- A letter of authorization from one of the parents or a legal guardian for the participation of a minor;
- ID photo;
- Commitment to attend the awards ceremony;
- Attestation of non-infringement of local laws

Failure to submit all of the above documents will invalidate participation in the contest.

Article 2: How to submit an application

2026 applications must be submitted exclusively online via the Optimy platform from January 5, 2026 and before midnight April 19. After this deadline, the application will be disqualified from the competition.

The link to this platform is available on the Thales website ([dedicated Thales Solidarity page](#)).

The candidate acknowledges that all information provided in his/her application is his/her sole responsibility and is exempt from any confidentiality restrictions (with the exception of income requirements and family record book). Any incomplete or misleading application form will be considered null and void and may be subject to reimbursement by the applicant to the Endowment Fund of the prize or bursary awarded.

Thales Solidarity, as organizer, cannot be held responsible for any malfunction of the Internet networks.

Article 3: Examination of applications / selection process

Applications will be examined between April 21st and June 30th according to the selection process described below.

It is hereby specified that under no circumstances will the selection process take into consideration elements relating to the appearance, racial or ethnic origins, political, philosophical, religious or trade union opinions, private life or sexual orientation of applicants.

- **1st selection phase: File admissibility review**

The Thales Solidarity team assesses the admissibility of applications by checking that the documents submitted by the applicant are complete and comply with the conditions listed above.

- **2nd selection phase: Pre-selection of applications by Selection Committees**

Applications deemed complete are then forwarded by the Thales Solidarity team to selection committees made up of Thales Group employees or retired employees.

These committees, in charge of examining the completeness of the applications with regard to the present rules, award each application marks ranging from 1 to 10 based on the following elements:

1. Candidate's personality through the video and motivation;
2. Originality of the applicant's academic record and merit, particularly with regard to letters of recommendation;
3. Academic level (baccalaureate grades and initial results for the current school year);
4. Level of difficulty linked to social environment (disability, income, social background, etc.);

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5. Candidate's answer to the question ‘How can science and technology contribute to making the world safer, more environmentally friendly and more inclusive, how can you relate this to your career plans and how the prize money can help you achieve these goals?’

- **3rd selection phase: Selection of winners by the Jury**

The selection committees then forward the best-rated applications to the President of a Jury made up of around ten members, at least three of whom are proposed by the Académie des technologies. The other members of the Jury are personalities from within Thales, from other companies or from associations with links to the STEM field.

A maximum of 100 applications will be submitted to the Jury.

The President of the Jury in turn distributes the applications among the different members of the Jury.

To ensure fairness and impartiality, each application is examined by three members of the Jury.

The members of the Jury evaluate the applications according to the same criteria as above, with scores from 1 to 10, and consolidate their assessment at a plenary session. The list of winners is drawn up at this meeting and published between September and October of the year in question. Jury decisions are taken by majority vote, with each member of the jury counting as one vote.

In the event of a tie, the Chairman has the casting vote. The jury has the final say in awarding the prize. Decisions may not be appealed. Confidentiality of exchanges must be respected.

Only applications selected after the first two selection phases will be considered in the final phase. Final designation is subject to strict compliance with these rules.

Winners will be informed in the following week of their prize by email and/or telephone.

They are awarded a prize or scholarship by Thales Solidarity in the form of a maximum donation of €5,000, which may be paid in 2 instalments.

The awards ceremony is attended by members of the Jury and the winners, as well as other personalities from within or outside Thales, and members of the Académie des Technologies.

Awards are presented at a ceremony organized by Thales Solidarity in the year following the competition.

In the event of non-compliance with the present rules, the candidate will be obliged to reimburse all or part of the sums paid by the Endowment Fund.

The jury's decisions are final and may not be contested by candidates or third parties. Thales Solidarity, the competition organizer, reserves the right to disqualify any candidate whose application does not meet the requirements of these rules. Any disqualification for any reason whatsoever will result in the forfeiture of any prize or scholarship to which the candidate may have been entitled. Unsuccessful candidates will not be entitled to any compensation whatsoever.

Article 4: Appointment of Jury members and selection committees

The members of the Thales Solidarity Board of Directors unanimously appoint the President of the Jury and its members for two years, renewable once.

The General Delegate of Thales Solidarity appoints the members of the selection committees. Each selection committee includes at least one member of the Thales Solidarity Strategic Council, who guarantees the impartiality of the assessments.

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Article 5: Protection of personal data

When you visit the Site, Thales Solidarity may collect and process information about you. You can [access the information notice on the protection of personal data](#) applicable to the Site.

In any event, you have the right to access your personal data.

You may also request the rectification or deletion of your personal data.

You also have the right to withdraw your consent or to object to the processing of your personal data and to request a limitation of such processing, where applicable.

Finally, you may request that your personal data be provided in a structured and standard format.

For any request or complaint, you may contact the Thales Group Data Protection Officer at dataprotection@thalesgroup.com.

In all cases, you have the right to lodge a complaint with the competent data protection authority.

Article 6: Interruption, suspension or cancellation of the contest

The organizer reserves the right to extend, suspend, modify or cancel the contest, particularly in cases of force majeure. Such changes will be announced in advance on the Thales Solidarity website or by any other means. Participation in this competition implies full acceptance of these rules.

In the event of extension, suspension, modification or cancellation of the competition, for any reason whatsoever, the endowment fund may in no case be held liable to participants who have submitted an application.

Article 7: Fund contact details

The Thales Solidarity Endowment Fund :

Head office: 4 rue de la Verrerie

E-mail address: stemforall@thalesgroup.com