

Our impact in action

Global Community Investment Impact Report 2025

BAE SYSTEMS



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Introduction

At BAE Systems we believe in doing the right thing, simply because it's the right thing to do. We strive to make a difference to the communities where we operate. We know that meaningful progress comes from working together – with our employees, the charities we support and local communities – to focus our efforts where they can make the greatest impact.

This report highlights our community investment work across three key areas: supporting the armed forces community, inspiring young people and strengthening the communities where we live and work. These priorities shape our approach and reflect the values at the heart of our organisation.

We're proud to support organisations and charities that deliver real benefits and respond to the needs of the communities we serve. The following pages capture some of the achievements and personal stories of those we have supported over the past year.

As we look ahead, our commitment to creating lasting, positive impact remains steadfast. Together with the charities and organisations we work with and through the efforts of our employees internationally, we will continue to drive progress towards a brighter future.



We know that meaningful progress comes from working together.



Our numbers in action

Our global contributions in 2025 totalled over

£12.2m

Supporting local, national and international charities and not-for-profit organisations



Over £2.9m

Building stronger communities



Our employees gave more than

36,000

hours in volunteering time



Over £5.8m

Inspiring young people



Over £3.3m

Supporting the armed forces community (including heritage)



Our employee fundraising (including Give As You Earn) increased by

8.3%

with growth across nearly all our markets





The armed forces community sits at the heart of who we are.

Supporting the armed forces community

For many years, we've worked with trusted charitable partners internationally to help veterans, serving personnel and their families feel supported and valued. These long-term relationships reflect our deep understanding of what it means to protect, equip and stand alongside those who dedicate their lives to service – whether on the battlefield or at home.

In 2025, we were proud to continue this commitment while expanding our family of support in the UK. We strengthened our help for veterans living with serious physical or mental health challenges by welcoming Help for Heroes and the Royal British Legion into our network. Recognising the unique pressures faced by military children, we were honoured to begin supporting Little Troopers and Scotty's Little Soldiers.

Together, these partnerships help us make a meaningful, lasting difference with compassion, respect and unwavering care.



No One Left Behind: Tom's journey

We are proud to support Help for Heroes, donating £300,000 towards its No One Left Behind campaign which provides specialist support for veterans with the most serious and complex injuries and illnesses.

The service provides tailored lifelong rehabilitation, therapeutic care and ongoing practical guidance to help rebuild confidence, independence and a sense of purpose.

Tom is one of them. At just 17, while training with the Royal Navy, his life changed in an instant when a road accident left him with a severe brain injury. After months in intensive care and years of slow progress, his recovery stalled once statutory services ended – leaving Debbie and John, his parents, unsure where to turn next.

Through No One Left Behind, Tom is now receiving ongoing specialist support. With dedicated case management, neurorehabilitation, physiotherapy, speech and language therapy and structured goal setting, his progress has reignited. Step-by-step, he has regained strength, mobility and independence that once felt so far out of reach. From tackling everyday tasks like cooking, to re-engaging with his community, each milestone reflects both his determination and the transformative impact of long-term, holistic care. Tom's parents also have the reassurance of this support continuing for life.

[▶ Watch video](#)



No One Left Behind
– supporting 38
veterans with
lifelong
needs.



Tom with parents Debbie and John at Christmas.

Helping veterans battle back



Thank you for bringing me back to my old self."

In 2025, we pledged £400,000 to the Royal British Legion, including £300,000 for their Battle Back Centre, helping around 100 veterans rebuild strength, confidence and connection through adaptive sports and recovery courses. For many participants, the impact is immediate and deeply personal.

As Battle Back coach Sean Snow explains: "Those who take part in the course regularly share that they feel truly listened to. There is a clear reduction in isolation and a renewed sense that they are not alone." One veteran summed it up simply: "Thank you for bringing me back to my old self."

Our support also includes a £100,000 contribution to the specialist Admiral Nurse Service, supporting families living with a diagnosis of dementia.

[▶ Watch video](#)

Forged from Fleet Steel: a new memorial takes root

Our Portsmouth-based skilled apprentices collaborated with Royal Navy and Royal Marines Charity (RNRMC) donating over 810 hours to create the Heart of Oak Memory Tree – a striking 8ft tall memorial crafted entirely from Royal Navy ship steel over nearly two years.

Erected in Portsmouth Historic Dockyard in October 2025, the tree honours those who have served, supported, or stood beside someone in the Royal Navy community. Supporters of RNRMC can pay for an engraved oak-shaped metal leaf, dedicated to a loved one and displayed on the tree, which is expected to raise thousands to support serving personnel, veterans and their families.



Our skilled apprentices donated a total of 810 hours.

Helping the North Scale community mark VE Day



In May 2025, to help commemorate the 80th anniversary of Victory in Europe (VE Day), our colleagues in Barrow, UK, donated a Remembrance Bench and a Tommy statue to the North Scale Community Centre.

The bench and statue now sit permanently within the local Remembrance garden, serving as a lasting tribute to the sacrifices of the armed forces. This meaningful contribution reflects our continued commitment to honouring those who served, while supporting this local community in preserving and sharing its stories.

Separated by service but United Through Reading



Since 2009, we have proudly supported United Through Reading (UTR) in the US, keeping military families, separated by service, connected through the power of shared stories.

Many of our leaders have championed this mission, including Michelle Murphy, Senior Vice President & Chief Human Resources Officer, who is currently an active member of the UTR board.

During an August 2025 Senior Leadership Conference, our colleagues demonstrated their strong commitment to the military community. Leaders recorded more than 50 stories for UTR's online storybank and assembled 750 storytime kits that UTR distributed to military families during the holiday season. These kits are a valuable resource to help keep those who serve our nation connected with their children. We also remain a proud supporter of UTR's annual Storybook event, its app and its West Coast Mobile Story Station – ensuring more families can share meaningful moments together, wherever they are in the world.

Supporting and empowering veteran families

In 2025, we extended our support for Legacy Australia, who help families of veterans to continue delivery of their Education Grant Programme.

Since 2023, 356 grants have been awarded to assist with costs associated with early education, tertiary and vocational skills, as well as youth development. These grants help ease financial pressures on veteran families and empower recipients to pursue their educational goals.



Paul Matson, Hull 4 Heroes founder, said:

“Our dedicated house will ensure that veterans are housed in suitable accommodation with other veterans, managed by veterans, which will make them feel safe and help to engage in a recovery process.”

Giving veterans a fresh start

In January 2026, Hull 4 Heroes opened a very special home in Hull, UK – a safe, supportive space for veterans rebuilding their lives after service.

With our funding, the charity purchased and renovated a property throughout 2025 to create temporary accommodation for those at risk of homelessness or needing extra support as they adjust to civilian life.

Our volunteers and local tradespeople dedicated hundreds of hours to build three self contained units, each designed to promote independence and dignity, alongside communal areas that encourage connection. This project reflects Hull 4 Heroes and our mission to ensure no veteran is left without stability or a place to call home.

▶ Watch video



Inspiring young people

We recognise the transformative role that education and skills development play in enabling people from all backgrounds to access quality learning and meaningful employment.

Globally, our employees contribute as STEM Ambassadors, offering mentorship, school engagement and hands-on activities that help young people build confidence and skills. We also support emerging technology education and with partners such as Movement to Work, run youth employability programmes across the UK to help young people into work. Through these initiatives, we are proud to be providing meaningful pathways for young people to develop their skills and progress into fulfilling careers.

We are proud to be providing meaningful pathways for young people.



Beacon in the Outback: taking and inspiring STEM learning to First Nations communities

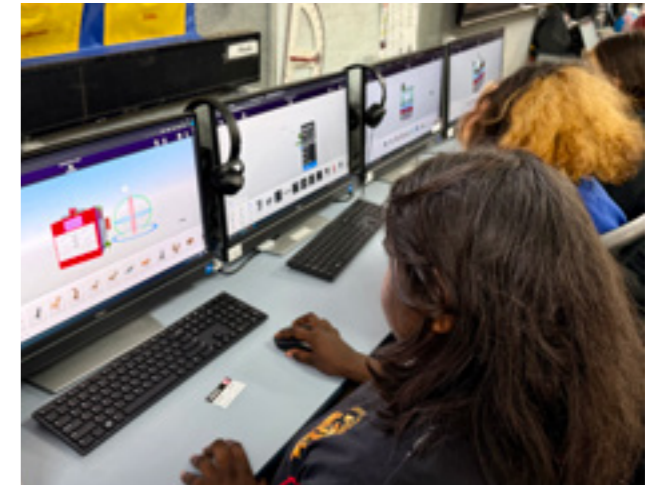
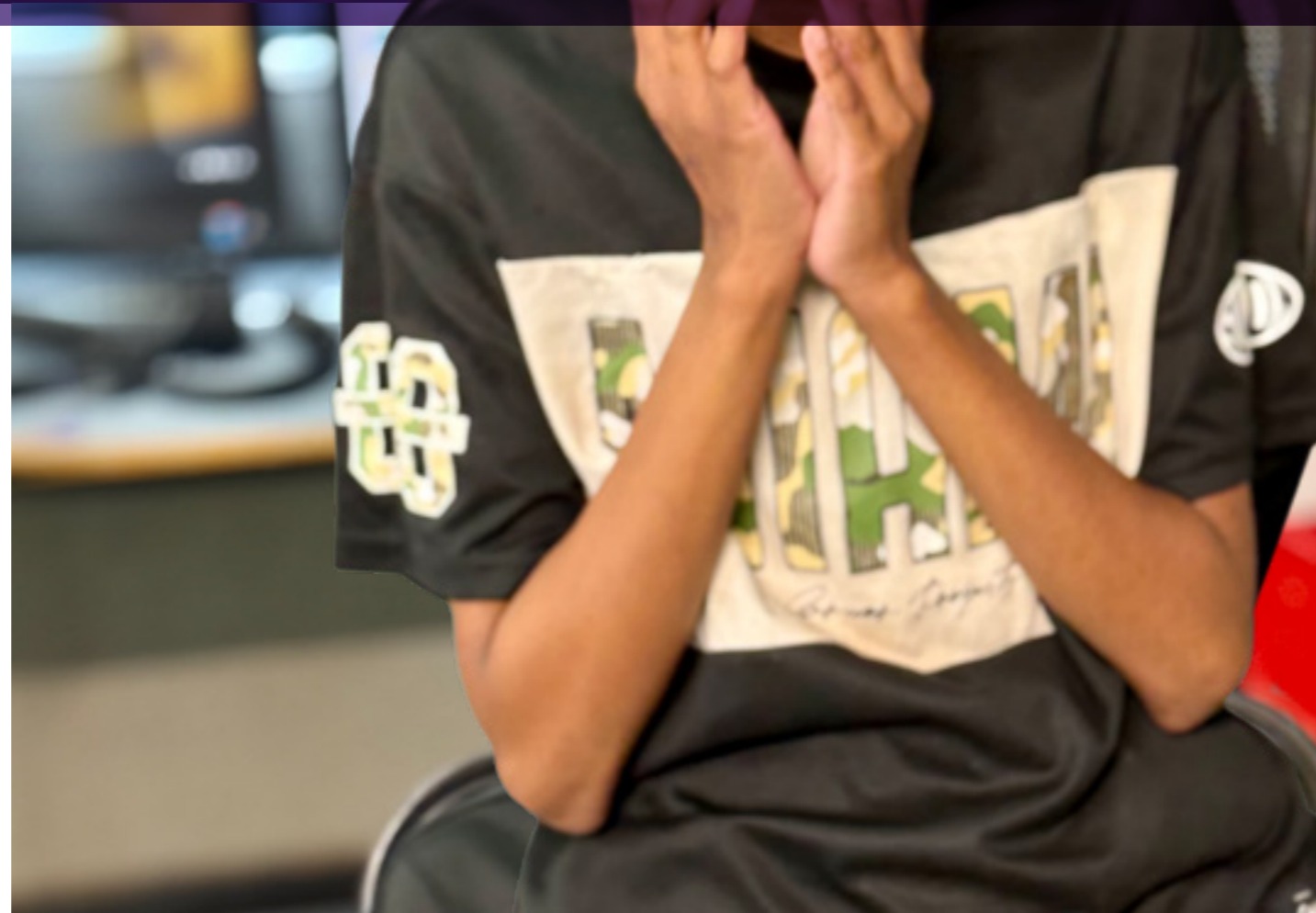
Beacon is a STEM participation programme for students throughout low socio-economic regions of Australia. Our Jindalee Over-the-Horizon Radar Network is situated close to the First Nations communities of Engawala and Harts Range in the Northern Territory.

Inspired by Beacon and our commitment to the local community, we launched Beacon in the Outback in 2025, adapted for local students aged 7–14 with low school attendance and limited STEM learning.

Aligned with the Australian Curriculum, over four days 61 students (70% girls) explored emerging technologies including immersive reality, 3D modelling, robotics and AI, applying these skills to sustainability challenges relevant to their communities. For many, it was their first experience using virtual-reality headsets, enhancing their excitement and engagement. Teachers reported high attendance rates and an increased understanding of how technology can support community-focused solutions.

The programme culminated in a community showcase attended by family, care givers and Aboriginal Elders. Students proudly presented their work, demonstrating confidence, creativity and growing STEM capability.

[▶ Watch video](#)



Students explored emerging technologies.

Experience using virtual reality headsets enhanced students' excitement and engagement.



Breaking down barriers to work

We are a proud supporter of **Movement to Work**, a programme providing work experience opportunities for young people who are not in employment, education or training.

In 2025, we offered 90 work experience placements across the UK. Since 2014, we have delivered 1,028 placements, with more than 640 young people who completed the programme going on to either take up a role with us or another employer or return to education or training. 343 young people have secured roles with BAE Systems, including 246 who joined an apprenticeship programme.

In 2025, we teamed up with Sutton Trust's inaugural Careers Plus Tech and Digital initiative – designed to help high-attaining university students from lower socio-economic backgrounds access meaningful opportunities in one of the UK's fastest-growing and least accessible sectors. Through our sponsorship and interactive workshop, a cohort of 13 students gained insight into cybersecurity practices and engaged directly with role models from across our business, providing valuable exposure to career pathways and professional experiences.

The message I want to send is don't let anyone tell you what you can and cannot be. Do your best to get work experience and decide for yourself what you want."

Anastacia, Bid Project Manager, BAE Systems



Easing pressure on disadvantaged families

In 2025, we delivered 1,000 school bags filled with essential learning materials to disadvantaged students across seven cities in Saudi Arabia, helping ease financial pressure on families and improve students' readiness for the academic year.

Working in partnership with charity organisations to ensure support reached those who needed it most, our employees played a key role, not only donating items, but volunteering time to prepare and distribute each bag to students.



Improving students' readiness for the academic year.

Empowering the next generation through smart learning

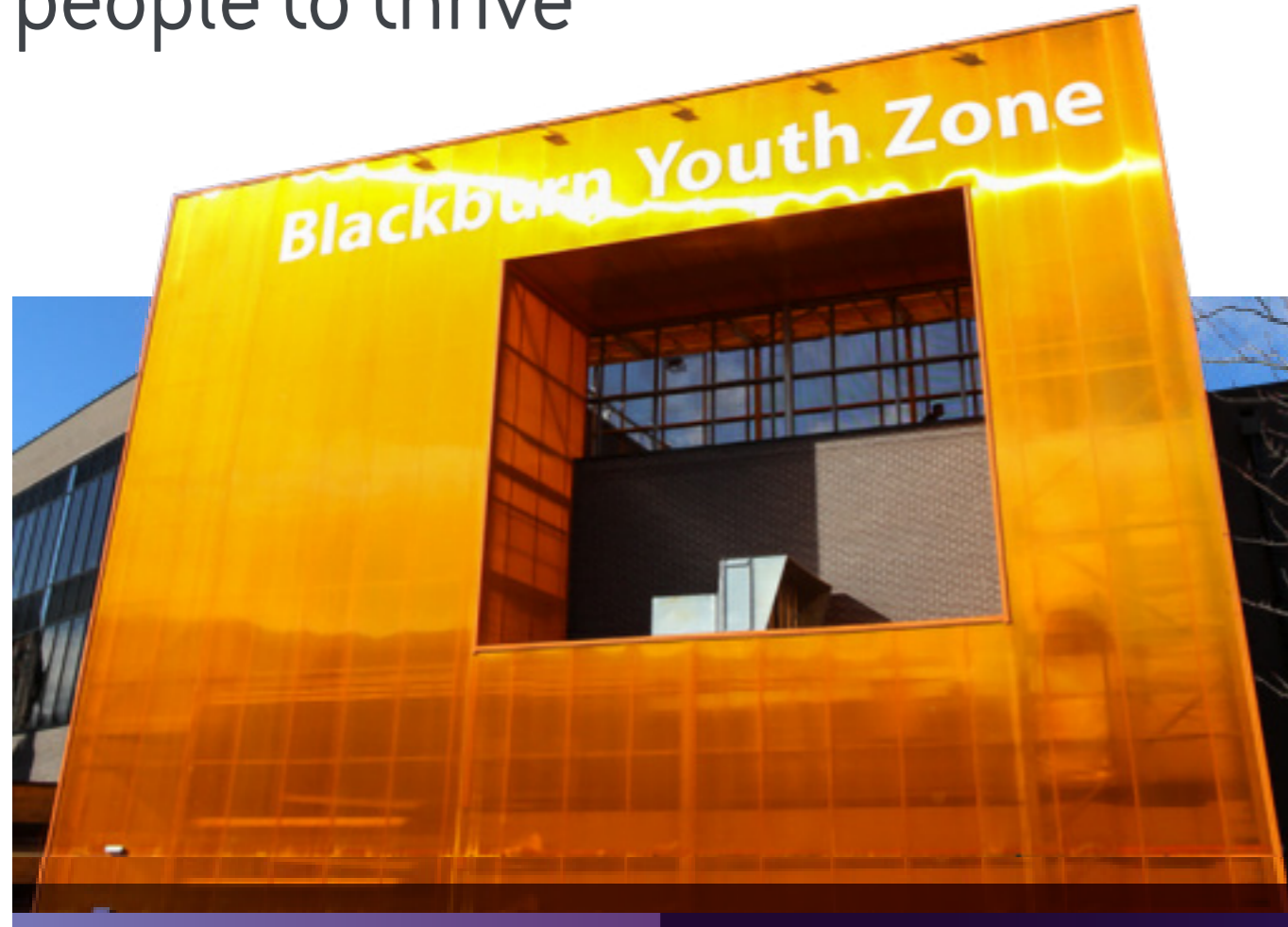
Enhanced STEM focused learning opportunities for 3,400 young people a year.

In 2025, we opened the Smart Learning Lab in Waraqah Bin Nawfal Intermediate School, King Fahad Air Base, Saudi Arabia, to strengthen foundational STEM skills and equip students with the digital and technical capabilities needed for future success.

The Lab offers a modern, technology enabled environment that supports interactive, collaborative and STEM focused learning. With space for up to 56 students per session, the facility serves all students across the Air Base community, providing enhanced learning opportunities to approximately 3,400 young people each year.



Creating space for young people to thrive



For over a decade, we've proudly supported two OnSide Youth Zones, firstly in Blackburn and then more recently Chorley, Lancashire, UK.

In 2025, Blackburn opened its Fuse Box skills hub, which we equipped with nearly £95,000 of cutting-edge technology to ignite young imaginations. This year, Preston Youth Zone (Vault) will open its doors, offering more young people a safe and inspiring place to grow.

Across every Youth Zone, our focus on STEM helps spark curiosity and build confidence through hands-on Maker Zones filled with creativity and discovery.

Our Maker Zones help spark curiosity and build confidence.



Boosting STEM pathways

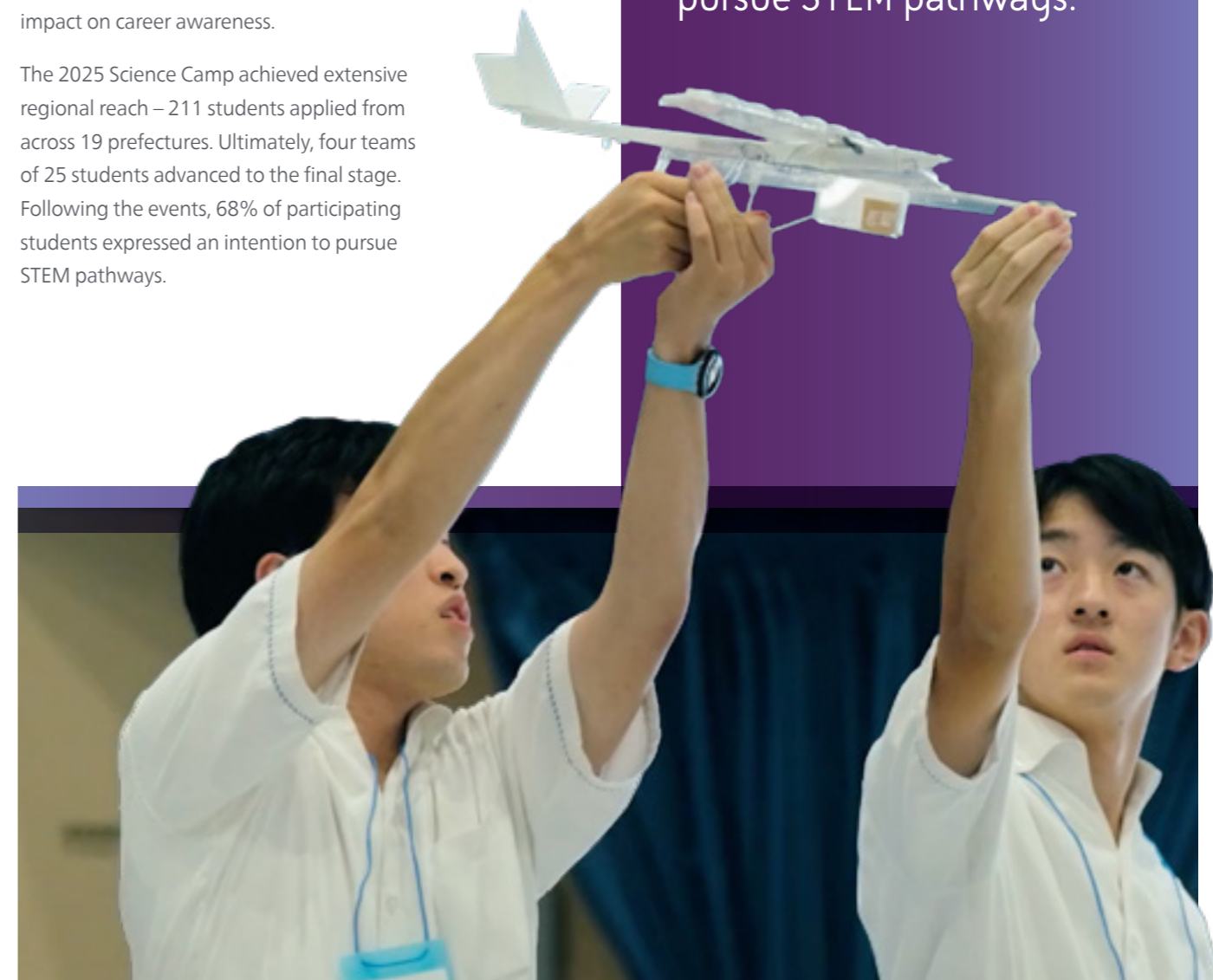
Currently, only around 25% of university students in Japan enrol in STEM studies even though there is a high level of scientific literacy.

To address this challenge, we partner with Rolls Royce to support the Science Camp programme. Founded and organised by Leave a Nest, Japan, this initiative offers hands-on engineering experiences that connect schools, industry and communities. Students work directly with industry professionals, gaining practical engineering exposure to the entire process: development, competition and presentation. Alongside our financial contribution, our dedicated colleagues provide organisational and mentoring support at school events. This collaborative effort is making a tangible impact on career awareness.

The 2025 Science Camp achieved extensive regional reach – 211 students applied from across 19 prefectures. Ultimately, four teams of 25 students advanced to the final stage. Following the events, 68% of participating students expressed an intention to pursue STEM pathways.



68% of participating students expressed an intention to pursue STEM pathways.





Building stronger communities

In 2025, our people gave more than 36,000 hours to causes they care about.

Wherever we operate, we are committed to helping build stronger communities – through big actions that aim to create lasting change and smaller everyday acts of kindness that seek to make a meaningful difference.

This commitment sits at the heart of our community investment programme and reflects our aspiration to respond to local needs in a thoughtful and sustainable way.

Our highly skilled and passionate employees are central to this effort. Whether they are mentoring young people, sharing technical expertise, or rolling up their sleeves for hands-on volunteering, their contributions help strengthen the fabric of the communities around us. In 2025 alone, our people gave more than 36,000 hours to causes they care about, demonstrating their ongoing dedication to creating positive, lasting impact.

[▶ Watch video](#)



Equipping children with essential safety skills

We support frontline agencies delivering safety programmes for primary school leavers to learn about potential risks through engaging in hands-on activities:

Through our involvement in two key safety education programmes run by Child Safety Media, we helped ensure Year 6 pupils, UK-wide, receive practical, age appropriate guidance to support safer decision making at home, in school and within their communities.

We are proud to work with Crewe 'Crucial Crew', a multi-agency child safety initiative designed to equip Year 6 pupils with essential life skills as they prepare for greater independence transitioning to secondary school. In 2025, the programme brought together around 1,150 children from 29 schools.

In 2025, we supported the Guildford and Waverley Junior Citizen programme, funding the Junior Citizen handbook, a vital resource provided to all 1,200 pupils participating in the two-week event.



Age appropriate guidance to support safer decision making at home, in school and within their communities.



Supporting accessible fitness and recreation

The Accessible Community Gym in Riyadh, Saudi Arabia, is the first fully accessible community gym of its kind in the Kingdom. Designed in line with universal accessibility standards, the centre provides a safe and welcoming environment that supports physical health, mental wellbeing and social integration.

Spanning 7,700m², the fully accessible gym has specialised equipment, multi-purpose halls, an entertainment space, an adaptive playground and dedicated areas for training and workshops. The project will support over 7,000 people every year, with all services provided free of charge. Through close collaboration with government partners, the centre represents a meaningful, long-term investment in improving access, independence and opportunities for people with disabilities across Riyadh.



Improving access, independence and opportunities for people with disabilities across Riyadh.

Helping tackle hunger

In 2025, our employees chose to support Feeding Britain through our Big Give vote, resulting in a donation of more than £50,000.

This funding helped strengthen the charity's work across Glasgow, UK, including support for nine community food larders that provide 3,500 families with affordable food and practical assistance when times are tough.



Driving wellbeing and connection for veterans

In 2025, we funded two minibuses for the Erskine Veterans Activity Centre West in Renfrewshire, UK.

These minibuses enabled members to travel to a wide range of activities and events. Covering 25,624 miles, the transport helped veterans access creative sessions such as pottery, woodwork and metalwork – activities that support wellbeing by reducing stress, improving focus and building social connections. The minibuses also ensured veterans could attend important occasions, including local events marking the 80th anniversary of VE Day, helping bring communities together in honour and reflection.

More than 25,600 miles travelled to help build social connection.



Empowering local charities with space to thrive

Our investment in the HIVE Portsmouth North and South Hubs continues to make a meaningful difference to the city's voluntary, community and social enterprise (VCSE) sector.

The hubs have developed into vibrant, collaborative spaces where charities and community groups can work more efficiently, connect with partners and deliver greater impact across Portsmouth.

Our support has enabled three organisations to maintain 11 dedicated desks and six hot desks, while 11 VCSE organisations and two local businesses benefit from virtual memberships, providing a professional base and access to wider support. The hubs are regularly used for client meetings, workshops, interviews and youth programmes, offering safe, neutral and accessible spaces for essential community activity.

The hubs have developed into vibrant, collaborative spaces where charities and community groups can work more efficiently, connect with partners and deliver greater impact across Portsmouth.



Community grants back grassroots projects

In 2025, we launched our Community Grants programme, providing AU\$80,000 to support local initiatives across Australia.

This funding empowers grassroots organisations to deliver projects that strengthen community resilience and create positive impact. Early recipients include Defence Kidz, supporting children in defence families and Semaphore Seabirds Surf Life Saving, whose inclusive Nippers programme welcomes children with additional needs.



Supporting Street Angels

Our colleagues regularly contribute food, supplies and practical support to Medway Street Angels.

Medway Street Angels (MSA) provides essential support to people experiencing homelessness or hardship in Chatham, Kent, UK, offering hot meals, basic supplies and signposting to further help.

Every November, colleagues in our Rochester team come together for MSA's Shoebox for a Stranger appeal, collecting essential personal items and filling shoeboxes for individuals facing difficult times. In 2025, the team donated an impressive 43 shoeboxes – the highest number to date - helping to bring comfort to individuals and families in crisis.

Alongside this annual effort, our colleagues regularly contribute food, supplies and practical support to MSA's wider services, demonstrating our team's ongoing commitment to playing a meaningful role supporting people who need it most.



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