

# Global Reporting Initiative (GRI) Disclosure 2025

BAE Systems plc

## Global Reporting Initiative (GRI) Disclosure 2025

### GRI 2: General Disclosures

#### 1. The organisation and its reporting practices

Section	Question	BAE Systems response	Reference(s)
<b>Disclosure 2-1 Organisational details</b>	2-1-a Legal name	BAE Systems plc	<a href="#">2025 Annual Report</a>
	2-1-b Nature of ownership and legal form.	This information can be found within our 2025 Annual Report: <ul style="list-style-type: none"> <li>• Statutory and other regulatory information, pages 127-134</li> </ul>	
	2-1-c Location of headquarters.	Stirling Square, 6 Carlton Gardens, London, England, SW1Y5AD	
	2-1-d Countries of operation.  <i>If the organisation has reported its countries of operation elsewhere, such as in its audited consolidated financial statements or financial information filed on public record, the organisation can provide a link or reference to this information. The</i>	This information can be found within our 2025 Annual Report: <ul style="list-style-type: none"> <li>• Our business at a glance, page 3</li> <li>• Our markets, pages 22-23</li> </ul> Further information can be found on our website.	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>

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Section	Question	BAE Systems response	Reference(s)
	<p><i>organisation can also report the regions or specific locations within countries (e.g., states, cities) where it has operations, if this provides contextual information for understanding the organisation's impacts.</i></p>		
<p>Disclosure 2-2 Entities included in the organisation's sustainability reporting</p>	<p>2-2-a List all entities included in its sustainability reporting.</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability reporting boundary, page 60</li> <li>• Notes to the Consolidated financial statements, page 147-214</li> <li>• Information about related undertakings, pages 204-206</li> </ul>	<p><a href="#">2025 Annual Report</a></p>
	<p>2-2-b If the organisation has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in</p>	<p>No differences.</p>	

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Section	Question	BAE Systems response	Reference(s)
	<p>its financial reporting and the list included in its sustainability reporting.</p>		
<p>Disclosure 2-2 Entities included in the organisation's sustainability reporting</p>	<p>2-2-c If the organisation consists of multiple entities, explain the approach used for consolidating the information, including: i. whether the approach involves adjustments to information for minority interests; how the approach takes into account mergers, acquisitions, and</p>	<p>For financial reporting, we bring in the results from equity accounted investments (where we do not control the entity, e.g. MBDA, Air Astana, etc.) as a single line of their profit, and a single line for their net assets. For entities which are not wholly owned, but we do control (e.g. a number of the Kingdom Partner Companies in the Kingdom of Saudi Arabia), their profits are split between those attributable to shareholders, and those attributable to non-controlling interests on the face of the profit and loss and balance sheet.</p> <p>Acquisitions are accounted for from the date of acquisition; disposals up until the date of disposal.</p>	

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	<p>disposal of entities or parts of entities;</p> <p>ii. whether and how the approach differs across the disclosures in this Standard and across material topics.</p> <p>iii. Approach used for consolidating information</p>		
<p>Disclosure 2-3 Reporting period, frequency and contact point</p>	<p>2-3-a The reporting period for, and the frequency of, sustainability reporting.</p>	<p>Calendar year 2025, annually</p>	
	<p>2-3-b The reporting period for its financial reporting and, if it does not align with the period for its</p>	<p>Calendar year</p>	

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Section	Question	BAE Systems response	Reference(s)
	sustainability reporting, explain the reason for this.		
	2-3-c Publication date of the report or reported information.	24 <sup>th</sup> March 2026	<a href="#">BAE Systems website</a>
	2-3-d Contact point for questions about the report or reported information.	<a href="#">BAE Systems website</a> Investor Relations email: investors@baesystems.com	
Disclosure 2-4 Restatements of information	2-4-a Restatements of information made from previous reporting periods and explain i. the reason for the restatements ii. the effect of the restatements	There were no restatements of information from the previous reporting period.	
Disclosure 2-5 External assurance	2-5-a Describe the policy and practice for seeking external assurance, including whether and how the	This information is included within our 2025 Annual Report: <ul style="list-style-type: none"> <li>• Audit and Risk Committee report, pages 78-82</li> <li>• Independent Auditor’s report, pages 135-140</li> </ul>	<a href="#">2025 Annual Report</a>

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Section	Question	BAE Systems response	Reference(s)
Disclosure 2-5 External assurance	highest governance body and senior executives are involved.		
	2-5-b If the organisation’s sustainability reporting has been externally assured: i. provide a link or reference to the external assurance report(s) or assurance statement(s); ii. describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; iii. describe the relationship between the organisation and	<p>i., ii. This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Community investment – Deloitte LLP, page 55; 60</li> <li>• Energy and GHG emissions – Deloitte LLP, pages 56-58; 230</li> </ul> <p>iii. Contracted services, independent assurer. Please see our Deloitte Assurance Statement on our Sustainability reporting page <a href="#">here</a>.</p>	<p><a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a></p>

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Section	Question	BAE Systems response	Reference(s)
	the assurance provider.		

**2. Activities and workers**

Section	Question	BAE Systems Response	Reference(s)
Disclosure 2-6 Activities, value chain and other business relationships	2-6-a Report the sector(s) in which it is active.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our business at a glance, pages 2-3</li> </ul> <p>Further information can be found on our website.</p>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>
	2-6-b Describe its value chain, including: i. the organisation’s activities, products, services, and markets served; ii. the organisation’s supply chain; iii. the entities downstream from the organisation and their activities;	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our business at a glance, pages 2-5</li> <li>• Our business model, pages 14-15</li> <li>• Community investment, page 54</li> <li>• Working with our supply chain, page 60</li> </ul>	<a href="#">2025 Annual Report</a>
	2-6-c	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our business model, pages 14-15</li> <li>• Our stakeholders and work of the Board, pages 85-89</li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>

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Section	Question	BAE Systems Response	Reference(s)
	Other relevant business relationships.	Further information can be found on our website.	
	2-6-d Significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period.	No significant changes.	
Disclosure 2-7 Employees	2-7-a Report the total number of employees, and a breakdown of this total by gender and by region.	This information is included within our 2025 Annual Report: <ul style="list-style-type: none"> <li>• Our business at a glance, pages 2-5</li> <li>• Gender balance, page 53</li> </ul>	<a href="#">2025 Annual Report</a>
	2-7-b Report the total number of: i. permanent employees, and a breakdown by gender and by region; ii. temporary employees, and a breakdown by gender and by region; iii. non-guaranteed hours employees, and a breakdown	We do not publicly disclose this information.	

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Section	Question	BAE Systems Response	Reference(s)
Disclosure 2-7 Employees	by gender and by region; iv. full-time employees, and a breakdown by gender and by region; v. part-time employees, and a breakdown by gender and by region.		
	2-7-c Describe the methodologies and assumptions used to compile the data, including whether the numbers are reported: i. in head count, full-time equivalent (FTE), or using another methodology; ii. at the end of the reporting period, as an average across the reporting period, or using another methodology.	This information is included within our Basis of Reporting, found on our Sustainability reporting webpage <a href="#">here</a> .	<a href="#">BAE Systems website</a>

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Section	Question	BAE Systems Response	Reference(s)
	<p>2-7-d Report contextual information necessary to understand the data reported under 2-7-a and 2-7-b.</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Responsible business, pages 48-61</li> </ul> <p>We report on progress of our sustainability agenda within our Annual Report and online.</p>	<p><a href="#">2025 Annual Report BAE Systems website</a></p>
<p>Disclosure 2-7 Employees</p>	<p>2-7-e Describe significant fluctuations in the number of employees during the reporting period and between reporting periods.</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Our investment in our people and communities, page 50</li> </ul>	
<p>Disclosure 2-8 Workers who are not employees</p>	<p>2-8-a Report the total number of workers who are not employees and whose work is controlled by the organisation and describe: i. the most common types of worker and their contractual</p>	<p>We do not publicly disclose this information.</p>	

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Section	Question	BAE Systems Response	Reference(s)
	relationship with the organisation ii. the type of work they perform.		
Disclosure 2-8 Workers who are not employees	2-8-b The methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported: i. in head count, full-time equivalent (FTE), or using another methodology; at the end of the reporting period, as an average across the reporting period, or using another methodology.	We do not publicly disclose this information.	
	2-8-c Significant fluctuations in the number of workers who are not employees during	We do not publicly disclose this information.	

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Section	Question	BAE Systems Response	Reference(s)
	the reporting period and between reporting periods.		

### 3. Governance

Section	Question	BAE Systems Response	Reference(s)
Disclosure 2-9 Governance structure and composition	2-9-a Report the governance structure, including committees of the highest governance body.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Governance framework, pages 74-75</li> <li>Our stakeholders and work of the Board, pages 85-89</li> <li>Applying the 2024 UK Corporate Governance Code, pages 90-91</li> <li>Compliance with the 2024 UK Corporate Governance Code provisions, page 92</li> </ul>	<a href="#">2025 Annual Report</a>
	2-9-b List the committees of the highest governance body that are responsible for decision-making on and overseeing the management of the organisation's impacts on the economy, environment, and people.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Governance framework, pages 74-75</li> <li>Our stakeholders and work of the Board, pages 85-89</li> <li>Applying the 2024 UK Corporate Governance Code, pages 90-91</li> <li>Compliance with the 2024 UK Corporate Governance Code provisions, page 92</li> <li>Nominations Committee report, pages 93-95</li> <li>Audit and Risk Committee report, pages 96-100</li> <li>Environmental, Social and Governance Committee report, pages 101-102</li> <li>Innovation and Technology Committee report, page 103</li> <li>Remuneration Committee report, pages 104-105</li> <li>Quick read summary, pages 106-110</li> <li>Annual remuneration report, pages 112-126</li> </ul> <p>and on our website:</p>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>

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Section	Question	BAE Systems Response	Reference(s)
		<ul style="list-style-type: none"> <li><a href="#">Corporate Governance</a></li> </ul>	
	<p>2-9-c Describe the composition of the highest governance body and its committees by:</p> <ol style="list-style-type: none"> <li>executive and non-executive members;</li> <li>independence;</li> <li>tenure of members on the governance body;</li> <li>number of other significant positions and commitments held by each member, and the nature of the commitments;</li> <li>gender;</li> <li>under-represented social groups;</li> <li>competencies relevant to the impacts of the organisation;</li> <li>stakeholder representation.</li> </ol>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Governance framework, pages 74-75</li> <li>Our stakeholders and work of the Board, pages 85-89</li> <li>Applying the 2024 UK Corporate Governance Code, pages 90-91</li> <li>Compliance with the 2024 UK Corporate Governance Code provisions, page 92</li> <li>Nominations Committee report, pages 93-95</li> <li>Audit and Risk Committee report, pages 96-100</li> <li>Environmental, Social and Governance Committee report, pages 101-102</li> <li>Innovation and Technology Committee report, page 103</li> <li>Remuneration Committee report, pages 104-105</li> <li>Quick read summary, pages 106-110</li> <li>Annual remuneration report, pages 112-126</li> </ul> <p>and on our website:</p> <ul style="list-style-type: none"> <li><a href="#">Corporate Governance</a></li> </ul>	<p><a href="#">2025 Annual Report</a></p>

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Section	Question	BAE Systems Response	Reference(s)
Disclosure 2-10 Nomination and selection of the highest governance body	2-10-a Describe the nomination and selection processes for the highest governance body and its committees.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Nominations Committee report, pages 93-95</li> <li>• Quick read summary, pages 106-110</li> </ul>	<a href="#">2025 Annual Report</a>
Disclosure 2-10 Nomination and selection of the highest governance body	2-10-b Describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration: i. views of stakeholders (including shareholders); ii. diversity; iii. independence; iv. competencies relevant to the impacts of the organisation.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Nominations Committee report, pages 93-95</li> <li>• Quick read summary, pages 106-110</li> </ul>	<a href="#">2025 Annual Report</a>
Disclosure 2-11 Chair of the highest governance body	2-11-a Report whether the chair of the highest	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Board of directors, pages 77-79</li> <li>• Governance framework, pages 82-84</li> </ul>	<a href="#">2025 Annual Report</a>

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	governance body is also a senior executive in the organisation.		<a href="#">2025 Annual Report</a>
	2-11-b If the chair is also a senior executive, explain their function within the organisation’s management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated.	N/A  Please see the Chair’s governance letter within our 2025 Annual Report for further information about the Chair: <ul style="list-style-type: none"> <li>• Chair’s governance letter, page 76</li> </ul>	
Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts	2-12-a Describe the role of the highest governance body and of senior executives in developing, approving, and updating the organisation’s purpose, value or mission statements, strategies, policies, and goals related	This information is included within our 2025 Annual Report: <ul style="list-style-type: none"> <li>• Chair’s governance letter, page 76</li> <li>• Board of directors, pages 77-79</li> <li>• Governance framework, pages 82-84</li> <li>• Our stakeholders and the work of the Board, pages 85-89</li> <li>• Environmental, Social and Governance Committee report, pages 101-102</li> </ul> Further information can be found on our website.	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>

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Section	Question	BAE Systems Response	Reference(s)
	to sustainable development.		
	<p>2-12-b</p> <p>Describe the role of the highest governance body in overseeing the organisation’s due diligence and other processes to identify and manage the organisation’s impacts on the economy, environment, and people, including:</p> <p>i. whether and how the highest governance body engages with stakeholders to support these processes;</p> <p>ii. how the highest governance body considers the outcomes of these processes.</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Chair’s governance letter, page 76</li> <li>• Board of directors, pages 77-79</li> <li>• Governance framework, pages 82-84</li> <li>• Our stakeholders and the work of the Board, pages 85-89</li> <li>• Environmental, Social and Governance Committee report, pages 101-102</li> </ul> <p>Further information can be found on our website.</p>	<p><a href="#">2025 Annual Report BAE Systems website</a></p>
<p>Disclosure 2-12</p> <p>Role of the highest governance body in</p>	<p>2-12-c</p> <p>Describe the role of the highest</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Chair’s governance letter, page 76</li> <li>• Board of directors, pages 77-79</li> </ul>	<p><a href="#">2025 Annual Report BAE Systems website</a></p>



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Section	Question	BAE Systems Response	Reference(s)
	<p>2-13-b Describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organisation’s impacts on the economy, environment, and people.</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Responsible business, 48-61</li> <li>• Board of directors, pages 77-79</li> <li>• Our stakeholders and the work of the Board, page 85-89</li> <li>• Environmental, Social and Governance Committee report, pages 101-102</li> <li>• How we manage climate-related risks and opportunities, page 225</li> </ul> <p>Further information can be found on our website.</p>	<p><a href="#">2025 Annual Report BAE Systems website</a></p>
<p>Disclosure 2-14 Role of the highest governance body in sustainability reporting</p>	<p>2-14-a Report whether the highest governance body is responsible for reviewing and approving the reported information, including the organisation’s material topics, and if so, describe the process for reviewing and approving the information.</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Responsible business, 48-61</li> <li>• Chair’s governance letter, page 76</li> <li>• Board of directors, pages 77-79</li> <li>• Our stakeholders and the work of the Board, page 85-89</li> <li>• Environmental, Social and Governance Committee report, pages 101-102</li> <li>• Audit and Risk Committee report, page 96-100</li> </ul> <p>Further information can be found on our website.</p>	<p><a href="#">2025 Annual Report BAE Systems website</a></p>

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Section	Question	BAE Systems Response	Reference(s)
	<p>2-14-b If the highest governance body is not responsible for reviewing and approving the reported information, including the organisation's material topics, explain the reason for this.</p>	<p>N/A</p>	
<p>Disclosure 2-15 Conflicts of interest</p>	<p>2-15-a Describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated.</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Chair's governance letter, page 76</li> <li>• Board of directors, pages 77-79</li> <li>• Our stakeholders and the work of the Board, page 85-89</li> <li>• Applying the 2024 UK Corporate Governance Code Principles, pages 90-91</li> <li>• Compliance with the 2024 UK Corporate Governance Code provisions, page 92</li> <li>• Environmental, Social and Governance Committee report, pages 101-102</li> </ul> <p>• Further information can be found within our <a href="#">Code of Conduct</a> and our <a href="#">Policy summaries</a> webpage.</p>	<p><a href="#">2025 Annual Report BAE Systems website</a></p>
	<p>2-15-b Report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to:</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Responsible business, 48-61</li> <li>• Our stakeholders and the work of the Board, page 85-89</li> <li>• Applying the 2024 UK Corporate Governance Code Principles, pages 90-91</li> <li>• Compliance with the 2024 UK Corporate Governance Code provisions, page 92</li> </ul>	<p><a href="#">2025 Annual Report</a></p>

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Section	Question	BAE Systems Response	Reference(s)
	i. cross-board membership; ii. cross-shareholding with suppliers and other stakeholders; iii. existence of controlling shareholders; iv. related parties, their relationships, transactions, and outstanding balances.		
Disclosure 2-16 Communications of critical concerns	2-16-a Describe whether and how critical concerns are communicated to the highest governance body.	This information is included within our 2025 Annual Report: <ul style="list-style-type: none"> <li>• Our stakeholders and the work of the Board, page 85-89</li> <li>• Environmental, Social and Governance Committee report, pages 101-102</li> <li>• Audit and Risk Committee report, page 96-100</li> </ul> Further information can be found on our website: <ul style="list-style-type: none"> <li>• <a href="#">Ethics and anti-corruption</a></li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>
	2-16-b Report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period.	This information is included within our 2025 Annual Report: <ul style="list-style-type: none"> <li>• Responsible business, pages 48-61</li> <li>• Ethics and compliance, pages 59-60</li> <li>• Audit and Risk Committee report, page 96-100</li> <li>• Environmental, Social and Governance Committee report, pages 101-102</li> </ul> Further information can be found on our website: <ul style="list-style-type: none"> <li>• <a href="#">Code of Conduct</a></li> </ul>	

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Section	Question	BAE Systems Response	Reference(s)
Disclosure 2-17 Collective knowledge of the highest governance body	2-17-a Report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.	This information is included within our 2025 Annual Report: <ul style="list-style-type: none"> <li>Governance framework, pages 82-84</li> <li>Our stakeholders and the work of the Board, page 85-89</li> <li>Environmental, Social and Governance Committee report, pages 101-102</li> </ul>	<a href="#">2025 Annual Report</a>
Disclosure 2-18 Evaluation of the performance of the highest governance body	2-18-a Describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organisation's impacts on the economy, environment, and people.	This information is included within our 2025 Annual Report: <ul style="list-style-type: none"> <li>Governance framework, pages 82-84</li> <li>Nominations Committee report, pages 93-95</li> </ul>	<a href="#">2025 Annual Report</a>
	2-18-b Report whether the evaluations are independent or not, and the frequency of the evaluations.	This information is included within our 2025 Annual Report: <ul style="list-style-type: none"> <li>Governance framework, pages 82-84</li> <li>Nominations Committee report, pages 93-95</li> </ul>	<a href="#">2025 Annual Report</a>
Disclosure 2-19	2-19-a	This information is included within our 2025 Annual Report:	<a href="#">2025 Annual Report</a>

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Section	Question	BAE Systems Response	Reference(s)
Remuneration policies	Describe the remuneration policies for members of the highest governance body and senior executives, including: i. fixed pay and variable pay; ii. sign-on bonuses or recruitment incentive payments; iii. termination payments; iv. clawbacks; v. retirement benefits.	<ul style="list-style-type: none"> <li>• Governance framework, pages 82-84</li> <li>• Remuneration Committee report, pages 104-105</li> <li>• Quick read summary, pages 106-110</li> <li>• Annual remuneration report, pages 112-126</li> </ul> <p>Further information can be found on our website.</p>	<a href="#">BAE Systems website</a>
Disclosure 2-19 Remuneration policies	2-19-b Describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organisation’s impacts on the	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Governance framework, pages 82-84</li> <li>• Remuneration Committee report, pages 104-105</li> <li>• Quick read summary, pages 106-110</li> <li>• Annual remuneration report, pages 112-126</li> </ul> <p>Further information can be found on our website.</p>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>

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Section	Question	BAE Systems Response	Reference(s)
<p>Disclosure 2-20 Process to determine remuneration</p>	<p>economy, environment, and people.</p> <p>2-20-a Describe the process for designing its remuneration policies and for determining remuneration, including: whether independent highest governance body members or an independent remuneration committee oversees the process for determining remuneration;</p> <p>i. how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration;</p> <p>ii. whether remuneration consultants are</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Governance framework, pages 82-84</li> <li>• Remuneration Committee report, pages 104-105</li> <li>• Quick read summary, pages 106-110</li> <li>• Annual remuneration report, pages 112-126</li> </ul> <p>Further information can be found on our website.</p>	<p><a href="#">2025 Annual Report BAE Systems website</a></p>

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Section	Question	BAE Systems Response	Reference(s)
	<p>involved in determining remuneration and, if so, whether they are independent of the organisation, its highest governance body and senior executives.</p> <p>2-20-b Report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable.</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Annual remuneration report, pages 112-126</li> </ul> <p>Further information can be found on our website.</p>	<p><a href="#">2025 Annual Report BAE Systems website</a></p>
<p>Disclosure 2-21 Annual total compensation ratio</p>	<p>2-21-a Report the ratio of the annual total compensation for the organisation's highest-paid individual to the median annual total compensation for all employees (excluding the</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Annual remuneration report, pages 112-126</li> </ul> <p>Further information can be found on our website.</p>	<p><a href="#">2025 Annual Report BAE Systems website</a></p>

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Section	Question	BAE Systems Response	Reference(s)
	<p>highest-paid individual).</p> <p>2-21-b Report the ratio of the percentage increase in annual total compensation for the organisation's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual).</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Annual remuneration report, pages 112-126</li> </ul> <p>Further information can be found on our website.</p>	<p><a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a></p>
<p>Disclosure 2-21 Annual total compensation ratio</p>	<p>2-21-c Report contextual information necessary to understand the data and how the data has been compiled.</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Annual remuneration report, pages 112-126</li> </ul> <p>Further information can be found on our website.</p>	

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4. Strategy, policies and practices

Section	Question	BAE Systems Response	Reference(s)
<p>Disclosure 2-22 Statement on sustainability development strategy</p>	<p>2-22-a Report a statement from the highest governance body or most senior executive of the organisation about the relevance of sustainable development to the organisation and its strategy for contributing to sustainable development.</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Chair’s letter, pages 6-7</li> <li>• Chair’s governance letter, page 76</li> <li>• Governance framework, pages 82-84</li> <li>• Environmental, Social and Governance Committee report, pages 101-102</li> </ul>	<p><a href="#">2025 Annual Report</a></p>
<p>Disclosure 2-23 Policy commitments</p>	<p>2-23-a Describe its policy commitments for responsible business conduct, including: i. the authoritative intergovernmental instruments that the commitments reference; ii. whether the commitments stipulate</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our investment in our people and communities, page 50</li> <li>• Responsible business, pages 48-61</li> <li>• Environmental, Social and Governance Committee report, pages 101-102</li> </ul>	<p><a href="#">2025 Annual Report</a></p>

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Section	Question	BAE Systems Response	Reference(s)
	<p>conducting due diligence;                      iii. whether the commitments stipulate applying the precautionary principle;                      iv. whether the commitments stipulate respecting human rights.</p>		
<p>Disclosure 2-23                      Policy commitments</p>	<p>2-23-b                      Describe its specific policy commitment to respect human rights, including:                      i. the internationally recognized human rights that the commitment covers;                      ii. the categories of stakeholders, including at-risk or vulnerable groups, that the organisation gives particular attention to in the commitment.</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Responsible business, pages 48-61</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li><a href="#">Code of Conduct</a></li> </ul> <p>Please see our website for our latest <a href="#">Human Rights Statement</a> and <a href="#">UK Modern Slavery Act Statement</a>.</p>	<p><a href="#">2025 Annual Report</a>  <a href="#">BAE Systems website</a></p>

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Section	Question	BAE Systems Response	Reference(s)
Disclosure 2-23 Policy commitments	2-23-c Provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Responsible business, pages 48-61</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li><a href="#">Code of Conduct</a></li> <li><a href="#">Policy summaries</a></li> </ul> <p>Please see our website for our latest <a href="#">Human Rights Statement</a> and <a href="#">UK Modern Slavery Act Statement</a>.</p>	<a href="#">2025 Annual Report BAE Systems website</a>
	2-23-d Report the level at which each of the policy commitments was approved within the organisation, including whether this is the most senior level.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Governance framework, pages 82-84</li> </ul>	<a href="#">2025 Annual Report</a>
	2-23-e Report the extent to which the policy commitments apply to the organisation's activities and to its business relationships.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Responsible business, pages 48-61</li> <li>Governance framework, pages 82-84</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li><a href="#">Code of Conduct</a></li> <li><a href="#">Ethics and anti-corruption</a></li> <li><a href="#">Supplier Code of Conduct</a></li> </ul>	<a href="#">2025 Annual Report BAE Systems website</a>
	2-23-f	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Responsible business, pages 48-61</li> </ul>	<a href="#">2025 Annual Report</a>

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Section	Question	BAE Systems Response	Reference(s)
	<p>Describe how the policy commitments are communicated to workers, business partners, and other relevant parties.</p>	<ul style="list-style-type: none"> <li>• Governance framework, pages 82-84</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Code of Conduct</a></li> <li>• <a href="#">Ethics and anti-corruption</a></li> <li>• <a href="#">Supplier Code of Conduct</a></li> </ul>	<p><a href="#">BAE Systems website</a></p>
<p>Disclosure 2-24 Embedding policy commitments</p>	<p>2-24-a Describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including: i. how it allocates responsibility to implement the commitments across different levels within the organisation; ii. how it integrates the commitments into organisational strategies, operational policies, and</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Responsible business, pages 48-61</li> <li>• Governance framework, pages 82-84</li> <li>• Environmental, Social and Governance Committee report, pages 101-102</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Ethics and anti-corruption</a></li> <li>• <a href="#">Supplier Code of Conduct</a></li> </ul>	<p><a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a></p>

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Section	Question	BAE Systems Response	Reference(s)
	operational procedures; iii. how it implements its commitments with and through its business relationships; iv. training that the organisation provides on implementing the commitments.		
Disclosure 2-25 Processes to remediate negative impacts	2-25-a Describe its commitments to provide for or cooperate in the remediation of negative impacts that the organisation identifies it has caused or contributed to.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Responsible business, pages 48-61</li> <li>• Governance framework, pages 82-84</li> <li>• Environmental, Social and Governance Committee report, pages 101-102</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Code of Conduct</a></li> <li>• <a href="#">Policy summaries</a></li> <li>• <a href="#">Ethics and anti-corruption</a></li> <li>• <a href="#">Ethics Helpline</a></li> <li>• <a href="#">Supplier Code of Conduct</a></li> </ul> <p>Please see our website for our latest <a href="#">Human Rights Statement</a> and <a href="#">UK Modern Slavery Act Statement</a>.</p>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>
	2-25-b Describe its approach to identify and address	Please see our website for our latest <a href="#">Human Rights Statement</a> .	<a href="#">BAE Systems website</a>

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Section	Question	BAE Systems Response	Reference(s)
	grievances, including the grievance mechanisms that the organisation has established or participates in.		
Disclosure 2-25 Processes to remediate negative impacts	2-25-c Describe other processes by which the organisation provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Responsible business, pages 48-61</li> <li>• Governance framework, pages 82-84</li> <li>• Our principal risks, pages 65-72</li> </ul> <p>Further information on mitigation and remediation can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Code of Conduct</a></li> <li>• <a href="#">Policy summaries</a></li> <li>• <a href="#">Ethics and anti-corruption</a></li> <li>• <a href="#">Ethics Helpline</a></li> <li>• <a href="#">Supplier Code of Conduct</a></li> <li>• <a href="#">UK Carbon Reduction Plan</a></li> </ul> <p>Please see our website for our latest <a href="#">Human Rights Statement</a> and <a href="#">UK Modern Slavery Act Statement</a>.</p>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>
Disclosure 2-25 Processes to remediate negative impacts	2-25-d Describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and	<p>This information can be found within the below:</p> <ul style="list-style-type: none"> <li>• Our 2025 Annual Report, Ethics and compliance, pages 41-42</li> <li>• <a href="#">Code of Conduct</a></li> <li>• <a href="#">Policy summaries</a></li> <li>• <a href="#">Ethics and anti-corruption</a></li> <li>• <a href="#">Ethics Helpline</a></li> <li>• <a href="#">Supplier Code of Conduct</a></li> <li>• <a href="#">UK Carbon Reduction Plan</a></li> </ul>	<a href="#">BAE Systems website</a>

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Section	Question	BAE Systems Response	Reference(s)
	improvement of these mechanisms.	Please see our website for our latest <a href="#">Human Rights Statement</a> and <a href="#">UK Modern Slavery Act Statement</a> .	
	2-25-e Describe how the organisation tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback.	<p>This information can be found within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our 2025 Annual Report, Ethics and compliance, pages 59-60</li> </ul> <p>Please see our website for our latest <a href="#">Human Rights Statement</a> and <a href="#">UK Modern Slavery Act Statement</a>.</p>	<a href="#">BAE Systems website</a>
Disclosure 2-26 Mechanisms for seeking advice and raising concerns	2-26-a Describe the mechanisms for individuals to: i. seek advice on implementing the organisation’s policies and practices for responsible business conduct; ii. raise concerns about the organisation’s business conduct.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Ethics and compliance, pages 59-60</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Code of Conduct</a></li> <li>• <a href="#">Policy summaries</a></li> <li>• <a href="#">Ethics and anti-corruption</a></li> <li>• <a href="#">Ethics Helpline</a></li> <li>• <a href="#">Supplier Code of Conduct</a></li> <li>• <a href="#">UK Carbon Reduction Plan</a></li> </ul> <p>Please see our website for our latest <a href="#">Human Rights Statement</a> and <a href="#">UK Modern Slavery Act Statement</a>.</p>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>

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Section	Question	BAE Systems Response	Reference(s)
<p>Disclosure 2-27 Compliance with laws and regulations</p>	<p>2-27-a Report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by: i. instances for which fines were incurred; ii. instances for which non-monetary sanctions were incurred.</p>	<p>We do not publicly disclose this information.</p>	
<p>Disclosure 2-27 Compliance with laws and regulations</p>	<p>2-27-b Report the total number and the monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by:</p>	<p>We do not publicly disclose this information.</p>	

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Section	Question	BAE Systems Response	Reference(s)
	i. fines for instances of non-compliance with laws and regulations that occurred in the current reporting period; ii. fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods.		
Disclosure 2-27 Compliance with laws and regulations	2-27-c Describe the significant instances of non-compliance.	We do not publicly disclose this information.	
	2-27-d Describe how it has determined significant instances of non-compliance.	We do not publicly disclose this information.	
Disclosure 2-28 Membership associations	2-28-a Report industry associations, other membership associations, and	This information is included within our 2025 Annual Report: <ul style="list-style-type: none"> <li>• Responsible business, pages 48-61</li> </ul>	<a href="#">2025 Annual Report</a>

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Section	Question	BAE Systems Response	Reference(s)
	national or international advocacy organisations in which it participates in a significant role.		

**5. Stakeholder engagement**

Section	Question	BAE Systems Response	Reference(s)
Disclosure 2-29 Approach to stakeholder engagement	2-29-a Describe its approach to engaging with stakeholders, including: i. the categories of stakeholders it engages with, and how they are identified; ii. the purpose of the stakeholder engagement; iii. how the organisation seeks to ensure meaningful engagement with stakeholders.	This information is included within our 2025 Annual Report: <ul style="list-style-type: none"> <li>• Governance framework, pages 82-84</li> <li>• Our stakeholders and the work of the Board, pages 85-89</li> </ul>	<a href="#">2025 Annual Report</a>

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Section	Question	BAE Systems Response	Reference(s)
<p>Disclosure 2-30 Collective bargaining agreements</p>	<p>2-30-a Report the percentage of total employees covered by collective bargaining agreements.</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Statutory and other regulatory information, page 127-134</li> </ul>	<p><a href="#">2025 Annual Report</a></p>
	<p>2-30-b For employees not covered by collective bargaining agreements, report whether the organisation determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organisations.</p>	<p>We do not publicly disclose this information.</p>	

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**GRI 3: Material Topics**

Section	Question	BAE Systems Response	Reference(s)
Disclosure 3-1 Process to determine material topics	3-1-a Describe the process followed to determine material topics, including: i. how it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, ii. how it has prioritised the impacts for reporting based on their significance.	This information is included within our 2025 Annual Report: <ul style="list-style-type: none"> <li>• Double materiality assessment, page 60; 221</li> </ul>	<a href="#">2025 Annual Report</a>
	3-1-b Specify the stakeholders and experts whose views have informed the process determining its material topics.	This information is included within our 2025 Annual Report: <ul style="list-style-type: none"> <li>• Double materiality assessment, pages 60; 221</li> <li>• Our stakeholders and the work of the Board, pages 85-89</li> <li>• Environmental, Social and Governance Committee report, pages 101-102</li> </ul>	<a href="#">2025 Annual Report</a>
Disclosure 3-2	3-2-a	This information is included within our 2025 Annual Report:	<a href="#">2025 Annual Report</a>

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Section	Question	BAE Systems Response	Reference(s)
List of material topics	List its material topics.	<ul style="list-style-type: none"> <li>• Double materiality assessment, pages 60; 221</li> </ul>	
	3-2-b Report changes to the list of material topics compared to the previous reporting period.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Double materiality assessment, pages 60; 221</li> </ul>	<a href="#">2025 Annual Report</a>
	3-3-a Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Double materiality assessment, pages 60; 221</li> <li>• Responsible business, pages 48-61</li> <li>• How we manage risk, pages 62-63</li> </ul>	<a href="#">2025 Annual Report</a>
	3-3-b Report whether the organisation is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Double materiality assessment, pages 60; 221</li> <li>• Responsible business, pages 48-61</li> <li>• How we manage risk, pages 62-63</li> </ul>	<a href="#">2025 Annual Report</a>
Disclosure 3-3 Management of material topics			

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Section	Question	BAE Systems Response	Reference(s)
Disclosure 3-3 Management of material topics	business relationships.		
	3-3-c Describe its policies or commitments regarding the material topic.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our strategic framework, pages 16-17</li> <li>• Responsible business, pages 48-61</li> <li>• Non-financial and sustainability information statement, page 61</li> <li>• How we manage risk, pages 62-63</li> <li>• Our stakeholders and the work of the Board, pages 85-89</li> </ul> <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Policy summaries</a></li> </ul>	<p><a href="#">2025 Annual Report BAE Systems website</a></p>
	3-3-d Describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our strategic framework, pages 16-17</li> <li>• Responsible business, pages 48-61</li> <li>• Non-financial and sustainability information statement, page 61</li> <li>• How we manage risk, pages 62-63</li> <li>• Our stakeholders and the work of the Board, pages 85-89</li> </ul> <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Policy summaries</a></li> </ul>	<p><a href="#">2025 Annual Report BAE Systems website</a></p>

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Section	Question	BAE Systems Response	Reference(s)
Disclosure 3-3 Management of material topics	potential positive impacts.		
	<p>3-3-e</p> <p>Report the following information about tracking the effectiveness of the actions taken:</p> <p>i. processes used to track the effectiveness of the actions;</p> <p>ii. goals, targets, and indicators used to evaluate progress;</p> <p>iii. the effectiveness of the actions, including progress toward the goals and targets;</p> <p>iv. lessons learned and how these have been incorporated into the organisation's operational policies and procedures.</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our strategic framework, pages 16-17</li> <li>• Responsible business, pages 48-61</li> <li>• Non-financial and sustainability information statement, page 61</li> <li>• How we manage risk, pages 62-63</li> <li>• Our stakeholders and the work of the Board, pages 85-89</li> <li>• Environmental, Social and Governance Committee report, pages 101-102</li> </ul> <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Policy summaries</a></li> </ul>	<p><a href="#">2025 Annual Report BAE Systems website</a></p>
	<p>3-3-f</p> <p>Describe how engagement with stakeholders has informed the actions taken (3-3-</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our strategic framework, pages 16-17</li> <li>• Responsible business, pages 48-61</li> <li>• Double materiality assessment, pages 60; 221</li> <li>• Our stakeholders and the work of the Board, pages 85-89</li> </ul>	<p><a href="#">2025 Annual Report BAE Systems website</a></p>

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Section	Question	BAE Systems Response	Reference(s)
	d) and how it has informed whether the actions have been effective (3-3-e).	<p>Further information can be found on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Policy summaries</a></li> </ul>	

**GRI 205: Anti-corruption**

Section	Question	BAE Systems Response	Reference(s)
Disclosure 205-1 Operations assessed for risks related to corruption	205-1-a Total number and percentage of operations assessed for risks related to corruption.	<p>All BAE Systems plc employees are governed by risk management policies. This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Risk, pages 62-75</li> <li>• How we manage risk, pages 62-63</li> <li>• Our principal risks, pages 65-72</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Ethics and anti-corruption</a></li> <li>• <a href="#">Policy summaries</a></li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>
	205-1-b Significant risks related to corruption identified through the risk assessment.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our principal risks, pages 65-72</li> </ul> <p>Further information can be found within our policy summaries, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Ethics and anti-corruption</a></li> <li>• <a href="#">Policy summaries</a></li> </ul>	
Disclosure 205-2 Communication and training about anti-	205-2-a Total number and percentage of governance body	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Responsible business, pages 48-61</li> <li>• Ethics and compliance, pages 41-42</li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>

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Section	Question	BAE Systems Response	Reference(s)
<p>corruption policies and procedures</p>	<p>members that the organisation’s anti-corruption policies and procedures have been communicated to, broken down by region.</p>	<p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Code of Conduct</a></li> <li>• <a href="#">Ethics and anti-corruption</a></li> <li>• <a href="#">Policy summaries</a></li> </ul>	
	<p>205-2-b Total number and percentage of employees that the organisation’s anti-corruption policies and procedures have been communicated to, broken down by employee category and region.</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Responsible business, pages 48-61</li> <li>• Ethics and compliance, pages 41-42</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Code of Conduct</a></li> <li>• <a href="#">Ethics and anti-corruption</a></li> <li>• <a href="#">Policy summaries</a></li> </ul>	<p><a href="#">2025 Annual Report BAE Systems website</a></p>
<p>Disclosure 205-2 Communication and training about anti-corruption policies and procedures</p>	<p>205-2-c Total number and percentage of business partners that the organisation’s anti-corruption policies and procedures have been communicated to, broken down by type of business</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Responsible business, pages 48-61</li> <li>• Ethics and compliance, pages 41-42</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Code of Conduct</a></li> <li>• <a href="#">Supplier Code of Conduct</a></li> <li>• <a href="#">Ethics and anti-corruption</a></li> <li>• <a href="#">Policy summaries</a></li> </ul>	<p><a href="#">2025 Annual Report BAE Systems website</a></p>

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Section	Question	BAE Systems Response	Reference(s)
	<p>partner and region. Describe if the organisation’s anti-corruption policies and procedures have been communicated to any other persons or organisations.</p>		
	<p>205-2-d Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Responsible business, pages 48-61</li> <li>• Ethics and compliance, pages 41-42</li> </ul>	
<p>Disclosure 205-2 Communication and training about anti-corruption policies and procedures</p>	<p>205-2-e Total number and percentage of employees that have received training on anticorruption, broken down by employee category and region.</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Responsible business, pages 48-61</li> <li>• Ethics and compliance, pages 41-42</li> </ul> <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Policy summaries</a></li> </ul>	<p><a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a></p>
<p>205-3 Confirmed incidents of corruption and actions taken</p>	<p>205-3-a Total number and nature of confirmed</p>	<p>We do not publicly disclose this information.</p>	

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Section	Question	BAE Systems Response	Reference(s)
<p>205-3 Confirmed incidents of corruption and actions taken</p>	<p>incidents of corruption.</p>		
	<p>205-3-b Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Responsible business, pages 48-61</li> <li>• Ethics and compliance, pages 41-42</li> </ul>	<p><a href="#">2025 Annual Report</a></p>
	<p>205-3-c Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations relations to corruption.</p>	<p>We do not publicly disclose this information.</p>	
	<p>205-3-d Public legal cases regarding corruption brought against the organisation or its employees during the reporting period and the outcomes of such cases.</p>	<p>We do not publicly disclose this information.</p>	

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**GRI 206: Anti-competitive Behaviour**

Section	Question	BAE Systems Response	Reference(s)
Disclosure 206-1 Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	206-1-a Number of legal actions pending or completed during the reporting period regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation in which the organisation has been identified as a participant.	We do not publicly disclose this information.	
	206-1-b Main outcomes of completed legal actions, including any decisions or judgements.	We do not publicly disclose this information.	

**GRI 207: Tax**

Section	Question	BAE Systems Response	Reference(s)
Disclosure 207-1 Approach to tax	207-1-a A description of the approach to tax, including:	This information is included within our 2025 Annual Report: <ul style="list-style-type: none"> <li>• Our business at a glance, page 2</li> <li>• Our financial review, pages 30-35</li> <li>• Audit and Risk Committee report, pages 96-100</li> </ul>	<a href="#">2025 Annual Report</a>

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Section	Question	BAE Systems Response	Reference(s)
	<p>i. whether the organisation has a tax strategy and, if so, a link to this strategy if publicly available;</p> <p>ii. the governance body or executive-level position within the organisation that formally reviews and approves the tax strategy, and the frequency of this review;</p> <p>iii. the approach to regulatory compliance;</p> <p>iv. how the approach to tax is linked to the business and sustainable development strategies of the organisation.</p>	<p>Further information can be found on our website:</p> <ul style="list-style-type: none"> <li>• Tax Principles: <a href="#">Fact Sheets   Sustainability Reporting   Sustainability   BAE Systems</a></li> </ul>	
<p>Disclosure 207-2 Tax governance, control, and risk management</p>	<p>207-2-a</p> <p>i. A description of the tax governance and control framework, including:</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our business at a glance, page 2</li> <li>• Our financial review, pages 30-35</li> <li>• Audit and Risk Committee report, pages 96-100</li> </ul>	<p><a href="#">2025 Annual Report</a></p>

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Section	Question	BAE Systems Response	Reference(s)
	<p>i. the governance body or executive-level position within the organisation accountable for compliance with the tax strategy;</p> <p>ii. how the approach to tax is embedded within the organisation;</p> <p>iii. the approach to tax risks, including how risks are identified, managed, and monitored;</p> <p>iv. how compliance with the tax governance and control framework is evaluated.</p>	<p>Further information can be found on our website:</p> <ul style="list-style-type: none"> <li>• Tax Principles: <a href="#">Fact Sheets   Sustainability Reporting   Sustainability   BAE Systems</a></li> </ul>	
<p>Disclosure 207-2 Tax governance, control, and risk management</p>	<p>207-2-b A description of the mechanisms to raise concerns about the organisation’s business conduct and the organisation’s</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Responsible business, pages 48-61</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Ethics and anti-corruption</a></li> <li>• Tax Principles: <a href="#">Fact Sheets   Sustainability Reporting   Sustainability   BAE Systems</a></li> </ul>	<p><a href="#">2025 Annual Report BAE Systems website</a></p>

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Section	Question	BAE Systems Response	Reference(s)
<p>Disclosure 207-2 Tax governance, control, and risk management</p>	<p>integrity in relation to tax.</p>		
	<p>207-2-c A description of the assurance process for disclosures on tax including, if applicable, a link or reference to the external assurance report(s) or assurance statement(s).</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Audit Committee and Risk report, pages 96-100</li> <li>• Independent Auditor’s report, pages 135-140</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• Tax Principles: <a href="#">Fact Sheets   Sustainability Reporting   Sustainability   BAE Systems</a></li> </ul>	<p><a href="#">2025 Annual Report</a></p>
<p>Disclosure 207-3 Stakeholder engagement and management of concerns related to tax</p>	<p>207-3-a A description of the approach to stakeholder engagement and management of stakeholder concerns related to tax, including: i. the approach to engagement with tax authorities; ii. the approach to public policy advocacy on tax; iii. the processes for collecting and considering the views and</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our financial review, pages 30-35</li> <li>• Audit and Risk Committee report, pages 96-100</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• Tax Principles: <a href="#">Fact Sheets   Sustainability Reporting   Sustainability   BAE Systems</a></li> </ul>	<p><a href="#">2025 Annual Report</a></p>

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Section	Question	BAE Systems Response	Reference(s)
Disclosure 207-4 Country-by-country reporting	concerns of stakeholders, including external stakeholders		
	207-4-a All tax jurisdictions where the entities included in the organisation's audited consolidated financial statements, or in the financial information filed on public record, are resident for tax purposes.	We do not publicly disclose this information.	
Disclosure 207-4 Country-by-country reporting	207-4-b For each tax jurisdiction reported in Disclosure 207-4-a: i. Names of the resident entities; ii. Primary activities of the organisation; iii. Number of employees, and the basis of	We do not publicly disclose this information.	

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Section	Question	BAE Systems Response	Reference(s)
	<p>calculation of this number;</p> <p>iv. Revenues from third-party sales;</p> <p>v. Revenues from intra-group transactions with other tax jurisdictions;</p> <p>vi. Profit/loss before tax;</p> <p>vii. Tangible assets other than cash and cash equivalents;</p> <p>viii. Corporate income tax paid on a cash basis;</p> <p>ix. Corporate income tax accrued on profit/loss;</p> <p>x. Reasons for the difference between corporate income tax accrued on profit/loss and the tax due if the statutory tax rate is applied to profit/loss before tax.</p>		
	207-4-c	N/A	

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Section	Question	BAE Systems Response	Reference(s)
	The time period covered by the information reported in Disclosure 207-4.		

**GRI 302: Energy**

Section	Question	BAE Systems Response	Reference(s)
Disclosure 302-1 Energy consumption within the organisation	302-1-a Total fuel consumption within the organisation from non-renewable sources, in joules or multiples, and including fuel types used.	<p>This information is included within the below:</p> <ul style="list-style-type: none"> <li>2025 Annual Report (kWh), pages 57-58; 230</li> <li><a href="#">2025 Sustainability Accounting Standards Board (SASB) disclosure</a> (gigajoules)</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li><a href="#">Carbon Disclosure Project (CDP)</a></li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>
	302-1-b Total fuel consumption within the organisation from renewable sources, in joules or multiples, and including fuel types used.	<p>This information is included within the below:</p> <ul style="list-style-type: none"> <li>2025 Annual Report (kWh), pages 57-58; 230</li> <li><a href="#">2025 Sustainability Accounting Standards Board (SASB) disclosure</a> (gigajoules)</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li><a href="#">Carbon Disclosure Project (CDP)</a></li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>
	302-1-c		

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Section	Question	BAE Systems Response	Reference(s)
	In joules, watt-hours or multiples, the total: i. electricity consumption ii. heating consumption iii. cooling consumption iv. steam consumption	This information is included within the below: <ul style="list-style-type: none"> <li>2025 Annual Report (kWh), pages 57-58; 230</li> <li><a href="#">2025 Sustainability Accounting Standards Board (SASB) disclosure</a> (gigajoules)</li> </ul> Further information can be found within the below, and on our website: <ul style="list-style-type: none"> <li><a href="#">Carbon Disclosure Project (CDP)</a></li> </ul>	<a href="#">BAE Systems website</a>
	302-1-d In joules, watt-hours or multiples, the total: i. electricity sold ii. heating sold iii. cooling sold iv. steam sold	We do not publicly disclose this information.	
Disclosure 302-1 Energy consumption within the organisation	302-1-e Total energy consumption within the organisation, in joules or multiples.	This information is included within our 2025 Annual Report: <ul style="list-style-type: none"> <li>Climate and the environment, Key environmental data, pages 57-58; 230</li> </ul> Further information can be found within the below, and on our website: <ul style="list-style-type: none"> <li><a href="#">Carbon Disclosure Project (CDP)</a></li> <li><a href="#">2025 Sustainability Accounting Standards Board (SASB) disclosure</a> (gigajoules)</li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>
	302-1-f Standards, methodologies, assumptions,	This information is included within our 2025 Annual Report: <ul style="list-style-type: none"> <li>Climate and the environment, Key environmental data, pages 57-58; 230</li> </ul> Further information can be found within the below, and on our website: <ul style="list-style-type: none"> <li><a href="#">Carbon Disclosure Project (CDP)</a></li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>

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Section	Question	BAE Systems Response	Reference(s)
	and/or calculation tools used.	<ul style="list-style-type: none"> <li><a href="#">2025 Sustainability Accounting Standards Board (SASB) disclosure</a> (gigajoules)</li> </ul>	
Disclosure 302-2 Energy consumption outside of the organisation	302-1-g Source of the conversion factors used.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Climate and the environment, Key environmental data, pages 57-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li><a href="#">Basis of reporting</a></li> <li><a href="#">Carbon Disclosure Project (CDP)</a></li> <li><a href="#">2025 Sustainability Accounting Standards Board (SASB) disclosure</a> (gigajoules)</li> <li><a href="#">GHG emissions webpage</a></li> </ul>	
	302-2-a Energy consumption outside of the organisation, in joules or multiples.	<p>Information on Scope 3 is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Climate and the environment, Key environmental data, pages 57-58; 230</li> </ul>	
	302-2-b Standards, methodologies, assumptions, and/or calculation tools used.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Climate and the environment, Key environmental data, pages 57-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li><a href="#">Basis of reporting</a></li> <li><a href="#">Carbon Disclosure Project (CDP)</a></li> <li><a href="#">2024 Sustainability Accounting Standards Board (SASB) disclosure</a> (gigajoules)</li> <li><a href="#">GHG emissions webpage</a></li> </ul>	
	302-2-c Source of the conversion factors used.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Climate and the environment, Key environmental data, pages 57-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p>	

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Section	Question	BAE Systems Response	Reference(s)
		<ul style="list-style-type: none"> <li>• <a href="#">Basis of reporting</a></li> <li>• <a href="#">Carbon Disclosure Project (CDP)</a></li> <li>• <a href="#">2024 Sustainability Accounting Standards Board (SASB) disclosure</a> (gigajoules)</li> <li>• <a href="#">GHG emissions webpage</a></li> </ul>	
Disclosure 302-3 Energy intensity	302-3-a Energy intensity ratio for the organisation.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, Key environmental data, pages 57-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Basis of reporting</a></li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>
	302-3-b Organisation-specific metric (the denominator) chosen to calculate the ratio.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, Key environmental data, pages 57-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Basis of reporting</a></li> <li>• <a href="#">Carbon Disclosure Project (CDP)</a></li> <li>• <a href="#">2024 Sustainability Accounting Standards Board (SASB) disclosure</a> (gigajoules)</li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>
	302-3-c Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, Key environmental data, pages 57-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Basis of reporting</a></li> <li>• <a href="#">Carbon Disclosure Project (CDP)</a></li> <li>• <a href="#">2024 Sustainability Accounting Standards Board (SASB) disclosure</a> (gigajoules)</li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>
	302-3-d	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, Key environmental data, pages 57-58; 230</li> </ul>	<a href="#">2025 Annual Report</a>

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Section	Question	BAE Systems Response	Reference(s)
Disclosure 302-4 Reduction of energy consumption	Whether the ratio uses energy consumption within the organisation, outside of it, or both.	<p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Basis of reporting</a></li> <li>• <a href="#">Carbon Disclosure Project (CDP)</a></li> <li>• <a href="#">2024 Sustainability Accounting Standards Board (SASB) disclosure</a> (gigajoules)</li> </ul>	<a href="#">BAE Systems website</a>
	302-4-a Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.	<p>We are not currently able to calculate the tCO2e reductions achieved as a direct result of conservation and efficiency. Information on reductions and initiatives can be found within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, Key environmental data, pages 57-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Basis of reporting</a></li> <li>• <a href="#">UK Carbon Reduction Plan – PPN 06/21</a></li> <li>• <a href="#">Carbon Disclosure Project (CDP)</a></li> <li>• <a href="#">2024 Sustainability Accounting Standards Board (SASB) disclosure</a> (gigajoules)</li> <li>• <a href="#">GHG emissions webpage</a></li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>
	302-4-b Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.	<p>We are not currently able to calculate the tCO2e reductions achieved as a direct result of conservation and efficiency. Information on reductions and initiatives can be found within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, Key environmental data, pages 57-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Basis of reporting</a></li> <li>• <a href="#">UK Carbon Reduction Plan – PPN 06/21</a></li> <li>• <a href="#">Carbon Disclosure Project (CDP)</a></li> <li>• <a href="#">2024 Sustainability Accounting Standards Board (SASB) disclosure</a> (gigajoules)</li> <li>• <a href="#">GHG emissions webpage</a></li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>
	302-4-c		<a href="#">2025 Annual Report</a>

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Section	Question	BAE Systems Response	Reference(s)
Disclosure 302-5 Reductions in energy requirements of products and services	Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.	<p>Further information can be found within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, Key environmental data, pages 57-58; 230</li> </ul> <p>and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Basis of reporting</a></li> <li>• <a href="#">Carbon Disclosure Project (CDP)</a></li> <li>• <a href="#">2024 Sustainability Accounting Standards Board (SASB) disclosure</a></li> <li>• <a href="#">GHG emissions webpage</a></li> </ul> <p>This information can be found within our <a href="#">UK Carbon Reduction Plan – PPN 06/21</a></p>	<a href="#">BAE Systems website</a>
	302-4-d Standards, methodologies, assumptions, and/or calculation tools used.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, Key environmental data, pages 57-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Basis of reporting</a></li> <li>• <a href="#">UK Carbon Reduction Plan – PPN 06/21</a></li> <li>• <a href="#">Carbon Disclosure Project (CDP)</a></li> <li>• <a href="#">GHG emissions webpage</a></li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>
	302-5-a Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples.	<p>We do not publicly disclose this data. Information regarding decarbonisation of our products and services is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, Key environmental data, pages 57-58; 230</li> <li>• TCFD statement, pages 56 and 222-224</li> </ul>	<a href="#">2025 Annual Report</a>

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Section	Question	BAE Systems Response	Reference(s)
	302-5-b Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.	N/A	
	302-5-c Standards, methodologies, assumptions, and/or calculation tools used.	N/A	

**GRI 303: Water and Effluents**

Section	Question	BAE Systems Response	Reference(s)
Disclosure 303-1 Interactions with water as a shared resource	303-1-a A description of how the organisation interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related	<p>Water is not a material issue for the Group and therefore we no longer report this.</p> <p>Further information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, pages 49-51</li> <li>• Double materiality assessment, page 60; 221 – water is not a material issue for the Group</li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>

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Section	Question	BAE Systems Response	Reference(s)
	<p>impacts the organisation has caused or contributed to, or that are directly linked to its operations, products, or services by its business relationships (e.g., impacts caused by runoff).</p>		
<p>Disclosure 303-1 Interactions with water as a shared resource</p>	<p>303-1-b A description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used.</p>	<p>Water is not a material issue for the Group and therefore we no longer report this.</p> <p>Further information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, pages 49-51</li> <li>• Double materiality assessment, page 60; 221 – water is not a material issue for the Group</li> </ul>	<p><a href="#">2025 Annual Report BAE Systems website</a></p>
	<p>303-1-c A description of how water-related impacts are addressed, including how the organisation works</p>	<p>Water is not a material issue for the Group and therefore we no longer report this.</p> <p>Further information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, pages 49-51</li> <li>• Double materiality assessment, page 60; 221 – water is not a material issue for the Group</li> </ul>	<p><a href="#">2025 Annual Report BAE Systems website</a></p>

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Section	Question	BAE Systems Response	Reference(s)
	<p>with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts.</p>		
<p>Disclosure 303-1 Interactions with water as a shared resource</p>	<p>303-1-d An explanation of the process for setting any water-related goals and targets that are part of the organisation’s approach to managing water and effluents, and how they relate to public policy and the local context of each area with water stress.</p>	<p>Water is not a material issue for the Group and therefore we no longer report this.</p> <p>Further information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, pages 49-51</li> <li>• Double materiality assessment, page 60; 221 – water is not a material issue for the Group</li> </ul>	<p><a href="#">2025 Annual Report BAE Systems website</a></p>
<p>Disclosure 303-2 Management of water discharge-related impacts</p>	<p>303-2-a A description of any minimum standards set for the quality of effluent discharge, and how these minimum</p>	<p>Water is not a material issue for the Group and therefore we no longer report this.</p> <p>Further information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, pages 49-51</li> <li>• Double materiality assessment, page 60; 221 – water is not a material issue for the Group</li> </ul>	<p><a href="#">2025 Annual Report BAE Systems website</a></p>

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Section	Question	BAE Systems Response	Reference(s)
	<p>standards were determined, including:</p> <ul style="list-style-type: none"> <li>i. how standards for facilities operating in locations with no local discharge requirements were determined;</li> <li>ii. any internally developed water quality standards or guidelines;</li> <li>iii. any sector-specific standards considered;</li> <li>iv. whether the profile of the receiving waterbody was considered.</li> </ul>		
<p>Disclosure 303-3 Water withdrawal</p>	<p>303-3-a Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable:</p> <ul style="list-style-type: none"> <li>i. Surface water;</li> <li>ii. Groundwater;</li> </ul>	<p>Water is not a material issue for the Group and therefore we no longer report this.</p> <p>Further information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, pages 49-51</li> <li>• Double materiality assessment, page 60; 221 – water is not a material issue for the Group</li> </ul>	<p><a href="#">2025 Annual Report BAE Systems website</a></p>

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Section	Question	BAE Systems Response	Reference(s)
	iii. Seawater; iv. Produced water; v. Third-party water.		
Disclosure 303-3 Water withdrawal	303-3-b Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable: i. Surface water; ii. Groundwater; iii. Seawater; iv. Produced water; v. Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv.	<p>Water is not a material issue for the Group and therefore we no longer report this.</p> <p>Further information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, pages 49-51</li> </ul> <p>Double materiality assessment, page 60; 221 – water is not a material issue for the Group</p>	<p><a href="#">2025 Annual Report BAE Systems website</a></p>
	303-3-c A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-	<p>Water is not a material issue for the Group and therefore we no longer report this.</p> <p>Further information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, pages 49-51</li> <li>• Double materiality assessment, page 60; 221 – water is not a material issue for the Group</li> </ul>	<p><a href="#">2025 Annual Report BAE Systems website</a></p>

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Section	Question	BAE Systems Response	Reference(s)
	a and 303-3-b in megaliters by the following categories: i. Freshwater (≤1,000 mg/L Total Dissolved Solids); ii. Other water (>1,000 mg/L Total Dissolved Solids).		
Disclosure 303-3 Water withdrawal	303-3-d Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	<p>Water is not a material issue for the Group and therefore we no longer report this.</p> <p>Further information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, pages 49-51</li> <li>• Double materiality assessment, page 60; 221 – water is not a material issue for the Group</li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>

**GRI 101: Biodiversity**

Section	Question	BAE Systems Response	Reference(s)
Disclosure 101-1 Policies to halt and reverse biodiversity loss	101-1 The organization shall: a) describe its policies or commitments to	<p>We do not publicly report all of this data.</p> <p>Information on biodiversity can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• 2025 Annual Report, Biodiversity and natural capital, page 58</li> <li>• <a href="#">Carbon Disclosure Project (CDP)</a></li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>

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Section	Question	BAE Systems Response	Reference(s)
	<p>halt and reverse biodiversity loss, and how these are informed by the 2050 Goals and 2030 Targets in the Kunming-Montreal Global Biodiversity Framework;</p> <p>b) report the extent to which these policies or commitments apply to the organization’s activities and to its business relationships;</p> <p>c) report the goals and targets to halt and reverse biodiversity loss, whether they are informed by scientific consensus, the base year, and the indicators used to evaluate progress.</p>		

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Section	Question	BAE Systems Response	Reference(s)
<p>Disclosure 101-2 Management of biodiversity impacts</p>	<p>The organization shall: a) report how it applies the mitigation hierarchy by describing: i. actions taken to avoid negative impacts on biodiversity; ii. actions taken to minimize negative impacts on biodiversity that were not avoided; iii. actions taken to restore and rehabilitate affected ecosystems, including the goals of the restoration and rehabilitation, and how stakeholders are engaged throughout the restoration and rehabilitation actions;</p>	<p>We do not publicly report this information to this level of granularity.</p> <p>Information on biodiversity can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• 2025 Annual Report, Climate and the environment, pages 56-58</li> <li>• <a href="#">Carbon Disclosure Project (CDP)</a></li> </ul>	<p><a href="#">2025 Annual Report BAE Systems website</a></p>

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Section	Question	BAE Systems Response	Reference(s)
	<p>iv. actions taken to offset residual negative impacts on biodiversity;</p> <p>v. transformative actions taken and additional conservation actions taken;</p> <p>b) with reference to 101-2-a-iii, report for each site with the most significant impacts on biodiversity:</p> <p>i. the size in hectares of the area under restoration or rehabilitation;</p> <p>ii. the size in hectares of the area restored or rehabilitated;</p> <p>c) with reference to 101-2-a-iv, report for each offset:</p> <p>i. the goals;</p> <p>ii. the geographic location;</p>		

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Section	Question	BAE Systems Response	Reference(s)
	<p>iii. whether and how principles of good offset practices are met;</p> <p>iv. whether and how the offset is certified or verified by a third party;</p> <p>d) list which of its sites with the most significant impacts on biodiversity have a biodiversity management plan and explain why the other sites do not have a management plan;</p> <p>e) describe how it enhances synergies and reduces trade-offs between actions taken to manage its biodiversity and climate change impacts;</p> <p>f) describe how it ensures that the actions taken to</p>		

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Section	Question	BAE Systems Response	Reference(s)
	<p>manage its impacts on biodiversity avoid and minimize negative impacts and maximize positive impacts for stakeholders.</p>		
<p>Disclosure 101-3 Access and benefit-sharing</p>	<p>The organization shall: a) describe the process to ensure compliance with access and benefit-sharing regulations and measures;  b) describe voluntary actions taken to advance access and benefit-sharing that are additional to legal obligations or when there are no regulations and measures.</p>	<p>We do not publicly report this information to this level of granularity.</p> <p>Information on biodiversity can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• 2025 Annual Report, Climate and the environment, pages 56-58</li> <li>• <a href="#">Carbon Disclosure Project (CDP)</a></li> </ul>	<p><a href="#">2025 Annual Report BAE Systems website</a></p>
<p>Disclosure 101-4 Identification of biodiversity impacts</p>	<p>The organization shall:</p>	<p>We do not publicly report this information to this level of granularity.</p> <p>Information on biodiversity can be found within the below, and on our website:</p>	<p><a href="#">2025 Annual Report BAE Systems website</a></p>

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Section	Question	BAE Systems Response	Reference(s)
	<p>a) explain how it has determined which of its sites and which products and services in its supply chain have the most significant actual and potential impacts on biodiversity.</p>	<ul style="list-style-type: none"> <li>• 2025 Annual Report, Climate and the environment, pages 56-58</li> <li>• <a href="#">Carbon Disclosure Project (CDP)</a></li> </ul> <p>Please see our website for our latest <a href="#">UK Modern Slavery Act Statement</a>.</p>	
<p>Disclosure 101-5 Locations with biodiversity impacts</p>	<p>The organization shall:</p> <p>a) report the location and size in hectares of its sites with the most significant impacts on biodiversity;</p> <p>b) for each site reported under 101-5-a, report whether it is in or near an ecologically sensitive area, the distance to these areas, and whether these are:</p>	<p>We do not publicly report this information to this level of granularity.</p> <p>Information on biodiversity can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• 2025 Annual Report, Climate and the environment, pages 56-58</li> <li>• <a href="#">Carbon Disclosure Project (CDP)</a></li> </ul>	<p><a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a></p>

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Section	Question	BAE Systems Response	Reference(s)
	<p>i. areas of biodiversity importance;</p> <p>ii. areas of high ecosystem integrity;</p> <p>iii. areas of rapid decline in ecosystem integrity;</p> <p>iv. areas of high physical water risks;</p> <p>v. areas important for the delivery of ecosystem service benefits to Indigenous Peoples, local communities, and other stakeholders;</p> <p>c) report the activities that take place in each site reported under 101-5-a;</p> <p>d) report the products and services in its supply chain with</p>		

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Section	Question	BAE Systems Response	Reference(s)
	<p>the most significant impacts on biodiversity and the countries or jurisdictions where the activities associated with these products and services take place.</p>		
<p>Disclosure 101-6 Direct drivers of biodiversity loss</p>	<p>The organization shall:</p> <p>a)for each site reported under 101-5-a where its activities lead or could lead to land and sea use change, report:</p> <p>i. the size in hectares of natural ecosystem converted since a cut-off or reference date, the cut-off date or reference date, and the type of ecosystem before and after conversion;</p> <p>ii. the size in hectares of land</p>	<p>We do not publicly report this information to this level of granularity.</p> <p>Information on biodiversity can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• 2025 Annual Report, Climate and the environment, pages 56-58</li> <li>• <a href="#">Carbon Disclosure Project (CDP)</a></li> </ul>	<p><a href="#">2025 Annual Report BAE Systems website</a></p>

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Section	Question	BAE Systems Response	Reference(s)
	<p>and sea converted from one intensively used or modified ecosystem to another during the reporting period, and the type of ecosystem before and after conversion;</p> <p>b) for each site reported under 101-5-a where its activities lead or could lead to the exploitation of natural resources, report:</p> <ul style="list-style-type: none"> <li>i. for each wild species harvested, the quantity, the type, and extinction risk;</li> <li>ii. water withdrawal and water consumption in megaliters;</li> </ul> <p>c) for each site reported under 101-5-a where its</p>		

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Section	Question	BAE Systems Response	Reference(s)
	<p>activities lead or could lead to pollution, report the quantity and the type of each pollutant generated;</p> <p>d) for each site reported under 101-5-a where its activities lead or could lead to the introduction of invasive alien species, describe how invasive alien species are or may be introduced;</p> <p>e) for each product and service in its supply chain reported under 101-5-d, report the information required under 101-6-a, 101-6-b, 101-6-c, and 101-6-d, with a breakdown by country or jurisdiction;</p>		

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Section	Question	BAE Systems Response	Reference(s)
	<p>f) report contextual information necessary to understand how the data has been compiled, including standards, methodologies, and assumptions used.</p>		
<p>Disclosure 101-7 Changes to the state of biodiversity</p>	<p>The organization shall: a) for each site reported under 101-5-a, report the following information on affected or potentially affected ecosystems: i. the ecosystem type for the base year; ii. the ecosystem size in hectares for the base year; iii. the ecosystem condition for the base year and the current reporting period;</p>	<p>We do not publicly report this information to this level of granularity.</p> <p>Information on biodiversity can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• 2025 Annual Report, Climate and the environment, pages 56-58</li> <li>• <a href="#">Carbon Disclosure Project (CDP)</a></li> </ul>	

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Section	Question	BAE Systems Response	Reference(s)
	<p>b) report contextual information necessary to understand how the data has been compiled, including standards, methodologies, and assumptions used.</p>		
<p>Disclosure 101-8 Ecosystem services</p>	<p>The organization shall:                      a) for each site reported under 101-5-a, list the ecosystem services and beneficiaries affected or potentially affected by the organization's activities;                      b) explain how the ecosystem services and beneficiaries are or could be affected by the</p>	<p>We do not publicly report this information to this level of granularity.</p> <p>Information on biodiversity can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• 2025 Annual Report, Climate and the environment, pages 56-58</li> <li>• <a href="#">Carbon Disclosure Project (CDP)</a></li> </ul>	

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Section	Question	BAE Systems Response	Reference(s)
	organization's activities.		

**GRI 305: Emissions**

Section	Question	BAE Systems Response	Reference(s)
Disclosure 305-1 Direct (Scope 1) GHG emissions	305-1-a Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Climate and the environment, pages 56-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li><a href="#">CDP</a></li> <li><a href="#">GHG emissions webpage</a></li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>
	305-1-b Gases included in the calculation; whether CO2 , CH4 , N2O, HFCs, PFCs, SF6 , NF3 , or all.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Climate and the environment, pages 56-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li><a href="#">CDP</a></li> <li><a href="#">GHG emissions webpage</a></li> <li><a href="#">Basis of reporting</a></li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>
	305-1-c Biogenic CO2 emissions in metric tons of CO c. 2 equivalent.	<p>This information is included within our Carbon Disclosure Project (CDP) response:</p> <ul style="list-style-type: none"> <li><a href="#">CDP</a>, C6.7</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>2025 Annual Report, Climate and the environment, pages 56-58</li> <li><a href="#">GHG emissions webpage</a></li> <li><a href="#">Basis of reporting</a></li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>

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Section	Question	BAE Systems Response	Reference(s)
<p>Disclosure 305-1 Direct (Scope 1) GHG emissions</p>	<p>305-1-d Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.</p>	<p>This information is included within our Carbon Disclosure Project (CDP) response:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• 2025 Annual Report, Climate and the environment, pages 56-58; 230</li> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	<p><a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a></p>
	<p>305-1-e Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, pages 56-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	<p><a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a></p>
	<p>305-1-f Consolidation approach for emissions; whether equity share, financial control, or operational control.</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, pages 56-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	<p><a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a></p>

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Section	Question	BAE Systems Response	Reference(s)
Disclosure 305-1 Direct (Scope 1) GHG emissions	305-1-g Standards, methodologies, assumptions, and/or calculation tools used.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Climate and the environment, pages 56-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li><a href="#">CDP</a></li> <li><a href="#">GHG emissions webpage</a></li> <li><a href="#">Basis of reporting</a></li> </ul>	<a href="#">2025 Annual Report BAE Systems website</a>
	305-2-a Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Climate and the environment, pages 56-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li><a href="#">CDP</a></li> <li><a href="#">GHG emissions webpage</a></li> <li><a href="#">Basis of reporting</a></li> </ul>	<a href="#">2025 Annual Report BAE Systems website</a>
Disclosure 305-2 Energy indirect (Scope 2) GHG emissions	305-2-b If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Climate and the environment, pages 56-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li><a href="#">CDP</a></li> <li><a href="#">GHG emissions webpage</a></li> <li><a href="#">Basis of reporting</a></li> </ul>	<a href="#">2025 Annual Report BAE Systems website</a>
	305-2c	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Climate and the environment, pages 56-58; 230</li> </ul>	<a href="#">2025 Annual Report</a>

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Section	Question	BAE Systems Response	Reference(s)
	<p>If available, the gases included in the calculation; whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, or all.</p>	<p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	<p><a href="#">BAE Systems website</a></p>
<p>Disclosure 305-2 Energy indirect (Scope 2) GHG emissions</p>	<p>305-2-d Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.</p>	<p>This information is included within our Carbon Disclosure Project (CDP) response:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• 2025 Annual Report, Climate and the environment, pages 56-58; 230</li> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	<p><a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a></p>
	<p>305-2-e Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, pages 56-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	<p><a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a></p>
	<p>305-2-f</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, pages 56-58; 230</li> </ul>	<p><a href="#">2025 Annual Report</a></p>

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Section	Question	BAE Systems Response	Reference(s)
	Consolidation approach for emissions; whether equity share, financial control, or operational control.	<p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	<a href="#">BAE Systems website</a>
Disclosure 305-2 Energy indirect (Scope 2) GHG emissions	305-2-g Standards, methodologies, assumptions, and/or calculation tools used.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, pages 56-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>
Disclosure 305-3 Other indirect (Scope 3) GHG emissions	305-3-a Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, pages 56-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>
	305-3-b If available, the gases included in the calculation; whether CO , CH , N O, HFCs, PFCs, SF , NF , or all.	<p>This data is not currently reported for Scope 3.</p> <p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, pages 56-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>

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Section	Question	BAE Systems Response	Reference(s)
		<ul style="list-style-type: none"> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	
Disclosure 305-3 Other indirect (Scope 3) GHG emissions	305-3-c Biogenic CO2 emissions in metric tons of CO2equivalent.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, pages 56-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>
	305-3-d Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, pages 56-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>
	305-3-e Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year;	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, pages 56-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>

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Section	Question	BAE Systems Response	Reference(s)
	<p>iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.</p>		
<p>Disclosure 305-3 Other indirect (Scope 3) GHG emissions</p>	<p>305-3-f Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, pages 56-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	<p><a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a></p>
	<p>305-3-g Standards, methodologies, assumptions, and/or calculation tools used.</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, pages 56-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	<p><a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a></p>
<p>Disclosure 305-4 GHG emissions intensity</p>	<p>305-4-a GHG emissions intensity ratio for the organisation.</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, pages 56-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">GHG emissions webpage</a></li> </ul>	<p><a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a></p>

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Section	Question	BAE Systems Response	Reference(s)
Disclosure 305-4 GHG emissions intensity	305-4-b Organisation-specific metric (the denominator) chosen to calculate the ratio.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Climate and the environment, pages 56-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li><a href="#">CDP</a></li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>
	305-4-c Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Climate and the environment, pages 56-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li><a href="#">CDP</a></li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>
	305-4-d Gases included in the calculation; whether CO2 , CH4 , N2O, HFCs, PFCs, SF6 , NF3 , or all.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Climate and the environment, pages 56-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li><a href="#">CDP</a></li> <li><a href="#">Basis of reporting</a></li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>
Disclosure 305-5 Reduction of GHG emissions	305-5-a GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Climate and the environment, pages 56-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li><a href="#">UK Carbon Reduction Plan – PPN 06/21</a></li> <li><a href="#">CDP</a></li> <li><a href="#">GHG emissions webpage</a></li> <li><a href="#">Basis of reporting</a></li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>

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Section	Question	BAE Systems Response	Reference(s)
Disclosure 305-5 Reduction of GHG emissions	305-5-b Gases included in the calculation; whether CO2 , CH4 , N2O, HFCs, PFCs, SF6 , NF3 , or all.	<p>This information is not reported to this level of granularity.</p> <p>Information can be found within the below:</p> <ul style="list-style-type: none"> <li>• 2025 Annual Report; Climate and the environment, pages 56-58; 230</li> <li>• <a href="#">CDP</a></li> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	<a href="#">2025 Annual Report BAE Systems website</a>
	305-5-c Base year or baseline, including the rationale for choosing it.	For information on base years for GHG emissions see 305-1-d (Scope 1); 305-2-d (Scope 2); and 305-3-e (Scope 3) above.	
	305-5-d Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, pages 56-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	<a href="#">2025 Annual Report BAE Systems website</a>
	305-5-e Standards, methodologies, assumptions, and/or calculation tools used.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, pages 56-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	<a href="#">2025 Annual Report BAE Systems website</a>

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Section	Question	BAE Systems Response	Reference(s)
Disclosure 305-6 Emissions of ozone-depleting substances (ODS)	305-6-a Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.	We do not publicly disclose this information.	
	305-6-b Substances included in the calculation.	We do not publicly disclose this information.	
	305-6-c Source of the emission factors used.	We do not publicly disclose this information.	
	305-6-d Standards, methodologies, assumptions, and/or calculation tools used.	We do not publicly disclose this information.	
Disclosure 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	305-7-a Significant air emissions, in kilograms or multiples, for each of the following: i. NOx ii. SOx iii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vi. Particulate matter (PM)	We do not publicly disclose this information.	

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Section	Question	BAE Systems Response	Reference(s)
	vii. Other standard categories of air emissions identified in relevant regulations		
Disclosure 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	305-7-b Source of the emission factors used.	We do not publicly disclose this information.	
	305-7-c Standards, methodologies, assumptions, and/or calculation tools used.	We do not publicly disclose this information.	

**GRI 306: Waste**

Section	Question	BAE Systems Response	Reference(s)
Disclosure 306-1 Waste generation and significant waste-related impacts	306-1-a For the organisation's significant actual and potential waste-related impacts a description of: i. The inputs, activities and outputs that lead to these impacts; ii. Whether these impacts relate to waste generated in the organisation's own activities or to waste generated upstream or downstream in its value chain.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, pages 56-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Environmental Management Systems (EMS)</a></li> <li>• <a href="#">Hazardous Waste</a></li> <li>• <a href="#">Nuclear Waste</a></li> <li>• <a href="#">CDP</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	<p><a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a></p>

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Section	Question	BAE Systems Response	Reference(s)
<p>Disclosure 306-2 Management of significant waste-related impacts</p>	<p>306-2-a Actions, including circularity measures, taken to prevent waste generation in the organisation’s own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated.</p>	<p>This information can be found within the below factsheets on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Environmental Management Systems (EMS)</a></li> <li>• <a href="#">Hazardous Waste</a></li> <li>• <a href="#">Nuclear Waste</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	<p><a href="#">BAE Systems website</a></p>
	<p>306-2-b If the waste generated by the organisation in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations.</p>	<p>We do not publicly disclose this information. Information on how we manage waste can be found within the below factsheets on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Environmental Management Systems (EMS)</a></li> <li>• <a href="#">Hazardous Waste</a></li> <li>• <a href="#">Nuclear Waste</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	
	<p>306-2-c The processes used to collect and monitor waste-related data.</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, pages 56-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Environmental Management Systems (EMS)</a></li> <li>• <a href="#">Hazardous Waste</a></li> <li>• <a href="#">Nuclear Waste</a></li> </ul>	

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Section	Question	BAE Systems Response	Reference(s)
		<ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	
Disclosure 306-3 Waste generated	306-3-a Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste.	<p>The weight of hazardous, non-hazardous and recycled waste is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, pages 56-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> </ul>	<a href="#">2025 Annual Report BAE Systems website</a>
	306-3-b Contextual information necessary to understand the data and how the data has been compiled.	<p>Information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, pages 56-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Environmental Management Systems (EMS)</a></li> <li>• <a href="#">Hazardous Waste</a></li> <li>• <a href="#">Nuclear Waste</a></li> <li>• <a href="#">CDP</a></li> </ul>	<a href="#">2025 Annual Report BAE Systems website</a>
Disclosure 306-4 Waste diverted from disposal	306-4-a Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste.	<p>The weight of hazardous, non-hazardous and recycled waste is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, pages 56-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> </ul>	
	306-4-b Total weight of hazardous waste diverted from	<p>We do not report this information to this level of granularity. The weight of hazardous, non-hazardous and recycled waste is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, pages 56-58; 230</li> </ul>	<a href="#">2025 Annual Report BAE Systems website</a>

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Section	Question	BAE Systems Response	Reference(s)
	<p>disposal in metric tons, and a breakdown of this total by the following recovery operations:</p> <ul style="list-style-type: none"> <li>i. Preparation for reuse;</li> <li>ii. Recycling;</li> <li>iii. Other recovery operations.</li> </ul>	<p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Environmental Management Systems (EMS)</a></li> <li>• <a href="#">Hazardous Waste</a></li> <li>• <a href="#">Nuclear Waste</a></li> <li>• <a href="#">CDP</a></li> </ul>	
<p>Disclosure 306-4 Waste diverted from disposal</p>	<p>306-4-c Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations:</p> <ul style="list-style-type: none"> <li>i. Preparation for reuse;</li> <li>ii. Recycling;</li> <li>iii. Other recovery operations.</li> </ul>	<p>We do not report this information to this level of granularity. The weight of hazardous, non-hazardous and recycled waste is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, pages 56-58; 230</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Environmental Management Systems (EMS)</a></li> <li>• <a href="#">Hazardous Waste</a></li> <li>• <a href="#">Nuclear Waste</a></li> <li>• <a href="#">CDP</a></li> </ul>	<p><a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a></p>
	<p>306-4-d For each recovery operation listed in Disclosures 306-4-b and 306-4-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste diverted from disposal:</p> <ul style="list-style-type: none"> <li>i. Onsite;</li> <li>ii. Offsite.</li> </ul>	<p>We do not publicly report this information.</p>	
	<p>306-4-e</p>	<p>We do not publicly report this information.</p>	

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Section	Question	BAE Systems Response	Reference(s)
	Contextual information necessary to understand the data and how the data has been compiled.		
Disclosure 306-5 Waste directed to disposal	306-5-a Total weight of waste directed to disposal in metric tons, and breakdown of this total by composition of the waste.	<p>We do not publicly report this information to this level of granularity.</p> <p>The weight of hazardous, non-hazardous and recycled waste is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, pages 56-58; 230</li> </ul>	<a href="#">2025 Annual Report BAE Systems website</a>
	306-5-b Total weight of hazardous waste directed to disposal in metric tonnes, and a breakdown of this total by the following disposal operations: i. Incineration (with energy recovery); ii. Incineration (without energy recovery); iii. Landfilling; iv. Other disposal operations.	<p>We do not publicly report this information to this level of granularity.</p> <p>The weight of hazardous, non-hazardous and recycled waste is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, pages 56-58; 230</li> </ul>	<a href="#">2025 Annual Report BAE Systems website</a>
	306-5-c Total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations:	<p>We do not publicly report this information to this level of granularity.</p> <p>The weight of hazardous, non-hazardous and recycled waste is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate and the environment, pages 56-58; 230</li> </ul>	<a href="#">2025 Annual Report BAE Systems website</a>

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Section	Question	BAE Systems Response	Reference(s)
	i. Incineration (with energy recovery); Incineration (without energy recovery); Landfilling; iv. Other disposal operations.		
Disclosure 306-5 Waste directed to disposal	306-5-d For each disposal operation listed in disclosures 306-5-b and 306-5-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste directed to disposal: i. Onsite; ii. Offsite.	We do not publicly disclose this information.	
	306-5-e Contextual information necessary to understand the data and how the data has been compiled.	We do not publicly disclose this information.	

**GRI 308: Supplier Environmental Assessment**

Section	Question	BAE Systems Response	Reference(s)
Disclosure 308-1	308-1-a	We do not publicly report this information to this level of granularity. Information about our supplier assessments is included within our 2025 Annual Report:	<a href="#">2025 Annual Report</a>

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Section	Question	BAE Systems Response	Reference(s)
New suppliers that were screened using environmental criteria	Percentage of new suppliers that were screened using environmental criteria.	<ul style="list-style-type: none"> <li>Responsible business, pages 48-61</li> <li>Working with our supply chain, page 60</li> </ul> <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> <li><a href="#">Supplier Code of Conduct</a></li> <li><a href="#">Responsible supply chain webpage</a></li> </ul> <p>Please see our website for our latest <a href="#">UK Modern Slavery Act Statement</a>.</p>	<a href="#">BAE Systems website</a>
Disclosure 308-2 Negative environmental impacts in the supply chain and actions taken	308-2-a Number of suppliers assessed for environmental impacts.	<p>We do not publicly report this information to this level of granularity. Information about our supplier assessments is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Responsible business, pages 48-61</li> <li>Working with our supply chain, page 60</li> </ul> <p>Further information can be found within on our website:</p> <ul style="list-style-type: none"> <li><a href="#">Supplier Code of Conduct</a></li> <li><a href="#">Responsible supply chain webpage</a></li> </ul> <p>Please see our website for our latest <a href="#">UK Modern Slavery Act Statement</a>.</p>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>
	308-2b Number of suppliers identified as having significant actual and potential negative environmental impacts.	We do not publicly disclose this information.	
	308-2-c Significant actual and potential negative environmental impacts	We do not publicly disclose this information.	

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Section	Question	BAE Systems Response	Reference(s)
	identified in the supply chain.		
Disclosure 308-2 Negative environmental impacts in the supply chain and actions taken	308-2-d Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment.	We do not publicly disclose this information.	
	308-2-e Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.	We do not publicly disclose this information.	

**GRI 401: Employment**

Section	Question	BAE Systems Response	Reference(s)
Disclosure 401-1 New employee hires and employee turnover	401-1-a Total number and rate of new employee hires during the reporting period, by age group, gender and region.	<p>We do not publicly report this information to this level of granularity.</p> <p>Further information can be found within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our investment in our people and communities, pages 50-55</li> </ul> <p>and within the below:</p>	<a href="#">BAE Systems website</a>

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Section	Question	BAE Systems Response	Reference(s)
		<ul style="list-style-type: none"> <li><a href="#">ESG Performance Data</a></li> </ul>	
	401-1-b Total number and rate of employee turnover during the reporting period, by age group, gender and region.	<p>This information can be found within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Our investment in our people and communities, pages 50-55</li> </ul> <p>and within the below:</p> <ul style="list-style-type: none"> <li><a href="#">ESG Performance Data</a></li> </ul>	<a href="#">BAE Systems website</a>
Disclosure 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2-a Benefits which are standard for full-time employees of the organisation but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: i. life insurance; ii. health care; iii. disability and invalidity coverage; iv. parental leave; v. retirement provision; vi. stock ownership;	<p>We do not differentiate between full-time and temporary employees.</p> <p>Information on employee benefits can be found within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Our business model, pages 14-15</li> <li>Our investment in our people and communities, pages 50-55</li> <li>Chair’s governance letter, page 76</li> <li>Our stakeholders and the work of the Board, pages 85-89</li> <li>Remuneration Committee report, pages 104-105</li> <li>2026 remuneration framework, page 111</li> </ul> <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> <li><a href="#">Careers   BAE Systems</a></li> </ul>	<a href="#">2025 Annual Report</a>
	401-2-b The definition used for ‘significant locations of operation’.	<p>We define our principal markets as our significant operating locations.</p> <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> <li><a href="#">Where we operate</a></li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>
Disclosure 401-3	401-3-a	We do not publicly disclose this information.	

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Section	Question	BAE Systems Response	Reference(s)
Parental leave	Total number of employees that were entitled to parental leave, by gender.		
Disclosure 401-3 Parental leave	401-3-b Total number of employees that took parental leave, by gender.	We do not publicly disclose this information.	
	401-3-c Total number of employees that returned to work in the reporting period after parental leave ended, by gender.	We do not publicly disclose this information.	
	401-3-d Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.	We do not publicly disclose this information.	
	401-3-e Return to work and retention rates of employees that took parental leave, by gender.	We do not publicly disclose this information.	

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**GRI 403: Occupational Health and Safety**

Section	Question	BAE Systems Response	Reference(s)
<p>Disclosure 403-1 Occupational health and safety management system</p>	<p>403-1-a A statement of whether an occupational health and safety management system has been implemented, including whether: i. the system has been implemented because of legal requirements and, if so, a list of the requirements; ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines.</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our investment in our people and communities, pages 50-55</li> <li>• How we manage risk, pages 62-63</li> <li>• Governance framework, pages 82-84</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Policy summaries</a>, Health and Safety</li> <li>• <a href="#">Occupational Health and Safety factsheet</a></li> </ul>	<p><a href="#">2025 Annual Report BAE Systems website</a></p>
	<p>403-1-b A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our investment in our people and communities, pages 50-55</li> <li>• How we manage risk, pages 62-63</li> <li>• Governance framework, pages 82-84</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Policy summaries</a>, Health and Safety</li> <li>• <a href="#">Occupational Health and Safety factsheet</a></li> </ul>	<p><a href="#">2025 Annual Report BAE Systems website</a></p>

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Section	Question	BAE Systems Response	Reference(s)
	workplaces are not covered.		
Disclosure 403-2 Hazard identification, risk assessment, and incident investigation	<p>403-2-a A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including:</p> <p>i. how the organisation ensures the quality of these processes, including the competency of persons who carry them out;</p> <p>ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system.</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our investment in our people and communities, pages 50-55</li> <li>• How we manage risk, pages 62-63</li> <li>• Governance framework, pages 82-84</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Policy summaries</a>, Health and Safety</li> <li>• <a href="#">Occupational Health and Safety factsheet</a></li> </ul>	<p><a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a></p>
	<p>403-2-b A description of the processes for workers to report work-related hazards and hazardous situations, and an</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our investment in our people and communities, pages 50-55</li> <li>• How we manage risk, pages 62-63</li> <li>• Governance framework, pages 82-84</li> </ul> <p>Further information can be found within the below, and on our website:</p>	<p><a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a></p>

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Section	Question	BAE Systems Response	Reference(s)
	<p>explanation of how workers are protected against reprisals.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Policy summaries</a>, Health and Safety</li> <li>• <a href="#">Occupational Health and Safety factsheet</a></li> <li>• <a href="#">Code of Conduct</a></li> </ul> <p>Please see our website for our latest <a href="#">Human Rights Statement</a> and <a href="#">UK Modern Slavery Act Statement</a>.</p>	
<p>Disclosure 403-2 Hazard identification, risk assessment, and incident investigation</p>	<p>403-2-c A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our investment in our people and communities, pages 50-55</li> <li>• How we manage risk, pages 62-63</li> <li>• Governance framework, pages 82-84</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Policy summaries</a>, Health and Safety</li> <li>• <a href="#">Occupational Health and Safety factsheet</a></li> <li>• <a href="#">Code of Conduct</a></li> </ul> <p>Please see our website for our latest <a href="#">Human Rights Statement</a> and <a href="#">UK Modern Slavery Act Statement</a>.</p>	<p><a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a></p>
	<p>403-2-d A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our investment in our people and communities, pages 50-55</li> <li>• How we manage risk, pages 62-63</li> <li>• Governance framework, pages 82-84</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Policy summaries</a>, Health and Safety</li> <li>• <a href="#">Occupational Health and Safety factsheet</a></li> <li>• <a href="#">Code of Conduct</a></li> </ul> <p>Please see our website for our latest <a href="#">Human Rights Statement</a> and <a href="#">UK Modern Slavery Act Statement</a>.</p>	<p><a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a></p>

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Section	Question	BAE Systems Response	Reference(s)
	and safety management system.		
Disclosure 403-3 Occupational health services	403-3-a A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organisation ensures the quality of these services and facilitates workers' access to them.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our investment in our people and communities, pages 50-55</li> <li>• Governance framework, pages 82-84</li> <li>• Environmental, Social and Governance Committee report, pages 101-102</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Policy summaries</a>, Health and Safety</li> <li>• <a href="#">Occupational Health and Safety factsheet</a></li> <li>• <a href="#">Safety and wellbeing webpage</a></li> </ul>	<p><a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a></p>
Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety	403-4-a A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our investment in our people and communities, pages 50-55</li> <li>• Governance framework, pages 82-84</li> <li>• Our stakeholders and the work of the Board, pages 85-89</li> <li>• Environmental, Social and Governance Committee report, pages 101-102</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Policy summaries</a>, Health and Safety</li> <li>• <a href="#">Occupational Health and Safety factsheet</a></li> <li>• <a href="#">Safety and wellbeing webpage</a></li> </ul>	<p><a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a></p>

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Section	Question	BAE Systems Response	Reference(s)
	<p>403-4-b Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our investment in our people and communities, pages 50-55</li> <li>• Governance framework, pages 82-84</li> <li>• Environmental, Social and Governance Committee report, pages 101-102</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Policy summaries</a>, Health and Safety</li> <li>• <a href="#">Occupational Health and Safety factsheet</a></li> <li>• <a href="#">Safety and wellbeing webpage</a></li> </ul>	<p><a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a></p>
<p>Disclosure 403-5 Worker training on occupational health and safety</p>	<p>403-5-a A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our investment in our people and communities, pages 50-55</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Safety and wellbeing webpage</a></li> <li>• <a href="#">Occupational Health and Safety factsheet</a></li> <li>• <a href="#">Code of Conduct</a></li> </ul>	<p><a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a></p>
<p>Disclosure 403-6 Promotion of worker health</p>	<p>403-6-a An explanation of how the organisation facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided.</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our investment in our people and communities, pages 50-55</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Safety and wellbeing webpage</a></li> <li>• <a href="#">Occupational Health and Safety factsheet</a></li> <li>• <a href="#">Code of Conduct</a></li> </ul>	<p><a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a></p>

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Section	Question	BAE Systems Response	Reference(s)
	<p>403-6-b</p> <p>A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organisation facilitates workers' access to these services and programs.</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our investment in our people and communities, pages 50-55</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Safety and wellbeing webpage</a></li> <li>• <a href="#">Code of Conduct</a></li> </ul>	<p><a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a></p>
<p>Disclosure 403-7</p> <p>Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</p>	<p>403-7-a</p> <p>A description of the organisation's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products, or services by its business relationships, and the related hazards and risks.</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our investment in our people and communities, pages 50-55</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Safety and wellbeing webpage</a></li> <li>• <a href="#">Occupational Health and Safety factsheet</a></li> <li>• <a href="#">Code of Conduct</a></li> </ul>	<p><a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a></p>
<p>Disclosure 403-8</p> <p>Workers covered by an occupational health and safety management system</p>	<p>403-8-a</p> <p>If the organisation has implemented an occupational health and safety management system based on legal requirements and/or</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our investment in our people and communities, pages 50-55</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Safety and wellbeing webpage</a></li> <li>• <a href="#">Occupational Health and Safety factsheet</a></li> </ul>	<p><a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a></p>

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Section	Question	BAE Systems Response	Reference(s)
	<p>recognized standards/guidelines: the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, who are covered by such a system;</p> <p>i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, who are covered by such a system that has been internally audited;</p> <p>ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, who are covered by such a system that has been audited or certified by an external party.</p>		
Disclosure 403-8	403-8-b	No workers are excluded from this disclosure.	

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Section	Question	BAE Systems Response	Reference(s)
Workers covered by an occupational health and safety management system	Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.		
	403-8-c Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our investment in our people and communities, pages 50-55</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Safety and wellbeing webpage</a></li> <li>• <a href="#">Occupational Health and Safety factsheet</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	<a href="#">2025 Annual Report BAE Systems website</a>
Disclosure 403-9 Work-related injuries	403-9-a For all employees: i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our investment in our people and communities, pages 50-55</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">ESG Performance Data</a></li> </ul>	<a href="#">2025 Annual Report BAE Systems website</a>
	403-9-b For all workers who are not employees but whose	<p>We do not differentiate between employees and contractors when categorising work-related injuries.</p> <p>This information is included within our 2025 Annual Report:</p>	<a href="#">2025 Annual Report BAE Systems website</a>

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Section	Question	BAE Systems Response	Reference(s)
	<p>work and/or workplace is controlled by the organisation:</p> <p>i. The number and rate of fatalities as a result of work-related injury;</p> <p>ii. The number and rate of high-consequence work-related injuries (excluding fatalities);</p> <p>iii. The number and rate of recordable work-related injuries;</p> <p>iv. The main types of work-related injury;</p> <p>v. The number of hours worked.</p>	<ul style="list-style-type: none"> <li>• Our investment in our people and communities, pages 50-55</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">ESG Performance Data</a></li> </ul>	
<p>Disclosure 403-9 Work-related injuries</p>	<p>403-9-c The work-related hazards that pose a risk of high-consequence injury, including:</p> <p>i. how these hazards have been determined;</p> <p>ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period; actions taken or underway to eliminate these hazards and</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our investment in our people and communities, pages 50-55</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Safety and wellbeing webpage</a></li> <li>• <a href="#">ESG Performance Data</a></li> </ul>	<p><a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a></p>

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Section	Question	BAE Systems Response	Reference(s)
	minimize risks using the hierarchy of controls.		
Disclosure 403-9 Work-related injuries	403-9-d Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Our investment in our people and communities, pages 50-55</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li><a href="#">Safety and wellbeing webpage</a></li> </ul>	<a href="#">2025 Annual Report BAE Systems website</a>
	403-9-e Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.	<p>This information can be found within the below:</p> <ul style="list-style-type: none"> <li><a href="#">ESG Performance Data</a></li> </ul>	<a href="#">2025 Annual Report BAE Systems website</a>
	403-9-f Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.	<p>No workers have been excluded from this disclosure.</p>	<a href="#">2025 Annual Report BAE Systems website</a>
	403-9-g Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Our investment in our people and communities, pages 50-55</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li><a href="#">Occupational Health and Safety factsheet</a></li> <li><a href="#">Basis of reporting</a></li> </ul>	<a href="#">2025 Annual Report BAE Systems website</a>
Disclosure 403-10	403-10-a For all employees:	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Our investment in our people and communities, pages 50-55</li> </ul>	<a href="#">2025 Annual Report</a>

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Section	Question	BAE Systems Response	Reference(s)
Work-related ill health	i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health.	Further information can be found within the below, and on our website: <ul style="list-style-type: none"> <li>• <a href="#">Safety and wellbeing webpage</a></li> <li>• <a href="#">Occupational Health and Safety factsheet</a></li> <li>• <a href="#">ESG Performance Data</a></li> </ul>	<a href="#">BAE Systems website</a>
Disclosure 403-10 Work-related ill health	403-10-b For all workers who are not employees but whose work and/or workplace is controlled by the organisation: i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health.	We do not distinguish between employees and contractors, as contractors are normally hired on a long-term basis. They are given the same training as permanent employees and are critical to contract delivery; we therefore count them as employees.	
Disclosure 403-10 Work-related ill health	403-10-c The work-related hazards that pose a risk of ill health, including: i. how these hazards have been determined; which of these hazards have caused or contributed to cases of ill	This information is included within our 2025 Annual Report: <ul style="list-style-type: none"> <li>• Our investment in our people and communities, pages 50-55</li> </ul> Further information can be found within the below: <ul style="list-style-type: none"> <li>• <a href="#">Occupational Health and Safety factsheet</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>

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Section	Question	BAE Systems Response	Reference(s)
	health during the reporting period; ii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.		
Disclosure 403-10 Work-related ill health	403-10-d Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.	No workers have been excluded from this disclosure.	
	403-10-e Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	This information is included within the below: <ul style="list-style-type: none"> <li>• <a href="#">Basis of reporting</a></li> </ul>	<a href="#">BAE Systems website</a>

**GRI 404: Training and Education**

Section	Question	BAE Systems Response	Reference(s)
Disclosure 404-1 Average hours of training per year per employee	404-1-a Average hours of training that the organisation's employees have	This information can be found within the below: <ul style="list-style-type: none"> <li>• <a href="#">ESG Performance Data</a></li> <li>• <a href="#">Learning and Development factsheet</a></li> <li>• <a href="#">Policy Summaries</a>, People</li> </ul>	<a href="#">BAE Systems website</a>

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Section	Question	BAE Systems Response	Reference(s)
	undertaken during the reporting period, by: i. gender; ii. employee category.		
Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs	404-2-a Type and scope of programs implemented and assistance provided to upgrade employee skills.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Our investment in our people and communities, pages 50-55</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li><a href="#">Learning and Development factsheet</a></li> <li><a href="#">Policy summaries</a>, People</li> </ul>	<a href="#">2025 Annual Report</a>
	404-2-b Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Our investment in our people and communities, pages 50-55</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li><a href="#">Learning and Development factsheet</a></li> <li><a href="#">Policy summaries</a>, People</li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>
Disclosure 404-3 Percentage of employees receiving regular performance and career development reviews	404-3-a Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Our investment in our people and communities, pages 50-55</li> </ul>	<a href="#">2025 Annual Report</a>

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**GRI 405: Diversity and Equal Opportunity**

Section	Question	BAE Systems Response	Reference(s)
Disclosure 405-1 Diversity of governance bodies and employees	405-1-a Percentage of individuals within the organisation's governance bodies in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	<p>We do not publicly disclose information to this level of granularity.</p> <p>Information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our investment in our people and communities, pages 50-55</li> <li>• Gender balance, page 53</li> </ul> <p>and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">ESG Performance Data</a></li> <li>• <a href="#">UK Pay Gap Report</a></li> </ul>	<a href="#">2025 Annual Report BAE Systems website</a>
	405-1-b Percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	<p>We do not publicly disclose information to this level of granularity.</p> <p>Information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our investment in our people and communities, pages 50-55</li> <li>• Gender balance, page 53</li> </ul> <p>and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">ESG Performance Data</a></li> <li>• <a href="#">UK Pay Gap Report</a></li> </ul>	<a href="#">2025 Annual Report BAE Systems website</a>
Disclosure 405-2 Ratio of basic salary and remuneration of women to men	405-2-a Ratio of the basic salary and remuneration of women to men for each	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Annual remuneration report, pages 122-126</li> </ul> <p>and in our <a href="#">UK Pay Gap Report</a>.</p>	<a href="#">2025 Annual Report BAE Systems website</a>

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Section	Question	BAE Systems Response	Reference(s)
	employee category, by significant locations of operation.		
	405-2-b The definition used for 'significant locations of operation'.	<p>We define our principal markets as our significant operating locations. This information can be found within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our markets, pages 22-23</li> </ul> <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Where we operate</a></li> </ul>	<p><a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a></p>

**GRI 406: Non-discrimination**

Section	Question	BAE Systems Response	Reference(s)
Disclosure 406-1 Incidents of discrimination and corrective actions taken	406-1-a Total number of incidents of discrimination during the reporting period.	<p>We do not publicly disclose this information. Information on our ethics programme, concerns raised and dismissals relating to unethical behaviour can be found within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Ethics and compliance, pages 59-60</li> </ul>	<p><a href="#">2025 Annual Report</a></p>
	406-2-b Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organisation; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal	<p>We do not publicly disclose this information. Information on our ethics programme, concerns raised and dismissals relating to unethical behaviour can be found within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Ethics and compliance, page 59-60</li> </ul>	<p><a href="#">2025 Annual Report</a></p>

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Section	Question	BAE Systems Response	Reference(s)
	management review processes; iv. Incident no longer subject to action.		

**GRI 407: Freedom of Association and Collective Bargaining**

Section	Question	BAE Systems Response	Reference(s)
Disclosure 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	407-1-a Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk.	We do not publicly disclose this information. Information on trades unions and collective bargaining can be found within our 2025 Annual Report: <ul style="list-style-type: none"> <li>Statutory and other regulatory information, pages 127-134</li> </ul> and within our <a href="#">Code of Conduct</a> .	<a href="#">2025 Annual Report</a>
	407-1-b Measures taken by the organisation in the reporting period intended to support rights to exercise freedom of association and collective bargaining.	This information is included within our 2025 Annual Report: <ul style="list-style-type: none"> <li>Statutory and other regulatory information, pages 127-134</li> </ul> Further information can be found within the below: <ul style="list-style-type: none"> <li><a href="#">Code of Conduct</a></li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>

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**GRI 413: Local Communities**

Section	Question	BAE Systems Response	Reference(s)
<p>Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs</p>	<p>413-1-a Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of: i. social impact assessments, including gender impact assessments, based on participatory processes; ii. environmental impact assessments and ongoing monitoring; iii. public disclosure of results of environmental and social impact assessments; iv. local community development programs based on local communities' needs; v. stakeholder engagement plans based on stakeholder mapping; vi. broad based local community consultation committees and processes that include vulnerable groups;</p>	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our investment in our people and communities, pages 50-55</li> </ul> <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Supporting our communities</a></li> <li>• <a href="#">BAE Systems, Inc. Community Investment webpage</a></li> <li>• <a href="#">Policy summaries</a>, Community Investment</li> <li>• <a href="#">Community Investment factsheet</a></li> </ul>	<p><a href="#">2025 Annual Report BAE Systems website</a></p>

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Section	Question	BAE Systems Response	Reference(s)
	vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts; viii. formal local community grievance processes.		
Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs	413-1-b Operations with significant actual and potential negative impacts on local communities, including: i. the location of the operations; ii. the significant actual and potential negative impacts of operations.	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Responsible business, pages 48-61</li> </ul> <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> <li><a href="#">Climate and environment</a></li> </ul>	<p><a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a></p>

**GRI 414: Supplier Social Assessment**

Section	Question	BAE Systems Response	Reference(s)
Disclosure 414-1 New suppliers that were screened using social criteria	414-1-a Percentage of new suppliers that were screened using social criteria.	<p>We do not publicly report this information to this level of granularity. Information about our supplier assessments is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Responsible business, pages 48-61</li> <li>Working with our supply chain, page 60</li> </ul> <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> <li><a href="#">Supplier Code of Conduct</a></li> <li><a href="#">Responsible supply chain webpage</a></li> </ul>	<p><a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a></p>

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Section	Question	BAE Systems Response	Reference(s)
		<p>Please see our website for our latest <a href="#">UK Modern Slavery Act Statement</a>.</p>	
<p>Disclosure 414-2 Negative social impacts in the supply chain and actions taken</p>	<p>414-2-a Number of suppliers assessed for social impacts.</p>	<p>We do not publicly report this information to this level of granularity. Information about our supplier assessments is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Responsible business, pages 48-61</li> <li>Working with our supply chain, page 60</li> </ul> <p>Further information can be on our website:</p> <ul style="list-style-type: none"> <li><a href="#">Supplier Code of Conduct</a></li> <li><a href="#">Responsible supply chain webpage</a></li> </ul> <p>Please see our website for our latest <a href="#">UK Modern Slavery Act Statement</a>.</p>	<p><a href="#">2025 Annual Report BAE Systems website</a></p>
	<p>414-2-b Number of suppliers identified as having significant actual and potential negative social impacts.</p>	<p>We do not publicly disclose this information. Information about our supplier assessments is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Responsible business, pages 48-61</li> <li>Working with our supply chain, page 60</li> </ul> <p>Further information can be on our website:</p> <ul style="list-style-type: none"> <li><a href="#">Supplier Code of Conduct</a></li> <li><a href="#">Responsible supply chain webpage</a></li> </ul> <p>Please see our website for our latest <a href="#">UK Modern Slavery Act Statement</a>.</p>	<p><a href="#">2025 Annual Report BAE Systems website</a></p>
	<p>414-2-c Significant actual and potential negative social impacts identified in the supply chain.</p>	<p>We do not publicly disclose this information. Information about our supplier assessments is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>Responsible business, pages 48-61</li> <li>Working with our supply chain, page 60</li> </ul> <p>Further information can be on our website:</p> <ul style="list-style-type: none"> <li><a href="#">Supplier Code of Conduct</a></li> <li><a href="#">Responsible supply chain webpage</a></li> </ul>	

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Section	Question	BAE Systems Response	Reference(s)
		Please see our website for our latest <a href="#">UK Modern Slavery Act Statement</a> .	
Disclosure 414-2 Negative social impacts in the supply chain and actions taken	414-2-d Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.	<p>We do not publicly disclose this information. Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">2025 Annual Report</a>, Working with our supply chain, page 60</li> <li>• <a href="#">Supplier Code of Conduct</a></li> <li>• <a href="#">Responsible supply chain webpage</a></li> </ul> <p>Please see our website for our latest <a href="#">UK Modern Slavery Act Statement</a>.</p>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>
	414-2-e Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.	<p>We do not publicly disclose this information. Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">2025 Annual Report</a>, Working with our supply chain, page 60</li> <li>• <a href="#">Supplier Code of Conduct</a></li> <li>• <a href="#">Responsible supply chain webpage</a></li> </ul> <p>Please see our website for our latest <a href="#">UK Modern Slavery Act Statement</a>.</p>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>

**GRI 415: Public Policy**

Section	Question	BAE Systems Response	Reference(s)
Disclosure 415-1 Political contributions	415-1-a Total monetary value of financial and in-kind political contributions made directly and indirectly by the	<p>This information is included within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Statutory and other regulatory information, pages 127-134</li> </ul> <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Policy summaries</a></li> </ul>	<a href="#">2025 Annual Report</a> <a href="#">BAE Systems website</a>

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Section	Question	BAE Systems Response	Reference(s)
	organisation by country and recipient/beneficiary.	<ul style="list-style-type: none"> <li>• <a href="#">Lobbying, Political Donations and other Political Activity policy summary and lobbying factsheet</a></li> <li>• <a href="#">Code of Conduct</a></li> </ul>	
	415-1-b If applicable, how the monetary value of in-kind contributions was estimated.	N/A	

**GRI 416: Customer Health and Safety**

Section	Question	BAE Systems Response	Reference(s)
Disclosure 416-1 Assessment of the health and safety impacts of product and service categories	416-1-a Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	<p>We do not publicly disclose this information. Information on product safety can be found within the 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our principal risks, Safety, page 69</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">Product Safety factsheet</a></li> <li>• <a href="#">Policy summaries</a>, Product Safety</li> <li>• <a href="#">Sustainability Accounting Standards Board (SASB) disclosure</a></li> </ul>	<p><a href="#">2025 Annual Report BAE Systems website</a></p>
Disclosure 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	416-2-a Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, by:	<p>We do not publicly disclose this information. Information on our ethics programme and total concerns raised can be found within our 2025 Annual Report:</p> <ul style="list-style-type: none"> <li>• Ethics and compliance, pages 59-60</li> </ul> <p>Further information on product safety can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">Product Safety factsheet</a></li> <li>• <a href="#">Policy summaries</a>, Product Safety</li> <li>• <a href="#">Sustainability Accounting Standards Board (SASB) disclosure</a></li> </ul>	<p><a href="#">2025 Annual Report BAE Systems website</a></p>

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Section	Question	BAE Systems Response	Reference(s)
	<p>i. incidents of non-compliance with regulations resulting in a fine or penalty;</p> <p>ii. incidents of non-compliance with regulations resulting in a warning;</p> <p>iii. incidents of non-compliance with voluntary codes.</p>		
	<p>416-2-b</p> <p>If the organisation has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.</p>	<p>We do not publicly disclose this information.</p>	

**GRI 417: Marketing and Labelling**

Section	Question	BAE Systems Response	Reference(s)
<p>Disclosure 417-1</p> <p>Requirements for product and service information and labelling</p>	<p>417-1-a</p> <p>Whether each of the following types of information is required by the organisation's procedures for product and service information and labelling:</p>	<p>We do not publicly disclose this information. Our products are built to customer specifications and, as such, we provide relevant product and service information directly to customers, including through training where appropriate. We only dispose of products where we are contracted to do so.</p>	

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Section	Question	BAE Systems Response	Reference(s)
	i. The sourcing of components of the product or service; ii. Content, particularly with regard to substances that might produce an environmental or social impact; iii. Safe use of the product or service; iv. Disposal of the product and environmental or social impacts; v. Other (explain).		
	417-1-b Percentage of significant product or service categories covered by and assessed for compliance with such procedures.	We do not publicly disclose this information.	
Disclosure 417-2 Incidents of non-compliance concerning product and service information and labelling	417-2-a Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labelling, by: i. incidents of non-compliance with	We do not publicly disclose this information.	

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Section	Question	BAE Systems Response	Reference(s)
	regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes.		
	417-2-b If the organisation has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	We do not publicly disclose this information.	
Disclosure 417-3 Incidents of non-compliance concerning marketing communications	417-3-a Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by: i. incidents of non-compliance with regulations resulting in a fine or penalty;	N/A	

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Section	Question	BAE Systems Response	Reference(s)
	ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes.		
	417-3-b If the organisation has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	We do not publicly disclose this information.	

**GRI 418: Customer Privacy**

Section	Question	BAE Systems Response	Reference(s)
Disclosure 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	418-1-a Total number of substantiated complaints received concerning breaches of customer privacy, categorized by: i. complaints received from outside parties and substantiated by the organisation; ii. complaints from regulatory bodies.	We do not publicly disclose this information.	<a href="#">2025 Annual Report BAE Systems website</a>

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Section	Question	BAE Systems Response	Reference(s)
	418-1-b Total number of identified leaks, thefts, or losses of customer data.	We do not publicly disclose this information.	<a href="#">2025 Annual Report</a>
	418-1-c If the organisation has not identified any substantiated complaints, a brief statement of this fact is sufficient.	We do not publicly disclose this information.	