BAE SYSTEMS

2026/2027 Edition

Innovation takes flight in Rochester

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Welcome to the **Rochester Business Centre**

The **Rochester Business Centre (RBC)**, BAE Systems' Aerospace & Mission Systems facility in Rochester, U.K., is a thriving hub which develops and delivers advanced technologies for commercial and military markets.

We produce commercial and defence electronics for high integrity controls, active inceptor systems, head-up displays, helmet-mounted displays and power and propulsion solutions as well as an avionics aftermarket service centre. The Rochester site is also home to the Faraday Test Centre which supplies world class testing support to projects and companies in the U.K., the U.S. and around the world.

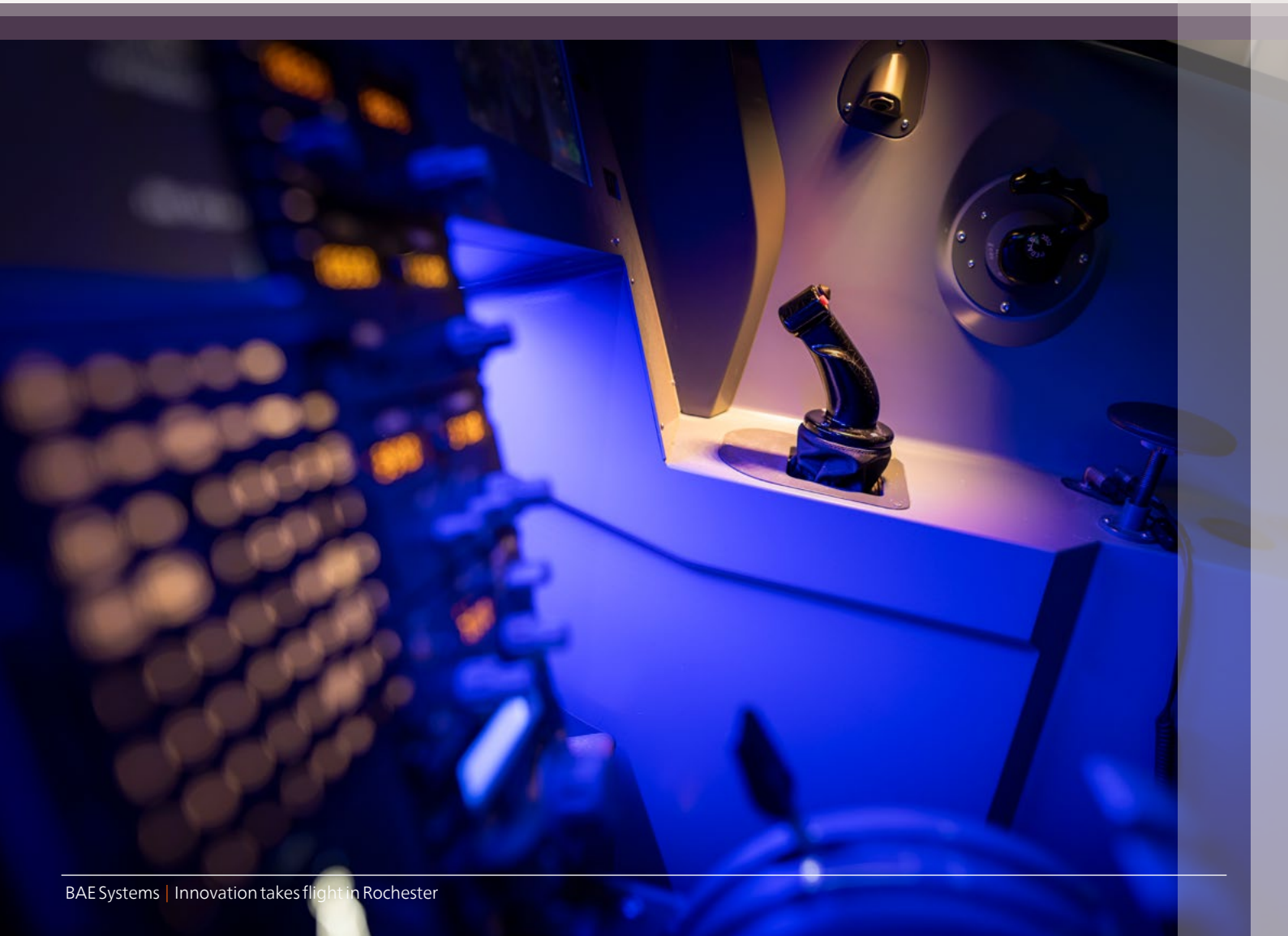
Our cutting-edge aviation technology is used in more than 100 countries by airlines and air forces around the world and we have delivered over19,000 hybrid and electric propulsion systems across the globe.

BAE Systems is the largest private employer in Kent and Medway with more than1,800 employees at the Rochester site, with the potential to employ over 2,000 people in the coming years. The RBC is a flourishing global business centre with customers in 44 different countries.

Proud History: We're used to leading the way

Here are some of our achievements:

- World's first military fly-by-wire primary flight control system for Lockheed Martin F-16
- World's first commercial fly-by-wire primary flight control system for Boeing 777
- World's first commercial fly-by-wire secondary flight control system for Airbus A310
- World's first Active Control System for Lockheed Martin F-35
- World's first dual seat linked Active Control System for KAI T-50
- World's first helicopter Active Control System for Boeing Chinook
- World's first commercial Active Control System for Gulfstream G500
- World's first head-up display for Blackburn Buccaneer



Precision Strike and Sensing Solutions: Turning vision into insight

At Rochester, we produce intuitive head-up and helmet-mounted augmented reality displays which give pilots critical information when, and where, it's needed the most.

BAE Systems has been a world leader in augmented reality (AR) development, and production, for more than 60 years – long before the term AR was coined.

The world's most advanced helmet-mounted display

The development programme is underway on our Striker®II Helmet-Mounted Display (HMD) which builds on decades of combat-proven performance by the first Striker HMD, used on Typhoon and Gripen aircraft. Striker II is the world's only HMD to combine a 40 degree field-of-view, daylight readable colour display and integrated night vision, using patented next-generation technology.

Head-up Displays (HUD)

We have innovated and invested in cockpit displays for over 60 years. We have produced more than 15,000 HUDs which are in service on over 50 different aircraft in more than 50 countries, including on some of the most advanced and demanding military aircraft such as the Eurofighter Typhoon, F-16 Fighting Falcon and F-22 Raptor.

Our lastest HUD products include:

- LiteHUD®– a completely digital, highly reliable display, up to 60 percent smaller and up to 50 percent lighter than conventional HUDs which can be integrated into almost any cockpit.
- Digital Light Engine (DLE) – a modular upgrade which replaces out-of-date technology with a digital display with up to 13 times the reliability of traditional analogue HUDs.
- LiteWave® – a compact overhead HUD, 70 percent smaller and lighter than a traditional HUD, powered by our revolutionary, patented waveguide technology which can be used in both commercial and military aircraft.

To find out more about our HUD and display technology, visit: baesystems.com/displays

Controls and Avionics Solutions:
From the air to under the sea

Every second of the day, an aircraft somewhere in the world takes off enabled by flight-critical systems designed, produced and supported by BAE Systems.

We were the first company in the world to produce fly-by-wire controls. Over the last 40 years we have continued to make flight more agile, secure and affordable for our 170 customers, across 90 percent of the different aircraft types in service today.

Flight Controls

Our flight critical controls are responsible for the safe operation of some of the world's most advanced aircraft. We provide a number of systems for Eurofighter Typhoon. We also provide flight controls for some of the most complex commercial aircraft in the world including the Primary Flight Control Computer for Boeing's 777.

Active Control Sticks

We pioneered active control stick technology for fly-by-wire aircraft, which sends real-time feedback directly into a pilot's hand. We are delivering to every customer in the market that is utilising this technology; including the Active Stick and Throttle for F-35, Active Stick for Gulfstream's family of G4/5/6/7/800 aircraft and Embraer's KC-390, the active inceptor system for Sikorsky's King Stallion and the Active Parallel Actuation System for Boeing's Chinook.

Maritime Controls

Medway has a rich naval heritage so it is fitting that we have expanded into this space in recent years. Maritime Controls is the largest development programme at our Rochester site, employing one third of our skilled engineers, alongside supporting staff. The team is taking decades of flight controls expertise underwater with its work on the Active Vehicle Control Management (AVCM) system on the UK's next generation submarine, Dreadnought. Our team is also looking at developing controls for future naval programmes, ensuring that this product line remains a focus for the business for years to come.

For more information about our Controls and Avionics Solutions, visit baesystems.com/avionics

Electrification Simplified®

We have delivered more than 19,000 hybrid and electric drivetrain solutions for buses on four continents in cities such as London, Paris, New York, San Francisco, Toronto, Montreal and Hong Kong.

We deliver innovative electric transportation solutions to move the world, save fuel and reduce CO_2 emissions, while lowering operator maintenance.

In Rochester, our dedicated team supports customers outside the United States and Canada, covering new sales, engineering services, and aftermarket support.

To find out more about our electric and hybrid solutions, visit: baesystems.com/electrificationsimplified

An experience **like no other**

Rochester is proud to have its own Simulation and Synthetic Environment Facility (SSEF) on site which supports customer demonstrations, engineering research and development, projects and programmes.

The simulation environments, which include both fixed and rotary wing simulators, covering military and civil air domains, provide realistic demonstration platforms for many products in Rochester's portfolio.

The team hosts around 300 visits each year, demonstrating products to more than 1,000 people including suppliers, partners, customers, local councillors, community groups and senior BAE Systems leaders.

The facility helps inspire children and young people interested in STEM (science, technology, engineering and maths) related careers.

We also support off-site events including tradeshows and demonstrations to assist with contract announcements.

When they aren't being used to facilitate visits or to support the wider BAE Systems team, the simulators are maintained and upgraded with the latest software to increase their demonstration capabilities.

The facility is also used to support synthetic modelling activities on a number of engineering programmes.

A **world-class** testing centre

We are proud to be home to a state-of-the-art testing centre right here at our Rochester site.

The Faraday Test Centre provides a wide range of electromagnetic and environmental testing support to companies and projects in the U.K., U.S. and around the world. The team has decades of experience delivering complex test programmes for both internal and external customers covering commercial, military and aerospace requirements.

Feedback from our customers:

- "Responses were almost immediate and our requests were handled efficiently. I didn't need to chase and I felt we were given a great service."
- "I found the engineers very capable and asked the right questions. Everyone was very helpful and accommodating. The equipment available was excellent. The service was impeccable. I wish I could do all my testing there. Thank you."

For more information, visit: baesystems.com/faradaytestcentre

Investing in our local communities

At BAE Systems Electronic Systems, "We're All In". Through corporate giving, employee giving, and employee volunteering we innovate for veterans, inspire students, and invest in communities.

The charities and organisations that we work with align with our key missions: support for veterans and the most vulnerable in our communities, and science, technology, engineering and mathematics (STEM) education.

In 2026/2027 our Community Investment programme will support:

- Royal British Veterans Enterprise
- Kenward Trust
- Veterans Operating Base
- Medway Street Angels
- FareShare Kent and Family Food Bank
- Trussell Trust Medway Foodbank
- Kent County Football Association
- The Engineering Development Trust
- Jam Coding
- UK Electronics Skills Foundation

The RBC's local charity partner for 2026/2027 is the Chatham Historic Dockyard Trust. Staff will take part in a number of fundraising activities to support this local heritage charity.

Investing **£220 million** into our site

Work is currently underway to create a new state-of-the-art factory here at Rochester.

The new facility will combine manufacturing, engineering and office space – providing a refreshed, modern and flexible working environment. The £220 million investment also includes improvements to utilities, car parking and office refurbishments across the site.

We expect the increased capacity, provided by a more efficient and sustainable factory, will enable us to create 300 jobs over the next five years.

Work has already begun to prepare the site for this major redevelopment.

Investing in our people

We offer a wide range of options for those looking to kickstart their career including work experience, engineering taster weeks, apprenticeships, summer internships, industrial placements and a graduate programme.

For more information, visit: careers.baesystems.com

At BAE Systems, we provide some of the world's most advanced, technology-led defence, aerospace and security solutions. We employ a skilled workforce of around 110,000 people in more than 40 countries. We develop, engineer, manufacture, and support products and systems to deliver military capability and protect national security. We also keep critical information and infrastructure secure.

Connect with us

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