

July 2024 Edition

Unleashing the power of Combat Air

baesystems.com/air



BAE SYSTEMS



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Our mission is to ensure our partner Air Forces have access to the combat air capability they need in the most effective and affordable way, both now and in the future.

The ability to adapt and evolve has kept us at the heart of the UK's sovereign combat air capability, and at the forefront of complex design, systems integration, advanced engineering and manufacturing for many decades.

We're continuing to strengthen our foundations for the next-generation to ensure we have the right talent and ways of working that enable us to exceed our customers' expectations, and accelerate the innovation of next-generation air power technologies.

Working with a vibrant ecosystem, leading academic institutions, industry players and talented employees, we're integrating the latest technologies and investing in our people, training programmes, infrastructure and processes to increase pace and efficiency and ultimately, unleash the full potential of sovereign Combat Air.

We take seriously our responsibility to deliver for our armed forces and ensure they have the equipment, services and combat air readiness to protect borders and maintain security.

This is what motivates us every day.

Our Global Presence



As an international business, our presence enhances the UK's strategic relationships; working as a trusted partner with Air Forces in the US, Middle East and Europe. Together, we build local partnerships and enhance industrial capabilities in support of shared defence and security priorities.



US: Our world-leading technologies have earned us a position on a number of long-term US platforms and programmes, including the F-35 Lightning II. These activities help strengthen the defence, security, technology and trading relationship between the UK and US.

United Kingdom: As the UK's sovereign combat air capability provider, we partner with the Royal Air Force to deliver end-to-end combat air capability. Our long term partnership ensures the UK retains sovereign operational advantage and Freedom of Action in Combat Air.

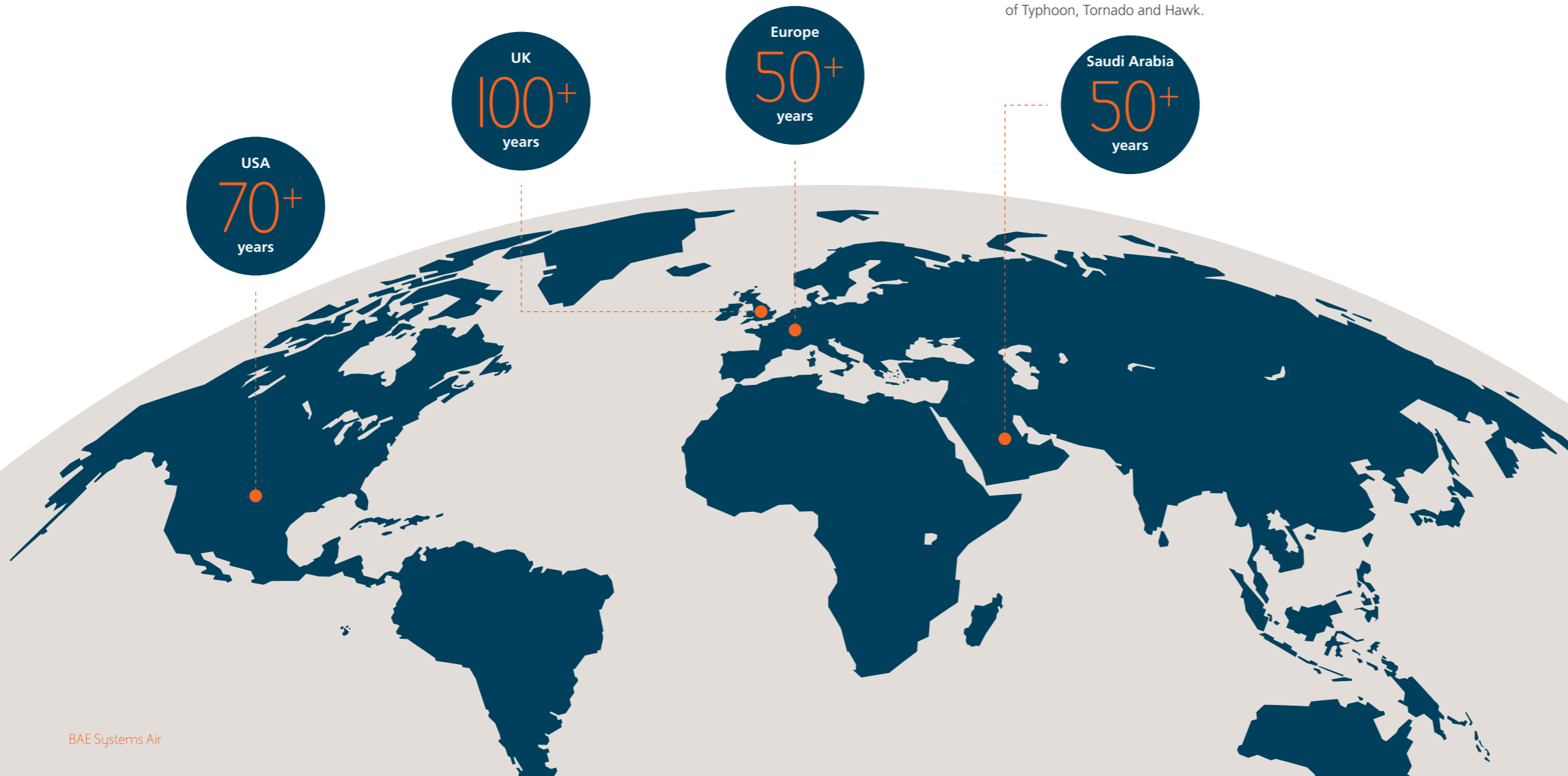
Kingdom of Saudi Arabia: We support the long-standing strategic partnership between the Kingdom of Saudi Arabia and the United Kingdom. Working in partnership, we develop critical skills, capabilities and technologies in Kingdom, as we provide training and support to the Royal Saudi Air Force's teams and fleets of Typhoon, Tornado and Hawk.

Qatar: We are working together with our local partners to deliver sophisticated defence solutions and operational capability of the Typhoon and Hawk programme and associated training solutions for the Qatar Emiri Air Force.

International Workforce

UK	14,000
KSA	7,000
US	300
Middle East	150

Approximate 2023 regional figures, excluding MBDA and contractors



Sovereign Combat Capability

Air power is a critical national asset.

It is the key to national security, to achieving global influence, supporting long-standing relationships with key allies, driving national prosperity, jobs and significant economic return to the UK and the countries where we operate.

Through investment in UK sovereign combat air, we've been able to help ensure the UK has the ability to choose how it deploys its capability, and support the UK's position as a strategic international partner.

Our business sits at the very heart of the world-leading combat air capability with a unique position across current – to next-generation combat air systems; enabling us to deliver what is needed today, and predict tomorrow's challenges and solutions.

Today, we are witness to geo-political issues and the proliferation of technologies which is causing a rapidly evolving threat environment. This has put deterrence and defence to the top of the agenda and reinforced the importance of strategic partnerships, such as NATO, and the Middle East and Indo-Pacific regions who have common goals of working together to strengthen international order.

The requirement to manage defence budgets while ensuring the UK has the security capacity and capability it needs, means it is more important than ever that we continue to invest in sovereign solutions.

This will ensure the UK and its allies have the technology and innovation they need to operate in the most hostile environments and provide a fast and robust response in times of crisis, helping to maintain national sovereignty and protect peace.

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Combat Air Programmes

Typhoon

Eurofighter Typhoon is the backbone of combat air defence for the UK and a number of its key European and international allies.

Through our role on Typhoon we develop and maintain critical skills and capabilities, protecting our nation's interests – both at home and abroad. We are continually investing in Typhoon to maintain its cutting-edge military capability for today, whilst developing and deploying technologies central to the next generation of the UK's combat air capability – Tempest.

680+

Ordered across 9 countries



605

Delivered

2060s

In-service until



Find out more
Eurofighter Typhoon

Eurofighter – A Collaborative Programme

Eurofighter Typhoon is Europe's largest collaborative defence programme, built on the strength of the four partner nations – Germany, Italy, Spain and the UK – and with Europe's largest defence companies – Airbus Defence & Space, BAE Systems, and Leonardo. Together the Eurofighter supply chain supports 100,000 jobs across 400 European companies.

In the UK, we work with a network of partner companies to support the Eurofighter Typhoon programme, including Leonardo UK, Rolls Royce, MBDA and hundreds of SMEs across the length and breadth of the UK. We are working with many of the same partners in the national endeavour to deliver the next generation of UK combat air power, Tempest.

BAE Systems' role on Typhoon

- **Capability Development**
Radar, Sensors, Human Machine Interface
- **Systems Integration**
Sensors, Radar, Weapons, Cockpit displays
- **Flight Testing**
New capabilities, Weapons, Radar testing, Production
- **Production and Final Assembly**
Manufacturing a third of components for every Typhoon and ongoing final assembly for Qatar fleet
- **Support**
Availability support for UK, Kingdom of Saudi Arabia, Qatar and Oman fleets and Engineering Design Authority role for global fleet
- **Training**
Live and synthetic training for UK, Kingdom of Saudi Arabia, Qatar fleets

Typhoon's impact on the UK economy annually:

£1.6bn
GDP contribution

20,800
Jobs supported by the programme across the UK

£1.4bn
UK exports

£1.9
Total GDP contribution for every £1 spent

Above data sourced from Oxford Economics – The impact of the Eurofighter Typhoon Programme on the UK economy report, July 2022

Impact of Eurofighter Typhoon across Europe:

€58bn
GDP contribution

62,700
Jobs secured across Europe

€14bn
Tax revenues generated

Based on current orders from 2024 - 2033.
All data sourced from PWC – Industrial and Economic Impact of the Eurofighter Programme, April 2024.

Key collaborators on Typhoon:

AIRBUS



MBDA
MISSILE SYSTEMS

LEONARDO

Eurofighter Typhoon

Combat Air Programmes

F-35

At BAE Systems, we bring our military aircraft expertise to the development, manufacturing, integration and sustainment of the F-35 Lightning II – the world's largest defence programme.

A Collaborative Programme

We are teamed with Lockheed Martin and, as a key partner in the programme since its inception, the roles we play are underpinned by world-class manufacturing and industrial know-how developed through decades of cutting-edge combat air experience.

We earned our place on the programme through our skills and expertise in short take-off and vertical landing technology 20 years ago, with our UK engineers continuing to have a role in the ongoing modernisation and weapons integration of the UK jets today.



Supporting full rate production

In 2023, we marked the delivery to Lockheed Martin of the 1,000th F-35 rear fuselage from our facilities in the North West – a major production milestone on the world's largest defence programme.

The first rear fuselage was delivered in 2005 and there are currently more than 3,400 aircraft in the F-35 programme of record.

BAE Systems' role on F-35 in the United Kingdom

Production

We produce the aft fuselage of every F-35 globally, as well as other crucial empennage and aircraft components, at our state-of-the-art manufacturing facilities at Samlesbury, in the North West of the UK.

Systems Integration

We deliver key systems and electronics on-board the jets, including Electronic Warfare capabilities via our engineers in the United States.


Support

BAE Systems supports the UK Lightning Force at RAF Marham and leads the industry support team known as 'Lightning Team UK' in collaboration with Lockheed Martin, Rolls-Royce and Pratt & Whitney to deliver at-hand support to the Royal Navy and Royal Air Force ensuring UK jets are ready and available to deploy on operations at home or abroad.

Training

Our Warton site in the North West of the UK, is home to an immersive 'real life' simulation facility that enables F-35 pilots to complete dedicated training exercises in our full motion simulator, helping to safely prepare them for operations on the Queen Elizabeth Class carrier decks at sea.

F-35's impact on the UK economy:

 **£200m**
Spent at BAE Systems Air alone across the UK supply chain each year

 **£175m+**
Invested in our manufacturing facilities in Lancashire to support the increase in production

 **100+**
Tier one suppliers across the UK

 **2,300**
Highly skilled people employed on the F-35 programme across the UK and US



Find out more
F-35

Tempest

The Future Combat Air System (FCAS) is the UK's requirement to deliver a next generation combat air capability through integrated components in a core, crewed aircraft – Tempest, uncrewed platforms, next-generation weapons, networks and data sharing, and support and training.

Tempest, a sixth-generation future combat aircraft, is designed to meet the needs of the 21st century digital battle space. Tempest will deliver a step change in combat air capability from 2035, and will remain at the forefront of technology development for decades to come.

Tempest represents the long-term future of the UK's sovereign industrial capability, sustaining critical skills and high-value jobs which are underpinned today by the Typhoon programme.



Global Combat Air Programme

The Global Combat Air Programme (GCAP) is a major new partnership and ambitious endeavour between the UK, Japan and Italy with the goal to deliver the next generation of combat air fighter jets by 2035.

BAE Systems is the UK's Lead Systems Integrator, partnering with Leonardo in Italy and Mitsubishi Heavy Industries (MHI) in Japan.

The new programme reinforces the international commitment to a Future Combat Air System

and builds on the substantial progress already made in the UK by the Team Tempest industry partners and the UK Ministry of Defence.

The Global Combat Air Programme will deliver significant military and economic benefit to the UK, Japan and Italy.



Tempest's potential impact on the UK economy:

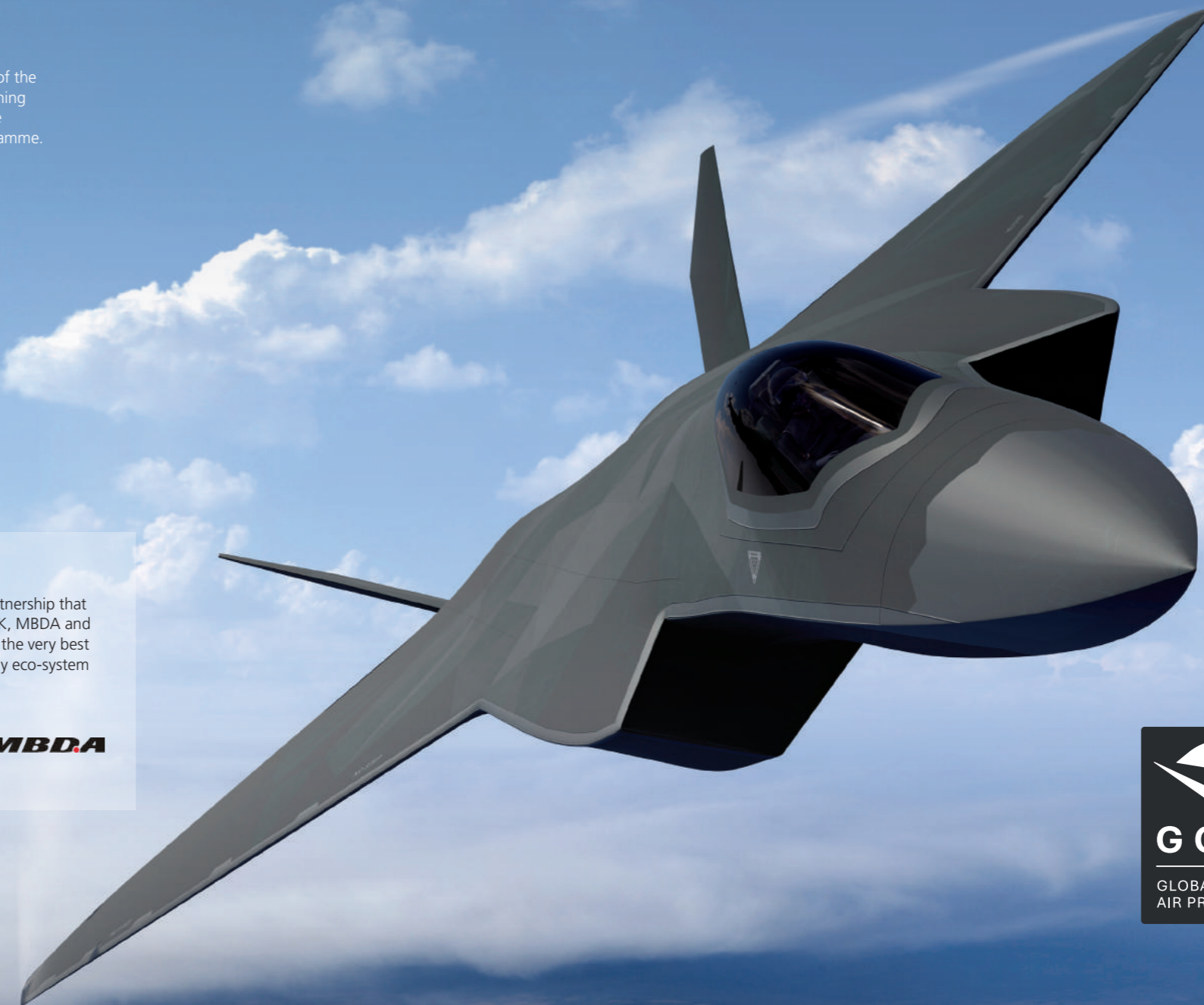
£37bn
GDP contribution between 2025 - 2070

16,000 jobs
Per year for the next 10 years

83%
High productivity employment – higher than national average

85%
Economic benefit outside London and South East

Above data relates to an independent analysis by PwC on the expected economic impact of the Tempest programme. This project was funded and directed by the Ministry of Defence, contracted by BAE Systems and supported by the Team Tempest industry partners. The analysis excludes the potential for exports, which is expected to be significant and does not allow for the additional aspects of the future combat air systems beyond the core aircraft.



Team Tempest

Team Tempest is a unique UK technology and defence partnership that brings together the expertise of BAE Systems, Leonardo UK, MBDA and Rolls-Royce with the UK Ministry of Defence; representing the very best of UK defence and draws on a rich defence and technology eco-system across the UK.



Find out more
Future Combat Air System



Securing combat air capability
for today and tomorrow

The Combat Air Continuum

We operate at the heart of sovereign combat air capability, with a mission to ensure our customers have access to the combat air capability they need in the most effective and affordable way, both now and in the future.

The Combat Air Continuum is the long term strategic plan to enable our critical combat air capability for generations to come. It will ensure our products, services and skills are aligned and seamlessly integrated to deliver improved value for money, pace and performance and ultimately better Air Power for our customers.

This approach is enabled by our unique position across 4th, 5th and 6th generation capabilities and the crucial role we play in supporting our customers in an increasingly uncertain, complex and fast-evolving threat environment.

Through a long term strategic alignment with the UK Ministry of Defence and our international partners, we are taking steps right across the business to unlock opportunities to spiral develop combat air technologies; to collaborate better and share expertise across programmes to safeguard industrial capability and deliver combat air advantage.

Support to the Front Line



BAE Systems Air has a proven track record in delivering sustainment and support services around the globe, based on decades of experience working on some of the world's most advanced combat air programmes.

We work alongside the Royal Air Force and our global customers at the centre of fast jet operations, supporting enterprises and delivering aircraft availability wherever and whenever it is needed. We are committed to supporting operational readiness so global fleets can secure the skies 24/7/365.

In the UK, we are proud to ensure the RAF has what they need, when they need it to effectively

operate Hawk, F-35 and Typhoon. Our focus is on delivering affordable and operationally effective support across the Royal Air Force's fleet of combat aircraft.

From delivering air and ground crew training to engineering support at home and on deployments around the world, our team of experts ensure the availability of people and aircraft to support operational readiness.



Global Hawk support

With experience gained from a global fleet and more than 3.5m flying hours, we support Hawk customers around the world.

Our in-service support capabilities are aimed at delivering cost savings, providing a high level of availability and optimising the support system year after year to reduce through-life costs.

As well as providing availability support to the RAF's Hawk T2 fleet, BAE Systems provides maintenance to the RAF's iconic Red Arrows display team from RAF Valley in Anglesey. Meanwhile in Australia, we continue to support the Hawk fleet which will train frontline fighter pilots until the 2030s.

A long-term partnership with the Royal Air Force to support the UK Typhoon fleet

Through the ground-breaking Typhoon Total Availability eNterprise (TyTAN) agreement we work as a unique enterprise with the Royal Air Force and Defence Equipment & Support (DE&S) to ensure Typhoon is available 24/7/365 to protect our skies as well as the security of our allies around the globe. Together we have saved over £500 million through innovative solutions in the way we deliver support to the fleet. This has been invested in developing the capabilities of Typhoon, and ensuring it is the leading platform in the Royal Air Force's combat fleet.

Sustainment and support in the US

In addition to our role as part of the industry team supporting the UK's F-35 Lightning II fleet at RAF Marham, we provide sustainment services for the worldwide fleet as part of the programme's Global Support Solution, including spares and repairs, technical support and training and engineering know-how.

Working alongside the US customer, we provide logistics and engineering support to the US Navy's fleet of almost 200 T-45 Goshawk aircraft under a contract awarded in 2022 by the Vertex Company. BAE Systems Air also signed a nine-year agreement with Vertex Aerospace in 2021 to enhance availability of the US Marine Corps' AV-8B Harrier II fleet.



Future support

With the future in mind, we are working hand in hand with our partners in the Royal Air Force on a Future Air Support vision, which will leverage technology and new ideas that could deliver smarter, cost effective and efficient fast jet support solutions now and for the future. These innovations could significantly reduce costs and improve the availability of fast jets, and will be central to supporting the future of combat air.



Find out more
Future of front line
military jet support



Air Training Programmes



From the classroom to the frontline – and everything in between. When it comes to defence and security, we understand that everything relies on well-trained people with the capability to operate and support vital equipment and services; to be mission ready.

Successful teams are built on a foundation of expertise, inclusion and trust. That's why we offer the most extensive portfolio of training solutions; integrating tried and tested, digital, physical and ground-breaking solutions to strengthen the front line of the future.



Hawk

With an unrivalled pedigree of delivering the pilots of the future for air forces across the globe, Hawk is the world's most successful and proven military training aircraft with operational capability.

At the heart of the training pipeline

Our training pedigree is built on the global success story of Hawk, but it does not stop there.

We are already building upon insight we have gathered from decades of working with the world's leading air forces – from recruiting the right talent through to providing operational training to the frontline.

Our knowledge of the leading platforms of the frontline of today and tomorrow and our intimate understanding of our customer, positions us perfectly to drive forward training, integrating in to the systems of the future where the platform is but one part.



Find out more
Air Training

Next- Generation Technologies

The pace of change in the defence landscape is accelerating, with rapid advances in technology and the evolving threat environment.

We're responding in a number of ways; putting technology development at the heart of our skills, products, infrastructure, and processes to ensure we deliver leading-edge capability and excellent performance, with the pace and affordability our customers need.

We're taking a long-term approach to focus on not just what comes next, but what comes after next, spiral developing today's requirements for tomorrow's information-rich battlespace environment.

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Next-Generation Training



Technology is transforming our training environment and we are leading the field delivering more secure, affordable and sustainable solutions.

We are already making greater use of high-fidelity synthetics and virtual reality to train fast-jet pilots and maintainers. We are working with leaders in artificial intelligence, machine learning and gaming to bring new thinking into the training arena which in turn improves the quality of experience for our students.

Analytic tools are helping us gain greater understanding of how each student learns, monitoring their progress and tailoring our training for the best outcome.

Our systems integration knowledge, deep understanding of our customers and investment in research and development makes us uniquely placed to develop and bring new technology-enabled solutions to the classroom.

Our people know where the technology is going, understand what our customers need and have the partnerships to collaborate with the best.



6,000

People trained every year around the world (including Pilots, Officers, Technicians and Ground Crew)

40+

Synthetic flying training devices

250+

Instructor Pilots

A single synthetic training solution

Project OdySSEy brings together experts in simulation, supercomputing, data analytics and augmented and virtual reality to create a single synthetic environment, enabling air, land, sea, space and cyber forces to plug in and train together.

The allows military forces across domains to regularly and securely train in a virtual world, gaining crucial battlefield experiences without the challenges and constraints of live collective training and its limited warfare scenarios.

Using immersive, high fidelity synthetic technology as part of a live-synthetic mix, we can deliver a more affordable and sustainable way of training.



Find out more
Project OdySSEy

Research and Technology



For many decades, we have been developing research with leading academic institutions and industry players, harnessing the knowledge in combat air capability.

We are continuing to build an extensive network of partners – industry, leading universities, catapults, SMEs – encouraging collaboration on new and innovative technologies and ensuring we have the right skills to deliver future capabilities:

- AI and digital transformation technologies
- Materials, manufacturing and smart machines
- Sensors, communications and cyber
- Human augmentation technologies
- Disruptive effects and countermeasures
- Energy, power and net zero
- Autonomy and robotics



Our technologies play a critical role in helping our people develop and stay at the cutting edge of capability for our customers.

£1.66bn
Air R&D investment over 5 years

75+
Licensed Air technologists across the UK and Kingdom of Saudi Arabia, recognised as experts in their field or study of work

580
Patents filed across the Air Sector to date



Leveraging our Partnerships

We are working in collaboration with six strategic University partners to help us deliver new, innovative technologies:





FalconWorks® is our centre for advanced and agile research and technology development for the Air sector, focusing on early life-cycle development of game-changing technologies that shape the future.

Defending our freedoms is becoming ever more unpredictable – where the only constant is change. We believe it's our duty to continuously innovate breakthrough technologies that will keep our customers ahead. This requires us to wonder, not just what comes next, but what comes after next? And how we can accelerate ideas that help to shape it.

FalconWorks brings together the most talented experts, academics, partners and people to do things differently, exploring and co-creating cutting-edge technologies to advance the innovation of future air power.

Working alongside a curated ecosystem of the best of British and International talent, we are developing revolutionary new solutions to make the impossible, possible.

Accelerating sustainable innovation

Our range of innovative new technologies and approaches are designed with a lower carbon footprint to help our customers and supply chain move towards Net Zero.

- PHASA-35 is our unmanned solar and battery powered aircraft that is designed to stay in the stratosphere for months at a time
- T-650 all-electric 'heavy-lift' Uncrewed Air System (UAS) is a new solution providing cost-effective and sustainable rapid response capability. The solution is being developed by Malloy Aeronautics, which was acquired by BAE Systems in February 2024
- Eve Electric Vertical Take Off and Landing (eVTOL) vehicle, a joint study with Embraer to explore the development of a vehicle for the defence and security market with reduced environmental impact



The T-650 all-electric heavy lift UAS concept vehicle



Find out more
FalconWorks®



PHASA-35 (pictured above) successfully completed stratospheric flight trials in June 2023, reaching an altitude of over 66,000ft before landing safely



Working in partnership with Prismatic

Prismatic Ltd have been working with uncrewed air systems since 2011, with experience reaching back to the early 2000s. This led to the development of PHASA-35, a solar-powered, high-altitude, long-endurance aircraft (Solar HALE).

BAE Systems started working with Prismatic in 2017, building a relationship which helped accelerate the initial development of PHASA-35, leading to a successful maiden flight of PHASA-35 in early 2020 and the acquisition of Prismatic by BAE Systems in 2021.

Since then, PHASA-35 has completed its first successful stratospheric flight in June 2023, and continues to be developed for defence and commercial market applications in the years to come.

Our portfolio

FalconWorks is designed to accelerate and deliver a new stream of innovative products to help our customers across a range of cutting edge technologies – using the latest cloud and digital environments and novel manufacturing technology – from advanced materials, stealth and nanotech, to AI and autonomy, data science and secure cloud computing.

Capabilities

- Artificial Intelligence
- Nano Technologies
- Additive materials and techniques
- End to end digital thread
- LO Materials

Non-Physical

- Cloud computing in classified environments
- Public cloud for secure co-creation
- DevSecOps and software factory
- Data Science
- Autonomy

Enable Wider Enterprise

- Demonstrator Aircraft
- Capability Improvements
- Natural Collaborative Vehicle
- Novel Partnerships & Industrialisation

Physical

- E-Products
- Autonomous Collaborative Platforms
- Regional Aircraft
- Pseudo Satellites

Nascent

- Hypersonics
- Space
- Information Advantage
- Novel Vehicles

Environments

- AirLabs
- Factory of the Future
- Hangar of the Future
- Wind Tunnels

Social Value

We recognise our responsibility and contribution to society extends well beyond the technology, services and equipment we provide to protect the nation.

That's why our sustainability agenda focuses on how we make a positive contribution to the economy and wider society; developing people, technology, collaborating with our supply chain partners and reducing the environmental impacts of our operations and products.

This is underpinned by sound governance at the core of our business and the trust our customers put in us.



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Our People



People are at the heart of what we do. Whether that is the people we employ, the partnerships we build, or the skills we develop and nurture. We're working to create a culture and working environment to enable greater experimentation, diversity of thought, collaboration and knowledge-sharing.

Our committed and talented teams make a difference to the nations we support every day.

Maintaining strong and effective relationships with our customers is of paramount importance to us and means we're able to anticipate what is needed to deliver operational excellence as a trusted partner.

We are focused on creating a culture that values diversity and fosters innovation, enabling us to keep delivering world-leading Air Power capability for today and tomorrow.



Partnerships

Our business has been built on developing and nurturing collaboration with customers, partners, our supply chain, SMEs and academic institutions across the globe.

More than 50 blue chip and SME companies and academic institutions are collaborating with us in the development and delivery of our first-of-its-kind Factory of the Future. The first phase of the factory was opened in 2020 and is driving the very best of UK innovation into the facility to transform our manufacturing capabilities.

We continue to build on this approach with service output at the centre of our thinking; creating environments that foster high levels of creativity and innovation.



3,000+

Number of suppliers we work with

50+

Number of SMEs involved with development and delivery of Factory of the Future

60+

Partnerships

Skills

BAE Systems Air is committed to providing opportunities for young people to join our organisation through our leading Apprenticeship and Graduate programmes, and over recent years, we have been delighted to recruit record numbers of Apprentices and Graduates into the sector.

This investment in skills doesn't stop with our Early Careers programmes. We are committed to developing the skills of our people throughout their careers, whether they are Engineers, Manufacturers, Programme Managers or Accountants.

We also recognise the impact we have in supporting skill-building outside of our own organisation. We are proud of our involvement with the Princes' Trust's Movement to Work charity, which offers work experience opportunities to disadvantaged young people.

We also work closely with schools, colleges, universities, and community interest companies across our markets to promote and inspire young people about Science, Technology, Engineering and Maths, and help them develop the skills needed for the world of work.



13,350+

Young people reached in 2023

Sustainability

Sustainability is important to us, and to all of our regional and international stakeholders. We are committed to playing a positive role in society, and contribute to the economic prosperity of the places where our people live and work.

Our sustainability agenda focuses on how we make a positive societal and economic contribution; developing technology, collaborating with our supply chains and reducing the environmental impacts of our operations and products. Our agenda is underpinned by sound governance at the core of our business.



Environment

Our approach to climate resilience includes both assessment of physical and strategic impacts on our own sites and operations, and the development of a wider decarbonisation strategy that encompasses the transition plan and sector net zero roadmaps.



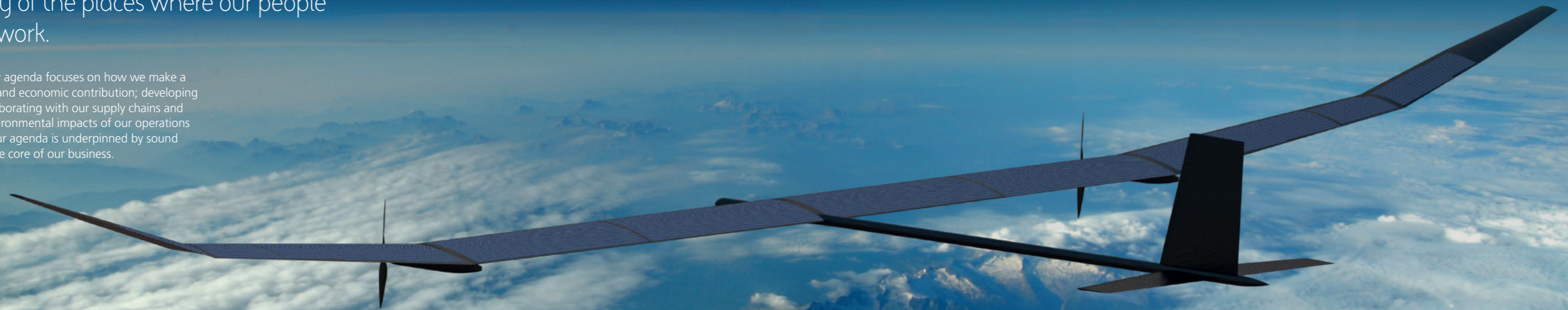
Social Value

We recognise that our ability to take on and solve our customer's most complex and demanding engineering and technology challenges depends on the commitment, skills and talent of our people. We sustain our focus on delivering the skills for tomorrow across the business to develop a vast array of knowledge.



Robust Governance

We are committed to ethical and responsible behaviour in all aspects of what we do. Our approach, as well as the policies, processes and standards to which we adhere, are set within a framework that apply everywhere we operate.



Sustainable operations

We are committed to reducing the impact of our activities, products and services on the environment. We have committed to achieving net zero greenhouse gas emissions across our operations by 2030 and have already made good progress:

- Additive manufacturing used in Typhoon, cutting production time on some components from 100 weeks to 60 days
- Sablesbury solar farm has prevented over 4,500 tonnes of carbon emissions since it was installed in 2015
- Zero waste sent to landfill from our Lancashire and Yorkshire sites
- Upgrading and investing in energy efficient plant and equipment, including an electric vehicle fleet



Find out more
Sustainability

Social Value



We are passionate about championing STEM and inclusion in our communities.

Our commitment to STEM – along with providing quality employment opportunities for young people – will ensure we retain our skills and expertise, whilst helping to drive economic growth in our international and regional footprint.

As a founding member of the UK's Movement to Work programme, we are committed to delivering social mobility which provides quality work experience for disadvantaged young people.

We offer hundreds of work experience placements each year with particular focus on inclusion, for example, encouraging more women into STEM-based careers.



Sparking Lancashire's passion for STEM

We work in partnership with UK-based social enterprise company, InnovateHer, to help inspire young girls aged 13 – 16, based in Lancashire, England, to consider careers in STEM.

The programme, which launched with a £150,000 donation from BAE Systems, aims to provide opportunities for young people with relevant skills to enable them to become the next generation of scientists, engineers, technologists, manufacturers and cyber specialists.

Since its launch, over 5,000 students have been supported through the programme, virtually 'meeting' BAE Systems role models via their educational platform, which has enabled them to understand what a STEM career could look like.

In 2023, we extended this relationship for a further 4 years and committed an additional £480,000 of funding. Our investment to date has supported youngsters through the 'Inspiring Lancashire' and 'Tech for Good' programme and our longer term commitment will make STEM more accessible and desirable to Lancashire's young people.



Flight science workshop in Qatar



Several STEM ambassadors based at BAE Systems Qatar have hosted a series of workshops in Doha to inspire young people about the engineering behind flight.

In partnership with the Qatar Leadership Academy (QLA), an organisation which aims to promote personal growth to prepare the leaders of tomorrow, our STEM ambassadors delivered the workshops to students in Grades 7, 8 and 9.

The workshops were part of our efforts to support Qatar's Vision 2030 ambition; fostering economic growth, sustainable development, and enhancing the overall quality of life for everyone in the nation.

The workshops informed the students on the science behind flight and the history of aircraft evolution before giving them the chance to design their own aircraft – courtesy of a paper aeroplane and helicopter.

Through this partnership with the QLA, we can help to inspire young people in Qatar to learn new skills which can assist them in their training and we look forward to supporting them again in the near future.



Community Investment



The work completed by our people helps to build stronger nations and enables growth in our international, regional and local economies; through employment, and national and local supply chains.

We also play an important role in the communities where we live and operate, a responsibility in which we take great pride. We aim to build and nurture mutually beneficial relationships between our business, our people, local stakeholders and organisations to support our local communities.

We are committed to supporting charities and programmes that are closely connected to our business, our customers and our values.



During 2023, we invested:

Over **£17,000**
in armed forces charities

Nearly **£40,000**
in local community projects

Over **£35,000**
on sustainability projects

Almost **£330,000**
on STEM Projects

Powering a sustainable future

Sustainability is a vital component of the work Team Tempest does. In collaboration with key partners, BAE Systems, Rolls Royce, MBDA and Leonardo, the programme is continually striving to reduce its environmental impact, value and develop its people, make a positive social and economic contribution to communities and develop innovative technologies with the supply chain.



Reuse and recycle in Riyadh

For the last two years, BAE Systems Saudi Arabia's team have held a charity donation campaign that looks to re-use or recycle unwanted clothes, toys and electronics.

The campaign is in collaboration with two Riyadh-based charities, The Arees Foundation, who support and train young and disabled members of society to become self-sufficient, and Tawasal, a charity who work to improve the quality of life for people with disabilities by using technology.

The latest campaign saw BAE Systems Saudi Arabia employees donate over 5,100 pieces of clothing, which will either be reused or recycled, as well as over £25,000 worth of electronics including laptops, TVs, phones and tablets which will have a huge impact on the work the charities do.

Connecting with our community



Our employees are committed to support charities and initiatives that are closely connected to our business and values, and we are humbled by the work they do to make our communities a better place to live and work.

BAE Systems work hand-in-glove with the Armed Forces, and have a long history of supporting several Armed Forces charities including Blesma – The Limbless Veterans, Royal Air Force Benevolent Fund, Combat Stress and Scotty's Little Soldiers.

To date, BAE Systems is proud to have donated over £130,000 to Armed Forces charities to help them continue their important work in supporting veterans and their families. In addition, our employees have helped to raise over £10,000 for the Royal British Legion through poppy sales around Remembrance Day.

Our dedicated team do some amazing things, either on their own or working together, and collectively as a business, we always keen to understand more ways to raise awareness and funds for initiatives close to their hearts. We are proud to have raised close to £20,000 in support of Macmillan's Cancer Trust, Comic Relief, Sports Relief and Mind, amongst many more local and national endeavours.





About BAE Systems

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 93,100 people in around 40 countries. Working with customers and local partners, we develop, engineer, manufacture, and support products and systems to deliver military capability, protect national security and people, and keep critical information and infrastructure secure.

About BAE Systems Air

BAE Systems Air is at the heart of the UK's sovereign combat air capability, delivering combat air readiness and ensuring our Air Force customers have the equipment, services and skills they need to protect to maintain security and economic prosperity.

As a world-leader in defence exports, we play a crucial role in internationally collaborative programmes that enhance local industrial capability and support strategic partnerships overseas.

Our goal is to accelerate the innovation of future air power through the development of technology, skills and collaborative ways of working that enable our customers to stay ahead of evolving threats.

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