



Global Reporting Initiative (GRI) Disclosure 2024

BAE Systems plc

GRI 2: General Disclosures

1. The organisation and its reporting practices

Section	Question	BAE Systems Response	Reference(s)
Disclosure 2-1 Organisational details	2-1-a Legal name	BAE Systems plc	
	2-1-b Nature of ownership and legal form.	This information can be found within our 2024 Annual Report: <ul style="list-style-type: none"> Governance – Statutory and other regulatory information, pages 126-133 	2024 Annual Report
	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 organisation can also report the regions or specific</i>	This information can be found within our 2024 Annual Report: <ul style="list-style-type: none"> Our business at a glance, page 2 Our markets, pages 18-19 <p>Further information can be found on our website.</p>	2024 Annual Report BAE Systems website

Section	Question	BAE Systems Response	Reference(s)
Disclosure 2-2 Entities included in the organisation's sustainability reporting	<i>locations within countries (e.g., states, cities) where it has operations, if this provides contextual information for understanding the organisation's impacts.</i>		2024 Annual Report
	2-2-a List all entities included in its sustainability reporting.	This information is included within our 2024 Annual Report: <ul style="list-style-type: none"> • Sustainability reporting boundary, page 53 • Notes to the Consolidated financial statements, page 35 • Information about related undertakings, pages 206-209 	
	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 its financial reporting and the list included in its sustainability reporting.	No differences.	

Section	Question	BAE Systems Response	Reference(s)
	<p>2-2-c If the organisation consists of multiple entities, explain the approach used for consolidating the information, including:</p> <ul style="list-style-type: none"> i. whether the approach involves adjustments to information for minority interests; how the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities; ii. whether and how the approach differs across the disclosures in this Standard and across material topics. iii. Approach used for consolidating information 	<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>	

<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 2024, annually</p>	<p>BAE Systems website</p>
	<p>2-3-b The reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this.</p>	<p>Calendar year</p>	
	<p>2-3-c Publication date of the report or reported information.</p>	<p>3rd March 2025</p>	
	<p>2-3-d Contact point for questions about the report or reported information.</p>	<p>BAE Systems website Investor Relations email: investors@baesystems.com</p>	
<p>Disclosure 2-4 Restatements of information</p>	<p>2-4-a Restatements of information made from previous reporting periods and explain i. the reason for the restatements</p>	<p>There were no restatements of information from the previous reporting period.</p>	

	ii. the effect of the restatements		
Disclosure 2-5 External assurance	2-5-a Describe the policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved.	This information is included within our 2024 Annual Report: <ul style="list-style-type: none"> • Audit and Risk Committee report, pages 86-90 • Independent Auditor’s report, pages 134-143 	2024 Annual Report
	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	i., ii. This information is included within our 2024 Annual Report: <ul style="list-style-type: none"> • Community investment – Deloitte LLP, page 28 • Energy and GHG emissions – Deloitte LLP, pages 231-232 iii. Contracted services, independent assurer. Please see our Deloitte Assurance Statement on our Sustainability reporting page here .	2024 Annual Report BAE Systems website

between the organisation and 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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our business at a glance, pages 2-3 <p>Further information can be found on our website.</p>	2024 Annual Report BAE Systems website
	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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our business at a glance, pages 2-3 • Our business model, pages 10-11 • Responsible supply chain, page 53 	2024 Annual Report
	2-6-c Other relevant business relationships.	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our business model, pages 10-11 • Our stakeholders and work of the Board, pages 76-79 <p>Further information can be found on our website.</p>	2024 Annual Report BAE Systems website
	2-6-d	No significant changes.	

Section	Question	BAE Systems Response	Reference(s)
Disclosure 2-7 Employees	Significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period.		2024 Annual Report
	2-7-a Report the total number of employees, and a breakdown of this total by gender and by region.	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our business at a glance, pages 2-3 • Gender diversity, page 27 	
	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 by gender and by region; iv. full-time employees, and a	We do not publicly disclose this information.	

Section	Question	BAE Systems Response	Reference(s)	
	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 here .		BAE Systems website
	2-7-d Report contextual information necessary to	This information is included within our 2024 Annual Report: <ul style="list-style-type: none"> Responsible business, pages 48-54 We report on progress of our sustainability agenda within our Annual Report and online		2024 Annual Report BAE Systems website

Section	Question	BAE Systems Response	Reference(s)
Disclosure 2-8 Workers who are not employees	understand the data reported under 2-7-a and 2-7-b.		
	2-7-e Describe significant fluctuations in the number of employees during the reporting period and between reporting periods.	This information is included within our 2024 Annual Report: <ul style="list-style-type: none"> • Our investment in our people and communities, page 24 	
	2-8-a Report the total number of workers who are not employees and whose work is controlled by the organisation and describe: <ol style="list-style-type: none"> i. the most common types of worker and their contractual relationship with the organisation ii. the type of work they perform. 	We do not publicly disclose this information.	
2-8-b The methodologies and assumptions used to compile the data, including	We do not publicly disclose this information.		

Section	Question	BAE Systems Response	Reference(s)
	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.		
	2-8-c Significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods.	We do not publicly disclose this information.	

4. Strategy, policies and practices

Section	Question	BAE Systems Response	Reference(s)
Disclosure 2-22	2-22-a	This information is included within our 2024 Annual Report:	2024 Annual Report

Section	Question	BAE Systems Response	Reference(s)
Statement on sustainability development strategy	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.	<ul style="list-style-type: none"> • Chair’s letter, pages 4-5 • Chair’s governance letter, page 68 • Governance framework, pages 74-75 • Environmental, Social and Governance Committee report, pages 91-92 	
Disclosure 2-23 Policy commitments	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 conducting due diligence; iii. whether the commitments stipulate applying the precautionary principle;	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our investment in our people and communities, page 24 • Responsible business, pages 48-54 • Environmental, Social and Governance Committee report, pages 91-92 	<p>2024 Annual Report</p>

Section	Question	BAE Systems Response	Reference(s)
	<p>iv. whether the commitments stipulate respecting human rights.</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>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>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> Responsible business, page 53 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> 2025 Human Rights Statement 2025 UK Modern Slavery Act Response California Transparency in Supply Chain Act Australia Modern Slavery Act Code of Conduct <p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> Responsible business, page 53 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> 2025 Human Rights Statement 2025 UK Modern Slavery Act Response California Transparency in Supply Chain Act Australia Modern Slavery Act Code of Conduct Policy Summaries 	<p>2024 Annual Report BAE Systems website</p> <p>2024 Annual Report BAE Systems website</p>

Section	Question	BAE Systems Response	Reference(s)	
Disclosure 2-24	<p>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>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> Governance framework, pages 74-75 	<p>2024 Annual Report</p>	
	<p>2-23-e Report the extent to which the policy commitments apply to the organisation's activities and to its business relationships.</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> Our investment in our people and communities, pages 24-29 Responsible business, pages 48-54 Responsible supply chain, page 53 Governance framework, pages 74-75 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> Code of Conduct Ethics and anti-corruption Supplier Principles 		<p>2024 Annual Report BAE Systems website</p>
	<p>2-23-f Describe how the policy commitments are communicated to workers, business partners, and other relevant parties.</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> Our investment in our people and communities, pages 24-29 Responsible business, pages 48-54 Responsible supply chain, page 53 Governance framework, pages 74-75 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> Code of Conduct Ethics and anti-corruption Supplier Principles 		<p>2024 Annual Report BAE Systems website</p>
	<p>2-24-a</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> Our investment in our people and communities, pages 24-29 		<p>2024 Annual Report BAE Systems website</p>

Section	Question	BAE Systems Response	Reference(s)
Embedding policy commitments	<p>Describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including:</p> <ul style="list-style-type: none"> 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 operational procedures; iii. how it implements its commitments with and through its business relationships; iv. training that the organisation provides on 	<ul style="list-style-type: none"> • Our investment in our people and communities, pages 24-29 • Responsible business, pages 48-54 • Responsible supply chain, page 53 • Governance framework, pages 74-75 • Environmental, Social and Governance Committee report, pages 91-92 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Ethics and anti-corruption • Supplier Principles 	

Section	Question	BAE Systems Response	Reference(s)
<p>Disclosure 2-25 Processes to remediate negative impacts</p>	<p>implementing the commitments.</p>		<p>2024 Annual Report BAE Systems website</p> <p>BAE Systems website</p> <p>2024 Annual Report BAE Systems website</p>
	<p>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>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> Responsible business, pages 48-54 Governance framework, pages 74-75 Environmental, Social and Governance Committee report, pages 91-92 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> 2025 Human Rights Statement 2025 UK Modern Slavery Act Response Code of Conduct Policy Summaries Ethics and anti-corruption Ethics Helpline Supplier Principles 	
	<p>2-25-b Describe its approach to identify and address grievances, including the grievance mechanisms that the organisation has established or participates in.</p>	<p>Information can be found within our 2025 Human Rights Statement.</p>	
<p>2-25-c Describe other processes by which the organisation provides for or cooperates in the</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> Our investment in our people and communities, pages 24-29 Responsible business, pages 48-54 Risk, Our principal risks, pages 58-65 Governance framework, pages 74-75 		

Section	Question	BAE Systems Response	Reference(s)
	remediation of negative impacts that it identifies it has caused or contributed to.	<p>Further information on mitigation and remediation can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • 2025 Human Rights Statement • 2025 UK Modern Slavery Act Response • Code of Conduct • Policy Summaries • Ethics and anti-corruption • Ethics Helpline • Supplier Principles • UK Carbon Reduction Plan 	
	2-25-d Describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms.	<p>This information can be found within the below:</p> <ul style="list-style-type: none"> • Our 2024 Annual Report, Ethics and compliance, pages 52-53 • 2025 Human Rights Statement • 2025 UK Modern Slavery Act Response • Code of Conduct • Policy Summaries • Ethics and anti-corruption • Ethics Helpline • Supplier Principles • UK Carbon Reduction Plan 	BAE Systems website
	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	<p>This information can be found within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our 2024 Annual Report, Ethics and compliance, pages 52-53 • 2025 Human Rights Statement 	BAE Systems website

Section	Question	BAE Systems Response	Reference(s)
	stakeholder feedback.		
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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Responsible business, pages 48-54 • Ethics and compliance, pages 52-53 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • 2025 Human Rights Statement • 2025 UK Modern Slavery Act Response • Code of Conduct • Policy Summaries • Ethics and anti-corruption • Ethics Helpline • Supplier Principles • UK Carbon Reduction Plan 	2024 Annual Report BAE Systems website
Disclosure 2-27 Compliance with laws and regulations	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	We do not publicly disclose this information.	

Section	Question	BAE Systems Response	Reference(s)
	sanctions were incurred.		
	<p>2-27-b</p> <p>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> <ul style="list-style-type: none"> 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. 	<p>We do not publicly disclose this information.</p>	
	<p>2-27-c</p> <p>Describe the significant instances of non-compliance.</p>	<p>We do not publicly disclose this information.</p>	

Disclosure 2-28 Membership associations	2-27-d Describe how it has determined significant instances of non-compliance.	We do not publicly disclose this information.	
	2-28-a Report industry associations, other membership associations, and national or international advocacy organisations in which it participates in a significant role.	This information is included within our 2024 Annual Report: <ul style="list-style-type: none"> Responsible business, pages 48-54 	2024 Annual Report

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.	This information is included within our 2024 Annual Report: <ul style="list-style-type: none"> Governance framework, pages 74-75 The work of the Board, page 76 Applying the 2018 UK Corporate Governance Code, pages 80-81 Compliance with the 2018 UK Corporate Governance Code, page 82 	2024 Annual Report
	2-9-b List the committees of the highest governance body that are responsible for decision-making on and overseeing	This information is included within our 2024 Annual Report: <ul style="list-style-type: none"> Governance framework, pages 74-75 The work of the Board, page 76 Applying the 2018 UK Corporate Governance Code, pages 80-81 Compliance with the 2018 UK Corporate Governance Code, page 82 Nominations Committee report, pages 83-85 Audit and Risk Committee report, pages 86-90 	2024 Annual Report BAE Systems website

Section	Question	BAE Systems Response	Reference(s)
	<p>the management of the organisation's impacts on the economy, environment, and people.</p> <p>2-9-c Describe the composition of the highest governance body and its committees by:</p> <ul style="list-style-type: none"> i. executive and non-executive members; ii. independence; iii. tenure of members on the governance body; iv. number of other significant positions and commitments held by each member, and the nature of the commitments; v. gender; vi. under-represented social groups; 	<ul style="list-style-type: none"> • Environmental, Social and Governance Committee report, pages 91-92 • Innovation and Technology Committee report, page 93 • Remuneration Committee report, pages 94-97 • Quick read summary, pages 98-100 • Annual remuneration report, pages 109-125 <p>and on our website:</p> <ul style="list-style-type: none"> • Corporate Governance <hr/> <p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Governance framework, pages 74-75 • The work of the Board, page 76 • Applying the 2018 UK Corporate Governance Code, pages 80-81 • Compliance with the 2018 UK Corporate Governance Code, page 82 • Nominations Committee report, pages 83-85 • Audit and Risk Committee report, pages 86-90 • Environmental, Social and Governance Committee report, pages 91-92 • Innovation and Technology Committee report, page 93 • Remuneration Committee report, pages 94-97 • Quick read summary, pages 98-100 • Annual remuneration report, pages 109-125 <p>and on our website:</p> <ul style="list-style-type: none"> • Corporate Governance 	<p>2024 Annual Report</p>

Section	Question	BAE Systems Response	Reference(s)
Disclosure 2-10 Nomination and selection of the highest governance body	vii. competencies relevant to the impacts of the organisation; viii. stakeholder representation.		2024 Annual Report
	2-10-a Describe the nomination and selection processes for the highest governance body and its committees.	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Nominations Committee report, pages 83-85 • Quick read summary, pages 98-100 	
	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	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Nominations Committee report, pages 83-85 • Quick read summary, pages 98-100 	

Section	Question	BAE Systems Response	Reference(s)
Disclosure 2-11 Chair of the highest governance body	impacts of the organisation.		
	2-11-a Report whether the chair of the highest governance body is also a senior executive in the organisation.	This information is included within our 2024 Annual Report: <ul style="list-style-type: none"> • Board of directors, pages 69-71 • Governance framework, pages 74-75 	2024 Annual Report
Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts	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 2024 Annual Report for further information about the Chair: <ul style="list-style-type: none"> • Chair's governance letter, page 68 	2024 Annual Report
	2-12-a Describe the role of the highest governance body and of senior executives in developing, approving, and updating the organisation's	This information is included within our 2024 Annual Report: <ul style="list-style-type: none"> • Chair's governance letter, page 68 • Board of directors, pages 69-71 • Governance framework, pages 74-75 • The work of the Board, page 76 • Environmental, Social and Governance Committee report, pages 91-92 Further information can be found on our website.	2024 Annual Report BAE Systems website

Section	Question	BAE Systems Response	Reference(s)
	<p>purpose, value or mission statements, strategies, policies, and goals related to sustainable development.</p> <p>2-12-b 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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Chair's governance letter, page 68 • Board of directors, pages 69-71 • Governance framework, pages 74-75 • The work of the Board, page 76 • Environmental, Social and Governance Committee report, pages 91-92 <p>Further information can be found on our website.</p>	<p>2024 Annual Report BAE Systems website</p>

Section	Question	BAE Systems Response	Reference(s)
Disclosure 2-13 Delegation of responsibility for managing impacts	2-12-c Describe the role of the highest governance body in reviewing the effectiveness of the organisation's processes as described in 2-12-b, and report the frequency of this review.	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Chair's governance letter, page 68 • Board of directors, pages 69-71 • Governance framework, pages 74-75 • The work of the Board, page 76 • Environmental, Social and Governance Committee report, pages 91-92 <p>Further information can be found on our website.</p>	2024 Annual Report BAE Systems website
	2-13-a Describe how the highest governance body delegates responsibility for managing the organisation's impacts on the economy, environment, and people, including: <ol style="list-style-type: none"> i. whether it has appointed any senior executives with responsibility for the management of impacts; ii. whether it has delegated responsibility for the management of 	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Responsible business, 48-54 • Board of directors, pages 69-71 • The work of the Board, page 76 • Environmental, Social and Governance Committee report, pages 91-92 <p>Further information can be found on our website.</p>	

Section	Question	BAE Systems Response	Reference(s)
	impacts to other employees.		
	<p>2-13-b</p> <p>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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Responsible business, 48-54 • Board of directors, pages 69-71 • The work of the Board, page 76 • Environmental, Social and Governance Committee report, pages 91-92 • How we manage climate-related risk, page 228 <p>Further information can be found on our website.</p>	<p>2024 Annual Report BAE Systems website</p>
<p>Disclosure 2-14</p> <p>Role of the highest governance body in sustainability reporting</p>	<p>2-14-a</p> <p>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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Responsible business, 48-54 • Chair's governance letter, page 68 • Board of directors, pages 69-71 • The work of the Board, page 76 • Environmental, Social and Governance Committee report, pages 91-92 • Audit and Risk Committee, page 86 <p>Further information can be found on our website.</p>	<p>2024 Annual Report BAE Systems website</p>

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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Chair's governance letter, page 68 • Board of directors, pages 69-71 • Governance framework, pages 74-75 • The work of the Board, page 76 • Applying the 2018 UK Corporate Governance Code, pages 80-81 • Compliance with the 2018 UK Corporate Governance Code, page 82 • Environmental, Social and Governance Committee report, pages 91-92 <p>• Further information can be found within our Code of Conduct and our Policy Summaries webpage.</p>	<p>2024 Annual Report BAE Systems website</p>

	<p>2-15-b Report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to:</p> <ul style="list-style-type: none"> 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. 	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Governance framework, pages 74-75 • The work of the Board, page 76 • Applying the 2018 UK Corporate Governance Code, pages 80-81 • Compliance with the 2018 UK Corporate Governance Code, page 82 	<p>2024 Annual Report</p>
<p>Disclosure 2-16 Communications of critical concerns</p>	<p>2-16-a Describe whether and how critical concerns are communicated to the highest governance body.</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • The work of the Board, page 76 • Environmental, Social and Governance Committee report, pages 91-92 • Audit and Risk Committee, page 91 <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> • Ethics and anti-corruption 	<p>2024 Annual Report BAE Systems website</p>

	<p>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.</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Responsible business, pages 48-54 • Ethics and compliance, pages 52-53 • Environmental, Social and Governance Committee report, pages 91-92 • Audit and Risk Committee, page 91 <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> • Code of Conduct 	<p>2024 Annual Report BAE Systems website</p>
<p>Disclosure 2-17 Collective knowledge of the highest governance body</p>	<p>2-17-a Report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Governance framework, pages 74-75 • The work of the Board, page 76 • Environmental, Social and Governance Committee report, pages 91-92 	<p>2024 Annual Report</p>
<p>Disclosure 2-18 Evaluation of the performance of the highest governance body</p>	<p>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.</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Governance framework, pages 74-75 • Nominations Committee report, pages 83-85 	<p>2024 Annual Report</p>

	<p>2-18-b Report whether the evaluations are independent or not, and the frequency of the evaluations.</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Governance framework, pages 74-75 • Nominations Committee report, pages 83-85 	<p>2024 Annual Report</p>
<p>Disclosure 2-19 Remuneration policies</p>	<p>2-19-a Describe the remuneration policies for members of the highest governance body and senior executives, including:</p> <ul style="list-style-type: none"> i. fixed pay and variable pay; ii. sign-on bonuses or recruitment incentive payments; iii. termination payments; iv. clawbacks; v. retirement benefits. 	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Governance framework, pages 74-75 • Remuneration Committee report, pages 94-97 • Quick read summary, pages 98-99 • Annual remuneration report, pages 109-125 <p>Further information can be found on our website.</p>	<p>2024 Annual Report BAE Systems website</p>
	<p>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</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Governance framework, pages 74-75 • Remuneration Committee report, pages 94-97 • Quick read summary, pages 98-99 • Annual remuneration report, pages 109-125 <p>Further information can be found on our website.</p>	

Disclosure 2-20
Process to determine
remuneration

relation to the management of the organisation's impacts on the economy, environment, and people.

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; i. how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration; ii. whether remuneration consultants are

This information is included within our 2024 Annual Report:

- Governance framework, pages 74-75
- Remuneration Committee report, pages 94-97
- Quick read summary, pages 98-99
- Annual remuneration report, pages 109-125

Further information can be found on our website.

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	<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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Annual remuneration report, pages 109-125 <p>Further information can be found on our website.</p>	<p>2024 Annual Report BAE Systems website</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 highest-paid individual).</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Annual remuneration report, pages 109-125 <p>Further information can be found on our website.</p>	<p>2024 Annual Report BAE Systems website</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 2024 Annual Report:</p> <ul style="list-style-type: none"> Annual remuneration report, pages 109-125 <p>Further information can be found on our website.</p>	<p>2024 Annual Report BAE Systems website</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 2024 Annual Report:</p> <ul style="list-style-type: none"> Annual remuneration report, pages 109-125 <p>Further information can be found on our website.</p>	

5. Stakeholder engagement

Section	Question	BAE Systems Response	Reference(s)
<p>Disclosure 2-29 Approach to stakeholder engagement</p>	<p>2-29-a Describe its approach to engaging with stakeholders, including:</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> Governance framework, pages 74-75 Our stakeholders and the work of the Board, pages 76-79 	<p>2024 Annual Report</p>

Section	Question	BAE Systems Response	Reference(s)
	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.		
Disclosure 2-30 Collective bargaining agreements	2-30-a Report the percentage of total employees covered by collective bargaining agreements.	This information is included within our 2024 Annual Report: <ul style="list-style-type: none"> Statutory and other regulatory information, page 127 	2024 Annual Report
2-30-b For employees not covered by collective bargaining agreements, report whether the organisation determines their working conditions and terms of employment based	We do not publicly disclose this information.		

Section	Question	BAE Systems Response	Reference(s)
	on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organisations.		

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 2024 Annual Report: <ul style="list-style-type: none"> • Double materiality assessment, page 53 • Double materiality assessment, page 225 	2024 Annual Report

Section	Question	BAE Systems Response	Reference(s)	
Disclosure 3-2 List of material topics	3-1-b Specify the stakeholders and experts whose views have informed the process determining its material topics.	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Double Materiality Assessment, pages 53 and 225 • Our stakeholders and the work of the Board, pages 76-79 • Environmental, Social and Governance Committee report, pages 91-92 	2024 Annual Report	
	3-2-a List its material topics.	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Double Materiality Assessment, pages 53 and 225 		
Disclosure 3-3 Management of material topics	3-2-b Report changes to the list of material topics compared to the previous reporting period.	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Double Materiality Assessment, pages 53 and 225 		2024 Annual Report
	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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Double Materiality Assessment, pages 53 and 225 • Our investment in people and communities, 24-29 • Responsible business, pages 48-54 • How we manage risk, pages 55-65 		2024 Annual Report
	3-3-b Report whether the organisation is involved with the negative impacts	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Double Materiality Assessment, pages 53 and 225 • Our investment in people and communities, 24-29 • Responsible business, pages 48-54 • How we manage risk, pages 55-65 	2024 Annual Report	

Section	Question	BAE Systems Response	Reference(s)
	<p>through its activities or as a result of its business relationships, and describe the activities or business relationships.</p>		
	<p>3-3-c Describe its policies or commitments regarding the material topic.</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our strategic framework, pages 12-13 • Our investment in people and communities, 24-29 • Responsible business, pages 48-54 • Non-financial and sustainability information statement, page 54 • How we manage risk, pages 55-65 • Our stakeholders and the work of the Board, pages 76-79 <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> • Policy summaries 	<p>2024 Annual Report BAE Systems website</p>
	<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;</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our strategic framework, pages 12-13 • Our investment in people and communities, 24-29 • Responsible business, pages 48-54 • Non-financial and sustainability information statement, page 54 • How we manage risk, pages 55-65 • Our stakeholders and the work of the Board, pages 76-79 <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> • Policy summaries 	<p>2024 Annual Report BAE Systems website</p>

Section	Question	BAE Systems Response	Reference(s)
	<p>iii. actions to manage actual and potential positive impacts.</p>		<p>2024 Annual Report BAE Systems website</p>
	<p>3-3-e 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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our strategic framework, pages 12-13 • Our investment in people and communities, 24-29 • Responsible business, pages 48-54 • How we manage risk, pages 55-65 • Our stakeholders and the work of the Board, pages 76-79 • Environmental, Social and Governance Committee report, pages 91-92 <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> • Policy summaries 	
	<p>3-3-f Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our strategic framework, pages 12-13 • Our investment in people and communities, 24-29 • Responsible business, pages 48-54 • Double Materiality Assessment, pages 53 and 225 • Our stakeholders and the work of the Board, pages 76-79 <p>Further information can be found on our website:</p>	

Section	Question	BAE Systems Response	Reference(s)
	have been effective (3-3-e).	<ul style="list-style-type: none"> Policy summaries 	

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 2024 Annual Report:</p> <ul style="list-style-type: none"> Risk, pages 48-54 How we manage risk, pages 55-56 Our risk management framework, page 57 Our principal risks, pages 58-65 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> Ethics and anti-corruption Policy Summaries 	2024 Annual Report BAE Systems website
	205-1-b Significant risks related to corruption identified through the risk assessment.	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> Our principal risks, pages 55-65 <p>Further information can be found within our policy summaries, and on our website:</p> <ul style="list-style-type: none"> Ethics and anti-corruption Policy Summaries 	2024 Annual Report BAE Systems website
Disclosure 205-2 Communication and training about anti-corruption policies and procedures	205-2-a Total number and percentage of governance body members that the	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> Responsible business, pages 48-54 Ethics and compliance, pages 52-53 <p>Further information can be found within the below, and on our website:</p>	2024 Annual Report BAE Systems website

Section	Question	BAE Systems Response	Reference(s)
	<p>organisation’s anti-corruption policies and procedures have been communicated to, broken down by region.</p>	<ul style="list-style-type: none"> • Code of Conduct • Ethics and anti-corruption • Policy Summaries 	2024 Annual Report BAE Systems website
	<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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Responsible business, pages 48-54 • Ethics and compliance, pages 52-53 • <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Code of Conduct • Ethics and anti-corruption • Policy Summaries 	
	<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 partner and region.</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Responsible business, pages 48-54 • Ethics and compliance, pages 52-53 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Code of Conduct • Supplier Principles Suppliers Partners and suppliers Sustainability BAE Systems • Ethics and anti-corruption • Policy Summaries 	

Section	Question	BAE Systems Response	Reference(s)	
205-3 Confirmed incidents of corruption and actions taken	Describe if the organisation's anti-corruption policies and procedures have been communicated to any other persons or organisations.			
	205-2-d Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> Responsible business, pages 48-54 Ethics and compliance, pages 52-53 		2024 Annual Report
	205-2-e Total number and percentage of employees that have received training on anticorruption, broken down by employee category and region.	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> Responsible business, pages 48-54 Ethics and compliance, pages 52-53 <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> Policy summaries 		2024 Annual Report BAE Systems website
	205-3-a Total number and nature of confirmed incidents of corruption.	We do not publicly disclose this information.		

Section	Question	BAE Systems Response	Reference(s)
	205-3-b Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.	This information is included within our 2024 Annual Report: <ul style="list-style-type: none"> Responsible business, pages 48-54 Ethics and compliance, pages 52-53 	2024 Annual Report
	205-3-c Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations relations to corruption.	We do not publicly disclose this information.	
	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.	We do not publicly disclose this information.	

GRI 206: Anti-competitive Behaviour

Section	Question	BAE Systems Response	Reference(s)
Disclosure 206-1	206-1-a		

Section	Question	BAE Systems Response	Reference(s)
Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	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: i. whether the organisation has a tax strategy and, if so, a link to this	This information is included within our 2024 Annual Report: <ul style="list-style-type: none"> • Our 2024 financial highlights, page 2 • Our financial review, pages 30-35 • Audit and Risk Committee report, pages 86-90 Further information can be found on our website:	2024 Annual Report

Section	Question	BAE Systems Response	Reference(s)
	<p>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>	<ul style="list-style-type: none"> • Tax Principles: Fact Sheets Sustainability Reporting Sustainability BAE Systems 	
<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>i. the governance body or executive-level position within the organisation</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our 2024 financial highlights, page 2 • Our financial review, pages 30-35 • Audit and Risk Committee report, pages 86-90 <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> • Tax Principles: Fact Sheets Sustainability Reporting Sustainability BAE Systems 	<p>2024 Annual Report</p>

Section	Question	BAE Systems Response	Reference(s)	
	<p>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>207-2-b A description of the mechanisms to raise concerns about the organisation’s business conduct and the organisation’s integrity in relation to tax.</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> Responsible business, pages 48-54 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> Ethics and anti-corruption Tax Principles: Fact Sheets Sustainability Reporting Sustainability BAE Systems 		<p>2024 Annual Report BAE Systems website</p>
	<p>207-2-c A description of the assurance process for disclosures on</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> Audit Committee and Risk report, pages 86-90 Independent Auditor’s report, pages 134-143 		<p>2024 Annual Report</p>

Section	Question	BAE Systems Response	Reference(s)
Disclosure 207-3 Stakeholder engagement and management of concerns related to tax	tax including, if applicable, a link or reference to the external assurance report(s) or assurance statement(s).	Further information can be found within the below, and on our website: <ul style="list-style-type: none"> • Tax Principles: Fact Sheets Sustainability Reporting Sustainability BAE Systems 	2024 Annual Report
	207-3-a A description of the approach to stakeholder engagement and management of stakeholder concerns related to tax, including: <ol style="list-style-type: none"> the approach to engagement with tax authorities; the approach to public policy advocacy on tax; the processes for collecting and considering the views and concerns of stakeholders, including external stakeholders 	This information is included within our 2024 Annual Report: <ul style="list-style-type: none"> • Our financial review, pages 30-34 • Audit and Risk Committee report, pages 86-90 Further information can be found within the below, and on our website: <ul style="list-style-type: none"> • Tax Principles: Fact Sheets Sustainability Reporting Sustainability BAE Systems 	
Disclosure 207-4 Country-by-country reporting	207-4-a All tax jurisdictions where the entities	We do not publicly disclose this information.	

Section	Question	BAE Systems Response	Reference(s)
	<p>included in the organisation's audited consolidated financial statements, or in the financial information filed on public record, are resident for tax purposes.</p> <p>207-4-b For each tax jurisdiction reported in Disclosure 207-4-a:</p> <ul style="list-style-type: none"> i. Names of the resident entities; ii. Primary activities of the organisation; iii. Number of employees, and the basis of calculation of this number; iv. Revenues from third-party sales; v. Revenues from intra-group transactions with other tax jurisdictions; vi. Profit/loss before tax; 	<p>We do not publicly disclose this information.</p>	

Section	Question	BAE Systems Response	Reference(s)
	<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> <p>207-4-c The time period covered by the information reported in Disclosure 207-4.</p>	<p>N/A</p>	

GRI 302: Energy

Section	Question	BAE Systems Response	Reference(s)
<p>Disclosure 302-1 Energy consumption within the organisation</p>	<p>302-1-a Total fuel consumption within the organisation from non-renewable sources, in joules or multiples, and including fuel types used.</p>	<p>This information is included within the below:</p> <ul style="list-style-type: none"> • 2024 Annual Report (kWh), pages 51, 231 • 2024 Sustainability Accounting Standards Board (SASB) disclosure (gigajoules) <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Carbon Disclosure Project (CDP) 	<p>2024 Annual Report BAE Systems website</p>
<p>Disclosure 302-1 Energy consumption within the organisation</p>	<p>302-1-b Total fuel consumption within the organisation from renewable sources, in joules or multiples, and including fuel types used.</p>	<p>This information is included within the below:</p> <ul style="list-style-type: none"> • 2024 Sustainability Accounting Standards Board (SASB) disclosure (gigajoules) • 2024 Annual Report (kWh), pages 51, 231 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Carbon Disclosure Project (CDP) 	<p>2024 Annual Report BAE Systems website</p>
	<p>302-1-c In joules, watt-hours or multiples, the total: i. electricity consumption ii. heating consumption iii. cooling consumption iv. steam consumption</p>	<p>This information is included within the below:</p> <ul style="list-style-type: none"> • 2024 Annual Report (kWh), pages 51, 231 • 2024 Sustainability Accounting Standards Board (SASB) disclosure (gigajoules) <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Carbon Disclosure Project (CDP) 	

Section	Question	BAE Systems Response	Reference(s)
	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.	2024 Annual Report BAE Systems website
	302-1-e Total energy consumption within the organisation, in joules or multiples.	This information is included within our 2024 Annual Report: <ul style="list-style-type: none"> • Climate and the environment, Key environmental data, page 51 • Other sustainability information, page 231 Further information can be found within the below, and on our website: <ul style="list-style-type: none"> • Carbon Disclosure Project (CDP) • 2024 Sustainability Accounting Standards Board (SASB) disclosure (gigajoules) 	
	302-1-f Standards, methodologies, assumptions, and/or calculation tools used.	This information is included within the below: <ul style="list-style-type: none"> • 2024 Annual Report (kWh), pages 51, 231 • 2024 Sustainability Accounting Standards Board (SASB) disclosure (gigajoules) Further information can be found within the below, and on our website: <ul style="list-style-type: none"> • Carbon Disclosure Project (CDP) 	
	302-1-g Source of the conversion factors used.	This information is included within our 2024 Annual Report: <ul style="list-style-type: none"> • Climate and the environment, Key environmental data, page 51 • Other sustainability information, page 231 Further information can be found within the below, and on our website: <ul style="list-style-type: none"> • Basis of reporting • Carbon Disclosure Project (CDP) • 2024 Sustainability Accounting Standards Board (SASB) disclosure (gigajoules) 	

Section	Question	BAE Systems Response	Reference(s)
Disclosure 302-2 Energy consumption outside of the organisation	302-2-a Energy consumption outside of the organisation, in joules or multiples.	<ul style="list-style-type: none"> • GHG emissions webpage 	
	302-2-b Standards, methodologies, assumptions, and/or calculation tools used.	<p>Information on Scope 3 is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, Key environmental data, page 51 • Other sustainability information, page 231 <p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, Key environmental data, page 51 • Other sustainability information, page 231 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Basis of reporting • Carbon Disclosure Project (CDP) • 2024 Sustainability Accounting Standards Board (SASB) disclosure (gigajoules) • GHG emissions webpage 	
	302-2-c Source of the conversion factors used.	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, Key environmental data, page 51 • Other sustainability information, page 231 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Basis of reporting • Carbon Disclosure Project (CDP) • 2024 Sustainability Accounting Standards Board (SASB) disclosure (gigajoules) • GHG emissions webpage 	
Disclosure 302-3 Energy intensity	302-3-a Energy intensity ratio for the organisation.	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, Key environmental data, page 51 • Other sustainability information, page 231 	2024 Annual Report BAE Systems website

Section	Question	BAE Systems Response	Reference(s)	
	302-3-b Organisation-specific metric (the denominator) chosen to calculate the ratio.	<p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Basis of reporting <p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, Key environmental data, page 51 • Other sustainability information, page 231 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Basis of reporting • Carbon Disclosure Project (CDP) • 2024 Sustainability Accounting Standards Board (SASB) disclosure (gigajoules) 	2024 Annual Report BAE Systems website	
	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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, Key environmental data, page 51 • Other sustainability information, page 231 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Basis of reporting • Carbon Disclosure Project (CDP) • 2024 Sustainability Accounting Standards Board (SASB) disclosure (gigajoules) 		2024 Annual Report BAE Systems website
	302-3-d Whether the ratio uses energy consumption within the organisation, outside of it, or both.	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, Key environmental data, page 51 • Other sustainability information, page 231 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Basis of reporting • Carbon Disclosure Project (CDP) • 2024 Sustainability Accounting Standards Board (SASB) disclosure (gigajoules) 		2024 Annual Report BAE Systems website

Section	Question	BAE Systems Response	Reference(s)
Disclosure 302-4 Reduction of energy consumption	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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, Key environmental data, page 51 • Other sustainability information, page 231 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Basis of reporting • UK Carbon Reduction Plan – PPN 06/21 • Carbon Disclosure Project (CDP) • 2024 Sustainability Accounting Standards Board (SASB) disclosure (gigajoules) • GHG emissions webpage 	2024 Annual Report BAE Systems website
	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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, Key environmental data, page 51 • Other sustainability information, page 231 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Basis of reporting • UK Carbon Reduction Plan – PPN 06/21 • Carbon Disclosure Project (CDP) • 2024 Sustainability Accounting Standards Board (SASB) disclosure (gigajoules) • GHG emissions webpage 	
	302-4-c 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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, Key environmental data, page 51 • Other sustainability information, page 231 <p>and on our website:</p> <ul style="list-style-type: none"> • Basis of reporting 	

Section	Question	BAE Systems Response	Reference(s)	
Disclosure 302-5 Reductions in energy requirements of products and services		<ul style="list-style-type: none"> • Carbon Disclosure Project (CDP) • 2024 Sustainability Accounting Standards Board (SASB) disclosure • GHG emissions webpage <p>This information can be found within our UK Carbon Reduction Plan – PPN 06/21</p>		
	302-4-d Standards, methodologies, assumptions, and/or calculation tools used.	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, Key environmental data, page 51 • Other sustainability information, page 231 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Basis of reporting • UK Carbon Reduction Plan – PPN 06/21 • Carbon Disclosure Project (CDP) • GHG emissions webpage 		2024 Annual Report BAE Systems website
	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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment pages 49-51 • TCFD statement, pages 49 and 226 • Other sustainability information, page 231 		2024 Annual Report
	302-5-b Basis for calculating reductions in energy consumption, such as base year or	N/A		

Section	Question	BAE Systems Response	Reference(s)
	baseline, including the rationale for choosing it.		
	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 impacts the organisation has caused or contributed to, or that are directly linked to its operations, products, or services	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Double materiality assessment, pages 53 and 225 – water is not a material issue for the Group <p>This information is included within our Carbon Disclosure Project (CDP) Water response:</p> <ul style="list-style-type: none"> • CDP Water <p>Further information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, pages 49-51 	<p>2024 Annual Report BAE Systems website</p>

Section	Question	BAE Systems Response	Reference(s)
	<p>by its business relationships (e.g., impacts caused by runoff).</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>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Double materiality assessment, pages 53 and 225 – water is not a material issue for the Group <p>Further information is included within the below, and on our website:</p> <ul style="list-style-type: none"> • CDP Water 	<p>2024 Annual Report BAE Systems website</p>
<p>303-1-c A description of how water-related impacts are addressed, including how the organisation works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts.</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Double materiality assessment, pages 53 and 225 – water is not a material issue for the Group <p>Further information is included within the below, and on our website:</p> <ul style="list-style-type: none"> • CDP • CDP Water 		
<p>303-1-d An explanation of the process for</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Double materiality assessment, pages 53 and 225 – water is not a material issue for the Group 		

Section	Question	BAE Systems Response	Reference(s)
Disclosure 303-2 Management of water discharge-related impacts	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.	Further information is included within the below, and on our website: <ul style="list-style-type: none"> • CDP • CDP Water 	2024 Annual Report BAE Systems website
	303-2-a A description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including: <ol style="list-style-type: none"> i. how standards for facilities operating in locations with no local discharge requirements were determined; ii. any internally developed water quality standards or guidelines; iii. any sector-specific standards considered; 	Information (although not to the level of granularity sought) is included within our 2024 Annual Report: <ul style="list-style-type: none"> • Climate and the environment, pages 49-51 • Double materiality assessment, pages 53 and 225 – water is not a material issue for the Group Further information is included within the below, and on our website: <ul style="list-style-type: none"> • CDP • CDP Water 	

Section	Question	BAE Systems Response	Reference(s)
Disclosure 303-3 Water withdrawal	iv. whether the profile of the receiving waterbody was considered.		2024 Annual Report BAE Systems website
	303-3-a Total water withdrawal from all areas 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.	This information is included within our 2024 Annual Report: <ul style="list-style-type: none"> • Double materiality assessment, pages 53 and 225 – water is not a material issue for the Group This information is included within our Carbon Disclosure Project (CDP) Water response: <ul style="list-style-type: none"> • CDP Water Further information is included within our 2024 Annual Report, and on our website: <ul style="list-style-type: none"> • Climate and the environment, pages 49-51 	
	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 information is included within our 2024 Annual Report: <ul style="list-style-type: none"> • Double materiality assessment, pages 53 and 225 – water is not a material issue for the Group This information is included within our Carbon Disclosure Project (CDP) Water response: <ul style="list-style-type: none"> • CDP Water Further information is included within our 2024 Annual Report, and on our website: <ul style="list-style-type: none"> • Climate and the environment, pages 49-51 	

Section	Question	BAE Systems Response	Reference(s)
	<p>this total by the withdrawal sources listed in i-iv.</p> <p>303-3-c A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-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).</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Double materiality assessment, pages 53 and 225 – water is not a material issue for the Group <p>We do not publicly report this data to this level of granularity.</p> <p>Information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • CDP Water • 2024 Annual Report, Climate and the environment, pages 49-51 	<p>2024 Annual Report BAE Systems website</p>
	<p>303-3-d Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Double materiality assessment, pages 53 and 225 – water is not a material issue for the Group <p>We do not publicly report this data to this level of granularity.</p> <p>Information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • CDP Water • 2024 Annual Report, Climate and the environment, pages 49-51 	<p>2024 Annual Report BAE Systems website</p>

GRI 304: Biodiversity

Section	Question	BAE Systems Response	Reference(s)
<p>Disclosure 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas</p>	<p>304-1-a For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information: i. Geographic location; ii. Subsurface and underground land that may be owned, leased, or managed by the organisation; iii. Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas; iv. Type of operation (office, manufacturing or</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Biodiversity and natural capital – page 51 <p>We do not publicly report this data 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"> • 2024 Annual Report, Climate and the environment, pages 49-51 • Carbon Disclosure Project (CDP) 	<p>2024 Annual Report BAE Systems website</p>

Section	Question	BAE Systems Response	Reference(s)
	<p>production, or extractive);</p> <p>v. Size of operational site in km2 (or another unit, if appropriate);</p> <p>vi. Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater, or maritime ecosystem);</p> <p>vii. Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation).</p>		
<p>Disclosure 304-2 Significant impacts of activities, products and services on biodiversity</p>	<p>304-2-a Nature of significant direct and indirect impacts on biodiversity with reference to one or</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Biodiversity and natural capital – page 51 <p>Information on biodiversity can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • 2024 Annual Report, Climate and the environment, pages 49-51 	<p>2024 Annual Report BAE Systems website</p>

Section	Question	BAE Systems Response	Reference(s)
	<p>more of the following:</p> <ul style="list-style-type: none"> i. Construction or use of manufacturing plants, mines, and transport infrastructure; ii. Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources); iii. Introduction of invasive species, pests, and pathogens; iv. Reduction of species; v. Habitat conversion; vi. Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level). 	<ul style="list-style-type: none"> • CDP <p>Examples of habitat restoration can be found on our website:</p> <ul style="list-style-type: none"> • Bishopton • Dargavel Village • Oyster beds restoration 	
	<p>304-2-b Significant direct and indirect positive</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Biodiversity and natural capital – page 51 	

Section	Question	BAE Systems Response	Reference(s)
Disclosure 304-3 Habitats protected or restored	<p>and negative impacts with reference to the following:</p> <ul style="list-style-type: none"> i. Species affected; ii. Extent of areas impacted; iii. Duration of impacts; iv. Reversibility or irreversibility of the impacts. 	<p>Information on biodiversity can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • 2024 Annual Report, Climate and the environment, pages 49-51 • CDP <p>Examples of habitat restoration can be found on our website:</p> <ul style="list-style-type: none"> • Bishopton • Dargavel Village • Oyster beds restoration 	2024 Annual Report BAE Systems website
	<p>304-3-a</p> <p>Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals.</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Biodiversity and natural capital – page 51 <p>We do not publicly report this data 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"> • 2024 Annual Report, Climate and the environment, pages 49-51 • CDP <p>Examples of habitat restoration can be found on our website:</p> <ul style="list-style-type: none"> • Bishopton • Dargavel Village • Oyster beds restoration 	
	<p>304-3-b</p> <p>Whether partnerships exist with third parties to protect or restore habitat areas</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Biodiversity and natural capital – page 51 <p>Examples of habitat restoration can be found on our website:</p> <ul style="list-style-type: none"> • Bishopton • Dargavel Village 	

Section	Question	BAE Systems Response	Reference(s)
	distinct from where the organisation has overseen and implemented restoration or protection measures.	<ul style="list-style-type: none"> • Oyster beds restoration 	2024 Annual Report BAE Systems website
	304-3-c Status of each area based on its condition at the close of the reporting period.	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Biodiversity and natural capital – page 51 <p>We do not publicly disclose the status of each area based on its condition.</p> <p>Information on biodiversity can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • 2024 Annual Report, Climate and the environment, pages 49-51 • CDP <p>Examples of habitat restoration can be found on our website:</p> <ul style="list-style-type: none"> • Bishopton • Dargavel Village • Oyster beds restoration 	
	304-3-d Standards, methodologies, and assumptions used.	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Biodiversity and natural capital – page 51 <p>We do not publicly disclose the standards, methodologies and assumptions used.</p> <p>Information on biodiversity can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • 2024 Annual Report, Climate and the environment, pages 49-51 • CDP <p>Examples of habitat restoration can be found on our website:</p> <ul style="list-style-type: none"> • Bishopton 	

Section	Question	BAE Systems Response	Reference(s)
Disclosure 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	304-4-a Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organisation, by level of extinction risk: i. Critically endangered ii. Endangered iii. Vulnerable iv. Near threatened v. Least concern	<ul style="list-style-type: none"> • Dargavel Village • Oyster beds restoration <p>We do not publicly disclose this information.</p>	

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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, pages 49-51, 231 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • CDP • GHG emissions webpage 	<p>2024 Annual Report BAE Systems website</p>

Section	Question	BAE Systems Response	Reference(s)	
	<p>305-1-b Gases included in the calculation; whether CO2 , CH4 , N2O, HFCs, PFCs, SF6 , NF3 , or all.</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, pages 49-51, 231 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • CDP • GHG emissions webpage • Basis of reporting 	<p>2024 Annual Report BAE Systems website</p>	
	<p>305-1-c Biogenic CO2 emissions in metric tons of CO c. 2 equivalent.</p>	<p>This information is included within our Carbon Disclosure Project (CDP) response:</p> <ul style="list-style-type: none"> • CDP, C6.7 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • 2024 Annual Report, Climate and the environment, pages 49-51 • GHG emissions webpage • Basis of reporting 		<p>2024 Annual Report BAE Systems website</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"> • CDP <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • 2024 Annual Report, Climate and the environment, pages 49-51, 232 • GHG emissions webpage • Basis of reporting 		<p>2024 Annual Report BAE Systems website</p>
	<p>305-1-e</p>	<p>This information is included within our 2024 Annual Report:</p>		<p>2024 Annual Report</p>

Section	Question	BAE Systems Response	Reference(s)	
Disclosure 305-2	Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	<ul style="list-style-type: none"> Climate and the environment, pages 49-51 Other sustainability information, pages 232 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> CDP Basis of reporting 	BAE Systems website	
	305-1-f Consolidation approach for emissions; whether equity share, financial control, or operational control.	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> Climate and the environment, pages 49-51 Other sustainability information, pages 232 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> CDP GHG emissions webpage Basis of reporting 		2024 Annual Report BAE Systems website
	305-1-g Standards, methodologies, assumptions, and/or calculation tools used.	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> Climate and the environment, pages 49-51 Other sustainability information, pages 232 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> CDP GHG emissions webpage Basis of reporting 		2024 Annual Report BAE Systems website
	305-2-a Gross location-based energy indirect (Scope 2)	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> Climate and the environment, pages 49-51 Other sustainability information, pages 232 		2024 Annual Report BAE Systems website

Section	Question	BAE Systems Response	Reference(s)	
Energy indirect (Scope 2) GHG emissions	GHG emissions in metric tons of CO2 equivalent.	<p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • CDP • GHG emissions webpage • Basis of reporting 		
	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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, pages 49-51 • Other sustainability information, pages 232 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • CDP • GHG emissions webpage • Basis of reporting 		2024 Annual Report BAE Systems website
	305-2c If available, the gases included in the calculation; whether CO , CH , N O, HFCs, PFCs, SF , NF , or all.	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, pages 49-51 • Other sustainability information, pages 232 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • CDP • GHG emissions webpage • Basis of reporting 		2024 Annual Report BAE Systems website
	305-2-d	<p>This information is included within our Carbon Disclosure Project (CDP) response:</p> <ul style="list-style-type: none"> • CDP 		2024 Annual Report BAE Systems website

Section	Question	BAE Systems Response	Reference(s)	
	<p>Base year for the calculation, if applicable, including:</p> <ul style="list-style-type: none"> 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>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • 2024 Annual Report, Climate and the environment, pages 49-51, 232 • GHG emissions webpage • Basis of reporting 		
	<p>305-2-e</p> <p>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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, pages 49-51 • Other sustainability information, pages 231-232 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • CDP • GHG emissions webpage • Basis of reporting 		<p>2024 Annual Report BAE Systems website</p>
	<p>305-2-f</p> <p>Consolidation approach for emissions; whether equity share, financial control, or operational control.</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, pages 49-51 • Other sustainability information, pages 231-232 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • CDP • GHG emissions webpage • Basis of reporting 		<p>2024 Annual Report BAE Systems website</p>

Section	Question	BAE Systems Response	Reference(s)
Disclosure 305-3 Other indirect (Scope 3) GHG emissions	305-2-g Standards, methodologies, assumptions, and/or calculation tools used.	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, pages 49-51 • Other sustainability information, pages 231-232 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • CDP • GHG emissions webpage • Basis of reporting 	2024 Annual Report BAE Systems website
	305-3-a Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent.	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, pages 49-51 • Other sustainability information, pages 231-232 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • CDP • GHG emissions webpage • Basis of reporting 	
	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>Information on Scope 3 GHG emissions is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, pages 49-51 • Other sustainability information, pages 231-232 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • CDP • GHG emissions webpage • Basis of reporting 	

Section	Question	BAE Systems Response	Reference(s)
	<p>305-3-c Biogenic CO2 emissions in metric tons of CO2equivalent.</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, pages 49-51 • Other sustainability information, pages 231-232 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • CDP • GHG emissions webpage • Basis of reporting 	<p>2024 Annual Report BAE Systems website</p>
	<p>305-3-d Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, pages 49-51 • Other sustainability information, pages 231-232 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • CDP • GHG emissions webpage • Basis of reporting 	
	<p>305-3-e 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</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, pages 49-51 • Other sustainability information, pages 231-232 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • CDP • GHG emissions webpage • Basis of reporting 	

Section	Question	BAE Systems Response	Reference(s)
Disclosure 305-4 GHG emissions intensity	recalculations of base year emissions.		2024 Annual Report BAE Systems website
	305-3-f Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, pages 49-51 • Other sustainability information, pages 231-232 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • CDP • GHG emissions webpage • Basis of reporting 	
	305-3-g Standards, methodologies, assumptions, and/or calculation tools used.	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, pages 49-51 • Other sustainability information, pages 231-232 <p>Further information can also be found within the below, and on our website:</p> <ul style="list-style-type: none"> • CDP • GHG emissions webpage • Basis of reporting 	
	305-4-a GHG emissions intensity ratio for the organisation.	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, pages 49-51 • Other sustainability information, pages 231-232 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • CDP • GHG emissions webpage 	
	305-4-b	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, pages 49-51 	2024 Annual Report BAE Systems website

Section	Question	BAE Systems Response	Reference(s)
Disclosure 305-5 Reduction of GHG emissions	<p>Organisation-specific metric (the denominator) chosen to calculate the ratio.</p>	<ul style="list-style-type: none"> Other sustainability information, pages 231-232 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> CDP 	2024 Annual Report BAE Systems website
	<p>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>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> Climate and the environment, pages 49-51 Other sustainability information, pages 231-232 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> CDP 	
	<p>305-4-d Gases included in the calculation; whether CO2 , CH4 , N2O, HFCs, PFCs, SF6 , NF3 , or all.</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> Climate and the environment, pages 49-51 Other sustainability information, pages 231-232 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> CDP Basis of reporting 	
	<p>305-5-a GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent.</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> Climate and the environment, pages 49-51 Other sustainability information, pages 231-232 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> UK Carbon Reduction Plan – PPN 06/21 CDP GHG emissions webpage Basis of reporting 	

Section	Question	BAE Systems Response	Reference(s)
	<p>305-5-b Gases included in the calculation; whether CO2 , CH4 , N2O, HFCs, PFCs, SF6 , NF3 , or all.</p>	<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"> • 2024 Annual Report: <ul style="list-style-type: none"> ○ Climate and the environment, pages 49-51 ○ Other sustainability information, pages 231-232 • CDP • GHG emissions webpage • Basis of reporting 	<p>2024 Annual Report BAE Systems website</p>
	<p>305-5-c Base year or baseline, including the rationale for choosing it.</p>	<p>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.</p>	
	<p>305-5-d Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, pages 49-51 • Other sustainability information, pages 231-232 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • CDP • GHG emissions webpage • Basis of reporting 	
	<p>305-5-e Standards, methodologies, assumptions, and/or calculation tools used.</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, pages 49-51 • Other sustainability information, pages 231-232 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • CDP 	

Section	Question	BAE Systems Response	Reference(s)
Disclosure 305-6 Emissions of ozone-depleting substances (ODS)		<ul style="list-style-type: none"> • GHG emissions webpage • Basis of reporting 	
	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)	We do not publicly disclose this information.	

Section	Question	BAE Systems Response	Reference(s)
	v. Hazardous air pollutants (HAP) vi. Particulate matter (PM) vii. Other standard categories of air emissions identified in relevant regulations		
	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	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, pages 49-51 • Other sustainability information, pages 231-232 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Environmental Management Systems (EMS) • Hazardous Waste • Nuclear Waste • CDP 	<p>2024 Annual Report BAE Systems website</p>

Section	Question	BAE Systems Response	Reference(s)
	downstream in its value chain.		
Disclosure 306-2 Management of significant waste-related impacts	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>This information can be found within the below factsheets on our website:</p> <ul style="list-style-type: none"> • Environmental Management Systems (EMS) • Hazardous Waste • Nuclear Waste 	BAE Systems website
	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>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"> • Environmental Management Systems (EMS) • Hazardous Waste • Nuclear Waste 	
	306-2-c The processes used to collect and monitor waste-related data.	<p>This information can be found within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, pages 49-51 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Environmental Management Systems (EMS) • Hazardous Waste • Nuclear Waste • CDP 	

Section	Question	BAE Systems Response	Reference(s)
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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, pages 49-51 • Other sustainability information, pages 231-232 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • CDP 	2024 Annual Report BAE Systems website
	306-3-b Contextual information necessary to understand the data and how the data has been compiled.	<p>Information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, pages 49-51 • Other sustainability information, pages 231-232 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Environmental Management Systems (EMS) • Hazardous Waste • Nuclear Waste • CDP 	
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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, pages 49-51 • Other sustainability information, pages 231-232 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • CDP 	2024 Annual Report BAE Systems website
	306-4-b Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by	<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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, pages 49-51 • Other sustainability information, pages 231-232 <p>Further information can be found within the below, and on our website:</p>	

Section	Question	BAE Systems Response	Reference(s)	
	<p>the following recovery operations:</p> <ul style="list-style-type: none"> i. Preparation for reuse; ii. Recycling; iii. Other recovery operations. 	<ul style="list-style-type: none"> • Environmental Management Systems (EMS) • Hazardous Waste • Nuclear Waste • CDP 		
	<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"> i. Preparation for reuse; ii. Recycling; iii. Other recovery operations. 	<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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, pages 49-51 • Other sustainability information, pages 231-232 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Environmental Management Systems (EMS) • Hazardous Waste • Nuclear Waste • CDP 		<p>2024 Annual Report BAE Systems website</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"> i. Onsite; ii. Offsite. 	<p>We do not publicly report this information.</p>		
	<p>306-4-e Contextual information necessary to understand</p>	<p>We do not publicly report this information.</p>		

Section	Question	BAE Systems Response	Reference(s)
<p>Disclosure 306-5 Waste directed to disposal</p>	<p>the data and how the data has been compiled.</p>		<p>2024 Annual Report BAE Systems website</p>
	<p>306-5-a Total weight of waste directed to disposal in metric tons, and breakdown of this total by composition of the waste.</p>	<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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, pages 49-51 • Other sustainability information, pages 231-232 	
	<p>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>	<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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, pages 49-51 • Other sustainability information, pages 231-232 	
<p>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: i. Incineration (with energy recovery);</p>	<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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Climate and the environment, pages 49-51 • Other sustainability information, pages 231-232 	<p>2024 Annual Report BAE Systems website</p>	

Section	Question	BAE Systems Response	Reference(s)
	<p>Incineration (without energy recovery); Landfilling; iv. Other disposal operations.</p>		
	<p>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.</p>	<p>We do not publicly disclose this information.</p>	
	<p>306-5-e Contextual information necessary to understand the data and how the data has been compiled.</p>	<p>We do not publicly disclose this information.</p>	

GRI 308: Supplier Environmental Assessment

Section	Question	BAE Systems Response	Reference(s)
<p>Disclosure 308-1 New suppliers that were screened using environmental criteria</p>	<p>308-1-a Percentage of new suppliers that were screened using environmental criteria.</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> Responsible business, pages 48-54 Responsible supply chain, page 53 	<p>2024 Annual Report BAE Systems website</p>

Section	Question	BAE Systems Response	Reference(s)
		<p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • 2025 UK Modern Slavery Act Response • Supplier Principles • Responsible supply chain Sustainability BAE Systems 	
<p>Disclosure 308-2 Negative environmental impacts in the supply chain and actions taken</p>	<p>308-2-a Number of suppliers assessed for environmental impacts.</p> <p>308-2b Number of suppliers identified as having significant actual and potential negative environmental impacts.</p> <p>308-2-c Significant actual and potential negative environmental impacts identified in the supply chain.</p> <p>308-2-d Percentage of suppliers identified as having significant actual and potential negative</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Responsible business, pages 48-54 • Responsible supply chain, page 53 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • 2025 UK Modern Slavery Act Response • Supplier Principles • Responsible supply chain Sustainability BAE Systems <p>We do not publicly disclose this information.</p> <p>We do not publicly disclose this information.</p> <p>We do not publicly disclose this information.</p>	<p>2024 Annual Report BAE Systems website</p>

Section	Question	BAE Systems Response	Reference(s)
	environmental impacts with which improvements were agreed upon as a result of assessment.		
	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.	This information can be found within our 2024 Annual Report: <ul style="list-style-type: none"> Our investment in people and communities, page 24 and within the below: <ul style="list-style-type: none"> ESG Performance Data 	BAE Systems website
	401-1-b Total number and rate of employee turnover during the reporting period, by age group, gender and region.	This information can be found within our 2024 Annual Report: <ul style="list-style-type: none"> Our investment in people and communities, page 24 and within the below: <ul style="list-style-type: none"> ESG Performance Data 	BAE Systems website
Disclosure 401-2	401-2-a	We do not differentiate between full-time and temporary employees.	2024 Annual Report

Section	Question	BAE Systems Response	Reference(s)
Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>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:</p> <ul style="list-style-type: none"> i. life insurance; ii. health care; iii. disability and invalidity coverage; iv. parental leave; v. retirement provision; vi. stock ownership; 	<p>Information on employee benefits can be found within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our business model, pages 10-11 • Our investment in our people and communities, pages 24-29 • Chair’s governance letter, page 68 • Our stakeholders and the work of the Board, pages 76-79 • Remuneration Committee report, pages 94-97 • Proposed new Remuneration policy, pages 101-107 • 2025 remuneration framework, page 108 <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> • Careers BAE Systems 	
	<p>401-2-b The definition used for ‘significant locations of operation’.</p>	<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"> • Where we operate 	
Disclosure 401-3 Parental leave	<p>401-3-a Total number of employees that were entitled to parental leave, by gender.</p>	<p>We do not publicly disclose this information.</p>	<p>2024 Annual Report BAE Systems website</p>
	<p>401-3-b Total number of employees that took parental leave, by gender.</p>	<p>We do not publicly disclose this information.</p>	
	<p>401-3-c</p>	<p>We do not publicly disclose this information.</p>	

Section	Question	BAE Systems Response	Reference(s)
	Total number of employees that returned to work in the reporting period after parental leave ended, by gender.		
	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.	

GRI 403: Occupational Health and Safety

Section	Question	BAE Systems Response	Reference(s)
Disclosure 403-1 Occupational health and safety management system	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;	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our investment in our people and communities, pages 24-29 • How we manage risk, pages 55-56 • Governance framework, pages 74-75 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Policy Summaries, Health and Safety Policy • Occupational Health and Safety factsheet 	<p>2024 Annual Report BAE Systems website</p>

Section	Question	BAE Systems Response	Reference(s)
	<p>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>Disclosure 403-2 Hazard identification, risk assessment, and incident investigation</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 workplaces are not covered.</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our investment in our people and communities, pages 24-29 • How we manage risk, pages 55-56 • Governance framework, pages 74-75 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Policy Summaries, Health and Safety Policy • Occupational Health and Safety factsheet 	<p>2024 Annual Report BAE Systems website</p>
	<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</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our investment in our people and communities, pages 24-29 • How we manage risk, pages 55-56 • Governance framework, pages 74-75 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Policy Summaries, Health and Safety Policy • Occupational Health and Safety factsheet 	

Section	Question	BAE Systems Response	Reference(s)
	<p>competency of persons who carry them out; ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system.</p> <p>403-2-b A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.</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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our investment in our people and communities, pages 24-29 • How we manage risk, pages 55-56 • Governance framework, pages 74-75 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Policy Summaries, Health and Safety Policy • Occupational Health and Safety factsheet • Code of Conduct • 2025 Human Rights Statement • 2025 UK Modern Slavery Act Response <p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our investment in our people and communities, pages 24-29 • How we manage risk, pages 55-56 • Governance framework, pages 74-75 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Policy Summaries, Health and Safety Policy • Occupational Health and Safety factsheet • Code of Conduct • 2025 Human Rights Statement • 2025 UK Modern Slavery Act Response 	<p>2024 Annual Report BAE Systems website</p> <p>2024 Annual Report BAE Systems website</p>

Section	Question	BAE Systems Response	Reference(s)
Disclosure 403-3 Occupational health services	<p>403-2-d</p> <p>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 and safety management system.</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our investment in our people and communities, pages 24-29 • How we manage risk, pages 55-56 • Governance framework, pages 74-75 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Policy Summaries, Health and Safety Policy • Occupational Health and Safety factsheet • Code of Conduct • 2025 Human Rights Statement • 2025 UK Modern Slavery Act Response 	<p>2024 Annual Report BAE Systems website</p>
	<p>403-3-a</p> <p>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>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our investment in our people and communities, pages 24-29 • Governance framework, pages 74-75 • Environmental, Social and Governance Committee report, pages 91-92 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Policy Summaries, Health and Safety Policy • Occupational Health and Safety factsheet • Safety and wellbeing webpage 	
Disclosure 403-4 Worker participation, consultation, and communication on	<p>403-4-a</p> <p>A description of the processes for worker participation and</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our investment in our people and communities, pages 24-29 • Governance framework, pages 74-75 • Our stakeholders and work of the Board page 76-79 	

Section	Question	BAE Systems Response	Reference(s)
occupational health and safety	<p>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> <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>	<ul style="list-style-type: none"> Environmental, Social and Governance Committee report, pages 91-92 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> Policy Summaries, Health and Safety Policy Occupational Health and Safety factsheet Safety and wellbeing webpage 	
Disclosure 403-5 Worker training on occupational health and safety	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	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> Our investment in our people and communities, pages 24-29 Governance framework, pages 74-75 Environmental, Social and Governance Committee report, pages 91-92 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> Policy Summaries, Health and Safety Policy Occupational Health and Safety factsheet Safety and wellbeing webpage 	<p>2024 Annual Report BAE Systems website</p>

Section	Question	BAE Systems Response	Reference(s)
<p>Disclosure 403-6 Promotion of worker health</p>	<p>activities, or hazardous situations.</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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our investment in our people and communities, pages 24-29 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Safety and wellbeing webpage • Occupational Health and Safety factsheet • Code of Conduct 	<p>2024 Annual Report BAE Systems website</p>
	<p>403-6-b 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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our investment in our people and communities, pages 24-29 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Safety and wellbeing webpage • Code of Conduct 	
<p>Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</p>	<p>403-7-a 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</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our investment in our people and communities, pages 24-29 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Safety and wellbeing webpage • Occupational Health and Safety factsheet • Code of Conduct 	

Section	Question	BAE Systems Response	Reference(s)
<p>Disclosure 403-8 Workers covered by an occupational health and safety management system</p>	<p>services by its business relationships, and the related hazards and risks.</p> <p>403-8-a If the organisation has implemented an occupational health and safety management system based on legal requirements and/or 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</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our investment in our people and communities, pages 24-29 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Safety and wellbeing webpage • Occupational Health and Safety factsheet 	<p>2024 Annual Report BAE Systems website</p>

Section	Question	BAE Systems Response	Reference(s)
Disclosure 403-9 Work-related injuries	<p>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>		2024 Annual Report BAE Systems website
	<p>403-8-b Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p>	<p>No workers are excluded from this disclosure.</p>	
	<p>403-8-c Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our investment in our people and communities, pages 24-29 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Safety and wellbeing webpage • Occupational Health and Safety factsheet • Basis of reporting 	
	<p>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);</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our investment in our people and communities, pages 24-29 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • ESG Performance Data 	2024 Annual Report BAE Systems website

Section	Question	BAE Systems Response	Reference(s)
	iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked.		2024 Annual Report BAE Systems website
	403-9-b For all workers who are not employees but whose work and/or workplace is controlled by the organisation: 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>We do not differentiate between employees and contractors when categorising work-related injuries.</p> <p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our investment in our people and communities, pages 24-29 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • ESG Performance Data 	
	403-9-c The work-related hazards that pose a risk of high-consequence injury, including:	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our investment in our people and communities, pages 24-29 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Safety and wellbeing webpage 	

Section	Question	BAE Systems Response	Reference(s)	
	<p>i. how these hazards have been determined; 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 minimize risks using the hierarchy of controls.</p>	<ul style="list-style-type: none"> • ESG Performance Data 		
	<p>403-9-d Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls.</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our investment in our people and communities, pages 24-29 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Safety and wellbeing webpage 		<p>2024 Annual Report BAE Systems website</p>
	<p>403-9-e Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.</p>	<p>This information can be found within the below:</p> <ul style="list-style-type: none"> • ESG Performance Data 		<p>2024 Annual Report BAE Systems website</p>
	<p>403-9-f Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p>	<p>No workers have been excluded from this disclosure.</p>		<p>2024 Annual Report BAE Systems website</p>
	<p>403-9-g Any contextual information necessary to understand</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our investment in our people and communities, pages 24-29 		<p>2024 Annual Report BAE Systems website</p>

Section	Question	BAE Systems Response	Reference(s)	
Disclosure 403-10 Work-related ill health	<p>how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	<p>Further information can be found within the below:</p> <ul style="list-style-type: none"> • Occupational Health and Safety factsheet • Basis of reporting 		
	<p>403-10-a For all employees: 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.</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our investment in our people and communities, pages 24-29 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Safety and wellbeing webpage • Occupational Health and Safety factsheet • ESG Performance Data 		<p>2024 Annual Report BAE Systems website</p>
	<p>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.</p>	<p>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.</p>		
	<p>403-10-c The work-related hazards that pose a risk of ill health, including:</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our investment in our people and communities, pages 24-29 <p>Further information can be found within the below:</p>		<p>2024 Annual Report BAE Systems website</p>

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

GRI 404: Training and Education

Section	Question	BAE Systems Response	Reference(s)
Disclosure 404-1	404-1-a	<p>This information can be found within the below:</p>	<p>BAE Systems website</p>

Section	Question	BAE Systems Response	Reference(s)
Average hours of training per year per employee	Average hours of training that the organisation's employees have undertaken during the reporting period, by: <ul style="list-style-type: none"> i. gender; ii. employee category. 	<ul style="list-style-type: none"> • ESG Performance Data • Learning and Development factsheet • Policy Summaries, People 	
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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our investment in our people and communities, pages 24-29 <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> • Learning and Development factsheet • Policy Summaries, People 	2024 Annual Report
	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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our investment in our people and communities, pages 24-29 <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> • Learning and Development factsheet • Policy Summaries, People 	2024 Annual Report BAE Systems website
	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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our investment in our people and communities, pages 24-29 	2024 Annual Report

GRI 405: Diversity and Equal Opportunity

Section	Question	BAE Systems Response	Reference(s)
<p>Disclosure 405-1 Diversity of governance bodies and employees</p>	<p>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>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our investment in our people and communities, pages 24-29 • Gender diversity, page 27 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • ESG Performance Data • UK Pay Gap Report 	<p>2024 Annual Report BAE Systems website</p>
	<p>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>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our investment in our people and communities, pages 24-29 • Gender diversity, page 27 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • ESG Performance Data • UK Pay Gap Report 	<p>2024 Annual Report BAE Systems website</p>
<p>Disclosure 405-2 Ratio of basic salary and remuneration of women to men</p>	<p>405-2-a Ratio of the basic salary and remuneration of women to men for each employee</p>	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Annual remuneration report, pages 109-125 <p>and in our UK Pay Gap Report.</p>	<p>2024 Annual Report BAE Systems website</p>

Section	Question	BAE Systems Response	Reference(s)
	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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our markets, pages 18-19 <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> • Where we operate 	<p>2024 Annual Report BAE Systems website</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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Ethics and compliance, page 52 	<p>2024 Annual Report</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 2024 Annual Report:</p> <ul style="list-style-type: none"> • Ethics and compliance, page 52 	<p>2024 Annual Report</p>

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 2024 Annual Report: <ul style="list-style-type: none"> Statutory and other regulatory information, page 127 and within our Code of Conduct .	2024 Annual Report
	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 2024 Annual Report: <ul style="list-style-type: none"> Statutory and other regulatory information, page 127 Further information can be found within the below: <ul style="list-style-type: none"> Supporting our employees Code of Conduct 	2024 Annual Report BAE Systems website

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:</p> <ul style="list-style-type: none"> 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>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our investment in our people and communities, page 28 <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> • Group Community Investment webpage • BAE Systems, Inc. Community Investment webpage • Policy Summaries, Community Investment • Community Investment factsheet 	<p>2024 Annual Report BAE Systems website</p>

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.		
	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 2024 Annual Report:</p> <ul style="list-style-type: none"> Responsible business, pages 48-54 <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> Climate and environment 	<p>2024 Annual Report BAE Systems website</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>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> Responsible supply chain, page 53 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> 2025 UK Modern Slavery Act Response Supplier Principles Responsible supply chain webpage 	<p>2024 Annual Report BAE Systems website</p>

Section	Question	BAE Systems Response	Reference(s)
Disclosure 414-2 Negative social impacts in the supply chain and actions taken	414-2-a Number of suppliers assessed for social impacts.	This information is included within our 2024 Annual Report: <ul style="list-style-type: none"> Responsible supply chain, page 53 Further information can be found within the below, and on our website: <ul style="list-style-type: none"> 2025 UK Modern Slavery Act Response Supplier Principles Responsible supply chain webpage 	2024 Annual Report BAE Systems website
	414-2-b Number of suppliers identified as having significant actual and potential negative social impacts.	This information is included within our 2024 Annual Report: <ul style="list-style-type: none"> Responsible supply chain, page 53 Further information can be found within the below, and on our website: <ul style="list-style-type: none"> 2025 UK Modern Slavery Act Response Supplier Principles Responsible supply chain webpage 	
	414-2-c Significant actual and potential negative social impacts identified in the supply chain.	This information is included within our 2024 Annual Report: <ul style="list-style-type: none"> Responsible supply chain, page 53 Further information can be found within the below, and on our website: <ul style="list-style-type: none"> 2025 UK Modern Slavery Act Response Supplier Principles Responsible supply chain webpage 	
	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.	We do not publicly disclose this information. Further information can be found within the below, and on our website: <ul style="list-style-type: none"> 2024 Annual Report, Responsible supply chain, page 53 2025 UK Modern Slavery Act Response Supplier Principles Responsible supply chain webpage 	

Section	Question	BAE Systems Response	Reference(s)
	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"> • 2024 Annual Report, Responsible supply chain, page 53 • 2025 UK Modern Slavery Act Response • Supplier Principles • Responsible supply chain webpage 	<p>2024 Annual Report BAE Systems website</p>

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 organisation by country and recipient/beneficiary.	<p>This information is included within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Statutory and other regulatory information, page 127 <p>Further information can be found within the below, and on our website:</p> <ul style="list-style-type: none"> • Policy Summaries • Lobbying, Political Donations and other Political Activity policy summary and lobbying factsheet • Code of Conduct 	<p>2024 Annual Report BAE Systems website</p>
	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)
<p>Disclosure 416-1 Assessment of the health and safety impacts of product and service categories</p>	<p>416-1-a Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.</p>	<p>We do not publicly disclose this information. Information on product safety can be found within the 2024 Annual Report:</p> <ul style="list-style-type: none"> • Our principal risks, Safety, page 62 <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> • Product Safety factsheet • Policy summaries, Product Safety • Sustainability Accounting Standards Board (SASB) disclosure 	<p>2024 Annual Report BAE Systems website</p>
<p>Disclosure 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services</p>	<p>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> <ol style="list-style-type: none"> i. incidents of non-compliance with 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. 	<p>We do not publicly disclose this information. Information on our ethics programme and total concerns raised can be found within our 2024 Annual Report:</p> <ul style="list-style-type: none"> • Ethics and compliance, page 52 <p>Further information on product safety can be found within the below:</p> <ul style="list-style-type: none"> • Product Safety factsheet • Policy summaries, Product Safety • Sustainability Accounting Standards Board (SASB) disclosure 	<p>2024 Annual Report BAE Systems website</p>

Section	Question	BAE Systems Response	Reference(s)
	416-2-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.	

GRI 417: Marketing and Labelling

Section	Question	BAE Systems Response	Reference(s)
Disclosure 417-1 Requirements for product and service information and labelling	417-1-a Whether each of the following types of information is required by the organisation's procedures for product and service information and labelling: 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;	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.	

Section	Question	BAE Systems Response	Reference(s)
	v. Other (explain).		
Disclosure 417-2 Incidents of non-compliance concerning product and service information and labelling	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.	
	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 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.	We do not publicly disclose this information.	
	417-2-b If the organisation has not identified any non-compliance with regulations and/or voluntary codes, a brief	We do not publicly disclose this information.	

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

Section	Question	BAE Systems Response	Reference(s)
	statement of this fact is sufficient.		

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.	2024 Annual Report BAE Systems website
	418-1-b Total number of identified leaks, thefts, or losses of customer data.	We do not publicly disclose this information.	2024 Annual Report

Section	Question	BAE Systems Response	Reference(s)
	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.	