


Dear Shareholder


I am writing to advise you that the Company's 2024 Annual Report and the Notice of Annual General Meeting are available to be viewed on the Company's website at:

 www.baesystems.com/reporting

the following link:

 <https://meetings.lumiconnect.com/100-876-520-326>

As the meeting will be optimised for an online experience, we will not be present in person, and we encourage you to join the meeting online as well. You can access the meeting via

If you are unable to attend the meeting either electronically or in person, but wish to vote by proxy, you can do so via Equiniti's website at: www.shareview.co.uk  using your Shareholder Reference Number (SRN) enclosed.

Simply click on the shareholder voting icon and use your shareholder reference number on the enclosed shareholder voting instruction card to access the voting system. Please note that your votes must be registered by no later than 9.30am on Friday, 2 May 2025. If your shares are held within SHAREport your instruction must be received by Equiniti Corporate Sponsored Nominee by 9.30am on Thursday, 1 May 2025.

Cressida Hogg CBE
Chair
18 March 2025

Please see the Notice of Meeting available at:

 www.baesystems.com/reporting for further details.

If you choose to attend in person, we will have a room available in Farnborough, Hampshire (at Hall 1, Farnborough International Exhibition and Conference Centre, Farnborough, Hampshire GU14 6TQ), which will be connected electronically to the meeting.

Please see the online guide on the inside of this card for further information about participating in the meeting online via the electronic platform. As set out in the online guide, access to the Lumi platform will be available half an hour before the meeting starts. The meeting reference number is: 100-876-520-326.

Important
information
enclosed

2025 Annual General Meeting attendance card

Annual General Meeting of BAE Systems plc to be held on Wednesday, 7 May 2025 at 9.30am. Details for attending online are set out below and overleaf.

BAE SYSTEMS

Shareholder Reference Number (SRN)

You can register your proxy appointment and voting instructions by going to Equiniti’s Shareview website, www.shareview.co.uk, and logging in to your Shareview Portfolio. To register for a Shareview Portfolio, go to www.shareview.co.uk and enter the requested information.

The Annual Report 2024 and the Notice of Annual General Meeting 2025, which contains the full wording of the resolutions and accompanying notes, can be found on the Company’s AGM website page:

 www.baesystems.com/reporting

If you are unable or do not wish to vote online, you can request a hard copy Proxy Card and Notice of Meeting by contacting our Registrars, Equiniti (0140), Aspect House, Spencer Road, Lancing, West Sussex BN99 6DA, United Kingdom on +44 (0)371 384 2044. Lines are open 8.30am to 5.30pm Monday to Friday, excluding public holidays in England and Wales.

Please note that your votes must be registered by no later than 9.00am on Friday, 2 May 2025. As set out in the enclosed Notification of Annual Report 2024 and Notice of Meeting 2025, the AGM will be digitally enabled and optimised for online attendance. If you wish to attend the AGM online via a PC, laptop, tablet or smartphone, please see the online guide overleaf which explains how to do this and includes the website address for meeting access. Registering the appointment of a proxy electronically and/or voting online will not preclude you from voting on the Resolutions at the meeting.

BAE Systems plc

6 Carlton Gardens
London
SW1Y 5AD
United Kingdom



www.baesystems.com

Registered in England and Wales,
No. 01470151

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Accessing the BAE Systems 2025 AGM digitally

Meeting ID: 100-876-520-326

Meeting access



<https://meetings.lumiconnect.com/100-876-520-326>

on your smartphone, tablet or computer.

You may be prompted to enter the Meeting ID shown above. You will then be required to enter your:

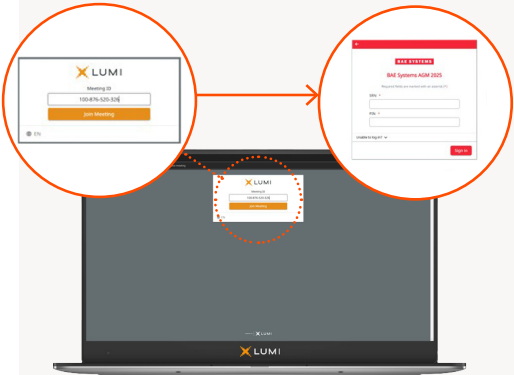
- Shareholder Reference Number (SRN). Your SRN is shown above.
- PIN (the first two and the last two digits of your SRN)

Access will be available half an hour prior to the start of the meeting. The meeting commences at 9.30am (UK time) on 7 May 2025. If you experience any difficulties, please contact Equiniti by emailing:

 hybrid.help@equiniti.com

stating your full name and postcode.

You will need the latest version of Chrome, Safari, Edge or Firefox. Please ensure your browser is compatible. An active internet connection is required at all times to participate in the meeting.

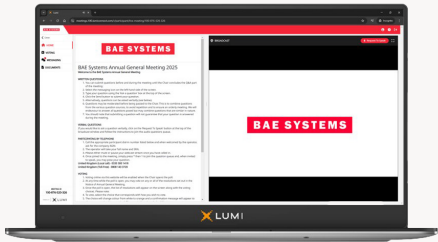


Home page and broadcast

If you are viewing the meeting on a mobile device and you would like to listen to the broadcast, press the broadcast icon at the bottom of the screen. If you are viewing the meeting on a computer, the broadcast will appear at the side automatically once the meeting has started.

Documents

Meeting documentation can be found within the documents tab in the navigation bar. Documents can be read within the platform.



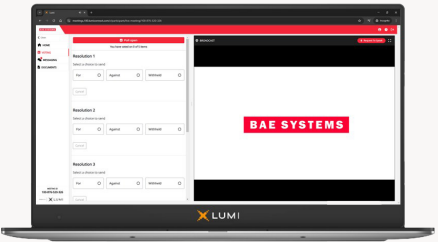
Voting

Once the voting has opened at the start of the AGM, the polling icon will appear on the navigation bar. From here, the resolutions and voting choices will be displayed.

To vote, simply select your voting direction from the options shown on screen.

A confirmation message will appear to show your vote has been received. To change your vote, simply select another direction. If you wish to cancel your vote, please press Cancel.

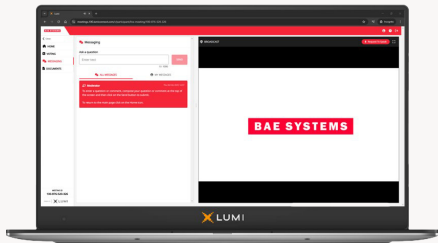
Once the Chair has opened voting, you can vote at any time during the meeting until the Chair closes the voting on the resolutions. At that point your last choice will be submitted. You will still be able to send messages and view the webcast whilst the poll is open.



Questions

Questions for the Board can be submitted to the Board on the day through the Lumi platform. Questions on the day can be submitted either as text via the Lumi messaging function or verbally via the teleconference. Details of how to access the teleconference will be provided on the day of the AGM once you are logged into the Lumi platform.

Questions will be moderated before being sent to the Chair. This is to avoid repetition and ensure the smooth running of the meeting. If multiple questions on the same topic are received, the Chair may choose to provide a single answer to address shareholder queries on the same topic.



Appointed proxies and corporate representatives

If you have been appointed as a proxy or corporate representative and plan to participate in the meeting online, please contact our registrar Equiniti by emailing hybrid.help@equiniti.com. Your unique SRN and PIN, which is required to access the

online meeting, will be provided once a valid proxy or letter of representation has been received (NB proxy/corporate representative appointments must be lodged with the registrar no later than 48 hours prior to the meeting date and start time please see the Notice of Meeting for further details).

To avoid delay accessing the online meeting, contact with Equiniti to obtain your unique SRN and PIN should be made at least 24 hours prior to the meeting date and time. Mailboxes are monitored 9.00am to 5.00pm Monday to Friday (excluding public holidays in England and Wales).