

18 February 2026

BAE Systems plc

Directorate Change and Change to Chair of Audit and Risk Committee

BAE Systems plc (the "Company") announces that Stephen Pearce has informed the Board of his intention to retire from his role as Non-Executive Director at the end of November 2026.

Cressida Hogg, Chair, said:

"I would like to thank Stephen for his contribution to the Board and his effective and efficient chairing of the Audit and Risk Committee. I have personally appreciated his support and perspective since becoming Chair. We wish him well with his other interests".

In preparation for his retirement from the Board, Stephen will step down as Chair of the Audit and Risk Committee at the conclusion of the Company's 2026 Annual General Meeting ("AGM"), due to be held on 7 May 2026. Subject to re-election at the Company's AGM, Stephen will remain a member of the Audit and Risk Committee to support the new Chair until such time as he steps down from the Board.

Subject to re-election at the Company's AGM, Angus Cockburn will succeed Stephen as Chair of the Audit and Risk Committee. Angus has been a member of this Committee since joining the Board in November 2023.

- ENDS -

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