

## 7. Employees and directors

The weekly average and year end numbers of employees, excluding those in equity accounted investments, were as follows:

|                                     | Weekly average         |   | At year end            |   |
|-------------------------------------|------------------------|---|------------------------|---|
|                                     | 2007<br>Number<br>'000 | Restated <sup>1</sup><br>2006<br>Number<br>'000 | 2007<br>Number<br>'000 | Restated <sup>1</sup><br>2006<br>Number<br>'000 |
| Electronics, Intelligence & Support | 31                     | 32  | 31                     | 32  |
| Land & Armaments                    | 16                     | 11  | 21                     | 12  |
| Programmes & Support                | 27                     | 26  | 27                     | 26  |
| International Businesses            | 7                      | 8   | 7                      | 7   |
| HQ & Other Businesses               | 2                      | 2   | 2                      | 2   |
|                                     | <b>83</b>              | 79  | <b>88</b>              | 79  |

1 restated following changes to the Group's organisational structure

The aggregate staff costs of Group employees, excluding employees of equity accounted investments, were:

|   | 2007<br>£m   | 2006<br>£m |
|---|--------------|------------|
| Wages and salaries  | 3,353        | 3,274      |
| Social security costs   | 269          | 271        |
| Share options granted to directors and employees – equity-settled | 18           | 21         |
| Share options granted to directors and employees – cash-settled   | 40           | 47         |
| Pension costs – defined contribution plans                        | 62           | 57         |
| Pension costs – defined benefit plans                             | 178          | 196        |
| US healthcare plans   | 4            | 2          |
|   | <b>3,924</b> | 3,868      |

The Group considers key management personnel as defined under IAS 24 Related Party Disclosures to be the members of the Group's Executive Committee and the Company's non-executive directors. Fuller disclosures on directors' remuneration are set out in the Remuneration report on pages 64 to 83. Total emoluments for directors and other key management personnel are £19,463,000 (2006 £23,095,000).