BAE Systems plc

	Details of the person discharging managerial responsibilities / person closely associated			
a)	Name	Bradley Greve		
2	Reason for the notification	on		
a)	Position/status	Group Finance Directo	pr	
b)	Initial notification /Amendment	Initial notification		
3	Details of the issuer, emi- platform, auctioneer or a		rket participant, auction	
a)	Name	BAE Systems plc		
b)	LEI	8SVCSVKSGDWMW2Q	ДНОН83	
4	Details of the transaction of instrument; (ii) each ty each place where transaction	pe of transaction; ((iii) each date; and (iv)	
		Oudinam, abausa of	2 Fe each in DAE Contains	
a)	Description of the financial instrument, type of instrument	plc	2.5p each in BAE Systems	
a)	instrument, type of	•	2.5p each in BAE Systems	
a) b)	instrument, type of instrument	plc GB0002634946	2.5p each in BAE Systems	
, i	instrument, type of instrument Identification code	plc GB0002634946 Purchase of Partnersh		
b)	instrument, type of instrument Identification code Nature of the transaction	plc GB0002634946 Purchase of Partnersh Share Incentive Plan Price(s)	volume(s)	
b)	instrument, type of instrument Identification code Nature of the transaction Price(s) and volume(s)	plc GB0002634946 Purchase of Partnersh Share Incentive Plan Price(s)	Volume(s)	
b)	instrument, type of instrument Identification code Nature of the transaction Price(s) and volume(s) Aggregated information	plc GB0002634946 Purchase of Partnersh Share Incentive Plan Price(s) £ 13.471313	Volume(s)	
b) c)	instrument, type of instrument Identification code Nature of the transaction Price(s) and volume(s) Aggregated information - Aggregated volume	Purchase of Partnersh Share Incentive Plan Price(s) £ 13.471313 Aggregated volume	Volume(s)	

1	Details of the person discharging managerial responsibilities / person
	closely associated

a)	Name	Bradley Greve	
2	Reason for the notification	on	
a)	Position/status	Group Finance Director	
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emi- platform, auctioneer or a		et participant, auction
a)	Name	BAE Systems plc	
b)	LEI	8SVCSVKSGDWMW2QH0	OH83
4	Details of the transaction of instrument; (ii) each ty each place where transactions	pe of transaction; (iii	i) each date; and (iv)
a)	Description of the financial instrument, type of instrument	Ordinary shares of 2. plc	5p each in BAE Systems
	Identification code	GB0002634946	
b)	Identification code Nature of the transaction		es under the BAE Systems
b) c)		Award of Matching share Share Incentive Plan	·
	Nature of the transaction	Award of Matching share	es under the BAE Systems Volume(s) 5
	Nature of the transaction	Award of Matching share Share Incentive Plan Price(s)	Volume(s)
c)	Nature of the transaction Price(s) and volume(s)	Award of Matching share Share Incentive Plan Price(s)	Volume(s)
c)	Nature of the transaction Price(s) and volume(s) Aggregated information	Award of Matching share Share Incentive Plan Price(s) Nil consideration	Volume(s)
c)	Nature of the transaction Price(s) and volume(s) Aggregated information - Aggregated volume	Award of Matching share Share Incentive Plan Price(s) Nil consideration Aggregated volume:	Volume(s)

1	Details of the person discharging managerial responsibilities / persons closely associated	
a)	Name	Karin Hoeing
2	Reason for the notification	on
a)	Position/status	Group ESG, Culture & Business Transformation Director
b)	Initial notification /Amendment	Initial notification
3	Details of the issuer, emi platform, auctioneer or a	ssion allowance market participant, auction uction monitor
a)	Name	BAE Systems plc
h)	LFT	8SVCSVKSGDWMW2OHOH83

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4	Details of the transaction of instrument; (ii) each ty each place where transac	pe of transaction; (iii)	each date; and (iv)
a)	Description of the financial instrument, type of instrument	Ordinary shares of 2.5pplc	each in BAE Systems
	Identification code	GB0002634946	
b)	Nature of the transaction	Purchase of Partnership sh Share Incentive Plan	ares under the BAE Systems
c)	Price(s) and volume(s)	Price(s) £ 13.471313	Volume(s)
d)	Aggregated information		
	- Aggregated volume	Aggregated volume: 10	0 shares
	- Price	£134.71	
e)	Date of the transaction	2024-04-15	
f)	Place of the transaction	XLON - London Stock Excha	ange

1	closely associated	
a)	Name	Karin Hoeing
2	Reason for the notification	n
a)	Position/status	Group ESG, Culture & Business Transformation Director
b)	Initial notification /Amendment	Initial notification
3	Details of the issuer, emis platform, auctioneer or a	ssion allowance market participant, auction uction monitor
a)	Name	BAE Systems plc
b)	LEI	8SVCSVKSGDWMW2QHOH83
4	of instrument; (ii) each ty	(s): section to be repeated for (i) each type yee of transaction; (iii) each date; and (iv) tions have been conducted
a)	Description of the financial instrument, type of instrument	Ordinary shares of 2.5p each in BAE Systems plc
	Identification code	GB0002634946
b)	Nature of the transaction	Award of Matching shares under the BAE Systems Share Incentive Plan

c)	Price(s) and volume(s)	Price(s) Nil consideration	Volume(s)
d)	Aggregated information - Aggregated volume - Price	Aggregated volume: 5 £0.00	shares
e)	Date of the transaction	2024-04-15	
f)	Place of the transaction	Outside of a trading venue shares)	(sourced from Treasury

1	Details of the person discha closely associated	rging managerial respo	nsibilities / person
a)	Name	Edward Gelsthorpe	
2	Reason for the notification	,	
a)	Position/status	Group General Counsel	
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emissi platform, auctioneer or auct		articipant, auction
a)	Name	BAE Systems plc	
b)	LEI	8SVCSVKSGDWMW2QHOH8	3
4	Details of the transaction(s) instrument; (ii) each type of place where transactions ha	transaction; (iii) each	
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of 2.5p GB0002634946	each in BAE Systems plc
b)	Nature of the transaction	Purchase of Partnership sha Share Incentive Plan	res under the BAE Systems
c)	Price(s) and volume(s)	Price(s) £ 13.471313	Volume(s)
d)	Aggregated information		
	- Aggregated volume	Aggregated volume: 11	shares
	- Price	£148.18	
e)	Date of the transaction	2024-04-15	

f)	Place of the transaction	XLON - London Stock Exchange

	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Edward Gelsthorpe	
2	Reason for the notification	on	
a)	Position/status	Group General Counsel	
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emi platform, auctioneer or a		ket participant, auction
a)	Name	BAE Systems plc	
b)	LEI	8SVCSVKSGDWMW2QH	OH83
4	Details of the transaction instrument; (ii) each type place where transactions	of transaction; (iii)	
a)	Description of the financial instrument, type of instrument	Ordinary shares of 2	.5p each in BAE Systems plc
	Identification code	GB0002634946	
b)			es under the BAE Systems Share
b)	Identification code	Award of Matching shar	es under the BAE Systems Share Volume(s) 5
,	Identification code Nature of the transaction	Award of Matching shar Incentive Plan Price(s)	Volume(s)
c)	Identification code Nature of the transaction Price(s) and volume(s)	Award of Matching shar Incentive Plan Price(s)	Volume(s)
c)	Identification code Nature of the transaction Price(s) and volume(s) Aggregated information	Award of Matching shar Incentive Plan Price(s) Nil consideration	Volume(s)
c)	Identification code Nature of the transaction Price(s) and volume(s) Aggregated information - Aggregated volume	Award of Matching shar Incentive Plan Price(s) Nil consideration Aggregated volume:	Volume(s)

1	Details of the person disch closely associated	arging managerial responsibilities / person
a)	Name	Charles Woodburn
2	Reason for the notification	

a)	Position/status	Chief Executive and Di	rector	
b)	Initial notification /Amendment	Initial notification		
3	Details of the issuer, emi- platform, auctioneer or a		rket participant, auction	
a)	Name	BAE Systems plc	BAE Systems plc	
b)	LEI	8SVCSVKSGDWMW2Q	рНОН83	
4		of transaction; (iii)	epeated for (i) each type of) each date; and (iv) each ed	
a)	Description of the financial instrument, type of instrument		2.5p each in BAE Systems plc	
	Identification code	GB0002634946		
l- \	Nature of the transaction	Purchase of Partnership shares under the BAE Systems Share Incentive Plan		
D)	Nature of the transaction		ip states under the BAE Systems	
b) c)	Price(s) and volume(s)		Volume(s)	
		Share Incentive Plan		
c)		Share Incentive Plan Price(s)	Volume(s)	
	Price(s) and volume(s)	Share Incentive Plan Price(s)	Volume(s)	
c)	Price(s) and volume(s) Aggregated information	Share Incentive Plan Price(s) £ 13.471313	Volume(s)	
c)	Price(s) and volume(s) Aggregated information - Aggregated volume	Share Incentive Plan Price(s) £ 13.471313 Aggregated volume	Volume(s)	

1	Details of the person disch closely associated	arging managerial responsibilities / person
a)	Name	Charles Woodburn
2	Reason for the notification	
a)	Position/status	Chief Executive and Director
b)	Initial notification /Amendment	Initial notification
3	Details of the issuer, emissiplatform, auctioneer or au	sion allowance market participant, auction ction monitor
a)	Name	BAE Systems plc
b)	LEI	8SVCSVKSGDWMW2QHOH83
4	Details of the transaction(s): section to be repeated for (i) each type of

	instrument; (ii) each type place where transactions		h date; and (iv) each
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of 2.5p	each in BAE Systems plc
b)	Nature of the transaction	Award of Matching shares u Incentive Plan	nder the BAE Systems Share
с)	Price(s) and volume(s)	Price(s) Nil consideration	Volume(s)
d)	Aggregated information		
	- Aggregated volume - Price	Aggregated volume: 5 s	hares
e)	Date of the transaction	2024-04-15	
f)	Place of the transaction	Outside of a trading venue (sourced from Treasury shares)

1	Details of the person disch closely associated	arging managerial responsibilities / person
a)	Name	Tania Gandamihardja
2	Reason for the notification	
a)	Position/status	Group Human Resources Director
b)	Initial notification /Amendment	Initial notification
3	Details of the issuer, emissiplatform, auctioneer or au	sion allowance market participant, auction ction monitor
a)	Name	BAE Systems plc
b)	LEI	8SVCSVKSGDWMW2QHOH83
4		s): section to be repeated for (i) each type of of transaction; (iii) each date; and (iv) each nave been conducted
a)	Description of the financial instrument, type of instrument	Ordinary shares of 2.5p each in BAE Systems plc
	Identification code	GB0002634946
b)	Nature of the transaction	Purchase of Partnership shares under the BAE Systems Share Incentive Plan
c)	Price(s) and volume(s)	· · · · · · · · · · · · · · · · · · ·

		Price(s)	Volume(s)
		£ 13.471313	11
d)	Aggregated information		
	- Aggregated volume	Aggregated volume: 11	shares
	- Price	£148.18	
e)	Date of the transaction	2024-04-15	
f)	Place of the transaction	XLON - London Stock Exchar	nge

1	Details of the person disc closely associated	harging managerial res	ponsibilities / person
a)	Name	Tania Gandamihardja	
2	Reason for the notification	on	
a)	Position/status	Group Human Resources Di	rector
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emis platform, auctioneer or a		participant, auction
a)	Name	BAE Systems plc	
b)	LEI	8SVCSVKSGDWMW2QHOH8	33
4	Details of the transaction instrument; (ii) each type place where transactions	of transaction; (iii) eac	
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of 2.5p GB0002634946	each in BAE Systems plc
b)	Nature of the transaction	Award of Matching shares u Incentive Plan	under the BAE Systems Share
c)	Price(s) and volume(s)	Price(s) Nil consideration	Volume(s)
d)	Aggregated information		
	- Aggregated volume	Aggregated volume: 5	shares
	- Price	£0.00	
		2024-04-15	

f)	Place of the transaction	Outside of a trading venue (sourced from Treasury shares)

_			
1	Details of the person disch closely associated		ponsibilities / person
a)	Name	Julian Cracknell	
2	Reason for the notification	1	
a)	Position/status	Chief Technology & Informa	ation Officer
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emis platform, auctioneer or au		participant, auction
a)	Name	BAE Systems plc	
b)	LEI	8SVCSVKSGDWMW2QHOH8	33
4	Details of the transaction(instrument; (ii) each type place where transactions	of transaction; (iii) eac	
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of 2.5p GB0002634946	each in BAE Systems plc
b)	Nature of the transaction	Purchase of Partnership sha Share Incentive Plan	ares under the BAE Systems
c)	Price(s) and volume(s)		_
		Price(s)	Volume(s)
		£ 13.471313	11
d)	Aggregated information		
	- Aggregated volume	Aggregated volume: 11	shares
	- Price	£148.18	
e)	Date of the transaction	2024-04-15	
f)	Place of the transaction	XLON - London Stock Excha	nge
	i.	1	

1	Details of the person disch closely associated	arging managerial responsibilities / person
a)	Name	Julian Cracknell
2	Reason for the notification	
a)	Position/status	Chief Technology & Information Officer
b)	Initial notification /Amendment	Initial notification

3	Details of the issuer, emi- platform, auctioneer or a		ket participant, auction
a)	Name	BAE Systems plc	
b)	LEI	8SVCSVKSGDWMW2Q	HOH83
4	Details of the transaction instrument; (ii) each type place where transactions	of transaction; (iii)	
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of 2 GB0002634946	2.5p each in BAE Systems plc
b)	Nature of the transaction	Award of Matching sha Incentive Plan	ares under the BAE Systems Share
c)	Price(s) and volume(s)	Price(s) Nil consideration	Volume(s) 5
d)	Aggregated information		
	- Aggregated volume - Price	Aggregated volumes	: 5 shares
e)	Date of the transaction	2024-04-15	
f)	Place of the transaction	Outside of a trading ve	nue (sourced from Treasury shares)

1	closely associated	narging managerial responsibilities / person
a)	Name	Caitlyn Hayden
2	Reason for the notification	n
a)	Position/status	Group Communications Director
b)	Initial notification /Amendment	Initial notification
3	Details of the issuer, emis platform, auctioneer or a	ssion allowance market participant, auction uction monitor
a)	Name	BAE Systems pic
b)	LEI	8SVCSVKSGDWMW2QHOH83
4		(s): section to be repeated for (i) each type of of transaction; (iii) each date; and (iv) each have been conducted
a)	Description of the financial	Ordinary shares of 2.5p each in BAE Systems plc

-,	instrument, type of instrument Identification code	GB0002634946	
b)	Nature of the transaction	Purchase of Partnership sha Share Incentive Plan	res under the BAE Systems
c)	Price(s) and volume(s)	Price(s) £ 13.471313	Volume(s)
d)	Aggregated information - Aggregated volume - Price	Aggregated volume: 22 £296.37	shares
e)	Date of the transaction	2024-04-15	
f)	Place of the transaction	XLON - London Stock Excha	nge

1	Details of the person disc closely associated	harging managerial responsibilities / person
	Name	Caitlyn Hayden
	Reason for the notification	n
	Position/status	Group Communications Director
1	Initial notification /Amendment	Initial notification
	Details of the issuer, emi- platform, auctioneer or a	ssion allowance market participant, auction uction monitor
	Name	BAE Systems plc
	LEI	8SVCSVKSGDWMW2QHOH83
		(s): section to be repeated for (i) each type of of transaction; (iii) each date; and (iv) each have been conducted
)	instrument; (ii) each type	of transaction; (iii) each date; and (iv) each
	instrument; (ii) each type place where transactions Description of the financial instrument, type of instrument	of transaction; (iii) each date; and (iv) each have been conducted Ordinary shares of 2.5p each in BAE Systems plc

		Nil consideration 14
d)	Aggregated information	
	- Aggregated volume	Aggregated volume: 14 shares
	- Price	£0.00
e)	Date of the transaction	2024-04-15
f)	Place of the transaction	Outside of a trading venue (sourced from Treasury shares)

1	Details of the person disc closely associated	charging managerial res	sponsibilities / person			
a)	Name	Andrea Thompson				
2	Reason for the notification					
a)	Position/status	Group Managing Director, Digital Intelligence				
b)	Initial notification /Amendment	Initial notification				
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor					
a)	Name	BAE Systems plc				
b)	LEI	8SVCSVKSGDWMW2QHOH83				
4	Details of the transaction instrument; (ii) each type place where transactions	of transaction; (iii) ea				
		nave been conducted				
a)	Description of the financial instrument, type of instrument Identification code		o each in BAE Systems plc			
a) b)	Description of the financial instrument, type of instrument	Ordinary shares of 2.5p GB0002634946	o each in BAE Systems plc nares under the BAE Systems			
	Description of the financial instrument, type of instrument Identification code	Ordinary shares of 2.5p GB0002634946 Purchase of Partnership sh				
b)	Description of the financial instrument, type of instrument Identification code Nature of the transaction	Ordinary shares of 2.5p GB0002634946 Purchase of Partnership sh Share Incentive Plan Price(s)	volume(s)			
b)	Description of the financial instrument, type of instrument Identification code Nature of the transaction Price(s) and volume(s)	Ordinary shares of 2.5p GB0002634946 Purchase of Partnership sh Share Incentive Plan Price(s)	Volume(s)			
b)	Description of the financial instrument, type of instrument Identification code Nature of the transaction Price(s) and volume(s) Aggregated information	Ordinary shares of 2.5p GB0002634946 Purchase of Partnership sh Share Incentive Plan Price(s) £ 13.471313	Volume(s)			

f)	Place of the transaction	XLON - London Stock Exchange

1	Details of the person discharging managerial responsibilities / person closely associated				
a)	Name	Andrea Thompson			
2	Reason for the notification				
a)	Position/status	Group Managing Director, Digital Intelligence			
b)	Initial notification /Amendment	Initial notification			
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor				
a)	Name	BAE Systems plc			
b)	LEI	8SVCSVKSGDWMW2QHOH83			
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted				
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of 2.5p each in BAE Systems plc GB0002634946			
b)	Nature of the transaction	Award of Matching shares under the BAE Systems Share Incentive Plan			
c)	Price(s) and volume(s)	Price(s) Nil consideration	Volume(s)		
d)	Aggregated information				
	- Aggregated volume	Aggregated volume: 5 shares			
	- Price	£0.00			
e)	Date of the transaction	2024-04-15			
f)	Place of the transaction	Outside of a trading venue (sourced from Treasury shares)			

17 April 2024

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