

**BAE Systems plc**

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>					
a)	Name	Bradley Greve				
<b>2</b>	<b>Reason for the notification</b>					
a)	Position/status	Group Finance Director				
b)	Initial notification /Amendment	Initial notification				
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>					
a)	Name	BAE Systems plc				
b)	LEI	8SVCSVKSGDWMW2QHOH83				
<b>4</b>	<b>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</b>					
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	Purchase of Partnership shares under the BAE Systems Share Incentive Plan				
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>£ 13.5356</td> <td>11</td> </tr> </tbody> </table>	Price(s)	Volume(s)	£ 13.5356	11
Price(s)	Volume(s)					
£ 13.5356	11					
d)	Aggregated information  - Aggregated volume  - Price	Aggregated volume: 11 shares  £148.89				
e)	Date of the transaction	2024-05-14				
f)	Place of the transaction	XLON - London Stock Exchange				

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>	
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a)	Name	Bradley Greve					
<b>2</b>	<b>Reason for the notification</b>						
a)	Position/status	Group Finance Director					
b)	Initial notification /Amendment	Initial notification					
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>						
a)	Name	BAE Systems plc					
b)	LEI	8SVCSVKSGDWMW2QHOH83					
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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)	<table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>Nil consideration</td> <td>5</td> </tr> </tbody> </table>		Price(s)	Volume(s)	Nil consideration	5
Price(s)	Volume(s)						
Nil consideration	5						
d)	Aggregated information  - Aggregated volume  - Price	Aggregated volume: 5 shares  £0.00					
e)	Date of the transaction	2024-05-14					
f)	Place of the transaction	Outside of a trading venue (sourced from Treasury shares)					

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>		
a)	Name	Karin Hoeing	
<b>2</b>	<b>Reason for the notification</b>		
a)	Position/status	Group ESG, Culture & Business Transformation Director	
b)	Initial notification /Amendment	Initial notification	
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>		
a)	Name	BAE Systems plc	
b)	LEI	8SVCSVKSGDWMW2QHOH83	

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c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>£ 13.5356</td> <td>10</td> </tr> </tbody> </table>	Price(s)	Volume(s)	£ 13.5356	10
Price(s)	Volume(s)					
£ 13.5356	10					
d)	Aggregated information  - Aggregated volume  - Price	Aggregated volume: 10 shares  £135.36				
e)	Date of the transaction	2024-05-14				
f)	Place of the transaction	XLON - London Stock Exchange				

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>	
a)	Name	Karin Hoeing
<b>2</b>	<b>Reason for the notification</b>	
a)	Position/status	Group ESG, Culture & Business Transformation Director
b)	Initial notification /Amendment	Initial notification
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>	
a)	Name	BAE Systems plc
b)	LEI	8SVCSVKSGDWMW2QHOH83
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b)	Nature of the transaction	Award of Matching shares under the BAE Systems Share Incentive Plan

c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Nil consideration	5
d)	Aggregated information  - Aggregated volume  - Price	Aggregated volume: 5 shares  £0.00	
e)	Date of the transaction	2024-05-14	
f)	Place of the transaction	Outside of a trading venue (sourced from Treasury shares)	

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>		
a)	Name	Edward Gelsthorpe	
<b>2</b>	<b>Reason for the notification</b>		
a)	Position/status	Group General Counsel	
b)	Initial notification /Amendment	Initial notification	
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>		
a)	Name	BAE Systems plc	
b)	LEI	8SVC5VKSGDWMW2QHOH83	
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d)	Aggregated information  - Aggregated volume	Aggregated volume: 11 shares £148.89	

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e)	Date of the transaction	2024-05-14
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<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>					
a)	Name	Charles Woodburn				
<b>2</b>	<b>Reason for the notification</b>					
a)	Position/status	Chief Executive and Director				
b)	Initial notification /Amendment	Initial notification				
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>					
a)	Name	BAE Systems plc				
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Price(s)	Volume(s)					
£ 13.5356	11					
d)	Aggregated information  - Aggregated volume  - Price	Aggregated volume: 11 shares  £148.89				
e)	Date of the transaction	2024-05-14				
f)	Place of the transaction	XLON - London Stock Exchange				

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a)	Name	Charles Woodburn
<b>2</b>	<b>Reason for the notification</b>	
a)	Position/status	Chief Executive and Director
b)	Initial notification /Amendment	Initial notification
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>	
a)	Name	BAE Systems plc

b)	LEI	8SVCSVKSGDWMW2QHOH83				
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Price(s)	Volume(s)					
Nil consideration	5					
d)	Aggregated information  - Aggregated volume  - Price	Aggregated volume: 5 shares  £0.00				
e)	Date of the transaction	2024-05-14				
f)	Place of the transaction	Outside of a trading venue (sourced from Treasury shares)				

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>	
a)	Name	Tania Gandamihardja
<b>2</b>	<b>Reason for the notification</b>	
a)	Position/status	Group Human Resources Director
b)	Initial notification /Amendment	Initial notification
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>	
a)	Name	BAE Systems plc
b)	LEI	8SVCSVKSGDWMW2QHOH83
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d)	Aggregated information	<p>- Aggregated volume</p> <p>- Price</p> <p>Aggregated volume: 11 shares</p> <p>£148.89</p>				
e)	Date of the transaction	2024-05-14				
f)	Place of the transaction	XLON - London Stock Exchange				

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>					
a)	Name	Tania Gandamihardja				
<b>2</b>	<b>Reason for the notification</b>					
a)	Position/status	Group Human Resources Director				
b)	Initial notification /Amendment	Initial notification				
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>					
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Price(s)	Volume(s)					
Nil consideration	5					
d)	Aggregated information	<p>- Aggregated volume</p> <p>- Price</p> <p>Aggregated volume: 5 shares</p> <p>£ 0.00</p>				



	FILE	£0.00
e)	Date of the transaction	2024-05-14
f)	Place of the transaction	Outside of a trading venue (sourced from Treasury shares)

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>					
a)	Name	Julian Cracknell				
<b>2</b>	<b>Reason for the notification</b>					
a)	Position/status	Chief Technology & Information Officer				
b)	Initial notification /Amendment	Initial notification				
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>					
a)	Name	BAE Systems plc				
b)	LEI	8SVCSVKSGDWMW2QHOH83				
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Price(s)	Volume(s)					
£ 13.5356	12					
d)	Aggregated information  - Aggregated volume  - Price	Aggregated volume: 12 shares  £162.43				
e)	Date of the transaction	2024-05-14				
f)	Place of the transaction	XLON - London Stock Exchange				

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>	
a)	Name	Julian Cracknell
<b>2</b>	<b>Reason for the notification</b>	

a)	Position/status	Chief Technology & Information Officer					
b)	Initial notification /Amendment	Initial notification					
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>						
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e)	Date of the transaction	2024-05-14					
f)	Place of the transaction	Outside of a trading venue (sourced from Treasury shares)					

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>		
a)	Name	Caitlyn Hayden	
<b>2</b>	<b>Reason for the notification</b>		
a)	Position/status	Group Communications Director	
b)	Initial notification /Amendment	Initial notification	
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>		
a)	Name	BAE Systems plc	
b)	LEI	8SVCSVKSGDWMW2QHOH83	
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e)	Date of the transaction	2024-05-14				
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<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>					
a)	Name	Caitlyn Hayden				
<b>2</b>	<b>Reason for the notification</b>					
a)	Position/status	Group Communications Director				
b)	Initial notification /Amendment	Initial notification				
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>					
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		Nil consideration	5
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e)	Date of the transaction	2024-05-14	
f)	Place of the transaction	Outside of a trading venue (sourced from Treasury shares)	

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>						
a)	Name	Gabrielle Costigan					
<b>2</b>	<b>Reason for the notification</b>						
a)	Position/status	Group Managing Director, Business Development					
b)	Initial notification /Amendment	Initial notification					
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>						
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a)	Name	Gabrielle Costigan				
<b>2</b>	<b>Reason for the notification</b>					
a)	Position/status	Group Managing Director, Business Development				
b)	Initial notification /Amendment	Initial notification				
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<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>	
a)	Name	Andrea Thompson
<b>2</b>	<b>Reason for the notification</b>	
a)	Position/status	Group Managing Director, Digital Intelligence
b)	Initial notification /Amendment	Initial notification
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction</b>	

	<b>platform, auctioneer or auction monitor</b>					
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a)	Name	Andrea Thompson
<b>2</b>	<b>Reason for the notification</b>	
a)	Position/status	Group Managing Director, Digital Intelligence
b)	Initial notification /Amendment	Initial notification
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>	
a)	Name	BAE Systems plc
b)	LEI	8SVCSVKSGDWMW2QHOH83
<b>4</b>	<b>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</b>	
a)	Description of the financial instrument, type of instrument	Ordinary shares of 2.5p each in BAE Systems plc  GB0002634946

	Identification code	DSHUNSSUVAAR				
b)	Nature of the transaction	Award of Matching shares under the BAE Systems Share Incentive Plan				
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>Nil consideration</td> <td>5</td> </tr> </tbody> </table>	Price(s)	Volume(s)	Nil consideration	5
Price(s)	Volume(s)					
Nil consideration	5					
d)	Aggregated information	<p>- Aggregated volume</p> <p>- Price</p>				
		<p>Aggregated volume: 5 shares</p> <p>£0.00</p>				
e)	Date of the transaction	2024-05-14				
f)	Place of the transaction	Outside of a trading venue (sourced from Treasury shares)				

**16 May 2024**

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