## **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 Director	
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	8SVCSVKSGDWMW2QH0	OH83
4	of instrument; (ii) each ty	n(s): section to be repeated for (i) each type ype of transaction; (iii) each date; and (iv) ctions have been conducted	
	Description of the financial	Ordinant charge of 2	En each in BAE Cyctoms
a)	instrument, type of instrument	plc	5p each in BAE Systems
a)	instrument, type of	•	op each in dae systems
a) b)	instrument, type of instrument	plc GB0002634946	shares under the BAE Systems
b)	instrument, type of instrument  Identification code	plc GB0002634946  Purchase of Partnership	,
b)	instrument, type of instrument  Identification code  Nature of the transaction	plc  GB0002634946  Purchase of Partnership Share Incentive Plan  Price(s)	shares under the BAE Systems  Volume(s)
, i	instrument, type of instrument  Identification code  Nature of the transaction  Price(s) and volume(s)  Aggregated information  - Aggregated volume	plc  GB0002634946  Purchase of Partnership Share Incentive Plan  Price(s) £ 13.3428  Aggregated volume:	shares under the BAE Systems  Volume(s)  11
b)	instrument, type of instrument  Identification code  Nature of the transaction  Price(s) and volume(s)  Aggregated information	plc  GB0002634946  Purchase of Partnership Share Incentive Plan  Price(s)  £ 13.3428	shares under the BAE Systems  Volume(s)  11
b) c)	instrument, type of instrument  Identification code  Nature of the transaction  Price(s) and volume(s)  Aggregated information  - Aggregated volume	plc  GB0002634946  Purchase of Partnership Share Incentive Plan  Price(s) £ 13.3428  Aggregated volume:	shares under the BAE Systems  Volume(s)  11

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

a)	Name	Bradley Greve	
2	Reason for the notification		
a)	Position/status	Group Finance Directo	r
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		rket participant, auction
a)	Name	BAE Systems plc	
b)	LEI	8SVCSVKSGDWMW2Q	PHOH83
4	of instrument; (ii) each ty	etails of the transaction(s): section to be repeated for (i) each type instrument; (ii) each type of transaction; (iii) each date; and (iv) ach place where transactions have been conducted	
a)	Description of the financial instrument, type of instrument	Ordinary shares of plc	2.5p each in BAE Systems
	Identification code	GB0002634946	
b)	Nature of the transaction		ares under the BAE Systems
b)		Award of Matching sha	ares under the BAE Systems  Volume(s)
	Nature of the transaction	Award of Matching sha Share Incentive Plan	
	Nature of the transaction	Award of Matching sha Share Incentive Plan Price(s)	Volume(s)
c)	Nature of the transaction  Price(s) and volume(s)	Award of Matching sha Share Incentive Plan Price(s)	Volume(s)
c)	Nature of the transaction  Price(s) and volume(s)  Aggregated information	Award of Matching sha Share Incentive Plan  Price(s)  0.00	Volume(s)
c)	Nature of the transaction  Price(s) and volume(s)  Aggregated information  - Aggregated volume	Award of Matching sha Share Incentive Plan  Price(s)  0.00  Aggregated volume	Volume(s)

1	Details of the person discharging managerial responsibilities / per closely associated	
a)	Name	Karin Hoeing
2	Reason for the notification	
a)	Position/status	Group ESG, Culture & Business Transformation Director
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
h)	LFT	8SVCSVKSGDWMW2OHOH83

~,		
4	of instrument; (ii) each ty	(s): section to be repeated for (i) each type ype 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	Purchase of Partnership shares under the BAE Systems Share Incentive Plan
c)	Price(s) and volume(s)	Price(s) Volume(s) £ 13.3428 11
d)	Aggregated information	
	- Aggregated volume	Aggregated volume: 11 shares
	- Price	£146.77
e)	Date of the transaction	2024-06-14
f)	Place of the transaction	XLON - London Stock Exchange

1 Details of the person discharging managerial responsibilities closely associated		harging managerial responsibilities / person
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) 0.00	Volume(s)
d)	Aggregated information  - Aggregated volume  - Price	Aggregated volume: 5 £0.00	shares
e)	Date of the transaction	2024-06-14	
f)	Place of the transaction	Outside of a trading venue shares)	(sourced from Treasury

1	Details of the person disc closely associated	nai yiny manageriai res	ponsibilities / 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, emi- platform, auctioneer or a		participant, auction
a)	Name	BAE Systems plc	
b)	LEI	8SVCSVKSGDWMW2QHOH8	83
4	Details of the transaction	(s): section to be repea	ted for (i) each type o
4	Details of the transaction instrument; (ii) each type place where transactions	e of transaction; (iii) eac have been conducted	ch date; and (iv) each
<b>4</b> a)	instrument; (ii) each type	e of transaction; (iii) eac have been conducted	
	instrument; (ii) each type place where transactions  Description of the financial instrument, type of	e of transaction; (iii) eac have been conducted	ch date; and (iv) each
	instrument; (ii) each type place where transactions  Description of the financial instrument, type of instrument	Ordinary shares of 2.5p  GB0002634946	ch date; and (iv) each
a) b)	instrument; (ii) each type place where transactions  Description of the financial instrument, type of instrument  Identification code	Ordinary shares of 2.5p  GB0002634946  Purchase of Partnership shares	each in BAE Systems pla
a) b)	instrument; (ii) each type place where transactions  Description of the financial instrument, type of instrument  Identification code  Nature of the transaction	Ordinary shares of 2.5p  GB0002634946  Purchase of Partnership share Share Incentive Plan	each in BAE Systems place
a)	instrument; (ii) each type place where transactions  Description of the financial instrument, type of instrument  Identification code  Nature of the transaction	Ordinary shares of 2.5p  GB0002634946  Purchase of Partnership share Incentive Plan  Price(s)	each in BAE Systems ploares under the BAE Systems  Volume(s)

	- Price	
e)	Date of the transaction	2024-06-14
f)	Place of the transaction	XLON - London Stock Exchange

1		charging manageria	responsibilities / person
a)	Name	Edward Gelsthorpe	
2	Reason for the notification		
a)	Position/status	Group General Counse	el
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	8SVCSVKSGDWMW2Q	QHOH83
4		ion(s): section to be repeated for (i) each type of ype of transaction; (iii) each date; and (iv) each ons have been conducted	
a)	Description of the financial instrument, type of instrument  Identification code	Ordinary shares of GB0002634946	2.5p each in BAE Systems plc
b)	Nature of the transaction	Award of Matching sh Incentive Plan	ares under the BAE Systems Share
b)	Nature of the transaction  Price(s) and volume(s)		Volume(s)
		Incentive Plan  Price(s)	Volume(s)
c)	Price(s) and volume(s)	Incentive Plan  Price(s)	Volume(s)
c)	Price(s) and volume(s)  Aggregated information	Incentive Plan  Price(s)  0.00	Volume(s)
c)	Price(s) and volume(s)  Aggregated information  - Aggregated volume	Incentive Plan  Price(s)  0.00  Aggregated volume	Volume(s)

1)	<b>closely associated</b> Name	Charles Woodburn		
2	Reason for the notification	on		
a)	Position/status	Chief Executive and Direct	or	
b)	Initial notification /Amendment	Initial notification		
3	Details of the issuer, emis platform, auctioneer or a		et participant, auction	
a)	Name	BAE Systems plc		
b)	LEI	8SVCSVKSGDWMW2QHOI	H83	
4		(s): section to be repeated for (i) each type of of transaction; (iii) each date; and (iv) each have been conducted		
-/	Description of the financial	Ordinary shares of 2.5p each in BAE Systems plc		
a)	instrument, type of instrument			
a)	instrument, type of instrument  Identification code	GB0002634946		
,	instrument		nares under the BAE Systems	
b)	instrument  Identification code	Purchase of Partnership s Share Incentive Plan		
a) b) c)	Identification code  Nature of the transaction	Purchase of Partnership s	volume(s)	
b)	instrument  Identification code  Nature of the transaction  Price(s) and volume(s)	Purchase of Partnership si Share Incentive Plan Price(s)	Volume(s)	
b) c)	Identification code  Nature of the transaction	Purchase of Partnership si Share Incentive Plan Price(s)	Volume(s)	
b)	instrument  Identification code  Nature of the transaction  Price(s) and volume(s)	Purchase of Partnership si Share Incentive Plan Price(s)	Volume(s)	
b) c)	instrument  Identification code  Nature of the transaction  Price(s) and volume(s)  Aggregated information	Purchase of Partnership si Share Incentive Plan  Price(s) £ 13.3428	Volume(s)	
b)	instrument  Identification code  Nature of the transaction  Price(s) and volume(s)  Aggregated information  - Aggregated volume	Purchase of Partnership s Share Incentive Plan  Price(s) £ 13.3428  Aggregated volume: 1	Volume(s)	

1	Details of the person discharging managerial responsibilities / person closely associated		
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, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	BAE Systems plc	

b)	LEI	8SVCSVKSGDWMW20	QHOH83
4		 n(s): section to be repeated for (i) each type of e of transaction; (iii) each date; and (iv) each s have been conducted	
a)	Description of the financial instrument, type of instrument  Identification code	Ordinary shares of GB0002634946	2.5p each in BAE Systems plc
b)	Nature of the transaction	Award of Matching shares under the BAE Systems Sha Incentive Plan	
c)	Price(s) and volume(s)	Price(s)  0.00	Volume(s)
d)	Aggregated information		
	- Aggregated volume - Price	Aggregated volume	e: 5 shares
e)	Date of the transaction	2024-06-14	
f)	Place of the transaction	Outside of a trading v	venue (sourced from Treasury shares

1	Details of the person discharging managerial responsibilities / person closely associated		
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, 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	Ordinary shares of 2.5p each in BAE Systems plc	
	Identification code	GB0002634946 cation code	

b)	Nature of the transaction	Purchase of Partnership shares under the BAE Systems Share Incentive Plan	
c)	Price(s) and volume(s)	Price(s) £ 13.3428	Volume(s)
d)	Aggregated information - Aggregated volume	Aggregated volume: 12 shares	
	- Price	£160.12	
e)	Date of the transaction	2024-06-14	
f)	Place of the transaction	XLON - London Stock Exchange	

1	Details of the person disch closely associated	arging managerial resp	onsibilities / person
a)	Name	Tania Gandamihardja	
2	Reason for the notification		
a)	Position/status	Group Human Resources Dire	ector
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emissiplatform, auctioneer or auc		participant, auction
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 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)  0.00	Volume(s)
d)	Aggregated information		
	- Aggregated volume	Aggregated volume: 5 s	hares

- FILC	±0.00
Date of the transaction	2024-06-14
Place of the transaction	Outside of a trading venue (sourced from Treasury shares)
	Date of the transaction

1	Details of the person discharging managerial responsibilities / person closely associated			
a)	Name	Julian Cracknell	Julian Cracknell	
2	Reason for the notification			
a)	Position/status	Chief Technology & Ir	nformation Officer	
b)	Initial notification /Amendment	Initial notification	Initial notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor			
a)	Name	BAE Systems plc		
b)	LEI	8SVCSVKSGDWMW20	QHOH83	
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 instrument, type of instrument Identification code	Ordinary shares of 2.5p each in BAE Systems plc GB0002634946		
b)	Nature of the transaction	Purchase of Partnersh Share Incentive Plan	Purchase of Partnership shares under the BAE Systems Share Incentive Plan	
c)	Price(s) and volume(s)	Price(s) £ 13.3428	Volume(s)	
d)	Aggregated information			
	- Aggregated volume	Aggregated volume	e: 11 shares	
	- Price	£146.77		
e)	Date of the transaction	2024-06-14		

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

a)	Position/status	Chief Technology & Ir	Chief Technology & Information Officer		
b)	Initial notification /Amendment	Initial notification	Initial notification		
3	Details of the issuer, emi platform, auctioneer or a		ion allowance market participant, auction ction monitor		
a)	Name	BAE Systems plc			
b)	LEI	8SVCSVKSGDWMW20	QHOH83		
4		of transaction; (iii	epeated for (i) each type of ) each date; and (iv) each red		
a)	Description of the financial instrument, type of instrument	Ordinary shares of 2.5p each in BAE Systems plc GB0002634946			
	Identification code				
b)	Nature of the transaction	Award of Matching shares under the BAE Systems Share Incentive Plan			
c)	Price(s) and volume(s)	Price(s) 0.00	Volume(s)		
d)	Aggregated information				
	- Aggregated volume	Aggregated volume	e: 5 shares		
		£0.00			
	- Price	£0.00			
e)	- Price  Date of the transaction	£0.00 2024-06-14			

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Caitlyn Hayden	
2	Reason for the notification		
a)	Position/status	Group Communications Director	
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 reneated for (i) each type of	

-		e of transaction; (iii) each date; and (iv) each s 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	Purchase of Partnership shares under the BAE Systems Share Incentive Plan		
c)	Price(s) and volume(s)	Price(s) £ 13.3428	Volume(s)	
d)	Aggregated information			
	- Aggregated volume - Price	Aggregated volume: 11 shares £146.78		
e)	Date of the transaction	2024-06-14		
f)	Place of the transaction	XLON - London Stock Exchar	nge	

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Caitlyn Hayden	
2	Reason for the notification		
a)	Position/status	Group Communications 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  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) Volume(s)	

		0.00	5
d)	Aggregated information		
	- Aggregated volume	Aggregated volume: 5 sh	nares
	- Price	£0.00	
e)	Date of the transaction	2024-06-14	
f)	Place of the transaction	Outside of a trading venue (s	ourced from Treasury shares)

1	Details of the person discharging managerial responsibilities / person closely associated			
a)	Name	Gabrielle Costigan		
2	Reason for the notificatio	n		
a)	Position/status	Group Managing Director, Business De	Group Managing Director, Business Development	
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	instrument; (ii) each type	(s): section to be repeated for (i) each type of of transaction; (iii) each date; and (iv) each have been conducted		
	place where transactions	have been conducted		
a)	Description of the financial instrument, type of instrument  Identification code	Ordinary shares of 2.5p each in I		
a) b)	Description of the financial instrument, type of instrument	Ordinary shares of 2.5p each in I	BAE Systems pl	
b)	Description of the financial instrument, type of instrument  Identification code	Ordinary shares of 2.5p each in I GB0002634946  Purchase of Partnership shares under	BAE Systems pl	
b) c)	Description of the financial instrument, type of instrument  Identification code  Nature of the transaction	Ordinary shares of 2.5p each in I GB0002634946  Purchase of Partnership shares under Share Incentive Plan  Price(s) Volume	BAE Systems pl	
	Description of the financial instrument, type of instrument  Identification code  Nature of the transaction  Price(s) and volume(s)	Ordinary shares of 2.5p each in I GB0002634946  Purchase of Partnership shares under Share Incentive Plan  Price(s) Volume	BAE Systems pl	
b) c)	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 each in II GB0002634946  Purchase of Partnership shares under Share Incentive Plan  Price(s) Volume £ 13.3428 11	BAE Systems pl	

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Gabrielle Costigan	
2	Reason for the notification	on	
a)	Position/status	Group Managing Director, Business Development	
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) Volume(s)  0.00 5	
d)	Aggregated information		
	- Aggregated volume	Aggregated volume: 5 shares	
	- Price	£0.00	
e)	- Price  Date of the transaction	£0.00 2024-06-14	

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, emiss	sion allowance market participant, auction

	platform, auctioneer or auction monitor			
a)	Name	BAE Systems plc		
b)	LEI	8SVCSVKSGDWMW2QHOH83		
4		on(s): section to be repeated for (i) each type of oe of transaction; (iii) each date; and (iv) each as 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	Purchase of Partnership shares under the BAE Systems Share Incentive Plan		
c)	Price(s) and volume(s)	Price(s) £ 13.3428	Volume(s)	
d)	Aggregated information			
	- Aggregated volume - Price	Aggregated volume: 11 shares £146.77		
e)	Date of the transaction	2024-06-14		
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	Ordinary shares of 2.5p each in BAE Systems plc	

	Identification code	GD000203 13 10	
b)	Nature of the transaction	Award of Matching shares under the BAE Systems Share Incentive Plan	
c)	Price(s) and volume(s)	Price(s)  0.00	Volume(s)
d)	Aggregated information		
	- Aggregated volume	Aggregated volume: 5 shares £0.00	
	- Price		
e)	Date of the transaction	2024-06-14	
f)	Place of the transaction	Outside of a trading venue (sourced from Treasury shares)	

17 June 2024

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**END** 

DSHUBSSRSOUNAAR