BAE Systems plc

Details of the person discharging m	anagerial responsibilities / pe	rson closely associated
Name	Simon Barnes	
Reason for the notification		
Position/status	Group Managing Director,	Air
Initial notification /Amendment	Initial notification	
Details of the issuer, emission allow monitor	 vance market participant, auct	tion platform, auctioneer or auction
Name	BAE Systems plc	
LEI	8SVCSVKSGDWMW2QHOH	183
Description of the financial instrument, type of instrument	Ordinary shares of 2.5p ea	ach in BAE Systems plc
Identification code	GB0002634946	
Nature of the transaction	Reinvestment of dividends in the BAE Systems Share II	payable on ordinary shares held ncentive Plan.
Price(s) and volume(s)	Price(s)	Volume(s)
	£12.529502	4
Aggregated information		
- Aggregated volume	N/A Single transaction	
Date of the transaction	2024-12-02	
Place of the transaction	XLON - London Stock Excha	inge
	Name Reason for the notification Position/status Initial notification /Amendment Details of the issuer, emission allow monitor Name LEI Details of the transaction(s): section transaction; (iii) each date; and (iv) Description of the financial instrument, type of instrument Identification code Nature of the transaction Price(s) and volume(s) Aggregated information - Aggregated volume - Price Date of the transaction	Reason for the notification Position/status Group Managing Director, Initial notification /Amendment Initial notification Details of the issuer, emission allowance market participant, audition Name BAE Systems plc LEI 8SVCSVKSGDWMW2QHOF Details of the transaction(s): section to be repeated for (i) each transaction; (iii) each date; and (iv) each place where transaction instrument, type of instrument Identification code GB0002634946 Nature of the transaction Reinvestment of dividends in the BAE Systems Share I Price(s) and volume(s) Price(s) £12.529502 Aggregated information - Aggregated volume - Price N/A Single transaction

1	Details of the person discharging m	anagerial responsibilities / person closely associated
a)	Name	Gabby Costigan
2	Reason for the notification	
a)	Position/status	Group Managing Director, Business Development
b)	Initial notification /Amendment	Initial notification
3	Details of the issuer, emission allow monitor	vance market participant, auction platform, auctioneer or auction
a)	Name	BAE Systems plc

b)	LEI	8SVCSVKSGDWMW2QHOH83	
4	Details of the transaction(s): sectio transaction; (iii) each date; and (iv)		
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	Reinvestment of dividends pa in the BAE Systems Share Ince	yable on ordinary shares held entive Plan.
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		£12.529502	2
d)	Aggregated information		
	- Aggregated volume	N/A Single transaction	
e)	Date of the transaction	2024-12-02	
f)	Place of the transaction	XLON - London Stock Exchang	e
1	Details of the person discharging m	anagerial responsibilities / perso	on closely associated
a)	Name	Julian Cracknell	

1	Details of the person discharging m	anagerial responsibilities / perso	on closely associated
a)	Name	Julian Cracknell	
2	Reason for the notification		
a)	Position/status	Chief Technology & Informati	ion Officer
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission allow monitor	vance market participant, auctio	n platform, auctioneer or auction
a)	Name	BAE Systems plc	
b)	LEI	8SVCSVKSGDWMW2QHOH83	
4	Details of the transaction(s): sectio transaction; (iii) each date; and (iv)		
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	Reinvestment of dividends pa in the BAE Systems Share Inco	yable on ordinary shares held entive Plan.
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		£12.529502	68
d)	Aggregated information		
	- Aggregated volume		

	- Price	N/A Single transaction
e)	Date of the transaction	2024-12-02
f)	Place of the transaction	XLON - London Stock Exchange

1	Details of the person discharging ma	nagerial responsibilities / perso	on closely associated
a)	Name	Tania Gandamihardja	
2	Reason for the notification	1	
a)	Position/status	Group Human Resources Dire	ector
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission allow monitor	 ance market participant, auction	n platform, auctioneer or auction
a)	Name	BAE Systems plc	
b)	LEI	8SVCSVKSGDWMW2QHOH83	
4	Details of the transaction(s): section transaction; (iii) each date; and (iv) e		
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	Reinvestment of dividends pa in the BAE Systems Share Ince	yable on ordinary shares held entive Plan.
c)	Price(s) and volume(s)		1
		Price(s)	Volume(s)
		£12.529502	8
d)	Aggregated information		
	- Aggregated volume	NI/A Circle to constitut	
	- Price	N/A Single transaction	
e)	Date of the transaction	2024-12-02	
f)	Place of the transaction	XLON - London Stock Exchang	e
		<u> </u>	

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

)	LEI	8SVCSVKSGDWMW2QHOH8	33
1	Details of the transaction(s): section transaction; (iii) each date; and (iv)		
a)	Description of the financial instrument, type of instrument	Ordinary shares of 2.5p ea	ch in BAE Systems plc
	Identification code	GB0002634946	
o)	Nature of the transaction	Reinvestment of dividends in the BAE Systems Share In	payable on ordinary shares held centive Plan.
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		£12.529502	47
d)	Aggregated information		
	- Aggregated volume	N/A Single transaction	
	- Price	N/A Single transaction	
e)	Date of the transaction	2024-12-02	
f)	Place of the transaction	XLON - London Stock Excha	nge
1	Details of the person discharging m	anagerial responsibilities / per	son closely associated
a)	Name	Bradley Greve	
2	Reason for the notification		
a)	Position/status	Group Financial Officer	
o)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission allow monitor	 vance market participant, auct	ion platform, auctioneer or auction
a)	Name	BAE Systems plc	
	Name LEI	BAE Systems plc 8SVCSVKSGDWMW2QHOH8	33
b)		8SVCSVKSGDWMW2QHOH8	rpe of instrument; (ii) each type of
b) 4	LEI Details of the transaction(s): section	8SVCSVKSGDWMW2QHOH8	rpe of instrument; (ii) each type of have been conducted
a) b) 4	Details of the transaction(s): section transaction; (iii) each date; and (iv) Description of the financial	8SVCSVKSGDWMW2QHOH8 n to be repeated for (i) each ty each place where transactions	rpe of instrument; (ii) each type of have been conducted

Price(s)

£12.529502

N/A Single transaction

Volume(s)

23

c) Price(s) and volume(s)

d) Aggregated information

- Aggregated volume

	- Price	Tyr. ongre danouedon
e)	Date of the transaction	2024-12-02
f)	Place of the transaction	XLON - London Stock Exchange

1	Details of the person dischargi	ing managerial responsibili	ities / person closely associated
a)	Name	Bradley Greve	
2	Reason for the notification		
a)	Position/status	Group Financial Officer	
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission auctioneer or auction monitor	• •	ant, auction platform,
a)	Name	BAE Systems plc	
b)	LEI	8SVCSVKSGDWMW2QHOF	183
4	Details of the transaction(s): s each type of transaction; (iii) e been conducted		
a)	Description of the financial instrument, type of instrument		each in BAE Systems plc
a)	instrument, type of	Ordinary shares of 2.5p GB0002634946	each in BAE Systems plc
,	instrument, type of instrument	GB0002634946 The acquisition of ordinar	ry shares held in the BAE Systems ment of the 2024 Interim Dividend
a) b)	instrument, type of instrument Identification code	GB0002634946 The acquisition of ordinar plc following the reinvestr	ry shares held in the BAE Systems ment of the 2024 Interim Dividend
b)	instrument, type of instrument Identification code Nature of the transaction	GB0002634946 The acquisition of ordinar plc following the reinvestr paid to shareholders on 2	ry shares held in the BAE Systems nent of the 2024 Interim Dividend December 2024.
o)	instrument, type of instrument Identification code Nature of the transaction	GB0002634946 The acquisition of ordinar plc following the reinvestr paid to shareholders on 2 Price(s)	ry shares held in the BAE Systems ment of the 2024 Interim Dividend December 2024.
b)	instrument, type of instrument Identification code Nature of the transaction Price(s) and volume(s)	GB0002634946 The acquisition of ordinar plc following the reinvestr paid to shareholders on 2 Price(s) £12.493006	ry shares held in the BAE Systems ment of the 2024 Interim Dividend December 2024.
b)	instrument, type of instrument Identification code Nature of the transaction Price(s) and volume(s) Aggregated information	GB0002634946 The acquisition of ordinar plc following the reinvestr paid to shareholders on 2 Price(s)	ry shares held in the BAE Systems ment of the 2024 Interim Dividend December 2024.
b)	instrument, type of instrument Identification code Nature of the transaction Price(s) and volume(s) Aggregated information - Aggregated volume	GB0002634946 The acquisition of ordinar plc following the reinvestr paid to shareholders on 2 Price(s) £12.493006	ry shares held in the BAE Systems ment of the 2024 Interim Dividend December 2024.

1	Details of the person discharging	g managerial responsibilities / person closely associated
a)	Name	Caitlin Hayden
2	Reason for the notification	
a)	Position/status	Group Communications Director
b)	Initial notification /Amendment	Initial notification

3	Details of the issuer, emission auctioneer or auction monitor	· · · · · · · · · · · · · · · · · · ·	icipant, auction platform,	
a)	Name	BAE Systems plc		
b)	LEI	8SVCSVKSGDWMW2QI	HOH83	
4	Details of the transaction(s): so each type of transaction; (iii) e been conducted			
a)	Description of the financial instrument, type of instrument	Ordinary shares of 2 GB0002634946	.5p each in BAE Systems plc	
b)	Nature of the transaction		nary shares held in the BAE Syste estment of the 2024 Interim Divic in 2 December 2024.	
c)	Price(s) and volume(s)	Price(s) £12.493006	Volume(s) 559	
d)	Aggregated information			
	- Aggregated volume - Price	N/A Single transacti	on	
e)	Date of the transaction	2024-12-02		
f)	Place of the transaction	XLON - London Stock Ex	cchange	

a)	Name	Caitlin 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 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		

		In the BAE Systems Share Incentive Plan.	
c)	Price(s) and volume(s)	Price(s) £12.529502	Volume(s)
d)	Aggregated information - Aggregated volume - Price	N/A Single transaction	
e)	Date of the transaction	2024-12-02	
f)	Place of the transaction	XLON - London Stock Exchang	ge

1	Details of the person discharging managerial responsibilities / person closely associated			
a)	Name	Karin Hoeing		
2	Reason for the notification			
a)	Position/status	Group ESG, Culture & Busines	ss Transformation Director	
b)	Initial notification /Amendment	Initial notification		
3	Details of the issuer, emission allow monitor	 Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction nonitor		
a)	Name	BAE Systems plc		
b)	LEI	8SVCSVKSGDWMW2QHOH83		
4		n to be repeated for (i) each type of instrument; (ii) each type of 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		
b)	Nature of the transaction	Reinvestment of dividends payable on ordinary shares held in the BAE Systems Share Incentive Plan.		
c)	Price(s) and volume(s)	Price(s) f12.529502	Volume(s)	
d)	Aggregated information			
	- Aggregated volume - Price	N/A Single transaction		
e)	Date of the transaction	2024-12-02		
f)	Place of the transaction	XLON - London Stock Exchang	e	

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Glynn Phillips
1 1		

2	Reason for the notification		
a)	Position/status	Group Managing Director Maritime and Land	
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission allow monitor	 vance market participant, au	ction platform, auctioneer or auction
a)	Name	BAE Systems plc	
b)	LEI	8SVCSVKSGDWMW2QHOH83	
4	Details of the transaction(s): sectio transaction; (iii) each date; and (iv)		type of instrument; (ii) each type of ns 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	Reinvestment of dividends payable on ordinary shares held in the BAE Systems Share Incentive Plan.	
c)	Price(s) and volume(s)	Price(s) £12.529502	Volume(s)
d)	Aggregated information	112.323302	21
	- Aggregated volume - Price	N/A Single transaction	1
e)	Date of the transaction	2024-12-02	
f)	Place of the transaction	XLON - London Stock Exch	nange
	Dataile of the newson discharging man		

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	GB0002634946	
b)	Nature of the transaction	Reinvestment of dividends payable on ordinary shares held in the BAE Systems Share Incentive Plan.	
۲)	Dricale) and volumate)	1	

L)	riice(s) aliu volullie(s)	1		
		Price(s)	Volume(s)	
		£12.529502	20	
d)	Aggregated information - Aggregated volume - Price	N/A Single transactio	n	
e)	Date of the transaction	2024-12-02		
f)	Place of the transaction	XLON - London Stock Exc	change	

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1	Details of the person discharging ma	anagerial responsibilities / perso	on closely associated	
a)	Name	Charles Woodburn		
2	Reason for the notification	<u> </u>		
a)	Position/status	Group Chief Executive Officer		
b)	Initial notification /Amendment	Initial notification		
3	Details of the issuer, emission allow monitor	 ance market participant, auction platform, auctioneer or auction		
a)	Name	BAE Systems plc		
b)	LEI	8SVCSVKSGDWMW2QHOH83		
4		n to be repeated for (i) each type of instrument; (ii) each type of 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		
b)	Nature of the transaction	Reinvestment of dividends payable on ordinary shares held in the BAE Systems Share Incentive Plan.		
c)	Price(s) and volume(s)	Price(s)	Volume(s)	
		£12.529502	47	
d)	Aggregated information			
	- Aggregated volume - Price	N/A Single transaction		
e)	Date of the transaction	2024-12-02		
f)	Place of the transaction	XLON - London Stock Exchang	e	

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