

**BAE Systems plc**

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>					
a)	Name	Simon Barnes				
<b>2</b>	<b>Reason for the notification</b>					
a)	Position/status	Group Managing Director, Air				
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	Reinvestment of dividends payable on ordinary shares held in 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>£12.529502</td> <td>4</td> </tr> </tbody> </table>	Price(s)	Volume(s)	£12.529502	4
Price(s)	Volume(s)					
£12.529502	4					
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				

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>	
a)	Name	Gabby 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>	
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				
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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>£12.529502</td> <td>2</td> </tr> </tbody> </table>	Price(s)	Volume(s)	£12.529502	2
Price(s)	Volume(s)					
£12.529502	2					
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				

<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				
<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>					
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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>£12.529502</td> <td>68</td> </tr> </tbody> </table>	Price(s)	Volume(s)	£12.529502	68
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

<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				
<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>					
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Price(s)	Volume(s)					
£12.529502	8					
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				

<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	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>					
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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 Exchange				

<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 Financial 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				
<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>					
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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>£12.529502</td> <td>23</td> </tr> </tbody> </table>	Price(s)	Volume(s)	£12.529502	23
Price(s)	Volume(s)					
£12.529502	23					
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 Exchange

<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 Financial 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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<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	The acquisition of ordinary shares held in the BAE Systems plc following the reinvestment of the 2024 Interim Dividend paid to shareholders on 2 December 2024.				
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>£12.493006</td> <td>559</td> </tr> </tbody> </table>	Price(s)	Volume(s)	£12.493006	559
Price(s)	Volume(s)					
£12.493006	559					
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				

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>	
a)	Name	Caitlin 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				
<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>					
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e)	Date of the transaction	2024-12-02				
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<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>	
a)	Name	Caitlin 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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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	Reinvestment of dividends payable on ordinary shares held in the BAE Systems plc following the 2024 Interim Dividend

		In 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>£12.529502</td> <td>5</td> </tr> </tbody> </table>	Price(s)	Volume(s)	£12.529502	5
Price(s)	Volume(s)					
£12.529502	5					
d)	Aggregated information  - Aggregated volume  - Price	N/A Single transaction				
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<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				
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Price(s)	Volume(s)					
£12.529502	30					
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				

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

<b>2</b>	<b>Reason for the notification</b>					
a)	Position/status	Group Managing Director Maritime and Land				
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)					
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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	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
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c)	Price(s) and volume(s)	Price(s)	Volume(s)
		£12.529502	20
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	

<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	Group Chief Executive 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	
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		£12.529502	47
d)	Aggregated information  - Aggregated volume  - Price	N/A Single transaction	
e)	Date of the transaction	2024-12-02	
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