

BAE Systems plc

| 1 | Details of the person discharging managerial responsibilities / person closely associated | | | | | | | | | | |
|----------|--|--|----------|---------------------------------|----------|---------|---------|---------|---------|---------|---------|
| a) | Name | Charles Woodburn ("CW") Bradley Greve ("BG") Gabrielle Costigan ("GC") Julian Cracknell ("JC") Tania Gandamihardja ("TG") Edward Gelsthorpe ("EG") Caitlin Hayden ("CH") Karin Hoeing ("KH") Andrea Thompson ("AT") | | | | | | | | | |
| 2 | Reason for the notification | | | | | | | | | | |
| a) | Position/status | CW - Group Chief Executive Officer BG - Chief Finance Officer GC - Group Managing Director, Business Development JC - Chief Technology & Information Officer TG - Group Human Resources Director EG - Group General Counsel CH - Group Communications Director KH - Group ESG, Culture & Business Transformation Director AT - 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 | Purchase of Partnership shares and the 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) of Partnership Shares</th> </tr> </thead> <tbody> <tr> <td rowspan="6">£12.0492</td> <td>CW - 13</td> </tr> <tr> <td>BG - 12</td> </tr> <tr> <td>GC - 12</td> </tr> <tr> <td>JC - 13</td> </tr> <tr> <td>TG - 13</td> </tr> <tr> <td>EG - 13</td> </tr> </tbody> </table> | Price(s) | Volume(s) of Partnership Shares | £12.0492 | CW - 13 | BG - 12 | GC - 12 | JC - 13 | TG - 13 | EG - 13 |
| Price(s) | Volume(s) of Partnership Shares | | | | | | | | | | |
| £12.0492 | CW - 13 | | | | | | | | | | |
| | BG - 12 | | | | | | | | | | |
| | GC - 12 | | | | | | | | | | |
| | JC - 13 | | | | | | | | | | |
| | TG - 13 | | | | | | | | | | |
| | EG - 13 | | | | | | | | | | |

| | | <table border="1"> <tr><td>CH - 12</td></tr> <tr><td>KH - 12</td></tr> <tr><td>AT - 12</td></tr> </table> | CH - 12 | KH - 12 | AT - 12 | | | | | | | | | | | | | | | | | |
|-----------|--|---|-----------|------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| CH - 12 | | | | | | | | | | | | | | | | | | | | | | |
| KH - 12 | | | | | | | | | | | | | | | | | | | | | | |
| AT - 12 | | | | | | | | | | | | | | | | | | | | | | |
| | | <table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s) of Matching Shares</th> </tr> </thead> <tbody> <tr><td rowspan="9">Nil</td><td>CW - 6</td></tr> <tr><td>BG - 6</td></tr> <tr><td>GC - 6</td></tr> <tr><td>JC - 6</td></tr> <tr><td>TG - 6</td></tr> <tr><td>EG - 6</td></tr> <tr><td>CH - 6</td></tr> <tr><td>KH - 6</td></tr> <tr><td>AT - 6</td></tr> </tbody> </table> | Price(s) | Volume(s) of Matching Shares | Nil | CW - 6 | BG - 6 | GC - 6 | JC - 6 | TG - 6 | EG - 6 | CH - 6 | KH - 6 | AT - 6 | | | | | | | | |
| Price(s) | Volume(s) of Matching Shares | | | | | | | | | | | | | | | | | | | | | |
| Nil | CW - 6 | | | | | | | | | | | | | | | | | | | | | |
| | BG - 6 | | | | | | | | | | | | | | | | | | | | | |
| | GC - 6 | | | | | | | | | | | | | | | | | | | | | |
| | JC - 6 | | | | | | | | | | | | | | | | | | | | | |
| | TG - 6 | | | | | | | | | | | | | | | | | | | | | |
| | EG - 6 | | | | | | | | | | | | | | | | | | | | | |
| | CH - 6 | | | | | | | | | | | | | | | | | | | | | |
| | KH - 6 | | | | | | | | | | | | | | | | | | | | | |
| | AT - 6 | | | | | | | | | | | | | | | | | | | | | |
| d) | <p>Aggregated information</p> <p>- Price</p> <p>- Aggregated volume</p> | <table border="1"> <thead> <tr> <th>Prices(s)</th> <th>Volume</th> </tr> </thead> <tbody> <tr><td>£8.2441</td><td>CW - 19</td></tr> <tr><td>£8.0328</td><td>BG - 18</td></tr> <tr><td>£8.0328</td><td>GC - 18</td></tr> <tr><td>£8.2441</td><td>JC - 19</td></tr> <tr><td>£8.2441</td><td>TG - 19</td></tr> <tr><td>£8.2441</td><td>EG - 19</td></tr> <tr><td>£8.0328</td><td>CH - 18</td></tr> <tr><td>£8.0328</td><td>KH - 18</td></tr> <tr><td>£8.0328</td><td>AT - 18</td></tr> </tbody> </table> | Prices(s) | Volume | £8.2441 | CW - 19 | £8.0328 | BG - 18 | £8.0328 | GC - 18 | £8.2441 | JC - 19 | £8.2441 | TG - 19 | £8.2441 | EG - 19 | £8.0328 | CH - 18 | £8.0328 | KH - 18 | £8.0328 | AT - 18 |
| Prices(s) | Volume | | | | | | | | | | | | | | | | | | | | | |
| £8.2441 | CW - 19 | | | | | | | | | | | | | | | | | | | | | |
| £8.0328 | BG - 18 | | | | | | | | | | | | | | | | | | | | | |
| £8.0328 | GC - 18 | | | | | | | | | | | | | | | | | | | | | |
| £8.2441 | JC - 19 | | | | | | | | | | | | | | | | | | | | | |
| £8.2441 | TG - 19 | | | | | | | | | | | | | | | | | | | | | |
| £8.2441 | EG - 19 | | | | | | | | | | | | | | | | | | | | | |
| £8.0328 | CH - 18 | | | | | | | | | | | | | | | | | | | | | |
| £8.0328 | KH - 18 | | | | | | | | | | | | | | | | | | | | | |
| £8.0328 | AT - 18 | | | | | | | | | | | | | | | | | | | | | |
| e) | Date of the transaction | 2024-12-16 | | | | | | | | | | | | | | | | | | | | |
| f) | <p>Place of the transaction</p> <p>- Partnership shares</p> <p>- Matching shares</p> | <p>XLON - London Stock Exchange</p> <p>Outside of a trading venue (sourced from Treasury shares)</p> | | | | | | | | | | | | | | | | | | | | |

17 December 2024

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