

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"> <tr> <th>Price(s)</th><th>Volume(s) of Partnership Shares</th></tr> <tr> <td rowspan="6">£16.284</td><td>CW - 9</td></tr> <tr> <td>BG - 9</td></tr> <tr> <td>GC - 9</td></tr> <tr> <td>JC - 9</td></tr> <tr> <td>TG - 9</td></tr> <tr> <td>EG - 9</td></tr> </table> | | Price(s) | Volume(s) of Partnership Shares | £16.284 | CW - 9 | BG - 9 | GC - 9 | JC - 9 | TG - 9 | EG - 9 |
| Price(s) | Volume(s) of Partnership Shares | | | | | | | | | | | |
| £16.284 | CW - 9 | | | | | | | | | | | |
| | BG - 9 | | | | | | | | | | | |
| | GC - 9 | | | | | | | | | | | |
| | JC - 9 | | | | | | | | | | | |
| | TG - 9 | | | | | | | | | | | |
| | EG - 9 | | | | | | | | | | | |

| | | <table><tr><td></td><td>CH - 9</td></tr><tr><td></td><td>KH - 8</td></tr><tr><td></td><td>AT - 9</td></tr></table> <table><tr><th>Price(s)</th><th>Volume(s) of Matching Shares</th></tr><tr><td rowspan="9">Nil</td><td>CW - 4</td></tr><tr><td>BG - 4</td></tr><tr><td>GC - 4</td></tr><tr><td>JC - 4</td></tr><tr><td>TG - 4</td></tr><tr><td>EG - 4</td></tr><tr><td>CH - 4</td></tr><tr><td>KH - 4</td></tr><tr><td>AT - 4</td></tr></table> | | CH - 9 | | KH - 8 | | AT - 9 | Price(s) | Volume(s) of Matching Shares | Nil | CW - 4 | BG - 4 | GC - 4 | JC - 4 | TG - 4 | EG - 4 | CH - 4 | KH - 4 | AT - 4 | | |
|-----------|---|---|-----------|--------|---------|---------|---------|---------|----------|------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | CH - 9 | | | | | | | | | | | | | | | | | | | | | |
| | KH - 8 | | | | | | | | | | | | | | | | | | | | | |
| | AT - 9 | | | | | | | | | | | | | | | | | | | | | |
| Price(s) | Volume(s) of Matching Shares | | | | | | | | | | | | | | | | | | | | | |
| Nil | CW - 4 | | | | | | | | | | | | | | | | | | | | | |
| | BG - 4 | | | | | | | | | | | | | | | | | | | | | |
| | GC - 4 | | | | | | | | | | | | | | | | | | | | | |
| | JC - 4 | | | | | | | | | | | | | | | | | | | | | |
| | TG - 4 | | | | | | | | | | | | | | | | | | | | | |
| | EG - 4 | | | | | | | | | | | | | | | | | | | | | |
| | CH - 4 | | | | | | | | | | | | | | | | | | | | | |
| | KH - 4 | | | | | | | | | | | | | | | | | | | | | |
| | AT - 4 | | | | | | | | | | | | | | | | | | | | | |
| d) | Aggregated information - Price - Aggregated volume | <table><tr><th>Prices(s)</th><th>Volume</th></tr><tr><td>£11.274</td><td>CW - 13</td></tr><tr><td>£11.274</td><td>BG - 13</td></tr><tr><td>£11.274</td><td>GC - 13</td></tr><tr><td>£11.274</td><td>JC - 13</td></tr><tr><td>£11.274</td><td>TG - 13</td></tr><tr><td>£11.274</td><td>EG - 13</td></tr><tr><td>£11.274</td><td>CH - 13</td></tr><tr><td>£10.856</td><td>KH - 12</td></tr><tr><td>£11.274</td><td>AT - 13</td></tr></table> | Prices(s) | Volume | £11.274 | CW - 13 | £11.274 | BG - 13 | £11.274 | GC - 13 | £11.274 | JC - 13 | £11.274 | TG - 13 | £11.274 | EG - 13 | £11.274 | CH - 13 | £10.856 | KH - 12 | £11.274 | AT - 13 |
| Prices(s) | Volume | | | | | | | | | | | | | | | | | | | | | |
| £11.274 | CW - 13 | | | | | | | | | | | | | | | | | | | | | |
| £11.274 | BG - 13 | | | | | | | | | | | | | | | | | | | | | |
| £11.274 | GC - 13 | | | | | | | | | | | | | | | | | | | | | |
| £11.274 | JC - 13 | | | | | | | | | | | | | | | | | | | | | |
| £11.274 | TG - 13 | | | | | | | | | | | | | | | | | | | | | |
| £11.274 | EG - 13 | | | | | | | | | | | | | | | | | | | | | |
| £11.274 | CH - 13 | | | | | | | | | | | | | | | | | | | | | |
| £10.856 | KH - 12 | | | | | | | | | | | | | | | | | | | | | |
| £11.274 | AT - 13 | | | | | | | | | | | | | | | | | | | | | |
| e) | Date of the transaction | 2025-03-14 | | | | | | | | | | | | | | | | | | | | |
| f) | Place of the transaction - Partnership shares - Matching shares | XLON - London Stock Exchange Outside of a trading venue (sourced from Treasury shares) | | | | | | | | | | | | | | | | | | | | |

18 March 2025

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