

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">£16.932</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> </tbody> </table>		Price(s)	Volume(s) of Partnership Shares	£16.932	CW - 9	BG - 9	GC - 9	JC - 9	TG - 9	EG - 9
Price(s)	Volume(s) of Partnership Shares											
£16.932	CW - 9											
	BG - 9											
	GC - 9											
	JC - 9											
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		<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><td>Price(s)</td><td>Volume(s) of Matching Shares</td></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																					
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Price(s)	Volume(s) of Matching Shares																					
Nil	CW - 4																					
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	JC - 4																					
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	EG - 4																					
	CH - 4																					
	KH - 4																					
	AT - 4																					
d)	Aggregated information - Price - Aggregated volume	<table><tr><td>Prices(s)</td><td>Volume</td></tr><tr><td>£11.722</td><td>CW - 13</td></tr><tr><td>£11.722</td><td>BG - 13</td></tr><tr><td>£11.722</td><td>GC - 13</td></tr><tr><td>£11.722</td><td>JC - 13</td></tr><tr><td>£11.722</td><td>TG - 13</td></tr><tr><td>£11.722</td><td>EG - 13</td></tr><tr><td>£11.722</td><td>CH - 13</td></tr><tr><td>£11.288</td><td>KH - 12</td></tr><tr><td>£11.722</td><td>AT - 13</td></tr></table>	Prices(s)	Volume	£11.722	CW - 13	£11.722	BG - 13	£11.722	GC - 13	£11.722	JC - 13	£11.722	TG - 13	£11.722	EG - 13	£11.722	CH - 13	£11.288	KH - 12	£11.722	AT - 13
Prices(s)	Volume																					
£11.722	CW - 13																					
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£11.722	TG - 13																					
£11.722	EG - 13																					
£11.722	CH - 13																					
£11.288	KH - 12																					
£11.722	AT - 13																					
e)	Date of the transaction	2025-04-14																				
f)	Place of the transaction - Partnership shares - Matching shares	XLON - London Stock Exchange Outside of a trading venue (sourced from Treasury shares)																				

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Gabrielle Costigan
G	Reason for the notification	
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	Exercise of 24,130 options under the BAE Systems Long Term Incentive Plan (LTIP), and the sale of 24,130 shares, including those to satisfy tax liabilities.									
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th></th><th>Price</th><th>Volume(s)</th></tr> </thead> <tbody> <tr> <td>Acquisition of shares on exercise of share option</td><td>£0</td><td>24,130</td></tr> <tr> <td>Shares sold, including those to satisfy tax liabilities</td><td>£17.302</td><td>24,130</td></tr> </tbody> </table>		Price	Volume(s)	Acquisition of shares on exercise of share option	£0	24,130	Shares sold, including those to satisfy tax liabilities	£17.302	24,130
	Price	Volume(s)									
Acquisition of shares on exercise of share option	£0	24,130									
Shares sold, including those to satisfy tax liabilities	£17.302	24,130									
d)	Aggregated information - Aggregated volume - Price	<u>Exercise---</u> Volume: 24,130 Price GBP: £0 <u>Shares sold, including those to satisfy tax liabilities</u> Volume: 24,130 Price GBP: £417,497.26									
e)	Date of the transaction	2025-04-15									
f)	Place of the transaction	XLON - London Stock Exchange									

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a)	Name	Gabrielle Costigan
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a)	Position/status	Group Managing Director, Business Development
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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	Exercise of 24,244 options under the BAE Systems Long Term Incentive Plan (LTIP), and the sale of 24,244 shares, including those to satisfy tax liabilities.									
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th></th><th>Price</th><th>Volume(s)</th></tr> </thead> <tbody> <tr> <td>Acquisition of shares on exercise of share option</td><td>£0</td><td>24,244</td></tr> <tr> <td>Shares sold, including those to satisfy tax liabilities</td><td>£17.302</td><td>24,244</td></tr> </tbody> </table>		Price	Volume(s)	Acquisition of shares on exercise of share option	£0	24,244	Shares sold, including those to satisfy tax liabilities	£17.302	24,244
	Price	Volume(s)									
Acquisition of shares on exercise of share option	£0	24,244									
Shares sold, including those to satisfy tax liabilities	£17.302	24,244									
d)	Aggregated information - Aggregated volume - Price	<u>Exercise---</u> Volume: 24,244 Price GBP: £0 <u>Shares sold, including those to satisfy tax liabilities</u> Volume: 24,244 Price GBP: £419,469.69									
e)	Date of the transaction	2025-04-15									
f)	Place of the transaction	XLON - London Stock Exchange									

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Gabrielle Costigan
G	Reason for the notification	
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	Exercise of 31,953 options under the BAE Systems Long Term Incentive Plan (LTIP), and the sale of 31,953 shares, including those to satisfy tax liabilities.									
c)	Price(s) and volume(s)	<table> <tr> <th></th><th>Price</th><th>Volume(s)</th></tr> <tr> <td>Acquisition of shares on exercise of share option</td><td>£0</td><td>31,953</td></tr> <tr> <td>Shares sold, including those to satisfy tax liabilities</td><td>£17.302</td><td>31,953</td></tr> </table>		Price	Volume(s)	Acquisition of shares on exercise of share option	£0	31,953	Shares sold, including those to satisfy tax liabilities	£17.302	31,953
	Price	Volume(s)									
Acquisition of shares on exercise of share option	£0	31,953									
Shares sold, including those to satisfy tax liabilities	£17.302	31,953									
d)	Aggregated information - Aggregated volume - Price	<u>Exercise---</u> Volume: 31,953 Price GBP: £0 <u>Shares sold, including those to satisfy tax liabilities</u> Volume: 31,953 Price GBP: £552,850.81									
e)	Date of the transaction	2025-04-15									
f)	Place of the transaction	XLON - London Stock Exchange									

1	Details of the person discharging managerial responsibilities / person closely associated							
a)	Name	Gabrielle Costigan						
G	Reason for the notification							
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						
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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	Exercise of 91,000 options under the BAE Systems Long Term Incentive Plan (LTIP), and the subsequent sale of 21,877 shares to satisfy tax liabilities.						
c)	Price(s) and volume(s)	<table> <tr> <th></th><th>Price</th><th>Volume(s)</th></tr> <tr> <td>Acquisition of shares on exercise of share option</td><td>£7.35</td><td>91,000</td></tr> </table>		Price	Volume(s)	Acquisition of shares on exercise of share option	£7.35	91,000
	Price	Volume(s)						
Acquisition of shares on exercise of share option	£7.35	91,000						

		<table> <tr> <td>Shares retained to cover the costs of exercise</td><td>£17.302</td><td>38,659</td></tr> <tr> <td>Shares sold to satisfy tax liabilities</td><td>£17.302</td><td>21,877</td></tr> <tr> <td>Shares retained</td><td></td><td>30,464</td></tr> </table>	Shares retained to cover the costs of exercise	£17.302	38,659	Shares sold to satisfy tax liabilities	£17.302	21,877	Shares retained		30,464
Shares retained to cover the costs of exercise	£17.302	38,659									
Shares sold to satisfy tax liabilities	£17.302	21,877									
Shares retained		30,464									
d)	Aggregated information - Aggregated volume - Price	<u>Exercise---</u> Volume: 91,000 Price GBP: £668,850 <u>Shares retained to cover the costs of exercise</u> Volume: 38,659 Price GBP: £668,878.02 <u>Sale of shares to satisfy tax liabilities</u> Volume: 21,877 Price GBP: £378,515.85									
e)	Date of the transaction	2025-04-15									
f)	Place of the transaction	XLON - London Stock Exchange									

1	Details of the person discharging managerial responsibilities / person closely associated													
a)	Name	Tania Gandamihardja												
G	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												
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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	Exercise of 42,857 options under the BAE Systems Long Term Incentive Plan (LTIP), and the subsequent sale of 11,798 shares to satisfy tax liabilities.												
c)	Price(s) and volume(s)	<table> <tr> <th></th><th>Price</th><th>Volume(s)</th></tr> <tr> <td>Acquisition of shares on exercise of share option</td><td>£7.35</td><td>42,857</td></tr> <tr> <td>Shares retained to cover the costs of exercise</td><td>£16.10</td><td>17,703</td></tr> <tr> <td>Shares sold to satisfy tax</td><td>£16.10</td><td>11,798</td></tr> </table>		Price	Volume(s)	Acquisition of shares on exercise of share option	£7.35	42,857	Shares retained to cover the costs of exercise	£16.10	17,703	Shares sold to satisfy tax	£16.10	11,798
	Price	Volume(s)												
Acquisition of shares on exercise of share option	£7.35	42,857												
Shares retained to cover the costs of exercise	£16.10	17,703												
Shares sold to satisfy tax	£16.10	11,798												

		liabilities		
		Shares retained		13,356
d)	Aggregated information	<u>Exercise---</u> Volume: 42,857 Price GBP: £314,998.95 <u>Shares retained to cover the costs of exercise</u> Volume: 17,703 Price GBP: £285,018.30 <u>Sale of shares to satisfy tax liabilities</u> Volume: 11,798 Price GBP: £189,947.80		
e)	Date of the transaction	2025-04-10		
f)	Place of the transaction	XLON - London Stock Exchange		

16 April 2025

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