

**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><tr><td>Price(s)</td><td>Volume(s) of Partnership Shares</td></tr><tr><td rowspan="5">£19.272</td><td>CW - 8</td></tr><tr><td>BG - 8</td></tr><tr><td>GC - 8</td></tr><tr><td>JC - 8</td></tr><tr><td>TG - 7</td></tr></table>		Price(s)	Volume(s) of Partnership Shares	£19.272	CW - 8	BG - 8	GC - 8	JC - 8	TG - 7
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d)	Aggregated information  - Price  - Aggregated volume	<table><tr><td>Prices(s)</td><td>Volume</td></tr><tr><td>£14.016</td><td>CW - 11</td></tr><tr><td>£14.016</td><td>BG - 11</td></tr><tr><td>£14.016</td><td>GC - 11</td></tr><tr><td>£14.016</td><td>JC - 11</td></tr><tr><td>£13.490</td><td>TG - 10</td></tr><tr><td>£14.016</td><td>EG - 11</td></tr><tr><td>£14.016</td><td>CH - 11</td></tr><tr><td>£13.490</td><td>KH - 10</td></tr><tr><td>£14.016</td><td>AT - 11</td></tr></table>	Prices(s)	Volume	£14.016	CW - 11	£14.016	BG - 11	£14.016	GC - 11	£14.016	JC - 11	£13.490	TG - 10	£14.016	EG - 11	£14.016	CH - 11	£13.490	KH - 10	£14.016	AT - 11
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e)	Date of the transaction	2025-10-14																				
f)	Place of the transaction  - Partnership shares  - Matching shares	XLON - London Stock Exchange  Outside of a trading venue (sourced from Treasury shares)																				

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