BAE Systems plc

1	Details of the person discharging managerial responsibilities / person closely associated			
a)	Name	Simon Barnes		
2	Reason for the notification			
a)	Position/status	Group Managing Director, A	ir	
b)	Initial notification /Amendment	Initial notification		
3	Details of the issuer, emission a auctioneer or auction monitor	ı Illowance market participa	nt, auction platform,	
a)	Name	BAE Systems plc		
b)	LEI	8SVCSVKSGDWMW2QHC	DH83	
4		ction to be repeated for (i) each type of instrument; (ii) ach date; and (iv) each place where transactions have		
a)	Description of the financial instrument, type of instrument	Ordinary shares of 2.5p each in BAE Systems plc		
	Identification code	GB0002634946		
b)	Nature of the transaction	Reinvestment of dividends printhe BAE Systems Share	payable on ordinary shares held Incentive Plan.	
c)	Price(s) and volume(s)	Price(s)	Volume(s)	
			, ,	
		£16.332	3	
d)	Aggregated information			
	- Aggregated volume			
	- Price	N/A Single transaction		
	- Filice			
e)	Date of the transaction	2025-12-03		
f)	Place of the transaction	XLON - London Stock Exch	ange	

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Gabby Costigan	
2	Reason for the notification		
a)	Position/status	Group Managing Director, Business Development	
b)	Initial notification /Amendment	Initial notification	

3	Details of the issuer, emission auctioneer or auction monitor	illowance market participant, auction platform,		
a)	Name	BAE Systems plc		
b)	LEI	8SVCSVKSGDWMW2QHOH83		
4			ction to be repeated for (i) each type of instrument; (ii) ach date; and (iv) each place where transactions have	
a)	Description of the financial instrument, type of instrument	Ordinary shares of 2.5p each in BAE Systems plc		
	Identification code	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)	Price(s) £16.332	Volume(s)	
d)	Aggregated information - Aggregated volume - Price	N/A Single transaction		
e)	Date of the transaction	2025-12-03		
f)	Place of the transaction	XLON - London Stock Exchange		

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Julian Cracknell	
2	Reason for the notification		
a)	Position/status	Chief Technology & Information Officer	
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission a auctioneer or auction monitor	Illowance market participant, auction platform,	
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	Ordinary shares of 2.5p each in BAE Systems plc	
	Identification code	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)	Price(s) £16.332	Volume(s)
d)	Aggregated information - Aggregated volume - Price	N/A Single transaction	
e)	Date of the transaction	2025-12-03	
f)	Place of the transaction	XLON - London Stock Exch	ange

1	Details of the parson discharge	na managarial rosponsibili	tias / narson classly
'	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Tania Gandamihardja	
2	Reason for the notification	•	
a)	Position/status	Group Human Resources D	Director
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission auctioneer or auction monitor	l allowance market participa	int, auction platform,
a)	Name	BAE Systems plc	
b)	LEI	8SVCSVKSGDWMW2QHC	DH83
4		 ction to be repeated for (i) each type of instrument; (ii) ach date; and (iv) each place where transactions have	
a)	Description of the financial instrument, type of instrument	Ordinary shares of 2.5p each in BAE Systems plc	
	Identification code	GB0002634946	
b)	Nature of the transaction	Reinvestment of dividends print the BAE Systems Share	payable on ordinary shares held Incentive Plan.
c)	Price(s) and volume(s)	Diag(s)	\/_l/_\
		Price(s)	Volume(s)
		£16.332	8
d)	Aggregated information		
u)	, agregated inicitiation		
	- Aggregated volume	N/4 0: 1 / ::	
	- Price	N/A Single transaction	
e)	Date of the transaction	2025-12-03	
f)	Place of the transaction	XLON - London Stock Exch	nange

	Details of the person discharge associated			
)	Name	Edward Gelsthorpe	Edward Gelsthorpe	
	Reason for the notification			
1)	Position/status	Group General Counsel	Group General Counsel	
)	Initial notification /Amendment	Initial notification		
3	Details of the issuer, emission auctioneer or auction monitor		ant, auction platform,	
a)	Name	BAE Systems plc		
o)	LEI	8SVCSVKSGDWMW2QH	OH83	
4	Details of the transaction(s): se each type of transaction; (iii) e been conducted			
a)	Description of the financial instrument, type of instrument	Ordinary shares of 2.5p each in BAE Systems plc		
	Identification code	GB0002634946		
o)	Nature of the transaction	Reinvestment of dividends in the BAE Systems Share	payable on ordinary shares he e Incentive Plan.	
,	Nature of the transaction Price(s) and volume(s)	in the BAE Systems Share	e Incentive Plan.	
b) c)				
,		in the BAE Systems Share	e Incentive Plan.	
) ()		in the BAE Systems Share	Volume(s)	
,	Price(s) and volume(s)	in the BAE Systems Share	Volume(s)	
;)	Price(s) and volume(s) Aggregated information - Aggregated volume	in the BAE Systems Share Price(s) £16.332	Volume(s)	

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Bradley Greve	
2	Reason for the notification		
a)	Position/status	Chief Financial Officer	
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission a auctioneer or auction monitor	allowance market participant, auction platform,	
a)	Name	BAE Systems plc	
b)	LEI	8SVCSVKSGDWMW2QHOH83	
4		ction to be repeated for (i) each type of instrument; (ii) ach date; and (iv) each place where transactions have	

I	Decii ooliuuoteu		
a)	Description of the financial instrument, type of instrument	Ordinary shares of 2.5p each in BAE Systems plc	
	Identification code	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)	Price(s)	Volume(s)
		£16.332	22
d)	Aggregated information		
	- Aggregated volume	N/A Single transaction	
	- Price		
e)	Date of the transaction	2025-12-03	
f)	Place of the transaction	XLON - London Stock Exchange	

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Bradley Greve	
2	Reason for the notification		
a)	Position/status	Chief Financial Officer	
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emiss auctioneer or auction moni		ticipant, auction platform,
a)	Name	BAE Systems plc	
b)	LEI	8SVCSVKSGDWMW2QHC	DH83
4 a)	Details of the transaction(s instrument; (ii) each type of where transactions have be Description of the financial instrument, type of	transaction; (iii) each da een conducted	
	instrument Identification code	GB0002634946	
b)	Nature of the transaction	The acquisition of ordinary shares held in the BAE Systems plc following the reinvestment of the 2025 Interim Dividend paid to shareholders on 3 December 2025.	
c)	Price(s) and volume(s)	Price(s) £16.314	Volume(s) 1,741
d)	Aggregated information		<u> </u>

	- Aggregated volume - Price	N/A Single transaction
e)	Date of the transaction	2025-12-03
f)	Place of the transaction	XLON - London Stock Exchange

1	Details of the person discharge associated	arging managerial respor	nsibilities / person closely
a)	Name	Caitlin Hayden	
2	Reason for the notification		
a)	Position/status	Group Communications Director	
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emissi auctioneer or auction monit		ticipant, auction platform,
a)	Name	BAE Systems plc	
b)	LEI	8SVCSVKSGDWMW2QHC	DH83
4		: section to be repeated for (i) each type of transaction; (iii) each date; and (iv) each place en 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	The acquisition of ordinary s Systems plc following the re Dividend paid to shareholder	einvestment of the 2025 Interim
c)	Price(s) and volume(s)	Price(s) £16.314	Volume(s)
d)	Aggregated information - Aggregated volume - Price	N/A Single transaction	
e)	Date of the transaction	2025-12-03	
f)	Place of the transaction	XLON - London Stock Exch	ange

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Caitlin Hayden

2	Reason for the notification		
a)	Position/status	Group Communications Director	
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission a auctioneer or auction monitor	l allowance market participa	nt, auction platform,
a)	Name	BAE Systems plc	
b)	LEI	8SVCSVKSGDWMW2QHOH83	
4		ction to be repeated for (i) each type of instrument; (ii) ach date; and (iv) each place where transactions have	
a)	Description of the financial instrument, type of instrument	Ordinary shares of 2.5p each in BAE Systems plc	
	Identification code	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)	Price(s) £16.332	Volume(s)
d)	Aggregated information		
	- Aggregated volume - Price	N/A Single transaction	
e)	Date of the transaction	2025-12-03	
f)	Place of the transaction	XLON - London Stock Exchange	
<u> </u>		<u>I</u>	

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	a) Name Karin Hoeing		
2	Reason for the notification		
a)	Position/status	Group ESG, Culture & Business Transformation Director	
b)	nitial 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 Ordinary shares of 2.5p each in BAE Systems plc		

	Identification code	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)	Price(s) £16.332	Volume(s)
d)	Aggregated information - Aggregated volume - Price	N/A Single transaction	
e)	Date of the transaction	2025-12-03	
f)	Place of the transaction	XLON - London Stock Exchange	

1	Details of the person discharging managerial responsibilities / person closely associated			
a)	Name	Glynn Phillips		
2	Reason for the notification			
a)	Position/status	Group Managing Director M	aritime and Land	
b)	Initial notification /Amendment	Initial notification		
3	Details of the issuer, emission auctioneer or auction monitor		nt, auction platform,	
a)	Name	BAE Systems plc		
b)	LEI	8SVCSVKSGDWMW2QHC	8SVCSVKSGDWMW2QHOH83	
4		ction to be repeated for (i) each type of instrument; (ii) ach date; and (iv) each place where transactions have		
a)	Description of the financial instrument, type of instrument	Ordinary shares of 2.5p eac	Ordinary shares of 2.5p each in BAE Systems plc	
	Identification code	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)	Price(s) £16,332	Volume(s)	
۹/	A serve grate of information	£ 10.332	19	
d)	Aggregated information - Aggregated volume - Price	N/A Single transaction		
e)	Date of the transaction	2025-12-03		
Ð	Diago of the transportion	M ONI Landon Charle Evah	0000	

1	I)	Place of the transaction	ALON - LONGON Stock Exchange

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Andrea Thompson	
2	Reason for the notification		
a)	Position/status	Group Managing Director, D	Digital Intelligence
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission a auctioneer or auction monitor	 allowance market participa	nt, auction platform,
a)	Name	BAE Systems plc	
b)	LEI	8SVCSVKSGDWMW2QHOH83	
4		ction to be repeated for (i) each type of instrument; (ii) ach date; and (iv) each place where transactions have	
a)	Description of the financial instrument, type of instrument	Ordinary shares of 2.5p each in BAE Systems plc	
	Identification code	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)	Price(s) £16.332	Volume(s)
d)	Aggregated information		
	- Aggregated volume - Price	N/A Single transaction	
e)	Date of the transaction	2025-12-03	
f)	Place of the transaction	XLON - London Stock Exchange	

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Charles Woodburn	
2	Reason for the notification		
a)	Position/status	Group Chief Executive Officer	
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	
h)	l Fl	8SVCSVKSGDWMW2OHOH83	

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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	Ordinary shares of 2.5p each in BAE Systems plc	
	Identification code	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)	Price(s) £16.332	Volume(s) 42
d)	Aggregated information - Aggregated volume - Price	N/A Single transaction	
e)	Date of the transaction	2025-12-03	
f)	Place of the transaction	XLON - London Stock Exchange	

05 December 2025

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