

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, Air				
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	Reinvestment of dividends payable on ordinary shares held in the BAE Systems Share Incentive Plan.				
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Price(s)</th><th>Volume(s)</th></tr> </thead> <tbody> <tr> <td>£16.332</td><td>3</td></tr> </tbody> </table>	Price(s)	Volume(s)	£16.332	3
Price(s)	Volume(s)					
£16.332	3					
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	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 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	Reinvestment of dividends payable on ordinary shares held in the BAE Systems Share Incentive Plan.					
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>£16.332</td><td>4</td></tr></table>		Price(s)	Volume(s)	£16.332	4
Price(s)	Volume(s)						
£16.332	4						
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 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	Reinvestment of dividends payable on ordinary shares held in the BAE Systems Share Incentive Plan.

c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>£16.332</td><td>60</td></tr></table>	Price(s)	Volume(s)	£16.332	60
Price(s)	Volume(s)					
£16.332	60					
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	Tania Gandamihardja				
2	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				
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	Reinvestment of dividends payable on ordinary shares held in the BAE Systems Share Incentive Plan.				
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>£16.332</td><td>8</td></tr></table>	Price(s)	Volume(s)	£16.332	8
Price(s)	Volume(s)					
£16.332	8					
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	Edward Gelsthorpe				
2	Reason for the notification					
a)	Position/status	Group General Counsel				
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	Reinvestment of dividends payable on ordinary shares held in the BAE Systems Share Incentive Plan.				
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>£16.332</td> <td>41</td> </tr> </tbody> </table>	Price(s)	Volume(s)	£16.332	41
Price(s)	Volume(s)					
£16.332	41					
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	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 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	

	Not 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	Reinvestment of dividends payable on ordinary shares held in the BAE Systems Share Incentive Plan.				
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>£16.332</td><td>22</td></tr></table>	Price(s)	Volume(s)	£16.332	22
Price(s)	Volume(s)					
£16.332	22					
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	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 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	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)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>£16.314</td><td>1,741</td></tr></table>		Price(s)	Volume(s)	£16.314	1,741
Price(s)	Volume(s)						
£16.314	1,741						
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	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 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	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)	<table border="1"> <tr> <td>Price(s)</td> <td>Volume(s)</td> </tr> <tr> <td>£16.314</td> <td>3</td> </tr> </table>	Price(s)	Volume(s)	£16.314	3
Price(s)	Volume(s)					
£16.314	3					
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	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 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	Reinvestment of dividends payable on ordinary shares held in the BAE Systems Share Incentive Plan.				
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>£16.332</td><td>6</td></tr></table>	Price(s)	Volume(s)	£16.332	6
Price(s)	Volume(s)					
£16.332	6					
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	Karin Hoeing
2	Reason for the notification	
a)	Position/status	Group ESG, Culture & Business Transformation 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
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)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>£16.332</td><td>28</td></tr></table>		Price(s)	Volume(s)	£16.332	28
Price(s)	Volume(s)						
£16.332	28						
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 Maritime and Land					
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	Reinvestment of dividends payable on ordinary shares held in the BAE Systems Share Incentive Plan.					
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>£16.332</td><td>19</td></tr></table>		Price(s)	Volume(s)	£16.332	19
Price(s)	Volume(s)						
£16.332	19						
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					

i)	Place of the transaction	ALON - London Stock Exchange
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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, 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				
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Price(s)	Volume(s)					
£16.332	19					
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
b)	LEI	8SVCSVKSGDWMW2QHOH83

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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)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>£16.332</td><td>42</td></tr></table>	Price(s)	Volume(s)	£16.332	42
Price(s)	Volume(s)					
£16.332	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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