

## BAE Systems plc

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>					
a)	Name	Simon Barnes				
<b>2</b>	<b>Reason for the notification</b>					
a)	Position/status	Group Managing Director, Air				
b)	Initial notification /Amendment	Initial notification				
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>					
a)	Name	BAE Systems plc				
b)	LEI	8SVCSVKSGDWMW2QHOH83				
<b>4</b>	<b>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</b>					
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 International 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>£17.033</td><td>4</td></tr> </tbody> </table>	Price(s)	Volume(s)	£17.033	4
Price(s)	Volume(s)					
£17.033	4					
d)	Aggregated information  - Aggregated volume  - Price	N/A Single transaction				
e)	Date of the transaction	2025-12-10				
f)	Place of the transaction	XLON - London Stock Exchange				

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>	
a)	Name	Gabby Costigan
<b>2</b>	<b>Reason for the notification</b>	
a)	Position/status	Group Managing Director, Business Development
b)	Initial notification /Amendment	Initial notification
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>	

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 International Profit Sharing Scheme.					
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>£17.033</td><td>4</td></tr></table>		Price(s)	Volume(s)	£17.033	4
Price(s)	Volume(s)						
£17.033	4						
d)	Aggregated information  - Aggregated volume  - Price	N/A Single transaction					
e)	Date of the transaction	2025-12-10					
f)	Place of the transaction	XLON - London Stock Exchange					

1	<b>Details of the person discharging managerial responsibilities / person closely associated</b>	
a)	Name	Gabby Costigan
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a)	Position/status	Group Managing Director, Business Development
b)	Initial notification /Amendment	Initial notification
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a)	Name	BAE Systems plc
b)	LEI	8SVCSVKSGDWMW2QHOH83
4	<b>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</b>	
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 Computershare Share Plan Account.

c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>£17.033</td><td>47.42</td></tr></table>	Price(s)	Volume(s)	£17.033	47.42
Price(s)	Volume(s)					
£17.033	47.42					
d)	Aggregated information  - Aggregated volume  - Price	N/A Single transaction				
e)	Date of the transaction	2025-12-10				
f)	Place of the transaction	XLON - London Stock Exchange				

**15 December 2025**

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