

**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") Eric Veignat ("EV")* 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 EV - Person Closely Associated with Group Human Resources Director, TG* 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><th>Price(s)</th><th>Volume(s) of Partnership Shares</th></tr><tr><td rowspan="4"></td><td>CW - [9]</td></tr><tr><td>BG - [8]</td></tr><tr><td>GC - [9]</td></tr><tr><td>JC - [9]</td></tr></table>		Price(s)	Volume(s) of Partnership Shares		CW - [9]	BG - [8]	GC - [9]	JC - [9]
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d)	Aggregated information  - Price  - Aggregated volume	<table><tr><td>Prices(s)</td><td>Volume</td></tr><tr><td>£11.730</td><td>CW - [13]</td></tr><tr><td>£11.296</td><td>BG - [12]</td></tr><tr><td>£11.730</td><td>GC - [13]</td></tr><tr><td>£11.730</td><td>JC - [13]</td></tr><tr><td>£11.730</td><td>TG - [13]</td></tr><tr><td>£11.730</td><td>EG - [13]</td></tr><tr><td>£11.730</td><td>EV - [13]*</td></tr><tr><td>£11.296</td><td>CH - [12]</td></tr><tr><td>£11.296</td><td>KH - [12]</td></tr><tr><td>£11.296</td><td>AT - [12]</td></tr></table>	Prices(s)	Volume	£11.730	CW - [13]	£11.296	BG - [12]	£11.730	GC - [13]	£11.730	JC - [13]	£11.730	TG - [13]	£11.730	EG - [13]	£11.730	EV - [13]*	£11.296	CH - [12]	£11.296	KH - [12]	£11.296	AT - [12]
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e)	Date of the transaction	2025-12-15																						
f)	Place of the transaction  - Partnership shares  - Matching shares	XLON - London Stock Exchange  Outside of a trading venue (sourced from Treasury shares)																						

	matching shares	
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\* EV's total holding is 2,361 no. of shares as at 17 December 2025.

**18 December 2025**

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