

BAE Systems plc

1	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor															
a)	Name	BAE Systems plc														
b)	LEI	8SVCSVKSGDWMMW2QHOH83														
2	Reason for the notification															
a)	Position/status	GC - Group Managing Director, Business Development JC - Chief Technology & Information Officer TG - Group Human Resources Director EG - Group General Counsel BG - Chief Finance Officer CH - Group Communications Director KH - Group ESG, Culture & Business Transformation Director AT - Group Managing Director, Digital Intelligence EV - Person Closely Associated with Group Human Resources Director, TG CW - Group Chief Executive Officer														
b)	Initial notification /Amendment	Initial notification														
3	Details of the person discharging managerial responsibilities / person closely associated															
a)	Name	Gabrielle Costigan ("GC") Julian Cracknell ("JC") Tania Gandamihardja ("TG") Edward Gelsthorpe ("EG") Bradley Greve ("BG") Caitlin Hayden ("CH") Karin Hoeing ("KH") Andrea Thompson ("AT") Eric Veignat ("EV") Charles Woodburn ("CW")														
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 border="1"><thead><tr><th>Price(s)</th><th>Volume(s) of Partnership Shares</th></tr></thead><tbody><tr><td></td><td>GC - [7]</td></tr><tr><td></td><td>JC - [7]</td></tr><tr><td></td><td>TG - [7]</td></tr><tr><td></td><td>EG - [7]</td></tr><tr><td>£20.532</td><td>BG - [8]</td></tr><tr><td></td><td>CH - [8]</td></tr></tbody></table>	Price(s)	Volume(s) of Partnership Shares		GC - [7]		JC - [7]		TG - [7]		EG - [7]	£20.532	BG - [8]		CH - [8]
Price(s)	Volume(s) of Partnership Shares															
	GC - [7]															
	JC - [7]															
	TG - [7]															
	EG - [7]															
£20.532	BG - [8]															
	CH - [8]															

		<table border="1"> <tr><td>KH - [7]</td></tr> <tr><td>AT - [8]</td></tr> <tr><td>EV - [7]</td></tr> <tr><td>CW - [7]</td></tr> </table>	KH - [7]	AT - [8]	EV - [7]	CW - [7]																		
KH - [7]																								
AT - [8]																								
EV - [7]																								
CW - [7]																								
		<table border="1"> <tr><td>Price(s)</td><td>Volume(s) of Matching Shares</td></tr> <tr><td rowspan="10">Nil</td><td>GC - [3]</td></tr> <tr><td>JC - [3]</td></tr> <tr><td>TG - [3]</td></tr> <tr><td>EG - [3]</td></tr> <tr><td>BG - [3]</td></tr> <tr><td>CH - [3]</td></tr> <tr><td>KH - [3]</td></tr> <tr><td>AT - [3]</td></tr> <tr><td>EV - [3]</td></tr> <tr><td>CW - [3]</td></tr> </table>	Price(s)	Volume(s) of Matching Shares	Nil	GC - [3]	JC - [3]	TG - [3]	EG - [3]	BG - [3]	CH - [3]	KH - [3]	AT - [3]	EV - [3]	CW - [3]									
Price(s)	Volume(s) of Matching Shares																							
Nil	GC - [3]																							
	JC - [3]																							
	TG - [3]																							
	EG - [3]																							
	BG - [3]																							
	CH - [3]																							
	KH - [3]																							
	AT - [3]																							
	EV - [3]																							
	CW - [3]																							
d)	Aggregated information - Price - Aggregated volume	<table border="1"> <tr><td>Prices(s)</td><td>Volume</td></tr> <tr><td>£14.372</td><td>GC - [7]</td></tr> <tr><td>£14.372</td><td>JC - [7]</td></tr> <tr><td>£14.372</td><td>TG - [7]</td></tr> <tr><td>£14.372</td><td>EG - [7]</td></tr> <tr><td>£14.932</td><td>BG - [8]</td></tr> <tr><td>£14.932</td><td>CH - [8]</td></tr> <tr><td>£14.372</td><td>KH - [7]</td></tr> <tr><td>£14.932</td><td>AT - [8]</td></tr> <tr><td>£14.372</td><td>EV - [7]</td></tr> <tr><td>£14.372</td><td>CW - [7]</td></tr> </table>	Prices(s)	Volume	£14.372	GC - [7]	£14.372	JC - [7]	£14.372	TG - [7]	£14.372	EG - [7]	£14.932	BG - [8]	£14.932	CH - [8]	£14.372	KH - [7]	£14.932	AT - [8]	£14.372	EV - [7]	£14.372	CW - [7]
Prices(s)	Volume																							
£14.372	GC - [7]																							
£14.372	JC - [7]																							
£14.372	TG - [7]																							
£14.372	EG - [7]																							
£14.932	BG - [8]																							
£14.932	CH - [8]																							
£14.372	KH - [7]																							
£14.932	AT - [8]																							
£14.372	EV - [7]																							
£14.372	CW - [7]																							
e)	Date of the transaction	2026-01-14																						
f)	Place of the transaction - Partnership shares - Matching shares	XLON - London Stock Exchange Outside of a trading venue (sourced from Treasury shares)																						

This information is provided by RNS, the news service of the London Stock Exchange. RNS is approved by the Financial Conduct Authority to act as a Primary Information Provider in the United Kingdom. Terms and conditions relating to the use and distribution of this information may apply. For further information, please contact ms@lse.com or visit www.rns.com.

RNS may use your IP address to confirm compliance with the terms and conditions, to analyse how you engage with the information contained in this communication, and to share such analysis on an anonymised basis with others as part of our commercial services. For further information about how RNS and the London Stock Exchange use the personal data you provide us, please see our [Privacy Policy](#).

END

DSHUNRRNUUAAAR