

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	8SVCSVKSGDWMW2QHOH83										
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><tr><td>Price(s)</td><td>Volume(s) of Partnership Shares</td></tr><tr><td rowspan="6">£20.278</td><td>GC - [8]</td></tr><tr><td>JC - [8]</td></tr><tr><td>TG - [8]</td></tr><tr><td>EG - [7]</td></tr><tr><td>BG - [7]</td></tr><tr><td>CH - [7]</td></tr></table>		Price(s)	Volume(s) of Partnership Shares	£20.278	GC - [8]	JC - [8]	TG - [8]	EG - [7]	BG - [7]	CH - [7]
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d)	Aggregated information - Price - Aggregated volume	<table><tr><td>Prices(s)</td><td>Volume</td></tr><tr><td>£14.747</td><td>GC - [11]</td></tr><tr><td>£14.747</td><td>JC - [11]</td></tr><tr><td>£14.747</td><td>TG - [11]</td></tr><tr><td>£14.194</td><td>EG - [10]</td></tr><tr><td>£14.194</td><td>BG - [10]</td></tr><tr><td>£14.194</td><td>CH - [10]</td></tr><tr><td>£14.194</td><td>KH - [10]</td></tr><tr><td>£14.194</td><td>AT - [10]</td></tr><tr><td>£14.747</td><td>EV - [11]</td></tr><tr><td>£14.747</td><td>CW - [11]</td></tr></table>	Prices(s)	Volume	£14.747	GC - [11]	£14.747	JC - [11]	£14.747	TG - [11]	£14.194	EG - [10]	£14.194	BG - [10]	£14.194	CH - [10]	£14.194	KH - [10]	£14.194	AT - [10]	£14.747	EV - [11]	£14.747	CW - [11]	
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e)	Date of the transaction	2026-02-16																							
f)	Place of the transaction - Partnership shares - Matching shares	XLON - London Stock Exchange Outside of a trading venue (sourced from Treasury shares)																							

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