

BAE Systems plc

1	Details of the person discharging managerial responsibilities / person closely associated													
a)	Name	Tom Arseneault												
G	Reason for the notification													
a)	Position/status	President and Chief Executive Officer of BAE Systems, Inc.												
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	Exercise of 258,380 options under the BAE Systems Long Term Incentive Plan (LTIP) and the subsequent sale of 152,999 shares.												
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th></th> <th>Price</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>Acquisition of shares on exercise of share option</td> <td>£5.425</td> <td>258,380</td> </tr> <tr> <td>Shares retained to settle the cost of exercise</td> <td>£13.30149</td> <td>105,381</td> </tr> <tr> <td>Sale of shares including those sold to satisfy tax liabilities</td> <td>£13.30149</td> <td>152,999</td> </tr> </tbody> </table>		Price	Volume(s)	Acquisition of shares on exercise of share option	£5.425	258,380	Shares retained to settle the cost of exercise	£13.30149	105,381	Sale of shares including those sold to satisfy tax liabilities	£13.30149	152,999
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Sale of shares including those sold to satisfy tax liabilities	£13.30149	152,999												
d)	Aggregated information - Aggregated volume - Price	<p><u>Exercise---</u> Volume: 258,380 Price GBP: £1,401,711.50</p> <p><u>Shares retained to settle the cost of exercise</u> Volume: 105,381 Price: £1,401,724.32</p> <p><u>Shares sold including those to satisfy tax liabilities</u> Volume: 152,999 Price GBP: £2,035,114.67</p>												
e)	Date of the transaction	2024-10-22												

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f)	Place of the transaction	XLON - London Stock Exchange

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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	Exercise of 289,258 options under the BAE Systems Long Term Incentive Plan (LTIP) and the subsequent sale of 180,787 shares.												
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th></th> <th>Price</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>Acquisition of shares on exercise of share option</td> <td>£4.988</td> <td>289,258</td> </tr> <tr> <td>Shares retained to settle the cost of exercise</td> <td>£13.30149</td> <td>108,471</td> </tr> <tr> <td>Sale of shares including those sold to satisfy tax liabilities</td> <td>£13.30149</td> <td>180,787</td> </tr> </tbody> </table>		Price	Volume(s)	Acquisition of shares on exercise of share option	£4.988	289,258	Shares retained to settle the cost of exercise	£13.30149	108,471	Sale of shares including those sold to satisfy tax liabilities	£13.30149	180,787
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Sale of shares including those sold to satisfy tax liabilities	£13.30149	180,787												
d)	Aggregated information - Aggregated volume - Price	<u>Exercise---</u> Volume: 289,258 Price GBP: £1,442,818.90 <u>Shares retained to settle the cost of exercise</u> Volume: 108,471 Price GBP: £144,825.92 <u>Shares sold including those to satisfy tax liabilities</u> Volume: 180,787 Price GBP: £2,404,736.47												
e)	Date of the transaction	2024-10-22												
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23 October 2024

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