BAE Systems plc

1	Details of the person discharging managerial responsibilities / person closely associated					
a)	Name	Karin Hoeing				
G	Reason for the notification	eason for the notification				
a)	Position/status	Group ESG, Culture & Business Transformation Director				
b)	Initial notification /Amendment	Initial notification				
3	Details of the issuer, emission auctioneer or auction monitor	allowance market pa	llowance market participant, auction platform,			
a)	Name	BAE Systems plc	BAE Systems plc			
b)	LEI	8SVCSVKSGDWMW2	8SVCSVKSGDWMW2QHOH83			
4		each date; and (iv) each place where transactions have				
a)	Description of the financial instrument, type of instrument	Ordinary shares of 2.5p each in BAE Systems plc GB0002634946				
	Identification code					
b)	Nature of the transaction	Exercise of 177,448 options under the BAE Systems Long Term Incentive Plan (LTIP), and the subsequent sale of 58,455 shares including those to satisfy tax liabilities.				
c)	Price(s) and volume(s)		1			
		Acquisition of shares on exercise of share option	Price £4.85	Volume(s) 177,448		
		Shares retained to cover the costs of exercise	£16.12	53,389		
		Sale of shares including those to satisfy tax liabilities	£16.12	58,455		
		Shares retained		65,604		
d)	Aggregated information - Aggregated volume - Price	Exercise Volume: 177,448 Price GBP: £860,622.80 Shares retained to cover the costs of exercise Volume: 53,389 Price GBP: £860,630.68 Sale of shares, including those to satisfy tax liabilities Volume: 58,455 Price GBP: £942,294.60				

e)	Date of the transaction	2025-03-03
f)	Place of the transaction	XLON - London Stock Exchange

1	Details of the person discharging managerial responsibilities / person closely associated					
a)	Name	Karin Hoeing				
G	Reason for the notification	Reason for the notification				
a)	Position/status	Group ESG, Culture 8	& Business Transf	formation Director		
b)	Initial notification /Amendment	Initial notification				
3	Details of the issuer, emission a auctioneer or auction monitor	lowance market participant, auction platform,				
a)	Name	BAE Systems plc				
b)	LEI	8SVCSVKSGDWMW2	QHOH83			
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	Ordinary shares of 2.5p each in BAE Systems plc				
	Identification code	GB0002634946				
b)	Nature of the transaction	Exercise of 156,752 options under the BAE Systems Long Term Incentive Plan (LTIP), and the subsequent sale of 50,954 shares including those to satisfy tax liabilities.				
c)	Price(s) and volume(s)					
		Acquisition of	Price £4.9990	Volume(s) 156,752		
		shares on exercise of share option				
		Shares retained to cover the costs of exercise	£16.12	48,611		
		Sale of shares including those to satisfy tax liabilities	£16.12	50,954		
		Shares retained		57,187		
d)	Aggregated information					
	- Aggregated volume - Price	Exercise Volume: 156,752 Price GBP: £783,603.25 Shares retained to cover the costs of exercise Volume: 48,611 Price GBP: £783,609.32 Sale of shares, including those to satisfy tax liabilities Volume: 50,954 Price GBP: £821,378.48				
e)	Date of the transaction	2025-03-03				

f)	Place of the transaction	XLON - London Stock Exchange

	Group ESG, Culture & Initial notification BAE Systems plc 8SVCSVKSGDWMW2	& Business Tran	sformation Director		
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ial notification nendment ails of the issuer, emission al tioneer or auction monitor ne ails of the transaction(s): sec h type of transaction; (iii) eac	Initial notification Ilowance market pa BAE Systems plc 8SVCSVKSGDWMW2	erticipant, auct			
ails of the issuer, emission al tioneer or auction monitor ne ails of the transaction(s): sec h type of transaction; (iii) eac	BAE Systems plc 8SVCSVKSGDWMW2 tion to be repeated	еднон83	ion platform,		
ne ails of the transaction(s): sec h type of transaction; (iii) eac	BAE Systems plc 85VCSVKSGDWMW2 tion to be repeated	еднон83	tion platform,		
ails of the transaction(s): sec h type of transaction; (iii) eac	8SVCSVKSGDWMW2				
h type of transaction; (iii) ead	tion to be repeated				
h type of transaction; (iii) ead	•				
		tion to be repeated for (i) each type of instrument; (ii) ch date; and (iv) each place where transactions have			
cription of the financial rument, type of rument	Ordinary shares of 2.5p each in BAE Systems plc				
ntification code	GB0002634946				
ure of the transaction	Exercise of 148,157 Restricted Shares under the BAE Systems Long Term Incentive Plan (LTIP), and the subsequent sale of 69,809 shares including those to satisfy tax liabilities.				
e(s) and volume(s)		1			
	Acquisition of shares on exercise of share option	Price nil	Volume(s) 148,157		
	Sale of shares including those to satisfy tax liabilities	£16.12	69,809		
	Shares retained		78,348		
regated information gregated volume ice	Exercise Volume: 148,157 Sale of shares, including those to satisfy tax liabilities Volume: 69,809				
	Price GBP: £1,125,321.08				
e of the transaction	XLON - London Stock Exchange				
5	gregated volume ce	regated information Exercise Volume: 148,157 gregated volume ce Sale of shares, inc Volume: 69,809 Price GBP: £1,125,	regated information Exercise Volume: 148,157 gregated volume Ce Sale of shares, including those to satisfy tax liabilities Shares retained Exercise Volume: 69,809 Price GBP: £1,125,321.08		

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Caitlin Hayden	
G	Reason for the notification		

a)	Position/status	Group Communications Director			
,	·		·		
b)	Initial notification /Amendment	Initial notification			
	//Amendment				
3	Details of the issuer, emission a	allowance market participant, auction platform,			
	auctioneer or auction monitor	,			
a)	Name	BAE Systems plc			
b)	LEI	8SVCSVKSGDWMW2	QHOH83		
4	Details of the transaction(s): sec				
	each type of transaction; (iii) each been conducted	ch date; and (iv) ead	ch place where	transactions have	
a)	Description of the financial	Ordinary shares of 2.5p each in BAE Systems plc			
	instrument, type of	GB0002634946			
	instrument				
	Identification code				
b)	Nature of the transaction	Sale of shares.			
c)	Price(s) and volume(s)		Drice	Valuma(s)	
		Sale of shares	Price £16.1965	Volume(s) 2,500	
d)	Aggregated information				
	- Aggregated volume	Volume: 2,500			
	- Price	Price GBP: £40,491.34			
e)	Date of the transaction	2025-03-06			
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f)	Place of the transaction	XLON - London Stock Exchange			

06 March 2025

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