

BAE Systems plc

1	Details of the person discharging managerial responsibilities / person closely associated																	
a)	Name	Karin Hoeing																
G	Reason for the notification																	
a)	Position/status	Group ESG, Culture & Business Transformation Director																
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 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)	<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>£4.85</td><td>177,448</td></tr> <tr> <td>Shares retained to cover the costs of exercise</td><td>£16.12</td><td>53,389</td></tr> <tr> <td>Sale of shares including those to satisfy tax liabilities</td><td>£16.12</td><td>58,455</td></tr> <tr> <td>Shares retained</td><td></td><td>65,604</td></tr> </tbody> </table>			Price	Volume(s)	Acquisition of shares on exercise of share option	£4.85	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
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d)	Aggregated information - Aggregated volume - Price	<u>Exercise---</u> Volume: 177,448 Price GBP: £860,622.80 <u>Shares retained to cover the costs of exercise</u> Volume: 53,389 Price GBP: £860,630.68 <u>Sale of shares, including those to satisfy tax liabilities</u> 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

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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 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)	<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>£4.9990</td><td>156,752</td></tr> <tr> <td>Shares retained to cover the costs of exercise</td><td>£16.12</td><td>48,611</td></tr> <tr> <td>Sale of shares including those to satisfy tax liabilities</td><td>£16.12</td><td>50,954</td></tr> <tr> <td>Shares retained</td><td></td><td>57,187</td></tr> </tbody> </table>		Price	Volume(s)	Acquisition of shares on exercise of share option	£4.9990	156,752	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
	Price	Volume(s)															
Acquisition of shares on exercise of share option	£4.9990	156,752															
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Sale of shares including those to satisfy tax liabilities	£16.12	50,954															
Shares retained		57,187															
d)	Aggregated information - Aggregated volume - Price	<u>Exercise---</u> Volume: 156,752 Price GBP: £783,603.25 <u>Shares retained to cover the costs of exercise</u> Volume: 48,611 Price GBP: £783,609.32 <u>Sale of shares, including those to satisfy tax liabilities</u> 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

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a)	Name	Karin Hoeing												
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a)	Position/status	Group ESG, Culture & Business Transformation Director												
b)	Initial notification /Amendment	Initial notification												
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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 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.												
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>nil</td><td>148,157</td></tr> <tr> <td>Sale of shares including those to satisfy tax liabilities</td><td>£16.12</td><td>69,809</td></tr> <tr> <td>Shares retained</td><td></td><td>78,348</td></tr> </tbody> </table>		Price	Volume(s)	Acquisition of shares on exercise of share option	nil	148,157	Sale of shares including those to satisfy tax liabilities	£16.12	69,809	Shares retained		78,348
	Price	Volume(s)												
Acquisition of shares on exercise of share option	nil	148,157												
Sale of shares including those to satisfy tax liabilities	£16.12	69,809												
Shares retained		78,348												
d)	Aggregated information - Aggregated volume - Price	<u>Exercise---</u> Volume: 148,157 <u>Sale of shares, including those to satisfy tax liabilities</u> Volume: 69,809 Price GBP: £1,125,321.08												
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	Caitlin Hayden
G	Reason for the notification	

a)	Position/status	Group Communications Director							
b)	Initial notification /Amendment	Initial notification							
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a)	Name	BAE Systems plc							
b)	LEI	8SVCSVKSGDWMW2QHOH83							
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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	Sale of 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>Sale of shares</td> <td>£16.1965</td> <td>2,500</td> </tr> </tbody> </table>			Price	Volume(s)	Sale of shares	£16.1965	2,500
	Price	Volume(s)							
Sale of shares	£16.1965	2,500							
d)	Aggregated information - Aggregated volume - Price	Volume: 2,500 Price GBP: £40,491.34							
e)	Date of the transaction	2025-03-06							
f)	Place of the transaction	XLON - London Stock Exchange							

06 March 2025

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