

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 267,026 options under the BAE Systems Long Term Incentive Plan (LTIP), and the subsequent sale of 155,717 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>£6.49</td><td>267,026</td></tr> <tr> <td>Shares retained to cover the costs of exercise</td><td>£15.569355</td><td>111,309</td></tr> <tr> <td>Sale of shares including those to satisfy tax liabilities</td><td>£15.569355</td><td>155,717</td></tr> </tbody> </table>		Price	Volume(s)	Acquisition of shares on exercise of share option	£6.49	267,026	Shares retained to cover the costs of exercise	£15.569355	111,309	Sale of shares including those to satisfy tax liabilities	£15.569355	155,717
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d)	Aggregated information - Aggregated volume - Price	<u>Exercise</u> Volume: 267,026 Price GBP: £1,732,998.74 <u>Shares retained to cover the costs of exercise</u> Volume: 111,309 Price GBP: £1,733,009.34 <u>Sale of shares, including those to satisfy tax liabilities</u> Volume: 155,717 Price GBP: £2,424,413.25												
e)	Date of the transaction	2025-03-12												

f)	Place of the transaction	XLON - London Stock Exchange
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13 March 2025

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