RNS Number: 1095C BAE SYSTEMS PLC 25 March 2025

#### **Director/PDMR Shareholding**

BAE Systems plc announces that on 20 March 2025 it made the following awards over ordinary shares of 2.5p each in BAE Systems plc under the BAE Systems Long Term Incentive Plan ("LTIP") to the Persons Discharging Managerial Responsibilities ("PDMRs") specified below:

#### 1. Performance Shares granted in the form of nil cost options:

Name of PDMR	Number of
	shares granted
	under option
Thomas Arseneault	243,144
Simon Barnes	59,175
Gabrielle Costigan	71,615
Julian Cracknell	60,439
Tania Gandamihardja	60,439
Edward Gelsthorpe	60,439
Bradley Greve	161,693
Caitlin Hayden	52,612
Karin Hoeing	73,081
Glynn Phillips	58,919
Andrea Thompson	57,830
Charles Woodburn	281,049

## 2. Restricted Shares granted in the form of a conditional award:

Name of PDMR	Number of shares under
	award
Thomas Arseneault	82,890

### 3. BAE Systems Deferred Bonus Plan

In addition, on 20 March 2025, the following PDMRs purchased ordinary shares of 2.5p each at a consideration of £16.4238 per share under the BAE Systems Deferred Bonus Plan ("DBP") ("Deferred Shares"):

Name of PDMR	Number of Deferred Shares acquired (beneficial interest)	Price per share
Thomas Arseneault	21,804	£16.4238
Simon Barnes	5,383	£16.4238
Gabrielle Costigan	4,274	£16.4238
Julian Cracknell	5,411	£16.4238
Tania Gandamihardja	5,439	£16.4238
Edward Gelsthorpe	5,453	£16.4238
Bradley Greve	17,138	£16.4238
Caitlin Hayden	3,124	£16.4238
Karin Hoeing	6,577	£16.4238
Glynn Phillips	4,421	£16.4238
Andrea Thompson	2,585	£16.4238
Charles Woodburn	30,344	£16.4238

# 4. Exercise of BAE Systems Performance shares

On 24 March 2025, the following PDMRs exercised performance shares under the BAE Systems Long Term Incentive Plan (LTIP), refer below for futher details:

Name of PDMR	Number of shares
Thomas Arseneault	109.223

	,
Caitlin Hayden	5,388
Karin Hoeing	48,371
Andrea Thompson	22,122

# 5. Exercise of BAE Systems Restricted Shares

On 24 March 2025, the following PDMRs exercised restricted shares under the BAE Systems Long Term Incentive Plan (LTIP), refer below for futher details:

Name of PDMR	Number of shares
Thomas Arseneault	177,590
Caitlin Hayden	8,930

1	Details of the person discharg	jing managerial responsibili	ities / person closely	
a)	Name	Thomas Arseneault		
2	Reason for the notification			
a)	Position/status	President & Chief Executive Officer of BAE Systems, Inc.		
b)	Initial notification /Amendment	Initial notification		
3	Details of the issuer, emission auctioneer or auction monitor		ant, auction platform,	
a)	Name	BAE Systems plc		
b)	LEI	8SVCSVKSGDWMW2QHOH8	8SVCSVKSGDWMW2QHOH83	
4		section to be repeated for (i) each type of ransaction; (iii) each date; and (iv) each place where acted		
a)	Description of the financial instrument, type of instrument	Ordinary shares of 2.5p eac	Ordinary shares of 2.5p each in BAE Systems plc	
	Identification code	GB0002634946	GB0002634946	
b)	Nature of the transaction	Award of performance share of nil cost options	Award of performance shares under the LTIP in the form of nil cost options	
c)	Price(s) and volume(s)			
		Price Nil	Volume 243,144	
d)	Aggregated information			
-,	55 5			
	- Aggregated volume	Aggregated volume: 243,14	Aggregated volume: 243,144 shares	
	- Price	Nil	Nil	
e)	Date of the transaction	2025-03-20		
f)	Place of the transaction	XLON - London Stock Excha	XLON - London Stock Exchange	

	Details of the person dischargi associated	ing managerial responsibilities / person closely
a)	) Name Thomas Arseneault	

2	Reason for the notification		
a)	Position/status	President & 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		section to be repeated for (i) each type of transaction; (iii) each date; and (iv) each place where ucted	
a)	Description of the financial instrument, type of instrument	Ordinary shares of 2.5p each	h in BAE Systems plc
a)		Ordinary shares of 2.5p each	h in BAE Systems plc
a) b)	instrument, type of instrument		
	instrument, type of instrument Identification code	GB0002634946	
b)	instrument, type of instrument  Identification code  Nature of the transaction	GB0002634946  Purchase of deferred shares  Price	s under the DBP.  Volume
b)	instrument, type of instrument  Identification code  Nature of the transaction  Price(s) and volume(s)	GB0002634946  Purchase of deferred shares  Price	Volume 21,804
b)	instrument, type of instrument  Identification code  Nature of the transaction  Price(s) and volume(s)  Aggregated information	GB0002634946  Purchase of deferred shares  Price £16.4238	Volume 21,804
b)	instrument, type of instrument  Identification code  Nature of the transaction  Price(s) and volume(s)  Aggregated information  - Aggregated volume	GB0002634946  Purchase of deferred shares  Price £16.4238  Aggregated volume: 21,804	Volume 21,804

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Thomas Arseneault
2	Reason for the notification	
a)	Position/status	President & 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
-,		
	. ,	section to be repeated for (i) each type of transaction; (iii) each date; and (iv) each place where lucted
<b>4</b> a)	instrument; (ii) each type of	transaction; (iii) each date; and (iv) each place where
4	instrument; (ii) each type of transactions have been cond  Description of the financial	transaction; (iii) each date; and (iv) each place where lucted
4	instrument; (ii) each type of transactions have been cond  Description of the financial instrument, type of instrument	transaction; (iii) each date; and (iv) each place where lucted  Ordinary shares of 2.5p each in BAE Systems plc
<b>4</b> a)	instrument; (ii) each type of transactions have been cond  Description of the financial instrument, type of instrument  Identification code	transaction; (iii) each date; and (iv) each place where lucted  Ordinary shares of 2.5p each in BAE Systems plc  GB0002634946  Award of Restricted Shares in the form of a conditional

I		- Aggregated volume	Aggregated volume: 82,890 shares
		- Price	Nil
=	e)	Date of the transaction	2025-03-20
-	f)	Place of the transaction	XLON - London Stock Exchange

1	Details of the person discharge	ing managerial responsibilities / person closely	
a)	Name	Thomas Arseneault	
2	eason for the notification		
a)	Position/status	President & Chief Executive Officer of BAE Systems, Inc.	
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission auctioneer or auction monitor	allowance market participant, auction platform,	
a)	Name	BAE Systems plc	
b)	LEI	8SVCSVKSGDWMW2QHOH83	
4		section to be repeated for (i) each type of transaction; (iii) each date; and (iv) each place where ucted	
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 109,223 performance shares under the BAE Systems Long Term Incentive Plan (LTIP), and the sale of 109,223 shares, including those to satisfy tax liabilities.	
c)	Price(s) and volume(s)		
		Acquisition of shares on exercise of share awards  Price Volume  Volume  109,223	
		Sale of shares, including those to satisfy tax liabilities	
۹)	Aggregated information	Evereice	
d)	Aggregated information - Aggregated volume	Exercise Volume: 109,223 Price GBP: £0	
	- Price	Shares sold, including those to satisfy tax liabilities Volume: 109,223 Price GBP: £1,741,451.51	
e)	Date of the transaction	2025-03-24	
f)	Place of the transaction	XLON - London Stock Exchange	

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Thomas Arseneault	
2	Reason for the notification	son for the notification	
a)	Position/status	President & Chief Executive Officer of BAE Systems, Inc.	
b)	Initial notification /Amendment	Initial notification	

3		etails of the issuer, emission allowance market participant, auction platform, uctioneer or auction monitor		
	auctioneer of auction indintor			
a)	Name	BAE Systems plc		
b)	LEI	8SVCSVKSGDWN	1W2QHOH83	
4	Details of the transaction(s): instrument; (ii) each type of t transactions have been condu	ransaction; (iii) e	peated for (i) ea each date; and (	ich type of (iv) each place where
a)	Description of the financial instrument, type of instrument	Ordinary shares	of 2.5p each in BA	AE Systems plc
	Identification code	GB0002634946		
b)	Nature of the transaction	Systems Long Te	erm Incentive Plan	res under the BAE (LTIP), and the sale of satisfy tax liabilities.
c)	Price(s) and volume(s)			
			Price	Volume
		Acquisition of shares on exercise of share awards	£0	177,590
		Sale of shares, including those to satisfy tax liabilities	£15.944	80,294
		Shares retained		97,296
d)	Aggregated information	Exercise		
uj	- Aggregated volume	Volume: 177,590 Price GBP: £0	)	
	- Price	Shares sold, including those to satisfy tax liabilities Volume: 80,294 Price GBP: £1,280,207.54		
e)	Date of the transaction	2025-03-24		
f)	Place of the transaction	XLON - London S	tock Exchange	

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Simon Barnes	
2	Reason for the notification		
a)	Position/status	Group Managing Director, Air	
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission auctioneer or auction monitor	allowance market participant, auction platform,	
a)	Name	BAE Systems pic	
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	Ordinary shares of 2.5p each in BAE Systems plc	

	Identification code	GB0002634946	
b)	Nature of the transaction	Award of performance shares under the LTIP in the form of nil cost options	
c)	Price(s) and volume(s)	Price Nil	Volume 59,175
d)	Aggregated information - Aggregated volume - Price	Aggregated volume: 59,175 shares Nil	
e)	Date of the transaction	2025-03-20	
f)	Place of the transaction	XLON - London Stock Exchange	

1	Details of the person discharging managerial responsibilities / person closely associated			
a)	Name	Simon Barnes		
2	Reason for the notification			
a)	Position/status	Group Managing Director, A	Group Managing Director, Air	
b)	Initial notification /Amendment	Initial notification		
3	Details of the issuer, emission auctioneer or auction monitor		ant, auction platform,	
a)	Name	BAE Systems plc		
b)	LEI	8SVCSVKSGDWMW2QHOH8	33	
4		ransaction; (iii) each date; and (iv) each place where acted		
a)	Description of the financial instrument, type of instrument	Ordinary shares of 2.5p eac	h in BAE Systems plc	
	Identification code	GB0002634946		
b)	Nature of the transaction	Purchase of deferred shares	s under the DBP.	
c)	Price(s) and volume(s)	Price £16.4238	Volume 5,383	
d)	Aggregated information			
	- Aggregated volume	Aggregated volume: 5,383 shares		
	- Price	£88,409.32		
e)	Date of the transaction	2025-03-20		
f)	Place of the transaction	XLON - London Stock Exchan	XLON - London Stock Exchange	

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Gabrielle Costigan	
2	Reason for the notification		
a)	Position/status	Group Managing Director, Business Development	
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		n(s): section to be repeated for (i) each type of e of transaction; (iii) each date; and (iv) each place where 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	Award of performance shares under the LTIP in the form of nil cost options		
c)	Price(s) and volume(s)			
		Price	Volume	
		Nil	71,615	
d)	Aggregated information			
	- Aggregated volume	Aggregated volume: 71,615	shares	
	- Price	Nil		
e)	Date of the transaction	2025-03-20		
f)	Place of the transaction	XLON - London Stock Exchar	nge	
		L		

-	Data ila afalia manana disalama		4: /l	
1	Details of the person discharging managerial responsibilities / person closely associated			
a)	Name	Gabrielle Costigan		
2	Reason for the notification			
a)	Position/status	Group Managing Director, Business Development		
b)	Initial notification /Amendment	Initial notification		
3	Details of the issuer, emission auctioneer or auction monitor		ant, auction platform,	
a)	Name	BAE Systems plc		
b)	LEI	8SVCSVKSGDWMW2QHOH8	3	
4		section to be repeated for (i) each type of ransaction; (iii) each date; and (iv) each place where acted		
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	Purchase of deferred shares	s under the DBP.	
c)	Price(s) and volume(s)			
,	( )	Price	Volume	
		£16.4238	4,274	
d)	Aggregated information			
	- Aggregated volume	Aggregated volume: 4,274 shares		
	- Price	£70,195.32		
e)	Date of the transaction	2025-03-20		
f)	Place of the transaction	XLON - London Stock Exchai	XLON - London Stock Exchange	

	associated		
a)	Name	Julian Cracknell	
2	Reason for the notification	•	
a)	Position/status	Chief Technology & Informa	tion Officer
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission auctioneer or auction monitor		ant, auction platform,
a)	Name	BAE Systems plc	
b)	LEI	8SVCSVKSGDWMW2QHOH8	3
4		ransaction; (iii) each date; and (iv) each place where acted	
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	Award of performance share of nil cost options	es under the LTIP in the form
c)	Price(s) and volume(s)	Price Nil	Volume 60,439
d)	Aggregated information		
	- Aggregated volume	Aggregated volume: 60,439 shares	
	- Price	Nil	
e)	Date of the transaction	2025-03-20	
		XLON - London Stock Exchange	

Details of the person discharging managerial responsibilities / person closely associated		
Name	Julian Cracknell	
Reason for the notification	1	
Position/status	Chief Technology & Information	mation Officer
Initial notification /Amendment	Initial notification	
		cipant, auction platform,
Name	BAE Systems plc	
LEI	8SVCSVKSGDWMW2QHO	H83
instrument; (ii) each type of t	ransaction; (iii) each dat	
Description of the financial instrument, type of instrument	Ordinary shares of 2.5p e	each in BAE Systems plc
Identification code	GB0002634946	
Nature of the transaction	Purchase of deferred shares under the DBP.	
Price(s) and volume(s)	Price £16.4238	Volume 5,411
	Reason for the notification  Position/status  Initial notification /Amendment  Details of the issuer, emission auctioneer or auction monitor  Name  LEI  Details of the transaction(s): instrument; (ii) each type of transactions have been conduction instrument, type of instrument  Identification code  Nature of the transaction	Reason for the notification  Position/status  Chief Technology & Information  Initial notification /Amendment  Initial notification  Details of the issuer, emission allowance market particular auctioneer or auction monitor  Name  BAE Systems plc  LEI  8SVCSVKSGDWMW2QHO  Details of the transaction(s): section to be repeated from the instrument; (ii) each type of transaction; (iii) each data transactions have been conducted  Description of the financial instrument, type of instrument  Identification code  Rature of the transaction  Purchase of deferred sha  Price  £16.4238

ĺ	uj	нуугеуакей ппогтацоп	
		- Aggregated volume	Aggregated volume: 5,411 shares
		- Price	£88,869.18
	e)	Date of the transaction	2025-03-20
	f)	Place of the transaction	XLON - London Stock Exchange

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Tania Gandamihardja	
2	Reason for the notification		
a)	Position/status	Group Human Resources Dir	rector
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission auctioneer or auction monitor		ant, auction platform,
a)	Name	BAE Systems plc	
b)	LEI	8SVCSVKSGDWMW2QHOH8	3
4		section to be repeated for (i) each type of ransaction; (iii) each date; and (iv) each place where cted	
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	Award of performance share of nil cost options	es under the LTIP in the form
c)	Price(s) and volume(s)	Γ <u>-</u> .	1
		Price Nil	Volume 60,439
d)	Aggregated information		
	- Aggregated volume	Aggregated volume: 60,439 shares	
	- Price	Nil	
e)	Date of the transaction	2025-03-20	
f)	Place of the transaction	XLON - London Stock Exchar	nge

1	Details of the person discharge associated	ging managerial responsibilities / person closely
a)	Name	Tania Gandamihardja
2	Reason for the notification	
a)	Position/status	Group Human Resources Director
b)	Initial notification /Amendment	Initial notification
3	Details of the issuer, emission auctioneer or auction monito	n allowance market participant, auction platform, r
a)	Name	BAE Systems plc
b)	LEI	8SVCSVKSGDWMW2QHOH83
4		section to be repeated for (i) each type of transaction; (iii) each date; and (iv) each place where ucted

aj	instrument, type of instrument	Orumary shares or 2.5p eac	п п рис зуѕієть ріс
	Identification code	GB0002634946	
b)	Nature of the transaction	Purchase of deferred shares	s under the DBP.
c)	Price(s) and volume(s)		
		Price	Volume
		£16.4238	5,439
d)	Aggregated information		
	- Aggregated volume	Aggregated volume: 5,439 s	hares
	- Price	£89,329.05	
e)	Date of the transaction	2025-03-20	
f)	Place of the transaction	XLON - London Stock Exchar	nge

1	Details of the person discharg	ging managerial responsibil	ities / person closely
a)	Name	Edward Gelsthorpe	
2	Reason for the notification		
a)	Position/status	Group General Counsel	
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission auctioneer or auction monitor		ant, auction platform,
a)	Name	BAE Systems plc	
b)	LEI	8SVCSVKSGDWMW2QHOH8	33
4	Details of the transaction(s): instrument; (ii) each type of t transactions have been cond	transaction; (iii) each date	
a)	Description of the financial instrument, type of instrument	Ordinary shares of 2.5p each	h in BAE Systems plc
	Identification code	GB0002634946	
b)	Nature of the transaction	Award of performance shar of nil cost options	es under the LTIP in the form
c)	Price(s) and volume(s)		
		Price Nil	Volume 60,439
d)	Aggregated information	-	· · · · · · · · · · · · · · · · · · ·
	- Aggregated volume	Aggregated volume: 60,439	shares
	- Price	Nil	
e)	Date of the transaction	2025-03-20	
f)	Place of the transaction	XLON - London Stock Excha	nge

1	Details of the person discharg associated	ing managerial responsibilities / person closely
a)	Name	Edward Gelsthorpe
2	Reason for the notification	
a)	Position/status	Group General Counsel
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	8SVCSVKSGDWMW2QHOH8	3
4	Details of the transaction(s): instrument; (ii) each type of t transactions have been condu	ransaction; (iii) each date;	
a)	Description of the financial instrument, type of instrument	Ordinary shares of 2.5p each	h in BAE Systems plc
	Identification code	GB0002634946	
b)	Nature of the transaction	Purchase of deferred shares	s under the DBP.
c)	Price(s) and volume(s)	Price	Volume
		£16.4238	5,453
d)	Aggregated information		
	- Aggregated volume	Aggregated volume: 5,453 s	hares
	- Price	£89,558.98	
e)	Date of the transaction	2025-03-20	
f)	Place of the transaction	XLON - London Stock Exchar	nge

1	Details of the person discharg	ging managerial responsibil	ities / person closely
a)	Name	Bradley Greve	
2	Reason for the notification		
a)	Position/status	Chief Finance Officer	
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission auctioneer or auction monitor		ant, auction platform,
a)	Name	BAE Systems plc	
b)	LEI	8SVCSVKSGDWMW2QHOH8	33
4	Details of the transaction(s): instrument; (ii) each type of t transactions have been condi	transaction; (iii) each date	
a)	Description of the financial instrument, type of instrument	Ordinary shares of 2.5p each	h in BAE Systems plc
	Identification code	GB0002634946	
b)	Nature of the transaction	Award of performance shar of nil cost options	es under the LTIP in the form
c)	Price(s) and volume(s)	Deice	Web
		Price Nil	Volume 161,693
d)	Aggregated information		
	- Aggregated volume	Aggregated volume: 161,69	3 shares
	- Price	Nil	
e)	Date of the transaction	2025-03-20	
f)	Place of the transaction	XLON - London Stock Excha	nge

	associated	
a)	Name	Bradley Greve
2	Reason for the notification	
a)	Position/status	Chief Finance Officer
b)	Initial notification /Amendment	Initial notification
3	Details of the issuer, emission auctioneer or auction monitor	n allowance market participant, auction platform, r
a)	Name	BAE Systems plc
b)	LEI	8SVCSVKSGDWMW2QHOH83
4	instrument; (ii) each type of t	section to be repeated for (i) each type of transaction; (iii) each date; and (iv) each place where
	transactions have been cond	ucted
a)	Description of the financial instrument, type of instrument	Ordinary shares of 2.5p each in BAE Systems plc
a)	Description of the financial	
a) b)	Description of the financial instrument, type of instrument	Ordinary shares of 2.5p each in BAE Systems plc
	Description of the financial instrument, type of instrument Identification code	Ordinary shares of 2.5p each in BAE Systems plc  GB0002634946
b)	Description of the financial instrument, type of instrument Identification code  Nature of the transaction	Ordinary shares of 2.5p each in BAE Systems plc  GB0002634946  Purchase of deferred shares under the DBP.  Price Volume
b)	Description of the financial instrument, type of instrument Identification code  Nature of the transaction  Price(s) and volume(s)	Ordinary shares of 2.5p each in BAE Systems plc  GB0002634946  Purchase of deferred shares under the DBP.  Price Volume
b)	Description of the financial instrument, type of instrument Identification code  Nature of the transaction  Price(s) and volume(s)  Aggregated information	Ordinary shares of 2.5p each in BAE Systems plc  GB0002634946  Purchase of deferred shares under the DBP.  Price Volume £16.4238 17,138
b)	Description of the financial instrument, type of instrument Identification code  Nature of the transaction  Price(s) and volume(s)  Aggregated information - Aggregated volume	Ordinary shares of 2.5p each in BAE Systems plc  GB0002634946  Purchase of deferred shares under the DBP.  Price Volume £16.4238 17,138  Aggregated volume: 17,138 shares

1	Details of the person discharg associated	ing managerial responsibilities / person closely
a)	Name	Caitlin Hayden
2	Reason for the notification	
a)	Position/status	Group Communications Director
b)	Initial notification /Amendment	Initial notification
3	Details of the issuer, emission auctioneer or auction monitor	allowance market participant, auction platform,
a)	Name	BAE Systems plc
b)	LEI	8SVCSVKSGDWMW2QHOH83
4		section to be repeated for (i) each type of ransaction; (iii) each date; and (iv) each place where acted
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	Award of performance shares under the LTIP in the form of nil cost options
c)	Price(s) and volume(s)	Price Volume
		Nil 52,612
d)	Aggregated information	

	- Aggregated volume	Aggregated volume: 52,612 shares
	- Price	Nil
e)	Date of the transaction	2025-03-20
f)	Place of the transaction	XLON - London Stock Exchange

1	Details of the person discharg associated	ing managerial responsibilities / person closely
a)	Name	Caitlin Hayden
2	Reason for the notification	
a)	Position/status	Group Communications Director
b)	Initial notification /Amendment	Initial notification
3	Details of the issuer, emission auctioneer or auction monitor	allowance market participant, auction platform,
a)	Name	BAE Systems plc
b)	LEI	8SVCSVKSGDWMW2QHOH83
4		section to be repeated for (i) each type of ransaction; (iii) each date; and (iv) each place where acted
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	Purchase of deferred shares under the DBP.
c)	Price(s) and volume(s)	Price         Volume           £16.4238         3,124
d)	Aggregated information	
	- Aggregated volume	Aggregated volume: 3,124 shares
	- Price	£51,307.95
e)	Date of the transaction	2025-03-20
f)	Place of the transaction	XLON - London Stock Exchange

1	Details of the person discharge associated	ing managerial responsibilities / person closely
a)	Name	Caitlin Hayden
2	Reason for the notification	
a)	Position/status	Group Communications Director
b)	Initial notification /Amendment	Initial notification
3	Details of the issuer, emission auctioneer or auction monitor	allowance market participant, auction platform,
a)	Name	BAE Systems plc
b)	LEI	8SVCSVKSGDWMW2QHOH83
4		section to be repeated for (i) each type of ransaction; (iii) each date; and (iv) each place where cted
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	Systems Long Te	rm Incentive Pla	nares under the BAE n (LTIP), and the sale of satisfy tax liabilities.
c)	Price(s) and volume(s)		Ι	[
		Acquisition of	Price	Volume
		shares on exercise of share awards	£0	5,388
		Sale of shares, including those to satisfy tax liabilities	£15.944	2,354
		Shares retained		3,034
d)	Aggregated information - Aggregated volume	Exercise Volume: 5,388 Price GBP: £0		
	- Price	Shares sold, inclu Volume: 2,354 Price GBP: £37,55		atisfy tax liabilities
e)	Date of the transaction	2025-03-24		
f)	Place of the transaction	XLON - London S	tock Exchange	

1	Details of the person discharging managerial responsibilities / person closely associated			
a)	Name	Caitlin Hayden		
2	Reason for the notification			
a)	Position/status	Group Communic	cations Director	
b)	Initial notification /Amendment	Initial notification	1	
3	Details of the issuer, emission auctioneer or auction monitor	 allowance marke	et participant, auct	ion platform,
a)	Name	BAE Systems plc		
b)	LEI	8SVCSVKSGDWN	1W2QHOH83	
4	Details of the transaction(s): sinstrument; (ii) each type of transactions have been condu	ransaction; (iii) e		
a)	Description of the financial instrument, type of instrument	Ordinary shares	of 2.5p each in BAE S	Systems plc
	Identification code	GB0002634946		
b)	Nature of the transaction	Long Term Incen	restricted shares un tive Plan (LTIP), and those to satisfy tax li	
c)	Price(s) and volume(s)		T = .	
		Acquisition of shares on exercise of share awards	Price £0	8,930
		Sale of shares, including those to	£15 944	3 902

		satisfy tax liabilities
		Shares retained 5,028
d)	Aggregated information	Exercise Volume 2 030
	- Aggregated volume	Volume: 8,930 Price GBP: £0
	- Price	Shares sold, including those to satisfy tax liabilities Volume: 3,902 Price GBP: £62,213.49
e)	Date of the transaction	2025-03-24
f)	Place of the transaction	XLON - London Stock Exchange

1	Details of the person discharge	ging managerial responsibili	ities / person closely
a)	Name	Karin Hoeing	
2	Reason for the notification		
a)	Position/status	Group ESG, Culture & Busine	ess Transformation Director
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission auctioneer or auction monitor		ant, auction platform,
a)	Name	BAE Systems plc	
b)	LEI	8SVCSVKSGDWMW2QHOH8	33
4	Details of the transaction(s): instrument; (ii) each type of t transactions have been cond	transaction; (iii) each date;	
a)	Description of the financial instrument, type of instrument	Ordinary shares of 2.5p eac	h in BAE Systems plc
	Identification code	GB0002634946	
b)	Nature of the transaction	Award of performance shar of nil cost options	es under the LTIP in the form
c)	Price(s) and volume(s)	Price Nil	Volume 73,081
d)	Aggregated information		
	- Aggregated volume	Aggregated volume: 73,081	shares
	- Price	Nil	
e)	Date of the transaction	2025-03-20	
		i	

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name Karin Hoeing		
2	Reason for the notification		
a)	Position/status	Group ESG, Culture & Business Transformation Director	
h)	Initial notification /Amondment	Initial notification	

IIIIII IIIIIIIIIIIIIIIIIIIIIIIIIIIIIII	II IIII II II III II II II II II II II	
Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		ant, auction platform,
Name	BAE Systems plc	
LEI	8SVCSVKSGDWMW2QHOH8	3
instrument; (ii) each type of ti	ansaction; (iii) each date; and (iv) each place where	
Description of the financial instrument, type of instrument	Ordinary shares of 2.5p each in BAE Systems plc	
Identification code	GB0002634946	
Nature of the transaction	Purchase of deferred shares under the DBP.	
Price(s) and volume(s)		
	Price	Volume
	£16.4238	6,577
Aggregated information		
- Aggregated volume	Aggregated volume: 6,577 s	hares
- Price	£108,019.33	
Date of the transaction	2025-03-20	
Place of the transaction	XLON - London Stock Exchar	nge
	Details of the issuer, emission auctioneer or auction monitor  Name  LEI  Details of the transaction(s): sinstrument; (ii) each type of transactions have been conductoring transactions have been conductoring transaction of the financial instrument, type of instrument  Identification code  Nature of the transaction  Price(s) and volume(s)  Aggregated information  - Aggregated volume  - Price  Date of the transaction	Details of the issuer, emission allowance market participal auctioneer or auction monitor  Name  BAE Systems plc  LEI 8SVCSVKSGDWMW2QHOH8  Details of the transaction(s): section to be repeated for instrument; (ii) each type of transaction; (iii) each date; transactions have been conducted  Description of the financial instrument, type of instrument  Identification code  Rature of the transaction  Purchase of deferred shares  Price(s) and volume(s)  Price £16.4238  Aggregated information  - Aggregated volume  Aggregated volume: 6,577 s £108,019.33  Date of the transaction  2025-03-20

1	Details of the person discharge	jing managerial re	esponsibilities	/ person closely
a)	Name	Karin Hoeing		
2	Reason for the notification			
a)	Position/status	Group ESG, Cultu	ıre & Business T	ransformation Director
b)	Initial notification /Amendment	Initial notification	l	
3	Details of the issuer, emission auctioneer or auction monitor		et participant,	auction platform,
a)	Name	BAE Systems plc		
b)	LEI	8SVCSVKSGDWN	1W2QHOH83	
4	Details of the transaction(s): instrument; (ii) each type of t transactions have been cond	ransaction; (iii) e		
a)	Description of the financial instrument, type of instrument	Ordinary shares	of 2.5p each in E	BAE Systems plc
	Identification code	GB0002634946		
b)	Nature of the transaction	Systems Long Te	rm Incentive Pla	shares under the BAE an (LTIP), and the s to satisfy tax liabilities.
c)	Price(s) and volume(s)			
		Acquisition of shares on exercise of share awards	£0	48,371
		Sale of shares to satisfy tax liabilities	£15.836	22,792
		Shares		

Ì		retained	25,579
d)	Aggregated information	<u>Exercise</u>	
		Volume: 48,371	
	- Aggregated volume	Price GBP: £0	
	- Price	Shares sold to satisfy tax liabilities	
		Volume: 22,792	
		Price GBP: £360,939.15	
e)	Date of the transaction	2025-03-24	
f)	Place of the transaction	XLON - London Stock Exchange	

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Glynn Phillips	
2	Reason for the notification		
a)	Position/status	Group Managing Director Ma	aritime and Land
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission auctioneer or auction monitor	allowance market participa	ant, auction platform,
a)	Name	BAE Systems plc	
b)	LEI	8SVCSVKSGDWMW2QHOH8	3
4	Details of the transaction(s): instrument; (ii) each type of t transactions have been condu	ransaction; (iii) each date;	
a)	Description of the financial instrument, type of instrument	Ordinary shares of 2.5p eac	h in BAE Systems plc
	Identification code	GB0002634946	
b)	Nature of the transaction	Award of performance share of nil cost options	es under the LTIP in the form
c)	Price(s) and volume(s)		
		Price Nil	Volume 58,919
d)	Aggregated information		·
	- Aggregated volume	Aggregated volume: 58,919	shares
	- Price	Nil	
e)	Date of the transaction	2025-03-20	
f)	Place of the transaction	XLON - London Stock Exchar	nge

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Glynn Phillips
2	Reason for the notification	
a)	Position/status	Group Managing Director Maritime and Land
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
h)	IFT	8SVCSVKSGDWMW2OHOH83

~,		0010011000011111124.101.00	
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	Purchase of deferred shares under the DBP.	
c)	Price(s) and volume(s)	Price         Volume           £16.4238         4,421	
d)	Aggregated information		
	- Aggregated volume	Aggregated volume: 4,421 shares	
	- Price	£72,609.62	
e)	Date of the transaction	2025-03-20	
f)	Place of the transaction	XLON - London Stock Exchange	

1	Details of the person discharged	ging managerial responsibili	ities / person closely
a)	Name	Andrea Thompson	
2	Reason for the notification		
a)	Position/status	Group Managing Director, D	igital Intelligence
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission auctioneer or auction monitor		ant, auction platform,
a)	Name	BAE Systems plc	
b)	LEI	8SVCSVKSGDWMW2QHOH8	33
4	Details of the transaction(s): instrument; (ii) each type of transactions have been cond	transaction; (iii) each date;	
a)	Description of the financial instrument, type of instrument	Ordinary shares of 2.5p each	h in BAE Systems plc
	Identification code	GB0002634946	
b)	Nature of the transaction	Award of performance shar nil cost options	es under the LTIP in the form of
c)	Price(s) and volume(s)		
		Price Nil	Volume 57,830
d)	Aggregated information		
		A F7 020	
	- Aggregated volume	Aggregated volume: 57,830	shares
	- Aggregated volume - Price	Nil	shares
e)			shares

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Andrea Thompson
2	Reason for the notification	
l .	l	

a)	Position/status	Group Managing Director, Digital Intelligence	
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission auctioneer or auction monitor	allowance market participant, auction platform,	
a)	Name	BAE Systems plc	
b)	LEI	8SVCSVKSGDWMW2QHOH83	
4		section to be repeated for (i) each type of cransaction; (iii) each date; and (iv) each place where ucted	
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	Purchase of deferred shares under the DBP.	
c)	Price(s) and volume(s)	Price         Volume           £16.4238         2,585	
d)	Aggregated information		
	- Aggregated volume	Aggregated volume: 2,585 shares	
	- Price	£42,455.52	
	Date of the transaction	2025-03-20	
e)			

1	Details of the person discharging managerial responsibilities / person closely associated				
a)	Name	Andrea Thompson			
2	Reason for the notification	-			
a)	Position/status	Group Managing	Director, Dig	ital Intelligence	
၁)	Initial notification /Amendment	Initial notification	Initial notification		
3	Details of the issuer, emission auctioneer or auction monitor	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor			
a)	Name	BAE Systems plc			
b)	LEI	8SVCSVKSGDWN	8SVCSVKSGDWMW2QHOH83		
4		ransaction(s): section to be repeated for (i) each type of each type of transaction; (iii) each date; and (iv) each place where ave been conducted			
a)	Description of the financial instrument, type of instrument	Ordinary shares	Ordinary shares of 2.5p each in BAE Systems plc		
	Identification code	GB0002634946			
b)	Nature of the transaction	Exercise of 22,122 performance shares under the BAE Systems Long Term Incentive Plan (LTIP), and the sale of 16,273 shares, including those to satisfy tax liabilities.			
c)	Price(s) and volume(s)	1	1		
		Acquisition of shares on exercise of share awards	Price £0	22,122	
		Sale of shares,			

		including those to satisfy tax liabilities	£15.836	16,273
		Shares retained		5,849
d)	Aggregated information - Aggregated volume	Exercise Volume: 22,122 Price GBP: £0		
	- Price	Shares sold, including those to satisfy tax liabilities Volume: 16,273 Price GBP: £257,702.82		
e)	Date of the transaction	2025-03-24		
f)	Place of the transaction	XLON - London Stock Exchange		

1	Details of the person discharging managerial responsibilities / person closely associated			
a)	Name	Charles Woodburn		
2	Reason for the notification			
a)	Position/status	Group Chief Executive Officer		
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	instrument; (ii) each type of t	hils of the transaction(s): section to be repeated for (i) each type of rument; (ii) each type of transaction; (iii) each date; and (iv) each place where sactions 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	Award of performance shares under the LTIP in the form of nil cost options		
c)	Price(s) and volume(s)	Price Volume Nil 281,049		
d)	Aggregated information			
	- Aggregated volume	Aggregated volume: 281,049 shares		
	- Price	Nil		
e)	Date of the transaction	2025-03-20		
f)	Place of the transaction	XLON - London Stock Exchange		

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Charles Woodburn	
2	Reason for the notification		
a)	Position/status	Group Chief Executive Officer	
b)	Initial notification /Amendment	t 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	Ordinary shares of 2.5p each in BAE Systems plc		
	Identification code	GB0002634946		
b)	Nature of the transaction	Purchase of deferred shares under the DBP.		
c)	Price(s) and volume(s)	Price £16.4238	Volume 30,344	
d)	Aggregated information			
	- Aggregated volume	Aggregated volume: 30,344 shares		
	- Price	£498,363.79		
e)	Date of the transaction	2025-03-20		
f)	Place of the transaction	XLON - London Stock Exchange		

25 March 2025

This information is provided by RNS, the news service of the London Stock Exchange. RNS is approved by the Financial Conduct Authority to act as a Primary Information Provider in the United Kingdom. Terms and conditions relating to the use and distribution of this information may apply. For further information, please contact <a href="mailto:msc.com">msc.com</a>.

RNS may use your IP address to confirm compliance with the terms and conditions, to analyse how you engage with the information contained in this communication, and to share such analysis on an anonymised basis with others as part of our commercial services. For further information about how RNS and the London Stock Exchange use the personal data you provide us, please see our <a href="Privacy Policy">Privacy Policy</a>.

**END** 

DSHUVOSRVNUOUAR