

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 further 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 further details:

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

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					
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)	<table><tr><td>Price</td><td>Volume</td></tr><tr><td>Nil</td><td>243,144</td></tr></table>		Price	Volume	Nil	243,144
Price	Volume						
Nil	243,144						
d)	Aggregated information						
	- Aggregated volume	Aggregated volume: 243,144 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	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	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	21,804
d)	Aggregated information		
	- Aggregated volume	Aggregated volume: 21,804 shares	
	- Price	£358,104.54	
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	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	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 Restricted Shares in the form of a conditional award, under the LTIP.	
c)	Price(s) and volume(s)		
		Price	Volume
		Nil	82,890
d)	Aggregated information		

	- 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 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									
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 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)	<table border="1"> <thead> <tr> <th></th><th>Price</th><th>Volume</th></tr> </thead> <tbody> <tr> <td>Acquisition of shares on exercise of share awards</td><td>£0</td><td>109,223</td></tr> <tr> <td>Sale of shares, including those to satisfy tax liabilities</td><td>£15.944</td><td>109,223</td></tr> </tbody> </table>		Price	Volume	Acquisition of shares on exercise of share awards	£0	109,223	Sale of shares, including those to satisfy tax liabilities	£15.944	109,223
	Price	Volume									
Acquisition of shares on exercise of share awards	£0	109,223									
Sale of shares, including those to satisfy tax liabilities	£15.944	109,223									
d)	Aggregated information	<u>Exercise</u> Volume: 109,223 Price GBP: £0 <u>Shares sold, including those to satisfy tax liabilities</u> 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	
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	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 177,590 restricted shares under the BAE Systems Long Term Incentive Plan (LTIP), and the sale of 80,294 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</th></tr> </thead> <tbody> <tr> <td>Acquisition of shares on exercise of share awards</td><td>£0</td><td>177,590</td></tr> <tr> <td>Sale of shares, including those to satisfy tax liabilities</td><td>£15.944</td><td>80,294</td></tr> <tr> <td>Shares retained</td><td></td><td>97,296</td></tr> </tbody> </table>		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
	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 - Aggregated volume - Price	<u>Exercise</u> Volume: 177,590 Price GBP: £0 <u>Shares sold, including those to satisfy tax liabilities</u> Volume: 80,294 Price GBP: £1,280,207.54												
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	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 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	Award of performance shares under the LTIP in the form of nil cost options					
c)	Price(s) and volume(s)	<table><tr><td>Price</td><td>Volume</td></tr><tr><td>Nil</td><td>59,175</td></tr></table>		Price	Volume	Nil	59,175
Price	Volume						
Nil	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, Air					
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	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)	<table><tr><td>Price</td><td>Volume</td></tr><tr><td>£16.4238</td><td>5,383</td></tr></table>		Price	Volume	£16.4238	5,383
Price	Volume						
£16.4238	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 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	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	Award of performance shares under the LTIP in the form of nil cost options					
c)	Price(s) and volume(s)	<table><tr><td>Price</td><td>Volume</td></tr><tr><td>Nil</td><td>71,615</td></tr></table>		Price	Volume	Nil	71,615
Price	Volume						
Nil	71,615						
d)	Aggregated information - Aggregated volume - Price	Aggregated volume: 71,615 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	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	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	Purchase of deferred shares under the DBP.					
c)	Price(s) and volume(s)	<table><tr><td>Price</td><td>Volume</td></tr><tr><td>£16.4238</td><td>4,274</td></tr></table>		Price	Volume	£16.4238	4,274
Price	Volume						
£16.4238	4,274						
d)	Aggregated information - Aggregated volume - Price	Aggregated volume: 4,274 shares £70,195.32					
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		
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	associated					
a)	Name	Julian Cracknell				
2	Reason for the notification					
a)	Position/status	Chief Technology & Information 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	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	Award of performance shares under the LTIP in the form of nil cost options				
c)	Price(s) and volume(s)	<table><tr><td>Price</td><td>Volume</td></tr><tr><td>Nil</td><td>60,439</td></tr></table>	Price	Volume	Nil	60,439
Price	Volume					
Nil	60,439					
d)	Aggregated information - Aggregated volume - Price	Aggregated volume: 60,439 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	Julian Cracknell					
2	Reason for the notification						
a)	Position/status	Chief Technology & Information 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	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	Purchase of deferred shares under the DBP.					
c)	Price(s) and volume(s)	<table><tr><td>Price</td><td>Volume</td></tr><tr><td>£16.4238</td><td>5,411</td></tr></table>		Price	Volume	£16.4238	5,411
Price	Volume						
£16.4238	5,411						
d)	Aggregated information						

u)	Aggregated information	
	- 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 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	Award of performance shares under the LTIP in the form of nil cost options				
c)	Price(s) and volume(s)	<table><tr><td>Price</td><td>Volume</td></tr><tr><td>Nil</td><td>60,439</td></tr></table>	Price	Volume	Nil	60,439
Price	Volume					
Nil	60,439					
d)	Aggregated information - Aggregated volume - Price	Aggregated volume: 60,439 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	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 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

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	Purchase of deferred shares under the DBP.				
c)	Price(s) and volume(s)	<table><tr><td>Price</td><td>Volume</td></tr><tr><td>£16.4238</td><td>5,439</td></tr></table>	Price	Volume	£16.4238	5,439
Price	Volume					
£16.4238	5,439					
d)	Aggregated information - Aggregated volume - Price	Aggregated volume: 5,439 shares £89,329.05				
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	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	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	Award of performance shares under the LTIP in the form of nil cost options					
c)	Price(s) and volume(s)	<table><tr><td>Price</td><td>Volume</td></tr><tr><td>Nil</td><td>60,439</td></tr></table>		Price	Volume	Nil	60,439
Price	Volume						
Nil	60,439						
d)	Aggregated information - Aggregated volume - Price	Aggregated volume: 60,439 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	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	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	Purchase of deferred shares under the DBP.				
c)	Price(s) and volume(s)	<table><tr><td>Price</td><td>Volume</td></tr><tr><td>£16.4238</td><td>5,453</td></tr></table>	Price	Volume	£16.4238	5,453
Price	Volume					
£16.4238	5,453					
d)	Aggregated information - Aggregated volume - Price	Aggregated volume: 5,453 shares £89,558.98				
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	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 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	Award of performance shares under the LTIP in the form of nil cost options					
c)	Price(s) and volume(s)	<table><tr><td>Price</td><td>Volume</td></tr><tr><td>Nil</td><td>161,693</td></tr></table>		Price	Volume	Nil	161,693
Price	Volume						
Nil	161,693						
d)	Aggregated information - Aggregated volume - Price	Aggregated volume: 161,693 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	
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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 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	Purchase of deferred shares under the DBP.				
c)	Price(s) and volume(s)	<table><tr><td>Price</td><td>Volume</td></tr><tr><td>£16.4238</td><td>17,138</td></tr></table>	Price	Volume	£16.4238	17,138
Price	Volume					
£16.4238	17,138					
d)	Aggregated information - Aggregated volume - Price	Aggregated volume: 17,138 shares £281,471.08				
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	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 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	Award of performance shares under the LTIP in the form of nil cost options					
c)	Price(s) and volume(s)	<table><tr><td>Price</td><td>Volume</td></tr><tr><td>Nil</td><td>52,612</td></tr></table>		Price	Volume	Nil	52,612
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 discharging managerial responsibilities / person closely associated					
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 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	Purchase of deferred shares under the DBP.				
c)	Price(s) and volume(s)	<table><tr><td>Price</td><td>Volume</td></tr><tr><td>£16.4238</td><td>3,124</td></tr></table>	Price	Volume	£16.4238	3,124
Price	Volume					
£16.4238	3,124					
d)	Aggregated information - Aggregated volume - Price	Aggregated volume: 3,124 shares £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 discharging managerial responsibilities / person closely associated	
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 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	Exercise of 5,388 performance shares under the BAE Systems Long Term Incentive Plan (LTIP), and the sale of 2,354 shares, including those to satisfy tax liabilities.												
c)	Price(s) and volume(s)	<table> <tr> <th></th><th>Price</th><th>Volume</th></tr> <tr> <td>Acquisition of shares on exercise of share awards</td><td>£0</td><td>5,388</td></tr> <tr> <td>Sale of shares, including those to satisfy tax liabilities</td><td>£15.944</td><td>2,354</td></tr> <tr> <td>Shares retained</td><td></td><td>3,034</td></tr> </table>		Price	Volume	Acquisition of 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
	Price	Volume												
Acquisition of 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 - Price	<u>Exercise</u> Volume: 5,388 Price GBP: £0 <u>Shares sold, including those to satisfy tax liabilities</u> Volume: 2,354 Price GBP: £37,532.18												
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	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 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 8,930 restricted shares under the BAE Systems Long Term Incentive Plan (LTIP), and the sale of 3,902 shares, including those to satisfy tax liabilities.									
c)	Price(s) and volume(s)	<table> <tr> <th></th><th>Price</th><th>Volume</th></tr> <tr> <td>Acquisition of shares on exercise of share awards</td><td>£0</td><td>8,930</td></tr> <tr> <td>Sale of shares, including those to</td><td>£15.944</td><td>3,902</td></tr> </table>		Price	Volume	Acquisition of shares on exercise of share awards	£0	8,930	Sale of shares, including those to	£15.944	3,902
	Price	Volume									
Acquisition of shares on exercise of share awards	£0	8,930									
Sale of shares, including those to	£15.944	3,902									

		<table border="1"> <tr> <td>used to satisfy tax liabilities</td><td></td><td></td></tr> <tr> <td>Shares retained</td><td></td><td>5,028</td></tr> </table>	used to satisfy tax liabilities			Shares retained		5,028
used to satisfy tax liabilities								
Shares retained		5,028						
d)	Aggregated information - Aggregated volume - Price	<u>Exercise</u> Volume: 8,930 Price GBP: £0 <u>Shares sold, including those to satisfy tax liabilities</u> 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 discharging managerial responsibilities / person closely associated						
a)	Name	Karin Hoeing					
2	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	Award of performance shares under the LTIP in the form of nil cost options					
c)	Price(s) and volume(s)	<table><tr><td>Price</td><td>Volume</td></tr><tr><td>Nil</td><td>73,081</td></tr></table>		Price	Volume	Nil	73,081
Price	Volume						
Nil	73,081						
d)	Aggregated information - Aggregated volume - Price	Aggregated volume: 73,081 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	Karin Hoeing
2	Reason for the notification	
a)	Position/status	Group ESG, Culture & Business Transformation Director
b)	Initial notification /Amendment	Initial notification

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	Purchase of deferred shares under the DBP.				
c)	Price(s) and volume(s)	<table><tr><td>Price</td><td>Volume</td></tr><tr><td>£16.4238</td><td>6,577</td></tr></table>	Price	Volume	£16.4238	6,577
Price	Volume					
£16.4238	6,577					
d)	Aggregated information - Aggregated volume - Price	Aggregated volume: 6,577 shares £108,019.33				
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	Karin Hoeing												
2	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 48,371 performance shares under the BAE Systems Long Term Incentive Plan (LTIP), and the subsequent sale of 22,792 shares to satisfy tax liabilities.												
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th></th><th>Price</th><th>Volume</th></tr> </thead> <tbody> <tr> <td>Acquisition of shares on exercise of share awards</td><td>£0</td><td>48,371</td></tr> <tr> <td>Sale of shares to satisfy tax liabilities</td><td>£15.836</td><td>22,792</td></tr> <tr> <td>Shares</td><td></td><td></td></tr> </tbody> </table>		Price	Volume	Acquisition of shares on exercise of share awards	£0	48,371	Sale of shares to satisfy tax liabilities	£15.836	22,792	Shares		
	Price	Volume												
Acquisition of shares on exercise of share awards	£0	48,371												
Sale of shares to satisfy tax liabilities	£15.836	22,792												
Shares														

		retained		25,579
d)	Aggregated information	<u>Exercise</u> Volume: 48,371 Price GBP: £0 <u>Shares sold to satisfy tax liabilities</u> 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 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					
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	Award of performance shares under the LTIP in the form of nil cost options					
c)	Price(s) and volume(s)	<table><tr><td>Price</td><td>Volume</td></tr><tr><td>Nil</td><td>58,919</td></tr></table>		Price	Volume	Nil	58,919
Price	Volume						
Nil	58,919						
d)	Aggregated information - Aggregated volume - Price	Aggregated volume: 58,919 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	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
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	Purchase of deferred shares under the DBP.				
c)	Price(s) and volume(s)	<table><tr><td>Price</td><td>Volume</td></tr><tr><td>£16.4238</td><td>4,421</td></tr></table>	Price	Volume	£16.4238	4,421
Price	Volume					
£16.4238	4,421					
d)	Aggregated information - Aggregated volume - Price	Aggregated volume: 4,421 shares £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 discharging managerial responsibilities / person closely associated						
a)	Name	Andrea Thompson					
2	Reason for the notification						
a)	Position/status	Group Managing Director, Digital Intelligence					
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	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)	<table><tr><td>Price</td><td>Volume</td></tr><tr><td>Nil</td><td>57,830</td></tr></table>		Price	Volume	Nil	57,830
Price	Volume						
Nil	57,830						
d)	Aggregated information						
	- Aggregated volume	Aggregated volume: 57,830 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	Andrea Thompson
2	Reason for the notification	

a)	Position/status	Group Managing Director, Digital Intelligence					
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	8SVCSVKSGDW/MW2QHOH83					
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	Purchase of deferred shares under the DBP.					
c)	Price(s) and volume(s)	<table><tr><td>Price</td><td>Volume</td></tr><tr><td>£16.4238</td><td>2,585</td></tr></table>		Price	Volume	£16.4238	2,585
Price	Volume						
£16.4238	2,585						
d)	Aggregated information - Aggregated volume - Price	Aggregated volume: 2,585 shares £42,455.52					
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	Andrea Thompson									
2	Reason for the notification										
a)	Position/status	Group Managing Director, Digital Intelligence									
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 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)	<table border="1"> <thead> <tr> <th></th><th>Price</th><th>Volume</th></tr> </thead> <tbody> <tr> <td>Acquisition of shares on exercise of share awards</td><td>£0</td><td>22,122</td></tr> <tr> <td>Sale of shares,</td><td></td><td></td></tr> </tbody> </table>		Price	Volume	Acquisition of shares on exercise of share awards	£0	22,122	Sale of shares,		
	Price	Volume									
Acquisition of shares on exercise of share awards	£0	22,122									
Sale of shares,											

		including those to satisfy tax liabilities	£15.836	16,273
		Shares retained		5,849
d)	Aggregated information	<u>Exercise</u> Volume: 22,122 Price GBP: £0 <u>Shares sold, including those to satisfy tax liabilities</u> 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	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)	<table border="1"> <tr> <td>Price</td> <td>Volume</td> </tr> <tr> <td>Nil</td> <td>281,049</td> </tr> </table>		Price	Volume	Nil	281,049
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	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	Purchase of deferred shares under the DBP.				
c)	Price(s) and volume(s)	<table><tr><td>Price</td><td>Volume</td></tr><tr><td>£16.4238</td><td>30,344</td></tr></table>	Price	Volume	£16.4238	30,344
Price	Volume					
£16.4238	30,344					
d)	Aggregated information - Aggregated volume - Price	Aggregated volume: 30,344 shares £498,363.79				
e)	Date of the transaction	2025-03-20				
f)	Place of the transaction	XLON - London Stock Exchange				

25 March 2025

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