

Director/PDMR Shareholding

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 165,890 performance shares under the BAE Systems Long Term Incentive Plan (LTIP), and the sale of 165,890 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>165,890</td></tr> <tr> <td>Shares sold, including those to satisfy tax liabilities</td><td>£15.679</td><td>165,890</td></tr> </tbody> </table>		Price	Volume	Acquisition of shares on exercise of share awards	£0	165,890	Shares sold, including those to satisfy tax liabilities	£15.679	165,890
	Price	Volume									
Acquisition of shares on exercise of share awards	£0	165,890									
Shares sold, including those to satisfy tax liabilities	£15.679	165,890									
d)	Aggregated information - Aggregated volume - Price	<u>Exercise</u> Volume: 165,890 Price GBP: £0 <u>Shares sold, including those to satisfy tax liabilities</u> Volume: 165,890 Price GBP: £2,600,989.31									
e)	Date of the transaction	2025-03-26									
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.

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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 160,277 performance shares under the BAE Systems Long Term Incentive Plan (LTIP), and the sale of 160,277 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>160,277</td></tr> <tr> <td>Shares sold, including those to satisfy tax liabilities</td><td>£15.679</td><td>160,277</td></tr> </tbody> </table>		Price	Volume	Acquisition of shares on exercise of share awards	£0	160,277	Shares sold, including those to satisfy tax liabilities	£15.679	160,277
	Price	Volume									
Acquisition of shares on exercise of share awards	£0	160,277									
Shares sold, including those to satisfy tax liabilities	£15.679	160,277									
d)	Aggregated information - Aggregated volume - Price	<u>Exercise</u> Volume: 160,277 Price GBP: £0 <u>Shares sold, including those to satisfy tax liabilities</u> Volume: 160,277 Price GBP: £2,512,983.08									
e)	Date of the transaction	2025-03-26									
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	Exercise of 15,376 Share Options under the BAE Systems Long Term Incentive Plan (LTIP), and the subsequent sale

		of 8,173 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>£7.35</td><td>15,376</td></tr> <tr> <td>Shares retained to cover the costs of exercise</td><td>£15.691</td><td>7,203</td></tr> <tr> <td>Sale of shares, including those to satisfy tax liabilities</td><td>£15.691</td><td>8,173</td></tr> </table>		Price	Volume	Acquisition of shares on exercise of share awards	£7.35	15,376	Shares retained to cover the costs of exercise	£15.691	7,203	Sale of shares, including those to satisfy tax liabilities	£15.691	8,173
	Price	Volume												
Acquisition of shares on exercise of share awards	£7.35	15,376												
Shares retained to cover the costs of exercise	£15.691	7,203												
Sale of shares, including those to satisfy tax liabilities	£15.691	8,173												
d)	Aggregated information	<p><u>Exercise</u> Volume: 15,376 Price GBP: £113,013.60</p> <p><u>Shares retained to cover the costs of exercise</u> Volume: 7,203 Price GBP: £113,022.27</p> <p><u>Shares sold, including those to satisfy tax liabilities</u> Volume: 8,173 Price GBP: £128,242.54</p>												
e)	Date of the transaction	2025-03-27												
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	Ordinary shares of 2.5p each in BAE Systems plc									
	Identification code	GB0002634946									
b)	Nature of the transaction	Exercise of 8,778 performance shares under the BAE Systems Long Term Incentive Plan (LTIP), and the subsequent sale of 8,778 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>8,778</td></tr> <tr> <td>Sale of shares to satisfy tax</td><td></td><td></td></tr> </table>		Price	Volume	Acquisition of shares on exercise of share awards	£0	8,778	Sale of shares to satisfy tax		
	Price	Volume									
Acquisition of shares on exercise of share awards	£0	8,778									
Sale of shares to satisfy tax											

		to satisfy tax liabilities	£15.691	8,778
d)	Aggregated information - Aggregated volume - Price	<u>Exercise</u> Volume: 8,778 Price GBP: £0 <u>Shares sold, including those to satisfy tax liabilities</u> Volume: 8,778 Price GBP: £137,735.60		
e)	Date of the transaction	2025-03-27		
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	Exercise of 8,120 performance shares under the BAE Systems Long Term Incentive Plan (LTIP), and the subsequent sale of 8,120 shares, including those to satisfy tax liabilities.										
c)	Price(s) and volume(s)	<table><tr><td></td><td>Price</td><td>Volume</td></tr><tr><td>Acquisition of shares on exercise of share awards</td><td>£0</td><td>8,120</td></tr><tr><td>Sale of shares, including those to satisfy tax liabilities</td><td>£15.691</td><td>8,120</td></tr></table>			Price	Volume	Acquisition of shares on exercise of share awards	£0	8,120	Sale of shares, including those to satisfy tax liabilities	£15.691	8,120
	Price	Volume										
Acquisition of shares on exercise of share awards	£0	8,120										
Sale of shares, including those to satisfy tax liabilities	£15.691	8,120										
d)	Aggregated information - Aggregated volume - Price	<u>Exercise</u> Volume: 8,120 Price GBP: £0 <u>Shares sold, including those to satisfy tax liabilities</u> Volume: 8,120 Price GBP: £127,410.92										
e)	Date of the transaction	2025-03-27										
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

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	Exercise of 5,397 performance shares under the BAE Systems Long Term Incentive Plan (LTIP), and the subsequent sale of 5,397 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>5,397</td></tr> <tr> <td>Sale of shares, including those to satisfy tax liabilities</td><td>£15.691</td><td>5,397</td></tr> </tbody> </table>		Price	Volume	Acquisition of shares on exercise of share awards	£0	5,397	Sale of shares, including those to satisfy tax liabilities	£15.691	5,397
	Price	Volume									
Acquisition of shares on exercise of share awards	£0	5,397									
Sale of shares, including those to satisfy tax liabilities	£15.691	5,397									
d)	Aggregated information - Aggregated volume - Price	<u>Exercise</u> Volume: 5,397 Price GBP: £0 <u>Shares sold, including those to satisfy tax liabilities</u> Volume: 5,397 Price GBP: £84,684.33									
e)	Date of the transaction	2025-03-27									
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 9,486 performance shares under the BAE

b)	Nature of the transaction	Exercise of 9,700 performance shares under the BAE Systems Long Term Incentive Plan (LTIP), and the subsequent sale of 3,322 shares 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>9,486</td></tr> <tr> <td>Sale of shares to satisfy tax liabilities</td><td>£15.679</td><td>3,322</td></tr> <tr> <td>Shares retained</td><td></td><td>6,164</td></tr> </table>		Price	Volume	Acquisition of shares on exercise of share awards	£0	9,486	Sale of shares to satisfy tax liabilities	£15.679	3,322	Shares retained		6,164
	Price	Volume												
Acquisition of shares on exercise of share awards	£0	9,486												
Sale of shares to satisfy tax liabilities	£15.679	3,322												
Shares retained		6,164												
d)	Aggregated information - Aggregated volume - Price	<u>Exercise</u> Volume: 9,486 Price GBP: £0 <u>Shares sold to satisfy tax liabilities</u> Volume: 3,322 Price GBP: £52,085.64												
e)	Date of the transaction	2025-03-26												
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 8,348 performance shares under the BAE Systems Long Term Incentive Plan (LTIP), and the subsequent sale of 3,125 shares 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>8,348</td></tr> <tr> <td>Sale of shares to satisfy tax liabilities</td><td>£15.679</td><td>3,125</td></tr> <tr> <td>Shares retained</td><td></td><td>5,223</td></tr> </table>		Price	Volume	Acquisition of shares on exercise of share awards	£0	8,348	Sale of shares to satisfy tax liabilities	£15.679	3,125	Shares retained		5,223
	Price	Volume												
Acquisition of shares on exercise of share awards	£0	8,348												
Sale of shares to satisfy tax liabilities	£15.679	3,125												
Shares retained		5,223												
d)	Aggregated information	<u>Exercise</u> Volume: 8,348												

	- Aggregated volume	Volume: 8,548 Price GBP: £0
	- Price	<u>Shares sold to satisfy tax liabilities</u> Volume: 3,125 Price GBP: £48,996.88
e)	Date of the transaction	2025-03-26
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 137,755 Share Options under the BAE Systems Long Term Incentive Plan (LTIP), and the subsequent sale of 34,725 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>£7.35</td><td>137,755</td></tr> <tr> <td>Shares retained to cover the costs of exercise</td><td>£15.806</td><td>64,058</td></tr> <tr> <td>Sale of shares to satisfy tax liabilities</td><td>£15.806</td><td>34,725</td></tr> <tr> <td>Shares retained</td><td></td><td>38,972</td></tr> </tbody> </table>		Price	Volume	Acquisition of shares on exercise of share awards	£7.35	137,755	Shares retained to cover the costs of exercise	£15.806	64,058	Sale of shares to satisfy tax liabilities	£15.806	34,725	Shares retained		38,972
	Price	Volume															
Acquisition of shares on exercise of share awards	£7.35	137,755															
Shares retained to cover the costs of exercise	£15.806	64,058															
Sale of shares to satisfy tax liabilities	£15.806	34,725															
Shares retained		38,972															
d)	Aggregated information - Aggregated volume - Price	<u>Exercise</u> Volume: 137,755 Price GBP: £1,012,499.25 <u>Shares retained to cover the costs of exercise</u> Volume: 64,058 Price GBP: £1,012,500.75 <u>Shares sold to satisfy tax liabilities</u> Volume: 34,725 Price GBP: £548,863.35															
e)	Date of the transaction	2025-03-25															
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 71,146 performance shares under the BAE Systems Long Term Incentive Plan (LTIP), and the subsequent sale of 33,523 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>71,146</td></tr> <tr> <td>Sale of shares to satisfy tax liabilities</td><td>£15.706</td><td>33,523</td></tr> <tr> <td>Shares retained</td><td></td><td>37,623</td></tr> </tbody> </table>		Price	Volume	Acquisition of shares on exercise of share awards	£0	71,146	Sale of shares to satisfy tax liabilities	£15.706	33,523	Shares retained		37,623
	Price	Volume												
Acquisition of shares on exercise of share awards	£0	71,146												
Sale of shares to satisfy tax liabilities	£15.706	33,523												
Shares retained		37,623												
d)	Aggregated information - Aggregated volume - Price	<u>Exercise</u> Volume: 71,146 Price GBP: £0 <u>Shares sold to satisfy tax liabilities</u> Volume: 33,523 Price GBP: £526,512.24												
e)	Date of the transaction	2025-03-26												
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
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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 57,334 performance shares under the BAE Systems Long Term Incentive Plan (LTIP), and the subsequent sale of 27,015 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>57,334</td></tr> <tr> <td>Sale of shares to satisfy tax liabilities</td><td>£15.706</td><td>27,015</td></tr> <tr> <td>Shares retained</td><td></td><td>30,319</td></tr> </tbody> </table>		Price	Volume	Acquisition of shares on exercise of share awards	£0	57,334	Sale of shares to satisfy tax liabilities	£15.706	27,015	Shares retained		30,319
	Price	Volume												
Acquisition of shares on exercise of share awards	£0	57,334												
Sale of shares to satisfy tax liabilities	£15.706	27,015												
Shares retained		30,319												
d)	Aggregated information - Aggregated volume - Price	<u>Exercise</u> Volume: 71,146 Price GBP: £0 <u>Shares sold to satisfy tax liabilities</u> Volume: 27,015 Price GBP: £424,297.59												
e)	Date of the transaction	2025-03-26												
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 63,004 Share Options under the BAE Systems Long Term Incentive Plan (LTIP), and the sale of 35,604 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>£7.35</td><td>63,004</td></tr> <tr> <td>Shares retained to cover the costs of</td><td>£15.806</td><td>27,400</td></tr> </tbody> </table>		Price	Volume	Acquisition of shares on exercise of share awards	£7.35	63,004	Shares retained to cover the costs of	£15.806	27,400
	Price	Volume									
Acquisition of shares on exercise of share awards	£7.35	63,004									
Shares retained to cover the costs of	£15.806	27,400									

		costs of exercise		
		Sale of shares, including those to satisfy tax liabilities	£15.836	35,604
d)	Aggregated information	<u>Exercise</u> Volume: 63,004 Price GBP: £463,079.40 <u>Shares retained to cover the costs of exercise</u> Volume: 27,400 Price GBP: £433,084.40 <u>Shares sold, including those to satisfy tax liabilities</u> Volume: 35,604 Price GBP: £562,756.82		
e)	Date of the transaction	2025-03-25		
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	Exercise of 28,624 performance shares under the BAE Systems Long Term Incentive Plan (LTIP), and the sale of 21,055 shares, including those to satisfy tax liabilities.													
c)	Price(s) and volume(s)	<table><tr><td></td><td>Price</td><td>Volume</td></tr><tr><td>Acquisition of shares on exercise of share awards</td><td>£0</td><td>28,624</td></tr><tr><td>Sale of shares, including those to satisfy tax liabilities</td><td>£15.706</td><td>21,055</td></tr><tr><td>Shares retained</td><td></td><td>7,569</td></tr></table>			Price	Volume	Acquisition of shares on exercise of share awards	£0	28,624	Sale of shares, including those to satisfy tax liabilities	£15.706	21,055	Shares retained		7,569
	Price	Volume													
Acquisition of shares on exercise of share awards	£0	28,624													
Sale of shares, including those to satisfy tax liabilities	£15.706	21,055													
Shares retained		7,569													
d)	Aggregated information	Exercise													

d)	Aggregated information	<u>Exercise</u> Volume: 28,624 Price GBP: £0 <u>Shares sold, including those to satisfy tax liabilities</u> Volume: 21,055 Price GBP: £330,689.83
e)	Date of the transaction	2025-03-26
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	Exercise of 27,265 performance shares under the BAE Systems Long Term Incentive Plan (LTIP), and the sale of 20,056 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>27,265</td></tr> <tr> <td>Sale of shares, including those to satisfy tax liabilities</td><td>£15.706</td><td>20,056</td></tr> <tr> <td>Shares retained</td><td></td><td>7,209</td></tr> </tbody> </table>		Price	Volume	Acquisition of shares on exercise of share awards	£0	27,265	Sale of shares, including those to satisfy tax liabilities	£15.706	20,056	Shares retained		7,209
	Price	Volume											
Acquisition of shares on exercise of share awards	£0	27,265											
Sale of shares, including those to satisfy tax liabilities	£15.706	20,056											
Shares retained		7,209											
d) Aggregated information	<u>Exercise</u> Volume: 27,265 Price GBP: £0 <u>Shares sold, including those to satisfy tax liabilities</u> Volume: 20,056 Price GBP: £314,999.54												
e) Date of the transaction	2025-03-26												
f) Place of the transaction	XLON - London Stock Exchange												

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