

Director / PDMR Shareholding

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 Identification code	Ordinary shares of 2.5p each in BAE Systems plc GB0002634946												
b)	Nature of the transaction	Exercise of 8,386 performance shares under the BAE Systems Long Term Incentive Plan (LTIP), and the sale of 7,278 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>8,386</td> </tr> <tr> <td>Shares sold, including those to satisfy tax liabilities</td> <td>£15.53</td> <td>7,278</td> </tr> <tr> <td>Shares retained</td> <td></td> <td>1,108</td> </tr> </tbody> </table>		Price	Volume	Acquisition of shares on exercise of share awards	£0	8,386	Shares sold, including those to satisfy tax liabilities	£15.53	7,278	Shares retained		1,108
	Price	Volume												
Acquisition of shares on exercise of share awards	£0	8,386												
Shares sold, including those to satisfy tax liabilities	£15.53	7,278												
Shares retained		1,108												
d)	Aggregated information - Aggregated volume - Price	<u>Exercise</u> Volume: 8,386 Price GBP: £0 <u>Shares sold, including those to satisfy tax liabilities</u> Volume: 7,278 Price GBP: £113.027.34												
e)	Date of the transaction	2025-03-31												
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	Exercise of 15,692 performance shares under the BAE Systems Long Term Incentive Plan (LTIP), and the sale of 13,621 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>15,692</td> </tr> <tr> <td>Shares sold, including those to satisfy tax liabilities</td> <td>£15.53</td> <td>13,621</td> </tr> <tr> <td>Shares retained</td> <td></td> <td>2,071</td> </tr> </tbody> </table>			Price	Volume	Acquisition of shares on exercise of share awards	£0	15,692	Shares sold, including those to satisfy tax liabilities	£15.53	13,621	Shares retained		2,071
	Price	Volume													
Acquisition of shares on exercise of share awards	£0	15,692													
Shares sold, including those to satisfy tax liabilities	£15.53	13,621													
Shares retained		2,071													
d)	Aggregated information	<u>Exercise</u> Volume: 15,692 Price GBP: £0 <u>Shares sold, including those to satisfy tax liabilities</u> Volume: 13,621 Price GBP: £211,534.13													
e)	Date of the transaction	2025-03-31													
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	

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 14,778 performance shares under the BAE Systems Long Term Incentive Plan (LTIP), and the sale of 12,827 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>14,778</td></tr> <tr> <td>Shares sold, including those to satisfy tax liabilities</td><td>£15.53</td><td>12,827</td></tr> <tr> <td>Shares retained</td><td></td><td>1,951</td></tr> </tbody> </table>		Price	Volume	Acquisition of shares on exercise of share awards	£0	14,778	Shares sold, including those to satisfy tax liabilities	£15.53	12,827	Shares retained		1,951
	Price	Volume												
Acquisition of shares on exercise of share awards	£0	14,778												
Shares sold, including those to satisfy tax liabilities	£15.53	12,827												
Shares retained		1,951												
d)	Aggregated information - Aggregated volume - Price	<u>Exercise</u> Volume: 14,778 Price GBP: £0 <u>Shares sold, including those to satisfy tax liabilities</u> Volume: 12,827 Price GBP: £199,203.31												
e)	Date of the transaction	2025-03-31												
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 Identification code	Ordinary shares of 2.5p each in BAE Systems plc GB0002634946						
b)	Nature of the transaction	Exercise of 42,091 Share Options under the BAE Systems Long Term Incentive Plan (LTIP), and the subsequent sale of 10,447 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>42,091</td></tr> </tbody> </table>		Price	Volume	Acquisition of shares on exercise of share awards	£7.35	42,091
	Price	Volume						
Acquisition of shares on exercise of share awards	£7.35	42,091						

		<table> <tr> <td>Shares retained to cover the costs of exercise</td><td>£15.53</td><td>19,921</td></tr> <tr> <td>Sale of shares, including those to satisfy tax liabilities</td><td>£15.53</td><td>10,447</td></tr> <tr> <td>Shares retained</td><td></td><td>11,723</td></tr> </table>	Shares retained to cover the costs of exercise	£15.53	19,921	Sale of shares, including those to satisfy tax liabilities	£15.53	10,447	Shares retained		11,723
Shares retained to cover the costs of exercise	£15.53	19,921									
Sale of shares, including those to satisfy tax liabilities	£15.53	10,447									
Shares retained		11,723									
d)	Aggregated information - Aggregated volume - Price	<u>Exercise</u> Volume: 42,091 Price GBP: £309,368.85 <u>Shares retained to cover the costs of exercise</u> Volume: 19,921 Price GBP: £309,373.13 <u>Shares sold, including those to satisfy tax liabilities</u> Volume: 10,447 Price GBP: £162,241.91									
e)	Date of the transaction	2025-03-31									
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 Free Shares under the BAE Systems Share Incentive Plan				
c)	Price(s) and volume(s)	<table><tr><td>Price</td><td>Volume</td></tr><tr><td>£0</td><td>39</td></tr></table>	Price	Volume	£0	39
Price	Volume					
£0	39					
d)	Aggregated information - Aggregated volume - Price	N/A Single transaction				
e)	Date of the transaction	2025-03-31				
f)	Place of the transaction	Outside of a trading venue (sourced from Treasury Shares)				

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	Ordinary shares of 2.5p each in BAE Systems plc				
	Identification code	GB0002634946				
b)	Nature of the transaction	Award of Free Shares under the BAE Systems Share Incentive Plan				
c)	Price(s) and volume(s)	<table border="1"> <tr> <td>Price</td> <td>Volume</td> </tr> <tr> <td>£0</td> <td>39</td> </tr> </table>	Price	Volume	£0	39
Price	Volume					
£0	39					
d)	Aggregated information - Aggregated volume - Price	N/A Single transaction				
e)	Date of the transaction	2025-03-31				
f)	Place of the transaction	Outside of a trading venue (sourced from Treasury Shares)				

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	Ordinary shares of 2.5p each in BAE Systems plc				
	Identification code	GB0002634946				
b)	Nature of the transaction	Award of Free Shares under the BAE Systems Share Incentive Plan				
c)	Price(s) and volume(s)	<table border="1"> <tr> <td>Price</td> <td>Volume</td> </tr> <tr> <td>£0</td> <td>39</td> </tr> </table>	Price	Volume	£0	39
Price	Volume					
£0	39					

d)	Aggregated information - Aggregated volume - Price	N/A Single transaction
e)	Date of the transaction	2025-03-31
f)	Place of the transaction	Outside of a trading venue (sourced from Treasury Shares)

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	Exercise of 3,352 performance shares under the BAE Systems Long Term Incentive Plan (LTIP), and the subsequent sale of 1,579 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>3,352</td></tr> <tr> <td>Sale of shares to satisfy tax liabilities</td><td>£15.646</td><td>1,579</td></tr> <tr> <td>Shares retained</td><td></td><td>1,773</td></tr> </tbody> </table>		Price	Volume	Acquisition of shares on exercise of share awards	£7.35	3,352	Sale of shares to satisfy tax liabilities	£15.646	1,579	Shares retained		1,773
	Price	Volume												
Acquisition of shares on exercise of share awards	£7.35	3,352												
Sale of shares to satisfy tax liabilities	£15.646	1,579												
Shares retained		1,773												
d)	Aggregated information - Aggregated volume - Price	<u>Exercise</u> Volume: 3,352 Price GBP: £246,37.20 <u>Shares sold to satisfy tax liabilities</u> Volume: 1,579 Price GBP: £24,705.03												
e)	Date of the transaction	2025-03-28												
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	Exercise of 49,505 Share Options under the BAE Systems Long Term Incentive Plan (LTIP), and the subsequent sale of 12,368 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>49,505</td></tr> <tr> <td>Shares retained to cover the costs of exercise</td><td>£15.646</td><td>23,257</td></tr> <tr> <td>Sale of shares to satisfy tax liabilities</td><td>£15.646</td><td>12,368</td></tr> <tr> <td>Shares retained</td><td></td><td>13,880</td></tr> </tbody> </table>		Price	Volume	Acquisition of shares on exercise of share awards	£7.35	49,505	Shares retained to cover the costs of exercise	£15.646	23,257	Sale of shares to satisfy tax liabilities	£15.646	12,368	Shares retained		13,880
	Price	Volume															
Acquisition of shares on exercise of share awards	£7.35	49,505															
Shares retained to cover the costs of exercise	£15.646	23,257															
Sale of shares to satisfy tax liabilities	£15.646	12,368															
Shares retained		13,880															
d)	Aggregated information - Aggregated volume - Price	<u>Exercise</u> Volume: 49,505 Price GBP: £363,861.75 <u>Shares retained to cover the costs of exercise</u> Volume: 23,257 Price GBP: £363,879.02 <u>Shares sold to satisfy tax liabilities</u> Volume: 12,368 Price GBP: £193,509.73															
e)	Date of the transaction	2025-03-28															
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	Exercise of 26,907 performance shares under the BAE Systems Long Term Incentive Plan (LTIP), and the subsequent sale of 26,907 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>26,907</td></tr> <tr> <td>Sale of shares to satisfy tax liabilities</td><td>£15.646</td><td>26,907</td></tr> </tbody> </table>		Price	Volume	Acquisition of shares on exercise of share awards	£0	26,907	Sale of shares to satisfy tax liabilities	£15.646	26,907
	Price	Volume									
Acquisition of shares on exercise of share awards	£0	26,907									
Sale of shares to satisfy tax liabilities	£15.646	26,907									
d)	Aggregated information - Aggregated volume - Price	<u>Exercise</u> Volume: 26,907 Price GBP: £0 <u>Shares sold, including those to satisfy tax liabilities</u> Volume: 26,907 Price GBP: £420,986.92									
e)	Date of the transaction	2025-03-28									
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	Exercise of 25,021 performance shares under the BAE Systems Long Term Incentive Plan (LTIP), and the subsequent sale of 25,021 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>25,021</td></tr> <tr> <td>Sale of shares to satisfy tax liabilities</td><td>£15.646</td><td>25,021</td></tr> </tbody> </table>		Price	Volume	Acquisition of shares on exercise of share awards	£0	25,021	Sale of shares to satisfy tax liabilities	£15.646	25,021
	Price	Volume									
Acquisition of shares on exercise of share awards	£0	25,021									
Sale of shares to satisfy tax liabilities	£15.646	25,021									

		liabilities		
d)	Aggregated information	<u>Exercise</u> Volume: 25,021 Price GBP: £0 <u>Shares sold, including those to satisfy tax liabilities</u> Volume: 25,021 Price GBP: £391,478.57		
e)	Date of the transaction	2025-03-28		
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	Ordinary shares of 2.5p each in BAE Systems plc										
	Identification code	GB0002634946										
b)	Nature of the transaction	Exercise of 18,559 performance shares under the BAE Systems Long Term Incentive Plan (LTIP), and the subsequent sale of 18,559 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>18,559</td></tr><tr><td>Sale of shares to satisfy tax liabilities</td><td>£15.646</td><td>18,559</td></tr></table>			Price	Volume	Acquisition of shares on exercise of share awards	£0	18,559	Sale of shares to satisfy tax liabilities	£15.646	18,559
	Price	Volume										
Acquisition of shares on exercise of share awards	£0	18,559										
Sale of shares to satisfy tax liabilities	£15.646	18,559										
d)	Aggregated information	<u>Exercise</u> Volume: 18,559 Price GBP: £0 <u>Shares sold, including those to satisfy tax liabilities</u> Volume: 18,559 Price GBP: £290,374.11										
e)	Date of the transaction	2025-03-28										
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					
	Identification code	GB0002634946					
b)	Nature of the transaction	Award of Free Shares under the BAE Systems Share Incentive Plan					
c)	Price(s) and volume(s)	<table><tr><td>Price</td><td>Volume</td></tr><tr><td>£0</td><td>39</td></tr></table>		Price	Volume	£0	39
Price	Volume						
£0	39						
d)	Aggregated information - Aggregated volume - Price	N/A Single transaction					
e)	Date of the transaction	2025-03-31					
f)	Place of the transaction	Outside of a trading venue (sourced from Treasury Shares)					

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	Award of Free Shares under the BAE Systems Share Incentive Plan				
c)	Price(s) and volume(s)	<table><tr><td>Price</td><td>Volume</td></tr><tr><td>£0</td><td>39</td></tr></table>	Price	Volume	£0	39
Price	Volume					
£0	39					
d)	Aggregated information					
	- Aggregated volume	N/A Single transaction				
	- Price					

e)	Date of the transaction	2025-03-31
f)	Place of the transaction	Outside of a trading venue (sourced from Treasury Shares)

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	Award of Free Shares under the BAE Systems Share Incentive Plan				
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Price</th> <th>Volume</th> </tr> </thead> <tbody> <tr> <td>£0</td> <td>39</td> </tr> </tbody> </table>	Price	Volume	£0	39
Price	Volume					
£0	39					
d)	Aggregated information - Aggregated volume - Price	N/A Single transaction				
e)	Date of the transaction	2025-03-31				
f)	Place of the transaction	Outside of a trading venue (sourced from Treasury Shares)				

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	Ordinary shares of 2.5p each in BAE Systems plc
	Identification code	GB0002634946
b)	Nature of the transaction	Award of Free Shares under the BAE Systems Share Incentive Plan

		Aggregate Price					
c)	Price(s) and volume(s)	<table><tr><td>Price</td><td>Volume</td></tr><tr><td>£0</td><td>39</td></tr></table>		Price	Volume	£0	39
Price	Volume						
£0	39						
d)	Aggregated information - Aggregated volume - Price	N/A Single transaction					
e)	Date of the transaction	2025-03-31					
f)	Place of the transaction	Outside of a trading venue (sourced from Treasury Shares)					

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 Free Shares under the BAE Systems Share Incentive Plan					
c)	Price(s) and volume(s)	<table><tr><td>Price</td><td>Volume</td></tr><tr><td>£0</td><td>39</td></tr></table>		Price	Volume	£0	39
Price	Volume						
£0	39						
d)	Aggregated information - Aggregated volume - Price	N/A Single transaction					
e)	Date of the transaction	2025-03-31					
f)	Place of the transaction	Outside of a trading venue (sourced from Treasury Shares)					

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

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 Free Shares under the BAE Systems Share Incentive Plan				
c)	Price(s) and volume(s)	<table><tr><td>Price</td><td>Volume</td></tr><tr><td>£0</td><td>39</td></tr></table>	Price	Volume	£0	39
Price	Volume					
£0	39					
d)	Aggregated information - Aggregated volume - Price	N/A Single transaction				
e)	Date of the transaction	2025-03-31				
f)	Place of the transaction	Outside of a trading venue (sourced from Treasury Shares)				

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	Exercise of 877,344 performance shares under the BAE Systems Long Term Incentive Plan (LTIP), and the subsequent sale of 877,344 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>877,344</td></tr> <tr> <td>Sale of shares to satisfy tax liabilities</td><td>£15.646</td><td>877,344</td></tr> </tbody> </table>		Price	Volume	Acquisition of shares on exercise of share awards	£0	877,344	Sale of shares to satisfy tax liabilities	£15.646	877,344
	Price	Volume									
Acquisition of shares on exercise of share awards	£0	877,344									
Sale of shares to satisfy tax liabilities	£15.646	877,344									
d)	Aggregated information - Aggregated volume - Price	<u>Exercise</u> Volume: 877,344 Price GBP: £0 Shares sold including those to satisfy tax liabilities									

		<u>Shares sold, including those to satisfy tax liabilities</u> Volume: 877,344 Price GBP: £13,726,924.22
e)	Date of the transaction	2025-03-28
f)	Place of the transaction	XLON - London Stock Exchange

01 April 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 ms@lse.com or visit www.ms.com.

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 [Privacy Policy](#).

END

DSHUAUSRVWUSRAR