

Director/PDMR Shareholding

| 1 | Details of the person discharging managerial responsibilities / person closely associated | | | | | | | | | | | | | | |
|---|--|---|--|--|-------|--------|---|----|---------|---|---------|---------|-----------------|--|---------|
| a) | Name | Brad Greve | | | | | | | | | | | | | |
| 2 | Reason for the notification | | | | | | | | | | | | | | |
| a) | Position/status | Chief Financial 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 494,439 performance shares under the BAE Systems Long Term Incentive Plan (LTIP), and the sale of 363,705 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>494,439</td> </tr> <tr> <td>Shares sold, including those to satisfy tax liabilities</td> <td>£14.966</td> <td>363,705</td> </tr> <tr> <td>Shares retained</td> <td></td> <td>130,734</td> </tr> </tbody> </table> | | | Price | Volume | Acquisition of shares on exercise of share awards | £0 | 494,439 | Shares sold, including those to satisfy tax liabilities | £14.966 | 363,705 | Shares retained | | 130,734 |
| | Price | Volume | | | | | | | | | | | | | |
| Acquisition of shares on exercise of share awards | £0 | 494,439 | | | | | | | | | | | | | |
| Shares sold, including those to satisfy tax liabilities | £14.966 | 363,705 | | | | | | | | | | | | | |
| Shares retained | | 130,734 | | | | | | | | | | | | | |
| d) | Aggregated information | <u>Exercise</u> Volume: 494,439 Price GBP: £0 <u>Shares sold, including those to satisfy tax liabilities</u> Volume: 363,705 Price GBP: £5,443,209.03 | | | | | | | | | | | | | |
| e) | Date of the transaction | 2025-04-07 | | | | | | | | | | | | | |
| f) | Place of the transaction | XLON - London Stock Exchange | | | | | | | | | | | | | |

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