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 Identification code	Ordinary shares of 2.5p each in BAE Systems plc 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 below)
d)	Aggregated information - Aggregated volume - Price	<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

Section c) Price(s) and volume(s):

	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

10 April 2025

END

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