## **Director/PDMR Shareholding**

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 Maritim	ne and Land		
b)	Initial notification /Amendment	Initial notification	1			
3	Details of the issuer, emission	allowance marke	allowance market participant, auction platform,			
	auctioneer or auction monitor					
a)	Name	BAE Systems plc				
b)	LEI	8SVCSVKSGDWN	1W2QHOH83			
4		ransaction; (iii) each date; and (iv) each place where octed				
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 11,598 performance shares under the BAE Systems Long Term Incentive Plan (LTIP), and the sale of 8,531 shares, including those to satisfy tax liabilities.				
c)	Price(s) and volume(s)					
		Acquisition of	Price	Volume		
		shares on exercise of share awards	£0	11,598		
		Shares sold, including those to satisfy tax liabilities	£16.980	8,531		
		Shares retained		3,067		
d)	Aggregated information - Aggregated volume	Exercise Volume: 11,598 Price GBP: £0				
	- Price	Shares sold, incl Volume: 8,531 Price GBP: £144,		atisfy tax liabilities		
e)	Date of the transaction	2025-04-17				
		1				

	Details of the person dischargi associated	ing managerial responsibilities / person closely
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a)	Name	Glynn Phillips			
2	Reason for the notification	I			
a)	Position/status	Group Managing Director Maritime and Land			
b)	Initial notification /Amendment	Initial notification	l		
3	Details of the issuer, emission auctioneer or auction monitor	allowance market participant, auction platform,			
a)	Name	BAE Systems plc			
b)	LEI	8SVCSVKSGDWM	1W2QHOH83		
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 81,932 performance shares under the BAE Systems Long Term Incentive Plan (LTIP), and the sale of 60,272 shares, including those to satisfy tax liabilities.			
c)	Price(s) and volume(s)		Drico	Volumo	
		Acquisition of shares on exercise of share awards	£0	Volume 81,932	
		Shares sold, including those to satisfy tax liabilities	£16.980	60,272	
		Shares retained		21,660	
d)	Aggregated information - Aggregated volume	Exercise Volume: 81,932 Price GBP: £0			
	- Price	Shares sold, inclu Volume: 60,272 Price GBP: £1,02	-	atisfy tax liabilities	
e)	Date of the transaction	2025-04-17			
f)	Place of the transaction	XLON - London S	tock Exchange		

1	Details of the person discharge associated	ging managerial responsibilities / person closely
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 auctioneer or auction monitor	a allowance market participant, auction platform,
a)	Name	BAE Systems plc
b)	LEI	8SVCSVKSGDWMW2QHOH83

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	Systems Long Te	erm Incentive Pla of 71,056 share	Shares under the BAE an (LTIP), and the s, including those to
c)	Price(s) and volume(s)			
			Price	Volume
		Acquisition of shares on exercise of share awards	£0	96,593
		Shares sold, including those to satisfy tax liabilities	£16.980	71,056
		Shares retained		25,537
d)	Aggregated information - Aggregated volume	Exercise Volume: 96,593 Price GBP: £0		
	- Price	Shares sold, inlo Volume: 71,056 Price GBP: £1,20	•	atisfy tax liabilities
e)	Date of the transaction	2025-04-17		
f)	Place of the transaction	XLON - London S	tock Exchange	

1	Details of the person discharg	jing managerial re	esponsibilities / p	erson closely	
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 auctioneer or auction monitor	etails of the issuer, emission allowance market participant, auction platform, uctioneer or auction monitor			
a)	Name	BAE Systems plc			
b)	LEI	8SVCSVKSGDWN	1W2QHOH83		
4		section to be repeated for (i) each type of transaction; (iii) each date; and (iv) each place where lucted			
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 25,365 performance shares under the BAE Systems Long Term Incentive Plan (LTIP), and the subsequent sale of 18,659 shares including those to satisfy tax liabilities.			
c)	Price(s) and volume(s)		Price	Volume	
		Acquisition of shares on exercise of share awards	£0	25,365	

		Sale of shares to satisfy tax liabilities Shares retained	£16.980	18,659 6,707
d)	Aggregated information - Aggregated volume	Exercise Volume: 25,365 Price GBP: £0		
	- Price	Shares sold, including those to satisfy tax liabilities Volume: 18,659 Price GBP: £316,829.82		
e)	Date of the transaction	2025-04-17		
f)	Place of the transaction	XLON - London S	tock Exchange	

1	Details of the person discharge associated	ging managerial re	esponsibilities	/ person closely	
1)	Name	Glynn Phillips			
2	Reason for the notification				
1)	Position/status	Group Managing	Director Maritim	e and Land	
)	Initial notification /Amendment	Initial notification	Initial notification		
3	Details of the issuer, emission auctioneer or auction monitor		allowance market participant, auction platform,		
a)	Name	BAE Systems plc			
)	LEI	8SVCSVKSGDWN	1W2QHOH83		
<b>4</b> a)		section to be repeated for (i) each type of ransaction; (iii) each date; and (iv) each place where acted  Ordinary shares of 2.5p each in BAE Systems plc			
	Identification code	GB0002634946			
b)	Nature of the transaction	Exercise of 34,376 Share Options under the BAE Systems Long Term Incentive Plan (LTIP), and the sale of 17,863 shares, including those to satisfy tax liabilities.			
2)	Price(s) and volume(s)		D.:	Maliana	
		Acquisition of shares on exercise of share awards	#5.818	34,376	
		Shares retained to cover the costs of exercise	£16.980	10,012	
		Sale of shares, including those to satisfy tax liabilities	£16.980	17,863	
		Shares retained		6,501	
d)	Aggregated information			6,501	

	- Price	Shares retained to cover the costs of exercise Volume: 10,012 Price GBP: £170,003.76
		Shares sold, including those to satisfy tax liabilities Volume: 17,863 Price GBP: £303,313.74
e)	Date of the transaction	2025-04-17
f)	Place of the transaction	XLON - London Stock Exchange

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1	Details of the person discharge associated	ing manageriai re	esponsibilities / pe	erson closely	
a)	Name	Glynn Phillips			
2	Reason for the notification	eason for the notification			
a)	Position/status	Group Managing Director Maritime and Land			
b)	Initial notification /Amendment	Initial notification	Initial notification		
3	Details of the issuer, emission auctioneer or auction monitor	allowance market participant, auction platform,			
a)	Name	BAE Systems plc			
b)	LEI	8SVCSVKSGDWN	1W2QHOH83		
4	Details of the transaction(s): sinstrument; (ii) each type of transactions have been condu	ransaction; (iii) e	peated for (i) each each date; and (iv	n type of ) each place where	
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 21,689 Share Options under the BAE Systems Long Term Incentive Plan (LTIP), and the sale of 9,857 shares, including those to satisfy tax liabilities.			
c)	Price(s) and volume(s)				
ĺ			Price	Volume	
		Acquisition of shares on exercise of share awards	£6.49	21,689	
		Shares retained to cover the costs of exercise	£16.980	8,290	
		Sale of shares, including those to satisfy tax liabilities	£16.980	9,857	
		Shares retained		3,542	
d)	Aggregated information	Exercise			
	- Aggregated volume	Volume: 21,689 Price GBP: £140	,761.61		
	- Price	Shares retained Volume: 8,290 Price GBP: £140	to cover the costs of	exercise	
		Shares sold, included Volume: 9,857	uding those to satisf	y tax liabilities	

		Price GBP: £16/,3/1.86
e)	Date of the transaction	2025-04-17
f)	Place of the transaction	XLON - London Stock Exchange

1	Details of the person discharg	jing managerial re	esponsibilities ,	/ person closely	
a)	Name	Glynn Phillips			
2	Reason for the notification				
a)	Position/status	Group Managing	Group Managing Director Maritime and Land		
b)	Initial notification /Amendment	Initial notification	l		
3	Details of the issuer, emission auctioneer or auction monitor	allowance marke	et participant,	auction platform,	
a)	Name	BAE Systems plc			
b)	LEI	8SVCSVKSGDWM	1W2QHOH83		
4	Details of the transaction(s): instrument; (ii) each type of t transactions have been condu	ransaction; (iii) e			
a)	Description of the financial instrument, type of instrument	Ordinary shares	of 2.5p each in E	BAE Systems plc	
	Identification code	GB0002634946			
b)	Nature of the transaction	Exercise of 50,258 Share Options under the BAE Systems Long Term Incentive Plan (LTIP), and the sale of 26,323 shares, including those to satisfy tax liabilities.			
c)	Price(s) and volume(s)				
•			Price	Volume	
		Acquisition of shares on exercise of share awards	£4.85	50,258	
		Shares retained to cover the costs of exercise	£16.980	14,355	
		Sale of shares, including those to satisfy tax liabilities	£16.980	26,323	
		Shares retained		9,580	
d)	Aggregated information	<u>Exercise</u>			
	- Aggregated volume	Volume: 50,258 Price GBP: £243	,751.30		
	- Price	Shares retained to cover the costs of exercise Volume: 14,355 Price GBP: £243,747.90			
		Volume: 26,323	Shares sold, including those to satisfy tax liabilities		
e)	Date of the transaction	2025-04-17			
f)	Place of the transaction	XLON - London S	tock Exchange		

1	Details of the person discharg associated	ing managerial re	esponsibilities / pe	rson closely	
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	8SVCSVKSGDWN	1W2QHOH83		
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			
b)	Identification code  Nature of the transaction	GB0002634946  Exercise of 105,751 Share Options under the BAE Systems Long Term Incentive Plan (LTIP), and the sale of 55,384 shares, including those to satisfy tax liabilities.			
c)	Price(s) and volume(s)		,		
	( )		Price	Volume	
		Acquisition of shares on exercise of share awards	£4.851	105,751	
		Shares retained to cover the costs of exercise	£16.980	30,212	
		Sale of shares, including those to satisfy tax liabilities	£16.980	55,384	
		Shares retained		20,155	
d)	Aggregated information - Aggregated volume - Price	Exercise Volume: 105,751 Price GBP: £512,998.10  Shares retained to cover the costs of exercise Volume: 30,212 Price GBP: £512,999.76  Shares sold, including those to satisfy tax liabilities Volume: 55,384 Price GBP: £940,420.32			
e)	Date of the transaction	2025-04-17			
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		the transaction(s): section to be repeated for (i) each type of nt; (ii) each type of transaction; (iii) each date; and (iv) each place where ons 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 133,406 Share Options under the BAE Systems Long Term Incentive Plan (LTIP), and the sale of 44,290 shares, including those to satisfy tax liabilities.			
c)	Price(s) and volume(s)			_	
		Acquisition of shares on exercise of share awards	Price £4.999	133,406	
		Shares retained to cover the costs of exercise	£16.923	39,408	
		Sale of shares, including those to satisfy tax liabilities	£16.923	44,290	
		Shares retained		49,708	
d)	Aggregated information - Aggregated volume	Exercise Volume: 133,406 Price GBP: £666,896.59  Shares retained to cover the costs of exercise Volume: 39,408 Price GBP: £666,901.58  Shares sold, including those to satisfy tax liabilities Volume: 44,290 Price GBP: £749,519.67			
	- Price				
e)	Date of the transaction	2025-04-17			
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	
~	Dataila of the issues assission	-	

3	Details of the issuer, emission auctioneer or auction monitor		et participant,	auction piatrorm,	
a)	Name	BAE Systems plo	BAE Systems plc		
b)	LEI	8SVCSVKSGDWN	8SVCSVKSGDWMW2QHOH83		
4		section to be repeated for (i) each type of ransaction; (iii) each date; and (iv) each place where acted			
a)	Description of the financial instrument, type of instrument	Ordinary shares	Ordinary shares of 2.5p each in BAE Systems plc		
	Identification code	GB0002634946	GB0002634946		
b)	Nature of the transaction	Long Term Incer	Exercise of 72,238 Share Options under the BAE Systems Long Term Incentive Plan (LTIP), and the sale of 19,255 shares, including those to satisfy tax liabilities.		
c)	Price(s) and volume(s)		1		
		Acquisition of shares on exercise of	Price £7.35	72,238	
		Shares retained to cover the costs of exercise	£16.923	31,374	
		Sale of shares, including those to satisfy tax liabilities	£16.923	19,255	
		Shares retained		21,609	
d)	Aggregated information	Exercise Volume: 72,238			
	- Aggregated volume		Volume: 72,238 Price GBP: £530,949.30		
	- Price	Volume: 31,374	Shares retained to cover the costs of exercise Volume: 31,374 Price GBP: £530,942.20		
		Volume: 19,255	Shares sold, including those to satisfy tax liabilities Volume: 19,255 Price GBP: £325,852.36		
e)	Date of the transaction	2025-04-17	2025-04-17		
f)	Place of the transaction	XLON - London S	XLON - London Stock Exchange		

24 April 2025

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