

**Director/PDMR Shareholding**

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>													
a)	Name	Glynn Phillips												
<b>2</b>	<b>Reason for the notification</b>													
a)	Position/status	Group Managing Director Maritime and Land												
b)	Initial notification /Amendment	Initial notification												
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>													
a)	Name	BAE Systems plc												
b)	LEI	8SVCSVKSGDWMW2QHOH83												
<b>4</b>	<b>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</b>													
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 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)	<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>11,598</td></tr> <tr> <td>Shares sold, including those to satisfy tax liabilities</td><td>£16.980</td><td>8,531</td></tr> <tr> <td>Shares retained</td><td></td><td>3,067</td></tr> </tbody> </table>		Price	Volume	Acquisition of 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
	Price	Volume												
Acquisition of 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  - Price	<u>Exercise</u> Volume: 11,598 Price GBP: £0  <u>Shares sold, including those to satisfy tax liabilities</u> Volume: 8,531 Price GBP: £144,856.38												
e)	Date of the transaction	2025-04-17												
f)	Place of the transaction	XLON - London Stock Exchange												

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>	
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a)	Name	Glynn Phillips												
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a)	Position/status	Group Managing Director Maritime and Land												
b)	Initial notification /Amendment	Initial notification												
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>													
a)	Name	BAE Systems plc												
b)	LEI	8SVCSVKSGDWMW2QHOH83												
<b>4</b>	<b>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</b>													
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 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)	<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>81,932</td></tr> <tr> <td>Shares sold, including those to satisfy tax liabilities</td><td>£16.980</td><td>60,272</td></tr> <tr> <td>Shares retained</td><td></td><td>21,660</td></tr> </tbody> </table>		Price	Volume	Acquisition of shares on exercise of share awards	£0	81,932	Shares sold, including those to satisfy tax liabilities	£16.980	60,272	Shares retained		21,660
	Price	Volume												
Acquisition of shares on exercise of share awards	£0	81,932												
Shares sold, including those to satisfy tax liabilities	£16.980	60,272												
Shares retained		21,660												
d)	Aggregated information  - Aggregated volume  - Price	<u>Exercise</u> Volume: 81,932 Price GBP: £0  <u>Shares sold, including those to satisfy tax liabilities</u> Volume: 60,272 Price GBP: £1,023,418.56												
e)	Date of the transaction	2025-04-17												
f)	Place of the transaction	XLON - London Stock Exchange												

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a)	Name	Glynn Phillips
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a)	Position/status	Group Managing Director Maritime and Land
b)	Initial notification /Amendment	Initial notification
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>	
a)	Name	BAE Systems plc
b)	LEI	8SVCSVKSGDWMW2QHOH83
<b>4</b>	<b>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</b>	

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 96,593 Performance Shares under the BAE Systems Long Term Incentive Plan (LTIP), and the subsequent sale of 71,056 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>96,593</td></tr> <tr> <td>Shares sold, including those to satisfy tax liabilities</td><td>£16.980</td><td>71,056</td></tr> <tr> <td>Shares retained</td><td></td><td>25,537</td></tr> </table>		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
	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  - Price	<u>Exercise</u> Volume: 96,593 Price GBP: £0  <u>Shares sold, including those to satisfy tax liabilities</u> Volume: 71,056 Price GBP: £1,206,530.88												
e)	Date of the transaction	2025-04-17												
f)	Place of the transaction	XLON - London Stock Exchange												

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a)	Name	Glynn Phillips						
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<b>4</b>	<b>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</b>							
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 25,365 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)	<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>25,365</td></tr> </table>		Price	Volume	Acquisition of shares on exercise of share awards	£0	25,365
	Price	Volume						
Acquisition of shares on exercise of share awards	£0	25,365						

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

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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 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.																
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>£5.818</td><td>34,376</td></tr><tr><td>Shares retained to cover the costs of exercise</td><td>£16.980</td><td>10,012</td></tr><tr><td>Sale of shares, including those to satisfy tax liabilities</td><td>£16.980</td><td>17,863</td></tr><tr><td>Shares retained</td><td></td><td>6,501</td></tr></table>			Price	Volume	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
	Price	Volume																
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  - Aggregated volume	<u>Exercise</u> Volume: 34,376 Price GBP: £199,999.57																

	- Price	<u>Shares retained to cover the costs of exercise</u> Volume: 10,012 Price GBP: £170,003.76  <u>Shares sold, including those to satisfy tax liabilities</u> 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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<b>4</b>	<b>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</b>																
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)	<table> <tr> <th></th><th>Price</th><th>Volume</th></tr> <tr> <td>Acquisition of shares on exercise of share awards</td><td>£6.49</td><td>21,689</td></tr> <tr> <td>Shares retained to cover the costs of exercise</td><td>£16.980</td><td>8,290</td></tr> <tr> <td>Sale of shares, including those to satisfy tax liabilities</td><td>£16.980</td><td>9,857</td></tr> <tr> <td>Shares retained</td><td></td><td>3,542</td></tr> </table>		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
	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	<u>Exercise</u> Volume: 21,689 Price GBP: £140,761.61  <u>Shares retained to cover the costs of exercise</u> Volume: 8,290 Price GBP: £140,764.20  <u>Shares sold, including those to satisfy tax liabilities</u> Volume: 9,857 Price GBP: £303,313.74															

		Price GBP: £16,3/1.86
e)	Date of the transaction	2025-04-17
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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 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)	<table> <tr> <th></th><th>Price</th><th>Volume</th></tr> <tr> <td>Acquisition of shares on exercise of share awards</td><td>£4.85</td><td>50,258</td></tr> <tr> <td>Shares retained to cover the costs of exercise</td><td>£16.980</td><td>14,355</td></tr> <tr> <td>Sale of shares, including those to satisfy tax liabilities</td><td>£16.980</td><td>26,323</td></tr> <tr> <td>Shares retained</td><td></td><td>9,580</td></tr> </table>		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
	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	<p><u>Exercise</u> Volume: 50,258 Price GBP: £243,751.30</p> <p><u>Shares retained to cover the costs of exercise</u> Volume: 14,355 Price GBP: £243,747.90</p> <p><u>Shares sold, including those to satisfy tax liabilities</u> Volume: 26,323 Price GBP: £446,964.54</p>															
e)	Date of the transaction	2025-04-17															
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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 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)	<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>£4.851</td> <td>105,751</td> </tr> <tr> <td>Shares retained to cover the costs of exercise</td> <td>£16.980</td> <td>30,212</td> </tr> <tr> <td>Sale of shares, including those to satisfy tax liabilities</td> <td>£16.980</td> <td>55,384</td> </tr> <tr> <td>Shares retained</td> <td></td> <td>20,155</td> </tr> </tbody> </table>		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
	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	<u>Exercise</u> Volume: 105,751 Price GBP: £512,998.10  <u>Shares retained to cover the costs of exercise</u> Volume: 30,212 Price GBP: £512,999.76  <u>Shares sold, including those to satisfy tax liabilities</u> Volume: 55,384 Price GBP: £940,420.32															
e)	Date of the transaction	2025-04-17															
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<b>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</b>																	
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)	<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>£4.999</td><td>133,406</td></tr> <tr> <td>Shares retained to cover the costs of exercise</td><td>£16.923</td><td>39,408</td></tr> <tr> <td>Sale of shares, including those to satisfy tax liabilities</td><td>£16.923</td><td>44,290</td></tr> <tr> <td>Shares retained</td><td></td><td>49,708</td></tr> </tbody> </table>		Price	Volume	Acquisition of shares on exercise of share awards	£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
	Price	Volume															
Acquisition of shares on exercise of share awards	£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	<p><u>Exercise</u> Volume: 133,406 Price GBP: £666,896.59</p> <p><u>Shares retained to cover the costs of exercise</u> Volume: 39,408 Price GBP: £666,901.58</p> <p><u>Shares sold, including those to satisfy tax liabilities</u> Volume: 44,290 Price GBP: £749,519.67</p>															
e)	Date of the transaction	2025-04-17															
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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 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)	<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>72,238</td></tr> <tr> <td>Shares retained to cover the costs of exercise</td><td>£16.923</td><td>31,374</td></tr> <tr> <td>Sale of shares, including those to satisfy tax liabilities</td><td>£16.923</td><td>19,255</td></tr> <tr> <td>Shares retained</td><td></td><td>21,609</td></tr> </tbody> </table>		Price	Volume	Acquisition of shares on exercise of share awards	£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
	Price	Volume															
Acquisition of shares on exercise of share awards	£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	<p><u>Exercise</u> Volume: 72,238 Price GBP: £530,949.30</p> <p><u>Shares retained to cover the costs of exercise</u> Volume: 31,374 Price GBP: £530,942.20</p> <p><u>Shares sold, including those to satisfy tax liabilities</u> Volume: 19,255 Price GBP: £325,852.36</p>															
e)	Date of the transaction	2025-04-17															
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**24 April 2025**

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