

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	Award of performance shares under the LTIP in the form of nil cost options.				
c)	Price(s) and volume(s)	<table border="1"> <tr> <td>Price</td> <td>Volume</td> </tr> <tr> <td>Nil consideration</td> <td>31,514</td> </tr> </table>	Price	Volume	Nil consideration	31,514
Price	Volume					
Nil consideration	31,514					
d)	Aggregated information - Aggregated volume - Price	Aggregated volume: 31,514 shares Nil				
e)	Date of the transaction	2025-05-13				
f)	Place of the transaction	Off market				

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	Award of performance shares under the LTIP in the form of nil cost options.				
c)	Price(s) and volume(s)	<table><tr><td>Price</td><td>Volume</td></tr><tr><td>Nil consideration</td><td>99,191</td></tr></table>	Price	Volume	Nil consideration	99,191
Price	Volume					
Nil consideration	99,191					
d)	Aggregated information - Aggregated volume - Price	Aggregated volume: 99,191 shares Nil				
e)	Date of the transaction	2025-05-13				
f)	Place of the transaction	Off market				

13 May 2025

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