

**BAE Systems plc**

<b>1</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>2</b>	<b>Reason for the notification</b>													
a)	Position/status	President and Chief Executive Officer of BAE Systems, Inc.												
b)	Initial notification /Amendment	Initial notification												
<b>3</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>													
a)	Name	Tom Arseneault												
<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 268,594 options under the BAE Systems 2018 Long Term Incentive Plan (LTIP), and the subsequent sale of 195,130 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(s)</th> </tr> </thead> <tbody> <tr> <td>Acquisition of shares on exercise of share option</td> <td>£5.8180</td> <td>268,594</td> </tr> <tr> <td>Shares retained to cover the costs of exercise</td> <td>£21.2715</td> <td>73,464</td> </tr> <tr> <td>Sale of shares including those to satisfy tax liabilities</td> <td>£21.2715</td> <td>195,130</td> </tr> </tbody> </table>		Price	Volume(s)	Acquisition of shares on exercise of share option	£5.8180	268,594	Shares retained to cover the costs of exercise	£21.2715	73,464	Sale of shares including those to satisfy tax liabilities	£21.2715	195,130
	Price	Volume(s)												
Acquisition of shares on exercise of share option	£5.8180	268,594												
Shares retained to cover the costs of exercise	£21.2715	73,464												
Sale of shares including those to satisfy tax liabilities	£21.2715	195,130												
d)	Aggregated information  - Price  - Aggregated volume	<p><u>Exercise</u>                      Volume: 268,594                      Price GBP: £1,562,679.89</p> <p><u>Shares retained to cover the costs of exercise</u>                      Volume: 73,464                      Price GBP: £1,562,689.47</p> <p><u>Sale of shares, including those to satisfy tax liabilities</u>                      Volume: 195,130                      Price GBP: £4,150,707.79</p>												

		Price GBP: £21,100,707.70
e)	Date of the transaction	2026-02-24
f)	Place of the transaction	XLON - London Stock Exchange

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a)	Name	BAE Systems plc												
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<b>3</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>													
a)	Name	Tom Arseneault												
<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 352,471 options under the BAE Systems 2019 Long Term Incentive Plan (LTIP), and the subsequent sale of 272,106 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(s)</th> </tr> </thead> <tbody> <tr> <td>Acquisition of shares on exercise of share option</td> <td>£4.8500</td> <td>352,471</td> </tr> <tr> <td>Shares retained to cover the costs of exercise</td> <td>£21.2715</td> <td>80,365</td> </tr> <tr> <td>Sale of shares including those to satisfy tax liabilities</td> <td>£21.2715</td> <td>272,106</td> </tr> </tbody> </table>		Price	Volume(s)	Acquisition of shares on exercise of share option	£4.8500	352,471	Shares retained to cover the costs of exercise	£21.2715	80,365	Sale of shares including those to satisfy tax liabilities	£21.2715	272,106
	Price	Volume(s)												
Acquisition of shares on exercise of share option	£4.8500	352,471												
Shares retained to cover the costs of exercise	£21.2715	80,365												
Sale of shares including those to satisfy tax liabilities	£21.2715	272,106												
d)	Aggregated information  - Price  - Aggregated volume	<p><u>Exercise</u> Volume: 352,471 Price GBP: £1,709,484.35</p> <p><u>Shares retained to cover the costs of exercise</u> Volume: 80,365 Price GBP: £1,709,484.09</p> <p><u>Sale of shares, including those to satisfy tax liabilities</u> Volume: 272,106 Price GBP: £5,788,102.77</p>												

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<b>1</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>2</b>	<b>Reason for the notification</b>							
a)	Position/status	Group Managing Director, Maritime and Land UK						
b)	Initial notification /Amendment	Initial notification						
<b>3</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>							
a)	Name	Glynn Phillips						
<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	Sale of Shares.						
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th></th> <th>Price</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>Sale of shares</td> <td>£21.3400</td> <td>67,104</td> </tr> </tbody> </table>		Price	Volume(s)	Sale of shares	£21.3400	67,104
	Price	Volume(s)						
Sale of shares	£21.3400	67,104						
d)	Aggregated information  - Price  - Aggregated volume	<table border="1"> <thead> <tr> <th>Prices (GBP)</th> <th>Volume</th> </tr> </thead> <tbody> <tr> <td>£1,431,999.36</td> <td>67,104</td> </tr> </tbody> </table> N/A Single transaction	Prices (GBP)	Volume	£1,431,999.36	67,104		
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£1,431,999.36	67,104							
e)	Date of the transaction	2026-02-24						
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b)	LEI	8SVCSVKSGDWMW2QHOH83
<b>2</b>	<b>Reason for the notification</b>	
a)	Position/status	Group Managing Director, Maritime and Land UK
b)	Initial notification /Amendment	Initial notification
<b>3</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>	
a)	Name	Glynn Phillips
<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>	

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	Price	Volume(s)						
Sale of shares	£21.2715	143,723						
d)	Aggregated information  - Price  - Aggregated volume	<table border="1"> <thead> <tr> <th>Prices (GBP)</th> <th>Volume</th> </tr> </thead> <tbody> <tr> <td>£3,057,203.79</td> <td>143,723</td> </tr> </tbody> </table> N/A Single transaction	Prices (GBP)	Volume	£3,057,203.79	143,723		
Prices (GBP)	Volume							
£3,057,203.79	143,723							
e)	Date of the transaction	2026-02-24						
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b)	LEI	8SVCSVKSGDWMW2QHOH83						
<b>2</b>	<b>Reason for the notification</b>							
a)	Position/status	Person closely associated with Ed Gelsthorpe (Group General Counsel / PDMR)						
b)	Initial notification /Amendment	Initial notification						
<b>3</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>							
a)	Name	Claire Gelsthorpe						
<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>							
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	Price	Volume(s)						
Sale of shares	£21.3634	30,000						
d)	Aggregated information  - Price  - Aggregated volume	<table border="1"> <thead> <tr> <th>Prices (GBP)</th> <th>Volume</th> </tr> </thead> <tbody> <tr> <td>£640,902</td> <td>30,000</td> </tr> </tbody> </table> N/A Single transaction	Prices (GBP)	Volume	£640,902	30,000		
Prices (GBP)	Volume							
£640,902	30,000							

	- Aggregated volume	2026-02-24
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**26 February 2026**

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