

# Exemption

## WHEREAS:

- (a) Further to BT plc's Notification to Ofcom pursuant to Section 89C Communications Act 2003, BT and Openreach have adopted the Commitments;
- (b) The Commitments provide that BT plc and Openreach Limited may from time to time agree exemptions, subject to BT plc informing Ofcom of the exemption 1 month in advance of it coming into effect;
- (c) BT plc and Openreach Limited agree that it would be appropriate for there to be an exemption from the requirement in section 8.2 that the incentive remuneration of Openreach Employees should solely reflect the objectives of the Openreach Division so that the Openreach Scorecard may contain a BT Group-wide environmental target weighted no more than 5% of the Openreach Scorecard;

## NOW THEREFORE:

BT plc and Openreach Limited hereby agree:

### 1. Exemption

All incentive remuneration of Openreach Employees will be based on a Scorecard which reflects solely the objectives of the Openreach Division, save for an element which reflects BT-wide environmental objectives, provided that this shall not be weighted at more than 5% of the Scorecard.

### 2. Definitions and interpretation

2.1 Words or expressions in this Agreement have the same meaning as in the Commitments.

2.2 References in this Agreement to section numbers are references to section numbers in the Commitments.

### 3. Effect

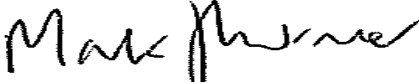
The provisions of this Agreement shall take effect on 29 November 2020.

Signed for and on behalf of British Telecommunications plc



Signature \_\_\_\_\_  
Name: **Cathryn Ross**  
Position: Group Regulatory Affairs Director  
Date: 29 October 2020

Signed for and on behalf of Openreach Limited

Signature   
Name: **Mark Shurmer**  
Position: Managing Director Regulation Openreach  
Date: 29 October 2020