BT Group plc Deferred Bonus Plan

Outstanding awards

Awards are normally made in June each year, as part of the Annual Compensation Review, and will release after three years subject to continued employment.

Year of operation	Main grant date	Grant price	Deferred period
2026	15 June 2026	£2.06	15 June 2026 to 15 June 2029
2025	16 June 2025	£1.83	16 June 2025 to 16 June 2028
2024	14 June 2024	£1.31	14 June 2024 to 14 June 2027

Historical awards

Below is a summary of the outcome of the awards since 2008. Information for prior years is available on request.

Year of operation	Vesting date	Vesting price
2023	15 June 2026	£2.00
2022	24 June 2025	£1.90
2021	24 June 2024	£1.43
2020	1 August 2023	£1.21
2019	2 August 2022	£1.60
2018	5 August 2021	£1.72

Year of operation	Vesting date	Vesting price
2017	6 August 2020	£1.03
2016	6 August 2019	£1.81
2015	1 August 2018	£2.30
2014	1 August 2017	£3.12
2013	29 July 2016	£4.13
2012	31 July 2015	£4.64
2011	1 August 2014	£3.81
2010	26 July 2013	£3.36
2009	1 August 2012	£2.17
2008	1 August 2011	£2.02