

CERTIFICATE OF EMPLOYERS' LIABILITY INSURANCE(a)

(Where required by regulation 5 of the Employers' Liability (Compulsory Insurance) Regulations 1998 (the Regulations), one or more copies of this certificate must be displayed at each place of business at which the policy holder employs persons covered by this policy)

Policy No: 1000289234-08

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|---------------------------------------|----------------|
| 1. NAME OF POLICY HOLDER: | BT Group PLC |
| 2. DATE OF COMMENCEMENT OF INSURANCE: | 1st April 2025 |
| 3. DATE OF EXPIRY OF INSURANCE: | 1st April 2026 |

We hereby certify that subject to paragraph 2:-

- the policy to which this certificate relates satisfies the requirements of the relevant law applicable in Great Britain, Northern Ireland, the Isle of Man, the Island of Jersey, the Island of Guernsey and the Island of Alderney, or to offshore installations in any waters outside the United Kingdom to which the Employers' Liability (Compulsory Insurance) Act 1969 or any amending primary legislation applies (b); and
- (a) the minimum amount of cover provided by this policy is no less than GBP £5,000,000 (c)

Signed on behalf of **Liberty Mutual Insurance Europe SE UK Branch**
(Authorised Insurers)



Pierre-Edouard Fraigneau
Chief Underwriting Officer
Liberty Mutual Insurance Europe SE UK Branch

Liberty Mutual Insurance Europe SE UK Branch is the United Kingdom branch of Liberty Mutual Insurance Europe SE. Registered in Luxembourg under number B232280 (Registre de Commerce et des Sociétés).

- Where the employer is a company to which regulation 3(2) of the Regulations applies, the certificate shall state in a prominent place, either that the policy covers the holding company and all its subsidiaries, or that the policy covers the holding company and all its subsidiaries except any specifically excluded by name, or that the policy covers the holding company and only the named subsidiaries.*
- Specify applicable law as provided for in regulation 4(6) of the Regulations.*
- See regulation 3(1) of the Regulations and delete whichever of paragraphs 2(a) or 2(b) does not apply. Where 2(b) is applicable, specify the amount of cover provided by the relevant policy.*