

ANNUAL ETHICS LEADERSHIP and EMPLOYEE PLEDGE

- 1.1 Principle 1 of the King IV™ Code on Corporate Governance (King IV™) states that “*the governing body should lead ethically and effectively*”. In accordance with this Principle, the Telkom Board of Directors herewith confirms its annual commitment to the Board Charter and the Telkom Group Ethics Handbook.
- 1.2 In terms of the Board Charter, the Board of Directors commit to ensuring ethical behaviour and compliance with laws and regulations and the Company’s own governing documents, and ethical standards.
- 1.3 The purpose of the Telkom Group Ethics Handbook is to promote ethical behaviour within its environment. Telkom, as a listed entity on the JSE, subscribes to the principles of King IV™.
- 1.4 Telkom through its Diversity Policy remains committed to ensuring equitable representation of gender, race, age and skills across the Group.
- 1.5 The pillars of sound corporate governance include *inter alia*, the following:
 - 1.5.1 Integrity;
 - 1.5.2 Competence;
 - 1.5.3 Responsibility;
 - 1.5.4 Accountability;
 - 1.5.5 Fairness; and
 - 1.5.6 Transparency.
- 1.6 Telkom’s five core values, namely Continuous Improvement, Honesty, Accountability, Respect and Teamwork, form the foundation of the Telkom Group Ethics Handbook. Telkom is committed to conduct its business in an ethical manner based on its core values and acceptable principles.

Leadership and Employee Pledge to the Telkom Group Ethics Handbook

I confirm, with my acceptance and signature of this Ethics Commitment Form, that I have read, understood, and am committed to upholding the Telkom Group Ethics Handbook.

By accepting this Ethics Commitment Form, I undertake to interact with all Telkom’s stakeholders in line with the guidelines set out in the Telkom Group Ethics Handbook. I also undertake to commit to ensuring ethical behaviour and compliance with laws and regulations and the Company’s own governing documents, and ethical standards.

I support Telkom’s zero tolerance policy in its efforts against fraud, theft, corruption and misconduct.

Furthermore, should I become aware of any violation of the Telkom Group Ethics Handbook, I undertake to report it through the established channels that Telkom has created for this purpose.

To clarify the commitment I am making, I confirm that I:

- i. Have read the Telkom Group Ethics Handbook and understand its contents.
- ii. Am complying with the Telkom Group Ethics Handbook and will continue to comply with it.

APPROVED AND ADOPTED BY THE BOARD OF DIRECTORS ON 01 APRIL 2023.

Signed by the Chairperson of the Board of Directors on behalf of the Board of Directors.


 Mvuleni Geoffrey Qhena (Chairperson)
 On behalf of the Board of Directors


 Serame Taukobong (Group CEO)
 On behalf of the Group Executive Committee