

Annual Leadership and Employee Ethics Commitment Pledge

As a company listed on the JSE and guided by Principle 1 of the King V™ Code on Corporate Governance (King V™), the Telkom Board of Directors affirms that ethical leadership is not merely a governance requirement, but the foundation upon which Telkom's long-term sustainability, stakeholder trust and reputation are built.

Ethical conduct is central to how Telkom operates — in the Boardroom, in management decisions, in customer engagements, and in every interaction across the Group. Our commitment to integrity is embedded in our governance structures, our Diversity Policies, and in our shared values of collaboration, customer centricity, accountability, agility and simplicity.

The Board confirms its unwavering commitment to fostering an ethical culture in which:

- Integrity is non-negotiable;
- Compliance with laws and regulations is mandatory and enforced;
- Ethical decision-making is prioritised over short-term gain; and
- All employees are empowered and obligated to speak up without fear of retaliation.

Leadership and Employee Commitment Pledge to the Telkom Group Code of Ethics

By accepting and signing this Ethics Commitment Form, I acknowledge that:

- I have read and understood the Telkom Group Code of Ethics.
- I am personally accountable for upholding its principles.
- I will conduct business in a manner that protects Telkom's reputation and stakeholder trust.
- I will act with honesty, fairness, and transparency in all professional dealings; and
- I will report any suspected misconduct through the established and protected reporting channels.

I recognise that ethical conduct is mandatory, and non-compliance undermines the organisation's values and sustainability. I support Telkom's zero-tolerance stance against fraud, corruption, conflicts of interest, discrimination, and misconduct.

Through this pledge, I commit to living the values of Telkom and contributing to a culture where ethical leadership is demonstrated daily and not declared annually.

APPROVED AND ADOPTED BY THE BOARD OF DIRECTORS ON 01 APRIL 2026.

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