

ANNUAL ETHICS LEADERSHIP 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 Business Code of Ethics.
- 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 Business Code of Ethics 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 The pillars of sound corporate governance consist of the following:
 - 1.4.1 Integrity;
 - 1.4.2 Competence;
 - 1.4.3 Responsibility;
 - 1.4.4 Accountability;
 - 1.4.5 Fairness; and
 - 1.4.6 Transparency.
- 1.5 Telkom's five core values, namely Continuous Improvement, Honesty, Accountability, Respect and Teamwork, form the foundation of the Telkom Business Code of Ethics. Telkom is committed to conduct its business in an ethical manner based on its core values and acceptable principles.

Leadership Pledge to the Telkom Business Code of Ethics

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

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 Business Code of Ethics. 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.

Furthermore, should I become aware of any violation of the Telkom Business Code of Ethics, 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 Business Code of Ethics, and understand its contents.
- ii. Am complying with the Telkom Business Code of Ethics, and will continue to comply with it.

APPROVED AND ADOPTED BY THE BOARD OF DIRECTORS ON 24 MAY 2019.

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



MS MOLOKO

CHAIRMAN OF THE BOARD

DATE: 2 / 7 / 2019