

APPENDIX N – BOARD DIVERSITY POLICY

TELUS is committed to leadership in corporate governance and regularly assesses emerging best practices. At TELUS, we take a proactive approach to pursue corporate governance excellence.

The TELUS team recognizes that a diverse and inclusive environment that values diversity of thought, background, skills and experience facilitates a broader exchange of perspectives. TELUS' Diversity and Inclusiveness Council has developed and implemented initiatives including providing diversity training to TELUS team members and assisting with the establishment of team member resource groups. TELUS' team member resource groups include:

- Connections, the TELUS women's network
- Abilities Network, our resource group for team members and family members with varying abilities
- Eagles, our First Nations team member resource group
- Mosaic, our team member resource group for new Canadians
- Spectrum, our lesbian, gay, bisexual, transgender and allies team member resource group

The TELUS team believes that increasing the diversity of our Board to reflect the communities where we live and work and the customers that we serve is essential in maintaining competitive advantage.

The Corporate Governance Committee, which is responsible for recommending director nominees to the Board, seeks to attract the highest quality directors. It considers candidates on merit based on a balance of skills, background, experience and knowledge. In this process, the Committee will take into account diversity considerations such as gender, age, and ethnicity. On an annual basis, the Committee will recommend to the Board for adoption measurable objectives for achieving Board diversity in accordance with this policy.

The Corporate Governance Committee will assess the effectiveness of this policy annually and recommend as required amendments to the Board for approval.