

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 Office ("DIO") has developed and implemented initiatives including providing diversity training to TELUS team members and assisting with the establishment of team member resource groups. Among the DIO's core mandates are:

- Ensuring alignment between our diversity and inclusiveness strategy and our corporate priorities
- Monitoring and measuring diversity and inclusiveness programs and best practices across TELUS
- Providing thought leadership by sharing diversity knowledge and expertise with TELUS leaders

Team member resources group have been established for women, Indigenous team members, team member with varying abilities, new immigrants and lesbian, gay, bisexual, transgender and queer (LGBTQ) team members, to help bring awareness and thought leadership to our cultural evolution and our multicultural business initiatives.

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, ethnicity and geographic background. 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 Board seeks to have diverse members represent not less than 30 per cent of the independent directors, with a minimum of each gender representing not less than 30 per cent of the independent directors.

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