

APPENDIX N – BOARD DIVERSITY POLICY

TELUS is committed to fostering a diverse and inclusive culture across the organization. It believes that by leveraging different perspectives and ideas, it will enjoy the benefits of improved decision-making and greater productivity and innovation. A commitment to diversity means recognizing that each person is unique and understanding our individual differences. Diversity has many dimensions, which can include ethnicity, race, gender, physical ability, religion, sexual orientation, gender identification and age. Diversity can also extend to work experience, geographic background, socio-economic background and diversity of political thought.

The objective of the Board’s diversity policy is to ensure that the Board possesses the diverse qualifications, skills and expertise that are relevant to our business and that will allow the Board to fulfil its mandate.

The Corporate Governance Committee (“Committee”), which is responsible for assessing board composition, identifying suitable candidates and recommending director nominees to the Board, considers candidates on merit based on a balance of skills, background, experience and knowledge. In these processes, the Committee will consider multiple aspects of diversity.

In addition, when recruiting new candidates for director, the Committee may engage qualified independent external advisors to conduct a search for candidates beyond the networks of existing Board members. Search protocols will require that the pool of identified candidates meet the Board’s skills and diversity criteria. In the Board’s evergreen list of potential director nominees, the Board will ensure that such list includes a diverse group of candidates including balanced gender diversity.

In furtherance of the Board’s commitment to diversity, on an annual basis, the Board will assess, and TELUS will report to security holders, on the diversity of its Board members and the Committee will recommend to the Board for adoption measurable objectives for achieving Board diversity and inclusiveness in accordance with this policy.

TELUS recognizes that all aspects of diversity are important. However, for Board composition purposes it has chosen for now to adopt targets focussed on gender diversity and representation of members of visible minorities and Indigenous Peoples. Annually TELUS will report to security holders, the number and percentage of women directors and the number and percentage of directors who self-identify as being members of visible minorities and Indigenous Peoples.

At the date of approval of this policy, the Board has confirmed the importance of seeking the following board composition:

- At least two directors who represent a visible minority or are Indigenous;
- Women and men each represent at least 33⅓ per cent of independent directors;
- Directors with extensive experience in geographic areas where the Company has or anticipates significant business interests;
- Directors of various ages; and
- Directors with differing backgrounds and experience.

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The Committee will report to the Board regarding their assessment of: (i) the measures taken to ensure that this policy has been effectively implemented, (ii) the annual and cumulative progress in achieving the measurable objectives referred to above, and (iii) the effectiveness of this policy as a whole in promoting diversity at TELUS and recommend as required amendments to the Board for approval. At any given time, the Board may seek to improve one or more aspects of its diversity and measure progress accordingly.