

TRISTAN GILBERTSON
Group General Counsel & Company Secretary



26 October 2011

DIRECTOR INDEPENDENCE DETERMINATION

As required by NZX Listing Rule 3.3.3(a), the Telecom Board has determined that the following directors are (as specified below) independent or not independent, as defined by NZX Listing Rule 1.6.1:

Wayne Boyd	Independent
Murray Horn	Independent
Sue Sheldon	Independent
Ron Spithill	Independent
Paul Reynolds	Not independent
Kevin Roberts	Not independent

Yours faithfully

Tristan Gilbertson
Group General Counsel & Company Secretary

ENDS