

TRISTAN GILBERTSON
Group General Counsel & Company Secretary



5 December 2011

DIRECTOR INDEPENDENCE DETERMINATION

As required by NZX Listing Rule 3.3.3(b), 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:

Mark Verbiest	Independent
Paul Berriman	Independent
Maury Leyland	Independent
Charles Sitch	Independent
Justine Smyth	Independent
Murray Horn	Independent
Paul Reynolds	Not independent
Kevin Roberts	Not independent

Yours faithfully

Tristan Gilbertson
Group General Counsel & Company Secretary

ENDS