Notes to the annual financial statements continued

for the year ended 31 March 2025

10. Employee benefits continued

10.6 Sensitivity analysis

	Group		Company	
	31 March 2025 Rm	31 March 2024 Rm	**31 March 2025** Rm	31 March 2024 Rm
	Increase/(decrease) in the post-employment liability			
The Telkom Pension Fund				
Increase in discount rate by 0.5%	**(1)**	(1)	**(1)**	(1)
Decrease in discount rate by 0.5%	**1**	1	**1**	1
Increase in inflation rate by 1%	**2**	2	**2**	2
Decrease in inflation rate by 1%	**(2)**	(2)	**(2)**	(2)
Increase in salary inflation by 1%	**2**	2	**2**	2
Decrease in salary inflation by 1%	**(2)**	(2)	**(2)**	(2)
Change in post-retirement mortality rating from -1 to -3 years	**1**	—	**1**	—
Change in post-retirement mortality rating from -1 to 0 years	**(1)**	(1)	**(1)**	(1)
The Telkom Retirement Fund[1]				
Increase in discount rate by 0.5%	**—**	(1 213)	**—**	(1 213)
Decrease in discount rate by 0.5%	**—**	1 313	**—**	1 313
Increase in inflation rate by 1%	**—**	2 874	**—**	2 874
Decrease in inflation rate by 1%	**—**	(2 395)	**—**	(2 395)
Increase in net TRF fund rate by 0.5%	**—**	368	**—**	368
Decrease in net TRF fund rate by 0.5%	**—**	(364)	**—**	(364)
Increase in TRF take-up ratio from 55.6% to 100%	**—**	387	**—**	387
Medical benefits				
Increase in discount rate by 0.5%	**(36)**	(33)	**(36)**	(33)
Decrease in discount rate by 0.5%	**38**	35	**38**	35
Increase in inflation rate by 1%	**59**	56	**59**	56
Decrease in inflation rate by 1%	**(53)**	(51)	**(53)**	(51)
Change in post-retirement mortality rating from -1 to -3 years	**56**	52	**56**	52
Change in post-retirement mortality rating from -1 to 0 years	**(55)**	(51)	**(55)**	(51)
Telephone rebates				
Increase in discount rate by 0.5%	**(12)**	(9)	**(12)**	(9)
Decrease in discount rate by 0.5%	**13**	9	**13**	9
Increase in inflation rate by 5%	**192**	139	**192**	139
Change in post-retirement mortality rating from -1 to -3 years	**6**	4	**6**	4
Change in post-retirement mortality rating from -1 to 0 years	**(6)**	(4)	**(6)**	(4)
Increase in normal retirement age from 56 years to 60 years	**(22)**	(19)	**(22)**	(19)
Decrease in normal retirement age from 56 years to 50 years	**16**	16	**16**	16

[1] *The TRF was derecognised in the current financial year. Refer to notes 2.5.1 and 10.3 for details.*