

CHINA MOBILE LIMITED

Workforce Diversity Policy

1. Purpose

- 1.1 This policy (the “**Policy**”) sets out the approach towards achieving and maintaining diversity in the workforce of China Mobile Limited (the “**Company**”) and its subsidiaries (together with the Company, the “**Group**”).

2. Scope of Application

- 2.1 This Policy applies to the Company and its subsidiaries.
- 2.2 References in this Policy to “workforce” include senior management.

3. Policy Statement

- 3.1 Diversity is a core value of the Company and also an essential element of the Company’s high-quality and sustainable development.
- 3.2 The Group shall uphold diversity and non-discriminatory employment practices, and strictly abide by the requirements under the laws and regulations in jurisdictions where it operates. It shall maintain the principles of fairness, openness and impartiality in recruitment processes, oppose and take steps to prevent any form of workplace discrimination.
- 3.3 The Group shall set recruitment conditions in a scientific and reasonable manner based on job requirements and offer equal career opportunities; there shall be no discriminatory conditions, whether in terms of race, ethnicity, age, gender, religion, body height, appearance or otherwise, and no qualifications or conditions irrelevant to work duties.
- 3.4 The Group shall promote diversity and equal opportunity, attract talents from different gender and age demographics, to foster a diverse and inclusive workforce.

4. Review

- 4.1 The Sustainability Committee shall review this Policy and its implementation, and make recommendations to the Board of Directors on appropriate amendments to this Policy (if any), on an ongoing basis.

5. Disclosure

- 5.1 The Company shall report annually on the diversity of its workforce in the Corporate Governance Report included in the Company's Annual Report.

6. Amendments

- 6.1 This Policy may be amended by the Board of Directors.
- 6.2 This Policy shall take effect from 22 May 2025 after approval by the Board of Directors.