

SECTION IV

CORPORATE GOVERNANCE, ENVIRONMENT AND SOCIETY

1. AN OVERVIEW OF CORPORATE GOVERNANCE

The Company always strives to maintain a high level of governance standard and has adhered to prudent, excellent and efficient corporate governance principles and continuously improves its governance mechanism, regulates its operation process, improves its internal control mechanism, and ensures that the Company's operations are in line with the long-term interests of its shareholders as a whole through effective governance and disclosure measures. In 2025, the Company's shareholders' meetings, the Board and the Supervisory Committee operated soundly and efficiently. The Company was dedicated to lean management while ensuring stable and healthy operation, and elevated its high-quality development to a new level, while continuously optimising its internal control system and comprehensive risk management system in order to provide solid safeguards for the steady operation of the Company. Through systematic governance enhancement, the standard of the Company's corporate governance continued to improve and effectively protected the long-term interests of shareholders.

The Company persists in refining the basic system of its governance and continues to optimise the corporate governance system and operating mechanism to ensure standardised and effective operation in strict compliance with the Company Law, the Securities Law and the requirements of the CSRC, the SSE and the Stock Exchange. In 2025, in light of changes in applicable laws and regulations and the regulatory requirements in the places where the shares of the Company are listed, and taking into account the actual situation of the

Company, the Company completed systematic amendments with respect to six rules including the Articles of Association, the Rules of Procedures of the Shareholders' General Meeting, the Rules of Procedures of the Meeting of the Board of Directors, the Rules of Procedures of Audit Committee, the Rules of Procedures of Remuneration Committee and the Rules of Procedures of Nomination Committee. The Company no longer maintains a supervisory committee or has any supervisor. The Audit Committee of the Board assumes the functions and powers of the Supervisory Committee, and relevant rules such as the Rules of Procedures of the Meeting of the Supervisory Committee have been abolished. The relevant provisions concerning class shareholders no longer apply, and pursuant to relevant regulatory requirements and taking into account the actual circumstances of the Company, amendments have been made to certain provisions in the Articles of Association and descriptions regarding the scope of business in the Articles of Association. The Company attaches great importance to the truthfulness, accuracy and completeness of information disclosure, and its information disclosure work received an A grade evaluation from the SSE for 2024–2025. At the same time, the Company attaches great importance to the construction and improvement of risk management and internal control systems, which provide important safeguards for the steady operation of the Company through clear organisational structure and responsibilities, effective authorisation approval and accountability system, clear objectives, policies and procedures, comprehensive risk assessment and management, sound financial accounting system, continuous operation performance analysis and supervision, etc.

In 2025, the Company convened a total of 2 general meetings, 7 Board meetings and 5 Supervisory Committee meetings. The convening, holding, voting and disclosure procedures of the relevant meetings were in compliance with the requirements of laws and regulations and the Articles of Association. Upon the abolition of the Supervisory Committee, a one-tier structure is adopted as the overall structure for corporate governance: the Board is established under the shareholders' meeting, while the Audit Committee, Remuneration Committee and Nomination Committee are established under the Board. The Board is authorised by the Articles of Association of the Company to make major operational decisions of the Company and to oversee the daily management and operations of the senior management. The Audit Committee is mainly responsible for reviewing the financial information of the Company and the disclosure thereof and supervising and assessing the internal and external auditing work and internal control.

For the year ended 31 December 2025, the roles of Chairman and Chief Executive Officer of the Company were performed by the same individual. In the Company's opinion, through the supervision by the Board and the Independent Non-Executive Directors of the Company, with effective control of the Company's internal check and balance mechanism, the same individual performing the roles of Chairman and Chief Executive Officer can enhance the Company's efficiency in decision-making and execution and enable the Company to effectively capture business opportunities. Many leading international corporations around the world also have similar arrangements. Save as stated above, the Company was in compliance with all the code provisions under the Corporate Governance Code as set out in Appendix C1 of the Listing Rules (the "Corporate Governance Code") in the year 2025.

The Company has always attached great importance to information disclosure, strictly complied with the requirements of the regulatory rules of the places where the Company's shares are listed, and stringently implemented the Rules for the Management of Information Disclosure of China Telecom Corporation Limited to standardise the procedures for the Company to collect, organise, summarise and report important information internally and prepare external disclosure documents, clarify the responsibilities and code of conduct of relevant departments and branches, and ensure the truthfulness, accuracy and completeness of the Company's information disclosure. In addition, the Company actively discloses data such as the numbers of mobile, 5G network and wireline broadband subscribers, etc. on a quarterly basis to strengthen communication with the capital market and improve the transparency of information disclosure. Meanwhile, the Company attaches great importance to the handling of inside information and standardised management of inside information through the Registration and Management System for Insiders of China Telecom Corporation Limited, ensuring the fairness and justice of information disclosure, and protecting the legitimate rights and interests of investors and relevant parties.

The Company established an Investor Relations Department which is responsible for maintaining proactive communications with shareholders, investors and other capital market participants and providing information and services required by the market. The Company's senior management and Independent Non-Executive Directors continuously provide the market with information regarding strategy and operational development of the Company and respond to investors' concerns through various activities such as annual and interim results briefings, investor briefings and investors road shows. In 2025, the Company conducted the annual and interim results announcement briefings effectively and conducted the third quarter results

announcement briefing through online means. The Company organised investors to participate in the World Artificial Intelligence Conference (WAIC) and the Digital-Intelligent Technology Ecosystem Conference and collaborated with several listed companies controlled by China Telecommunications Corporation to carry out centralised roadshows. Focusing on strategic upgrades as well as strategic emerging businesses such as China Telecom Cloud and AI, the Company launched a special series on its WeChat official account for investor relations, to actively promote its technological innovation achievements and presence in strategic emerging businesses, enhance market recognition of its investment value and strengthen long-term investment confidence. In daily operation, the Company actively participated in a number of investor conferences held by major investment banks and securities firms worldwide through on-site and online means to maintain regular communication with institutional investors. At the same time, the Company set up an investor relations enquiry line to provide shareholders and investors with timely and convenient services.

In 2025, the Company's continuous efforts in corporate governance and investor relations gained wide recognition from the capital market and the Company was accredited with a number of awards. It won "Asia's Best CSR" award for the sixth consecutive year in the Asian Excellence Award 2025 organised by Corporate Governance Asia. It was named "Best Telecommunication Services Company in China" for the third consecutive year in the Asia's Best Companies Poll 2025 launched by FinanceAsia, and won the Gold Award of The Asset Corporate Sustainability Leadership Awards 2025. In the 2025 China Securities "Golden Bauhinia Awards" selection, the Company was awarded two prizes, including "Best Listed Company in Investment Value" and "Listed Company with Outstanding Investor Relations Management". It was also included in the China Association for Public Companies' lists of "Best Practices in Investor Relations Management for Listed Companies" and "2025 Top Listed Companies by Cash Dividend Payouts".

2. SPECIFIC MEASURES TAKEN BY THE CONTROLLING SHAREHOLDER AND THE ULTIMATE CONTROLLER OF THE COMPANY TO ENSURE THE INDEPENDENCE OF THE COMPANY'S ASSETS, PERSONNEL, FINANCE, ORGANISATION AND BUSINESS, AS WELL AS SOLUTIONS, WORK PROGRESS AND FOLLOW-UP WORK PLANS ADOPTED IN LIGHT OF THE IMPACT ON THE INDEPENDENCE OF THE COMPANY

The Company is independent from its controlling shareholder in terms of business, assets and finance, etc. The controlling shareholder of the Company undertakes not to act beyond their authority to interfere with the operation and management activities of the Company and not to misappropriate the interests of the Company. The controlling shareholder of the Company exercises its rights as a shareholder through the shareholders' meeting in accordance with the law, and has not acted beyond the authority of the shareholders' meeting of the Company, directly or indirectly interfered with the Company's business decisions and operating activities. The Company has independent and complete businesses and self-operation capabilities. During the Reporting Period, the Company was not aware of any act in which the controlling shareholder took advantage of its special status to encroach on or damage the interests of the Company and other shareholders.

3. DIRECTORS AND SENIOR MANAGEMENT

(1) Changes in shareholding and remuneration of current and resigned Directors and senior management during the Reporting Period

Name	Position	Gender	Age	Commencement date of term	End date of term	Number of shares held at the beginning of the year	Number of shares held at the end of the year	Changes in shares during the year	Reason for change	Total remuneration before tax received from the Company during the Reporting Period (RMB in ten thousand)
Ke Ruiwen	Executive Director, Chairman and Chief Executive Officer	Male	62	2012-05-30	Annual General Meeting for the year 2025	0	0	0	/	75.11
Liu Guiqing	Executive Director	Male	59	2019-08-19	Annual General Meeting for the year 2025	0	0	0	/	73.26
	President and Chief Operating Officer			2025-05-16	Annual General Meeting for the year 2025					
Tang Ke	Executive Vice President	Male	51	2021-11-29	Annual General Meeting for the year 2025	0	0	0	/	68.24
	Executive Director			2022-03-22	Annual General Meeting for the year 2025					
Li Yinghui	Executive Vice President, Chief Financial Officer	Male	55	2022-04-26	Annual General Meeting for the year 2025	0	0	0	/	67.57
	Secretary of the Board			2022-09-05	Annual General Meeting for the year 2025					
	Executive Director			2023-01-06	Annual General Meeting for the year 2025					
Liu Ying	Executive Vice President	Female	52	2025-03-25	Annual General Meeting for the year 2025	0	0	0	/	57.17
Huang Zhiyong	Executive Vice President	Male	54	2025-05-16	Annual General Meeting for the year 2025	0	0	0	/	45.08
Lyu Yongzhong	Non-Executive Director	Male	57	2025-05-21	Annual General Meeting for the year 2025	0	0	0	/	0.00
Ng Kar Ling Johnny	Independent Non-Executive Director	Male	65	2023-01-06	Annual General Meeting for the year 2025	0	0	0	/	49.68
Chen Dongqi	Independent Non-Executive Director	Male	69	2023-01-06	Annual General Meeting for the year 2025	0	0	0	/	0.00

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Lyu Wei	Independent Non-Executive Director	Female	69	2023-05-23	Annual General Meeting for the year 2025	0	0	0	/	0.00
Lee Sunny Wai Kwong	Independent Non-Executive Director	Male	66	2025-12-16	Annual General Meeting for the year 2025	0	0	0	/	0.61
Guan Lixin	Employee Director	Female	54	2025-12-25	Annual General Meeting for the year 2025	0	0	0	/	0.00
Liang Baojun (resigned)	Executive Director President and Chief Operating Officer	Male	56	2024-08-21 2024-07-12	2025-02-10	0	0	0	/	5.13
Li Jun (resigned)	Executive Director	Male	50	2023-05-23	2025-01-22	0	0	0	/	0.00
Chen Shengguang (resigned)	Non-Executive Director	Male	62	2017-05-23	2025-05-21	1,000	30,000	29,000	increase shareholding through secondary market	0.00
Yeung Chi Wai, Jason (resigned)	Independent Non-Executive Director	Male	71	2018-10-26	2025-12-16	0	0	0	/	31.09
Total	/	/	/	/	/	1,000	30,000	29,000	/	472.94

Notes:

1. During the Reporting Period, the Company also settled the bonus for the year 2024, including RMB367,500 for Mr. Ke Ruiwen, RMB338,800 for Mr. Liu Guiqing, RMB332,400 for Mr. Tang Ke, RMB328,800 for Mr. Li Yinghui and RMB164,400 for Madam Liu Ying.
2. During the Reporting Period, the Company also settled term incentive for the years 2022-2024, including RMB837,200 for Mr. Ke Ruiwen, RMB753,500 for Mr. Liu Guiqing, RMB750,800 for Mr. Tang Ke, RMB703,700 for Mr. Li Yinghui and RMB124,200 for Madam Liu Ying.

(2) Biographical Details of Current Directors and Senior Management



KE RUIWEN

Age 62, is an Executive Director, the Chairman of the Board of Directors and Chief Executive Officer of the Company. He joined the Board of Directors of the Company in May 2012. Mr. Ke is a senior engineer with a doctorate degree in business administration. Mr. Ke served as Deputy Director General of Jiangxi Posts and Telecommunications Administration, Deputy General Manager of Jiangxi Telecom, Managing Director of the Marketing Department of the Company and China Telecommunications Corporation*, General Manager of Jiangxi Telecom, Managing Director of the Human Resources Department of the Company and China Telecommunications Corporation, Executive Vice President, President and Chief Operating Officer of the Company and Vice President and President of China Telecommunications Corporation. Mr. Ke is also the Chairman of China Telecommunications Corporation. Mr. Ke has extensive experience in management and the telecommunications industry.



LIU GUIQING

Age 59, is an Executive Director, the President and Chief Operating Officer of the Company. He joined the Board of Directors of the Company in August 2019. Mr. Liu is a professor level senior engineer with a doctorate degree in engineering science. Mr. Liu served as Deputy General Manager and General Manager of China Unicom Hunan branch, General Manager of China Unicom Jiangsu provincial branch, a Vice President and General Counsel of China Telecommunications Corporation, the Chairman and an Executive Director of China Communications Services Corporation Limited which is listed on the Main Board of the HKSE, a Non-Executive Director of China Tower Corporation Limited which is listed on the Main Board of the HKSE, a Deputy Director General of China Institute of Communications and a Director of Global System for Mobile communications Association (GSMA). Mr. Liu is currently a Director and the President of China Telecommunications Corporation. Mr. Liu has extensive experience in management and the telecommunications industry.

* Now known as “中國電信集團有限公司”, the controlling shareholder (within the meaning of the Listing Rules) and a substantial shareholder (within the meaning of Part XV of the Securities and Futures Ordinance of Hong Kong) of the Company, which held approximately 63.90% of the issued share capital of the Company at the end of the Reporting Period.



TANG KE

Age 51, is an Executive Director and Executive Vice President of the Company. He joined the Board of Directors of the Company in March 2022. Mr. Tang is a senior accountant with a master's degree in economics. Mr. Tang previously served as the General Manager of the Finance Department of both China Telecommunications Corporation and the Company, the General Manager of China Telecom Anhui branch and Guangdong branch, a Vice President of China Telecommunications Corporation, a Deputy Executive Director General of Zhongguancun Digital Economic Industry Alliance and an Executive Director of the UHD World Association. Mr. Tang is currently a Director of China Telecommunications Corporation, a Deputy Director General of Internet Society of China and a Vice President of China Netcasting Services Association and a Director General of Association of Communications Across the Taiwan Straits. Mr. Tang has extensive experience in finance, management and the telecommunications industry.



LI YINGHUI

Age 55, is an Executive Director, Executive Vice President, Chief Financial Officer and Secretary of the Board of the Company. He joined the Board of Directors of the Company in January 2023. Mr. Li is a senior accountant, a member of the Chinese Institute of Certified Public Accountants and the Hong Kong Institute of Certified Public Accountants with a master degree in accountancy. Mr. Li previously served as a Deputy Director of Financial Department of China Huaneng Group Co., Ltd. (formerly known as "China Huaneng Group"), a Director of Financial and Budget Department of Huaneng Power International, Inc. which is listed on the Main Board of Shanghai Stock Exchange and the Main Board of the HKSE respectively and a Director of Financial and Asset Management Department of China Huaneng Group Co., Ltd. He is currently the Chief Accountant of China Telecommunications Corporation and a Vice President of the members committee of China Association for Public Companies. Mr. Li has extensive experience in finance, management and the fundamental industry.



LIU YING

Age 52, is an Executive Vice President of the Company. She joined the management of the Company in March 2025. Madam Liu is a senior communications engineer with a bachelor's degree in engineering. Madam Liu previously served as Deputy General Manager of Heilongjiang branch of China Telecom Corporation Limited, General Manager of Jilin branch of China Telecom Corporation Limited, General Manager of the Government and Enterprise Customer Business Department of China Telecommunications Corporation and General Manager of Anhui branch of China Telecom Corporation Limited. She is currently a Vice President and the Chief Network Security Officer of China Telecommunications Corporation, a Director and the Chairlady of China Telecom Global Limited, Chairlady of the council of National Engineering Research Center for Cloud Network Infrastructure Security, a member of the council of China Internet Investment Fund (Limited Partnership) and Deputy Chairlady of the council of China Enterprise Alliance for International Capacity Cooperation in Telecommunications Industry. Madam Liu has extensive experience in management and the telecommunications industry.



HUANG ZHIYONG

Age 54, is an Executive Vice President of the Company. He joined the management of the Company in May 2025. Mr. Huang is a senior engineer with a master's degree in engineering. Mr. Huang previously served as Deputy General Manager and General Manager of Customer Service Department of China Telecommunications Corporation and the Company, General Manager of Guizhou Branch of China Telecom Corporation Limited, Director of the Office and Secretary of the Board of China Telecommunications Corporation and General Manager of Jiangsu Branch of China Telecom Corporation Limited. He is currently a Vice President, the General Counsel and the Chief Compliance Officer of China Telecommunications Corporation, Executive Deputy Director of China Telecom Science and Technology Committee, Deputy Director General of China Intellectual Property Society, and a Director of Global System for Mobile communications Association (GSMA). Mr. Huang has extensive experience in management and the telecommunications industry.



LYU YONGZHONG

Age 57, is the Non-Executive Director of the Company. He joined the Board of Directors of the Company in May 2025. He has an executive master degree in business administration and is an economist. Mr. Lyu served as a Vice President of Guangdong Provincial Communication Group Co., Ltd., a director and the President of Guangdong Province Navigation Group Co., Ltd., the General Manager and Chairman of Guangdong Salt Industry Group Co., Ltd and the Director of the Guangdong Salt Affairs Bureau. Mr. Lyu is currently the Chairman of Guangdong Rising Holdings Group Co., Ltd.[^]



NG KAR LING JOHNNY

Age 65, is an Independent Non-Executive Director of the Company. He joined the Board of Directors of the Company in January 2023. Mr. Ng is currently a practising Certified Public Accountant in Hong Kong, a practising auditor and accountant in Macau, a Fellow of the Hong Kong Institute of Certified Public Accountants (FCPA), a Fellow of the Association of Chartered Certified Accountants (FCCA), and a Fellow of the Institute of Chartered Accountants in England and Wales (FCA). Mr. Ng obtained a bachelor's degree and a master's degree in business administration from the Chinese University of Hong Kong in 1984 and 1999, respectively. Mr. Ng joined KPMG (Hong Kong) in 1984 and became a Partner in 1996. He acted as a Managing Partner from June 2000 to September 2015 and a Vice Chairman of KPMG China from October 2015 to March 2016. Mr. Ng currently serves as an independent non-executive director of Metallurgical Corporation of China Ltd. which is listed on the HKSE and Shanghai Stock Exchange. He previously served as an independent non-executive director of China Petroleum & Chemical Corporation which is listed on the HKSE and Shanghai Stock Exchange, an independent non-executive director of China Vanke Co., Ltd. which is listed on the HKSE and Shenzhen Stock Exchange and an independent director of Fangdd Network Group Ltd. which is listed on Nasdaq.

[^] A substantial shareholder of the Company within the meaning of Part XV of the Securities and Futures Ordinance.



CHEN DONGQI

Age 69, is an Independent Non-Executive Director of the Company. He joined the Board of Directors of the Company in January 2023. Mr. Chen is an economist, a young-to-middle-aged expert with outstanding contributions at Chinese Academy of Social Sciences (1997) and a member of Chinese Economists 50 Forum since 1998. Mr. Chen served as the director of Economics Research Institute of the State Planning Commission, a Vice President and Executive Vice President of the Academy of Macroeconomics Research of the National Development and Reform Commission, a Vice President and Ph.D. tutor of the Graduate School at Chinese Academy of Social Sciences and an executive council member of Sun YeFang Economic Science Foundation. He is currently a member of the academic committee of Academy of Macroeconomics Research of the National Development and Reform Commission. Mr. Chen mainly focuses on the research of macroeconomics theory and policy.



LYU WEI

Age 69, is an Independent Non-Executive Director of the Company. She joined the Board of Directors of the Company in May 2023. Madam Lyu is a researcher of the Innovation Development Research Department of the Development Research Center of the State Council and an expert who receives the State Council's special government allowances with a doctorate degree. She joined the Development Research Center of the State Council in 1984 and has been all along engaged in policy research and consulting work. Her main research areas include innovation systems and policies, high-tech industry policies, sci-tech system reform, intellectual property policies, etc. She has participated in the research and formulation of national medium and long-term sci-tech planning outlines, intellectual property strategy outlines, manufacturing power strategy, and implementation of innovation-driven development strategy outlines. She served as the Minister of the Technology and Economic Research Department and the Innovation Development Research Department of the Development Research Center of the State Council, a member of the Standing Committee and the Finance and Economic Committee of the 11th, 12th and 13th National People's Congress.



LEE SUNNY WAI KWONG

Age 66, is an Independent Non-Executive Director of the Company. He joined the Board of Directors of the Company in December 2025. Mr. Lee is a Chartered IT Professional and a Chartered Engineer. Mr. Lee is currently a member of the Beijing Municipal Committee of the Chinese People's Political Consultative Conference, the Board Chairman of Hong Kong Applied Science and Technology Research Institute Company Limited, an Ex-officio Member of Committee on Innovation, Technology and Industry Development of the HKSAR, an adjunct professor and senior director of the City University of Hong Kong, as well as a council member of The Hong Kong Management Association and Deputy Chairman of Hong Kong Quality Assurance Agency. Mr. Lee has more than 40 years of experience in business and technology management. He is the former Vice President (Administration) of the City University of Hong Kong, and served as Executive Director of IT and a member of board of management of The Hong Kong Jockey Club, an executive committee member of The Hong Kong and China Gas Company Limited where he also served as the Group's Chief Information Officer and Chief Executive Officer of two strategic diversification businesses, iCare.com Limited and Towngas Telecommunications Company Limited, etc. Mr. Lee is currently an Independent Non-Executive Director of BOC Hong Kong (Holdings) Limited, MTR Corporation Limited and SUNeVision Holdings Ltd., all of which are listed on the Stock Exchange. Mr. Lee obtained a bachelor's degree and a master's degree in Operations Research & Industrial Engineering from Cornell University in the United States.



GUAN LIXIN

Age 54, is the Employee Director of the Company. She joined the Board of Directors of the Company in December 2025. Madam Guan is a senior economist with a bachelor's degree in Chinese language and literature. She served as the Vice General Manager, the General Counsel and Chairlady of the Labour Union of China Telecom Cloud Technology Co., Ltd., a Director of Shanghai Ideal Information Industry (Group) Co., Ltd and an Employee Representative Supervisor of the Company. Madam Guan is currently the Vice Chairlady of the Labour Union and the Employee Director of China Telecommunications Corporation. Madam Guan has extensive experience in operational management in the telecommunications industry.

(3) Positions of current and resigned Directors and senior management during the Reporting Period

1. Positions held in shareholder entities

Name	Name of shareholders	Positions held in shareholders	Commencement date of term	End date of term
Ke Ruiwen	China Telecommunications Corporation	Chairman	2019-04-15	Present
Liu Guiqing	China Telecommunications Corporation	Director	2022-10-01	Present
		President	2025-03-27	Present
Tang Ke	China Telecommunications Corporation	Director	2026-01-15	Present
		Vice President	2021-06-23	2026-01-15
Li Yinghui	China Telecommunications Corporation	Chief Accountant	2022-02-22	Present
Liu Ying	China Telecommunications Corporation	Vice President	2024-06-09	Present
		Chief Network Security Officer	2025-04-30	Present
Huang Zhiyong	China Telecommunications Corporation	Vice President	2025-02-25	Present
		General Counsel	2025-06-09	Present
		Chief Compliance Officer	2025-04-30	Present
Lyu Yongzhong	Guangdong Rising Holdings Group Co., Ltd.	Chairman	2023-06-21	Present
Guan Lixin	China Telecommunications Corporation	Vice Chairlady of the Labour Union	2022-10-14	Present
		Employee Director	2025-12-25	Present
Liang Baojun (resigned)	China Telecommunications Corporation	President	2024-05-21	2025-01-16
		Director	2024-05-24	2025-01-16

2. Positions held in other entities

Name	Name of other entities	Positions held in other entities	Commencement date of term	End date of term
Liu Guiqing	China Tower	Non-Executive Director	2022-01-14	2025-12-23
Tang Ke	Internet Society of China	Deputy Director General	2021-09	Present
	China Netcasting Services Association	Vice President	2021-12	Present
	Association of Communications Across the Taiwan Straits	Director General	2023-08	Present
	UHD World Association	Executive Director	2023-05	2025-11-05
Li Yinghui	China Association for Public Companies	Vice President of the members committee	2022-07	Present
Liu Ying	China Telecom Global Limited	Director and Chairlady	2024-11-22	Present
	China Internet Investment Fund (Limited Partnership)	member of the council	2024-12-24	Present
	National Engineering Research Center for Cloud Network Infrastructure Security	Chairlady of the council	2025-11	Present
	China Enterprise Alliance for International Capacity Cooperation in Telecommunications Industry	Deputy Chairlady of the council	2025-07	Present
Huang Zhiyong	China Telecom Science and Technology Committee	Executive Deputy Director	2025-04	Present
	Global System for Mobile communications Association (GSMA)	Director	2025-10	Present
	China Intellectual Property Society	Deputy Director General	2025-09	Present
Lyu Yongzhong	China Nonferrous Metals Industry Association	Vice President of the Council	2025-04	Present
Ng Kar Ling Johnny	Metallurgical Corporation of China Ltd.	Independent Non-Executive Director	2020-04-29	Present
Lyu Wei	Innovation Development Research Department of the Development Research Center of the State Council	Researcher	2006-04	Present

Name	Name of other entities	Positions held in other entities	Commencement date of term	End date of term
Lee Sunny Wai Kwong	The Beijing Municipal Committee of the Chinese People's Political Consultative Conference	member	2023-01	Present
	Hong Kong Applied Science and Technology Research Institute Company Limited	Board Chairman	2019-10	Present
	Committee on Innovation, Technology and Industry Development of the HKSAR	Ex-officio Member	2023-03	Present
	The City University of Hong Kong	adjunct professor and senior director	2024-10	Present
	The Hong Kong Management Association	council member	2021-10	Present
	Hong Kong Quality Assurance Agency	council member, Deputy Chairman	2021-11	Present
	Hong Kong Professionals and Senior Executives Association	Vice President of the council	2017-03	2026-03
	BOC Hong Kong (Holdings) Limited	Independent Non-Executive Director	2022-09	Present
	MTR Corporation Limited	Independent Non-Executive Director	2022-05	Present
	SUNeVision Holdings Ltd.	Independent Non-Executive Director	2013-11	Present
Chen Shengguang (resigned)	China Nonferrous Metals Industry Association	Vice President of the Council	2019-04	2025-04
	Guangdong Nonferrous Metals Industry Association	President	2017-07	Present
Yeung Chi Wai, Jason (resigned)	Fung Holdings (1937) Limited and its listed company in Hong Kong	Group Chief Compliance and Risk Management Officer	2015-07-01	Present
	China Minsheng Banking Corp., Ltd.	Independent Non-Executive Director	2023-10-16	Present
	Enchanted Hills Limited	Director	1997-05-14	Present

(4) Remuneration of Directors and senior management

Decision-making procedures for remuneration of Directors and senior management	The Remuneration Committee makes recommendations to the Board in respect of the overall remuneration policy and structure for the Company's Directors and senior management and the establishment of a formal and transparent procedure for developing remuneration policy; The Board of Directors determines the remuneration plan for senior management and the remuneration plan for Directors is approved at shareholders' meetings.
Whether directors abstain themselves from discussions on their remuneration at the board of directors	Yes
Details of recommendations of the Remuneration Committee or special meetings of independent directors on remuneration matters for Directors and senior management	The remuneration matters of the Company's Directors and senior management are determined in accordance with relevant regulatory requirements and the management system of the Company, and are in line with relevant regulations and the actual conditions of the Company.
Basis for determining the remuneration of Directors and senior management	In accordance with the administrative requirements of the SASAC, the remuneration is determined based on the Remuneration Plan for Senior Management of the Company and factors such as the duties, responsibilities, experience of the Directors, Supervisors and senior management and the prevailing market conditions.
Actual payment of remuneration of Directors and senior management	For details, please refer to "(1) Changes in shareholding and remuneration of current and resigned Directors and senior management during the Reporting Period" in this section.
Total remuneration actually received by all Directors and senior management as at the end of the Reporting Period	For details, please refer to "(1) Changes in shareholding and remuneration of current and resigned Directors and senior management during the Reporting Period" in this section.

(5) Changes in Directors and Senior Management of the Company

Name	Position held	Type of changes	Reason for change
Liu Guiqing	President and Chief Operating Officer	Appointed	Work adjustment
Liu Ying	Executive Vice President	Appointed	Work adjustment
Huang Zhiyong	Executive Vice President	Appointed	Work adjustment
Lyu Yongzhong	Non-Executive Director	Elected	Work adjustment
Lee Sunny Wai Kwong	Independent Non-Executive Director	Elected	Work needs
Guan Lixin	Employee Director	Elected	Work needs
Liang Baojun	Executive Director, President and Chief Operating Officer	Resigned	Work adjustment
Li Jun	Executive Director	Resigned	Work adjustment
Chen Shengguang	Non-Executive Director	Resigned	Work adjustment
Yeung Chi Wai, Jason	Independent Non-Executive Director	Resigned	Continuously served as an Independent Non-Executive Director for more than six years

Notes:

- On 16 May 2025, Mr. Liu Guiqing, an Executive Director of the Company, has been appointed as the President and Chief Operating Officer of the Company, and he no longer served as an Executive Vice President of the Company. The relevant appointment became effective from 16 May 2025 until the annual general meeting of the Company for the year 2025 to be held in year 2026.
- On 25 March 2025, Madam Liu Ying has been appointed as an Executive Vice President of the Company. The relevant appointment became effective from 25 March 2025 until the annual general meeting of the Company for the year 2025 to be held in year 2026.
- On 16 May 2025, Mr. Huang Zhiyong has been appointed as an Executive Vice President of the Company. The relevant appointment became effective from 16 May 2025 until the annual general meeting of the Company for the year 2025 to be held in year 2026.
- The appointment of Mr. Lyu Yongzhong as the Non-Executive Director of the Company was approved at the annual general meeting of the Company for the year 2024 held on 21 May 2025, and his term of office commenced from 21 May 2025 until the annual general meeting of the Company for the year 2025 to be held in year 2026. Due to change in work arrangement, Mr. Chen Shengguang no longer served as the Non-Executive Director of the Company with effect from 21 May 2025.
- The appointment of Mr. Lee Sunny Wai Kwong as an Independent Non-Executive Director has been approved at the extraordinary general meeting held on 16 December 2025, and the relevant appointment became effective from 16 December 2025 until the annual general meeting of the Company for the year 2025 to be held in year 2026. Mr. Yeung Chi Wai, Jason no longer served as an Independent Non-Executive Director of the Company with effect from 16 December 2025.
- Madam Guan Lixin has been unanimously elected by the employee representatives of the Company democratically as the Employee Director of the eighth session of the Board of the Company. The relevant appointment became effective from 25 December 2025 until the annual general meeting of the Company for the year 2025 to be held in year 2026.
- Due to change in work arrangement, Mr. Liang Baojun has resigned from his positions as an Executive Director, the President and Chief Operating Officer of the Company with effect from 10 February 2025.
- Due to change in work arrangement, Mr. Li Jun has resigned from his position as an Executive Director of the Company with effect from 22 January 2025.

Mr. Lyu Yongzhong, Mr. Lee Sunny Wai Kwong and Madam Guan Lixin, Directors who were appointed in 2025, obtained relevant legal advice pursuant to Rule 3.09D of the Listing Rules on 15 May 2025, 8 December 2025 and 19 December 2025, respectively. The above Directors confirmed that they understood their obligations as Directors of the Company.

(6) Composition of Board of Directors and Board Diversity Policy

As at 31 December 2025 and the date of this report, the Board consisted of 10 Directors with 4 Executive Directors, 1 Non-Executive Director, 4 Independent Non-Executive Directors and 1 Employee Director. There is no relationship (including financial, business, family or other material or relevant relationship) among the Board members. The Audit Committee, Remuneration Committee and Nomination Committee under the Board consist solely of Independent Non-Executive Directors, which ensures that the Committees are able to provide sufficient checks and balances and make independent judgements to protect the interests of the shareholders and the Company as a whole. The number of Independent Non-Executive Directors exceeds one-third of the members of the Board. Mr. Ng Kar Ling Johnny who served as the Chairman of the Audit Committee at present, is an internationally renowned financial expert with extensive expertise in accounting and financial management. The term of office for the eighth session of the Board (including the Non-Executive Directors) lasts for 3 years, starting from 23 May 2023 until the day of the Company's Annual General Meeting for the year 2025 to be held in 2026, upon which the ninth session of the Board will be elected.

In August 2013, the Company implemented the Board Diversity Policy. The Company strongly believes that board diversity will contribute significantly to the enhancement of the overall performance of the Company. The Company views board diversity as the key element for accomplishing its strategic goals and sustainable development. In determining the composition of the Board, the Company takes into account diversity of the Board from a number of perspectives, including but not limited to gender, age, educational background, professional experience, skills, knowledge, duration of service and time commitment, etc. All appointments made or to be made by the Board are merit-based, and candidates are selected based on objective criteria taking full consideration of board diversity. Final decisions are comprehensively made based on each candidate's attributes and the consideration for his/her valuable contributions that can be made to the Board. The Nomination

Committee oversees the implementation of Board Diversity Policy, reviews the existing policy as and when appropriate, and recommends proposals for revisions for the Board's approval.

There are currently two female Directors on the Board which has met its target for gender diversity. The Company will continue to be committed to maintaining gender diversity in the composition of the Board. The Board currently comprises experts from diversified professions such as telecommunications, accounting, finance, management, economics and sci-tech with diversification in terms of gender, age (including 5 Directors whose ages range from 45 to 60 years old and 5 Directors whose ages range from 61 to 75 years old), duration of service (including 8 Directors whose terms of service are 5 years or less, 1 Director whose term of service is between 5 and 10 years and 1 Director whose term of service is more than 10 years), etc., advancing the enhancement of management standard and the further standardisation of corporate governance practices, which results in a more comprehensive and balanced Board structure and decision-making process. Each Director brings to the Board different views and perspectives. Both the Nomination Committee and the Board believe that the gender, age, educational background, professional experience, skills, knowledge and the duration of service of the Board members are in alignment with the Board Diversity Policy.

The Company strictly complies with the Corporate Governance Code to rigorously regulate the operating procedures of the Board and its Committees, and to ensure that the procedures of the Board meetings are in compliance with related rules in terms of organisation, regulations and personnel. The Board responsibly and earnestly supervises the preparation of financial statements for each financial period, so that such financial statements truly and fairly reflect the financial condition, the operating results and cash flows of the Company for such period. In preparing the financial statements for the year ended 31 December 2025, the Directors adopted appropriate accounting policies and made prudent, fair and reasonable judgements and estimates, and prepared the financial statements on a going concern basis.

The Articles of Association clearly defines the respective duties of the Board and the management. The Board is accountable to the shareholders' meetings, and its duties mainly include the execution of resolutions, formulation of major operational decisions, financial proposals and policies, formulation of the Company's basic management system and the appointment of senior management. The management is responsible for leading the production, operation and management of the Company, the implementation of Board resolutions and the annual operation plans and investment proposals of the Company, formulating the proposal of the Company's internal administrative organisations and suborganisations, and performing other duties as authorised by the Articles of Association and the Board. In order to maintain highly efficient operations, as well as flexibility and swiftness in operational decision-making, the Board may delegate its management and administrative powers to the management when necessary, and shall provide clear guidance regarding such delegation so as to avoid impeding or undermining the capabilities of the Board when exercising its powers as a whole.

The Board is committed to promoting corporate culture and ensuring the Company's development strategy and corporate culture are aligned. The Board formulates and reviews the Company's policies and practices on corporate governance; reviews and monitors the training and continuous professional development of Directors and senior management; reviews and monitors the Company's policies and practices on compliance with legal and regulatory requirements; formulates, reviews and monitors the code of conduct for employees; and reviews the Company's compliance with the Corporate Governance Code and disclosure in the Corporate Governance Report.

(7) Directors' training and continuous professional development

The Company provides guidelines including on directors' duties, continuing obligations, relevant laws and regulations, operation and business of the Company to newly appointed Directors so that they are provided with tailored induction relating to their appointment. To ensure that the Directors are familiar with the Company's latest operations for decision-making, the Company arranges for key financial data and operational data to be provided to the Directors on a monthly basis. Meanwhile, through regular Board meetings and reports from management, the Directors are able to have clearer understanding of the operations, business strategy, and the latest development of the Company and the industry. In addition, the Company reminds the Directors of their functions and duties by continuously providing them with information regarding the latest development of the Dual Listing Rules and other applicable regulations, and arranging internal training on topics related to the latest development of the industry and operational focus of the Company for mutual exchange of ideas and discussion. The Directors actively participate in training and continuous professional development to develop and refresh their knowledge and skills in order to contribute to the Company.

SECTION IV
CORPORATE GOVERNANCE, ENVIRONMENT AND SOCIETY

During the year, the Directors have participated in training and continuous professional development activities, and the summary is as follows:

Directors	Types of training
Executive Directors	
Ke Ruiwen	A, B
Liu Guiqing	A, B
Tang Ke	A, B
Li Yinghui	A, B
Liang Baojun*	A, B
Li Jun*	A, B
Non-Executive Directors	
Lyu Yongzhong	A, B
Chen Shengguang*	A, B
Independent Non-Executive Directors	
Ng Kar Ling Johnny	A, B
Chen Dongqi	A, B
Lyu Wei	A, B
Lee Sunny Wai Kwong	A, B
Yeung Chi Wai, Jason*	A, B
Employee Director	
Guan Lixin	A, B

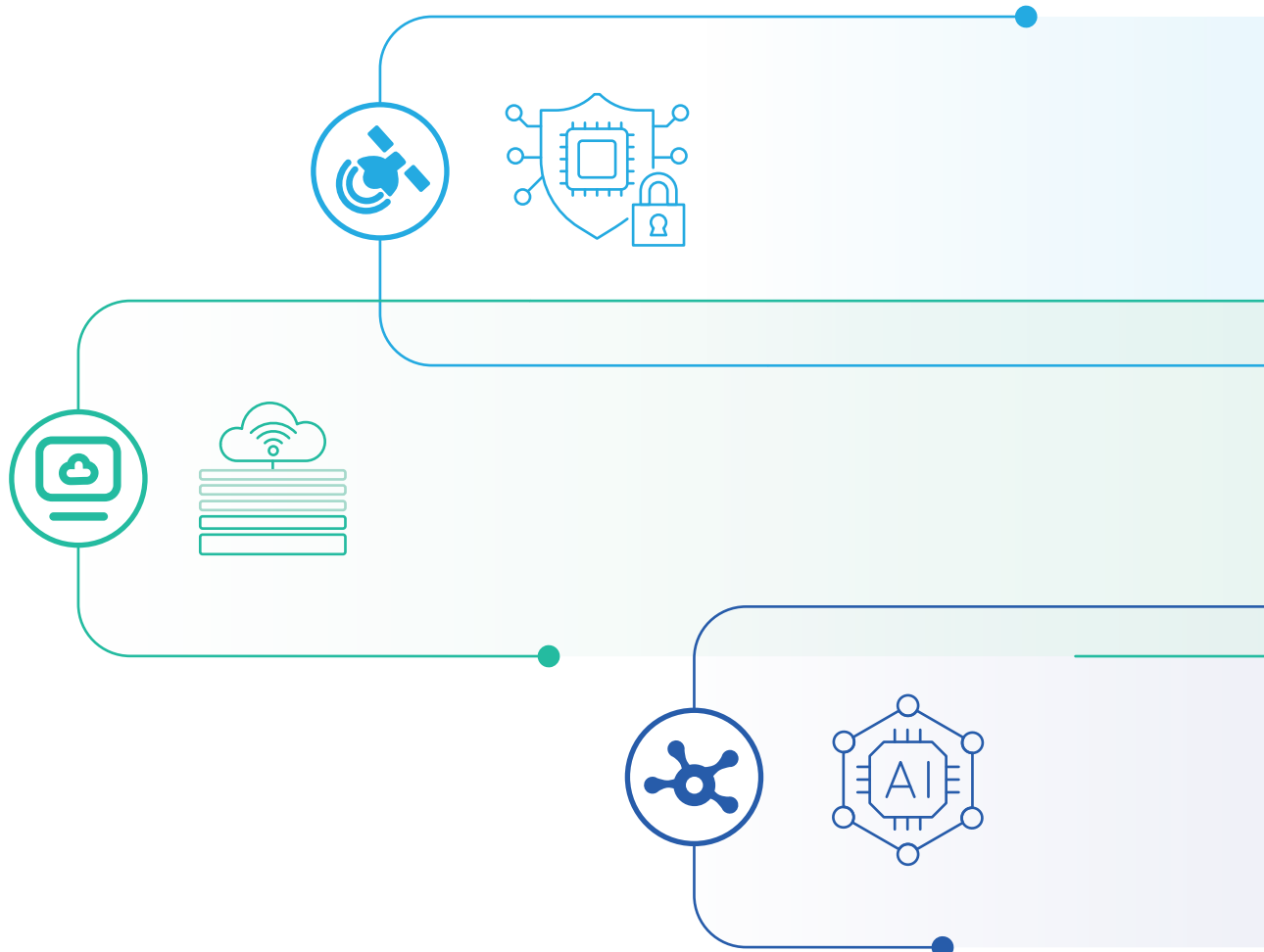
A: attending relevant seminars and/or conferences and/or forums; or delivering speeches at relevant seminars and/or conferences and/or forums

B: reading or writing relevant newspapers, journals and articles relating to economy, general business, telecommunications, corporate governance or directors' duties

* Due to change in work arrangement, Mr. Liang Baojun has resigned from his positions as an Executive Director, the President and Chief Operating Officer of the Company with effect from 10 February 2025. Due to change in work arrangement, Mr. Li Jun has resigned from his position as an Executive Director of the Company with effect from 22 January 2025. Due to change in work arrangement, Mr. Chen Shengguang no longer served as the Non-Executive Director of the Company with effect from 21 May 2025. Pursuant to the relevant requirement issued by China Securities Regulatory Commission regarding the term of independent directors, as Mr. Yeung Chi Wai, Jason had continuously served as an Independent Non-Executive Director of the Company for the prescribed period, Mr. Yeung resigned from his position as an Independent Non-Executive Director with effect from 16 December 2025.

(8) Compliance with the Model Code for Securities Transactions by Directors and Supervisors and confirmation of independence by the Independent Non-Executive Directors

The Company has adopted the Model Code for Securities Transactions by Directors of Listed Issuers as set out in Appendix C3 of the Listing Rules to govern securities transactions by Directors and Supervisors. Based on the written confirmation from the Directors and Supervisors, the Company's Directors and Supervisors have strictly complied with the Model Code for Securities Transactions by Directors of Listed Issuers in Appendix C3 of the Listing Rules regarding the requirements in conducting securities transactions during their respective terms of office in the year 2025. Meanwhile, the Company has received annual independence confirmation from each of the Independent Non-Executive Directors and considered them to be independent.



4. PERFORMANCE OF DUTIES BY DIRECTORS

Attendance of Directors at Board meetings and general meetings

Name of Director	Whether as an Independent Director	Required attendance during the year	Attendance at Board meetings				Absent times	Failure to attend two consecutive meetings in person	Attendance at general meetings Number of general meetings attended
			Attendance in person	Attendance by way of communication	Attendance by proxy*				
Ke Ruiwen	No	7	7	3	0	0	No	2	
Liu Guiqing	No	7	6	3	1	0	No	2	
Tang Ke	No	7	7	3	0	0	No	0	
Li Yinghui	No	7	7	3	0	0	No	2	
Lyu Yongzhong	No	4	3	1	1	0	No	0	
Ng Kar Ling Johnny	Yes	7	7	3	0	0	No	2	
Chen Dongqi	Yes	7	7	3	0	0	No	2	
Lyu Wei	Yes	7	6	3	1	0	No	2	
Lee Sunny Wai Kwong	Yes	1	1	0	0	0	No	0	
Guan Lixin	No	0	0	0	0	0	No	0	
Liang Baojun (resigned)	No	0	0	0	0	0	No	0	
Li Jun (resigned)	No	0	0	0	0	0	No	0	
Chen Shengguang (resigned)	No	3	3	2	0	0	No	0	
Yeung Chi Wai, Jason (resigned)	Yes	6	6	3	0	0	No	2	

* Certain Directors could not attend some of the Board meetings due to other arrangement. Such Directors have reviewed the relevant Board meeting proposals before the meetings and authorised other Directors in writing to vote on their behalf so as to ensure their views were fully reflected in the meetings.

In 2025, the Company convened 7 Board meetings in total (including 4 on-site meetings and 3 meetings held by communication); the Chairman held a meeting to independently communicate with the Independent Non-Executive Directors without the presence of any other Directors to ensure their opinions can be fully expressed, which further facilitated the exchange of different views within the Board.

5. SPECIAL COMMITTEES UNDER THE BOARD

(1) Members of the special committees under the Board as at the end of the Reporting Period

Category of special committees	Name of Members
Audit Committee	Ng Kar Ling Johnny (Chairman), Chen Dongqi, Lyu Wei, Lee Sunny Wai Kwong
Remuneration Committee	Lee Sunny Wai Kwong (Chairman), Ng Kar Ling Johnny, Chen Dongqi, Lyu Wei
Nomination Committee	Chen Dongqi (Chairman), Ng Kar Ling Johnny, Lyu Wei, Lee Sunny Wai Kwong

(2) Audit Committee

As at 31 December 2025 and the date of this report, the Audit Committee comprised 4 Independent Non-Executive Directors, Mr. Ng Kar Ling Johnny as the Chairman and Mr. Chen Dongqi, Madam Lyu Wei and Mr. Lee Sunny Wai Kwong as the members. The Audit Committee is responsible to the Board. The Rules of Procedures of the Audit Committee clearly defines the status, structure and qualifications, work procedures, duties and responsibilities, funding and remuneration, etc. of the Audit Committee. The Audit Committee's principal duties include the supervision of the truthfulness and completeness of the Company's financial statements, the effectiveness and completeness of the Company's internal control and risk management systems as well as the work of the Company's Internal Audit Department. It is also responsible for the supervision and review of the qualifications, selection and appointment, independence and services of external independent auditors. The Audit Committee ensures that the management has discharged its duty to establish and maintain an effective risk management and internal control system including the adequacy of resources, qualifications and experience of staff

fulfilling the accounting, internal control and financial reporting functions of the Company together with the adequacy of the staff's training programmes and the related budget. The Audit Committee also has the authority to set up a reporting system on whistleblowing to receive and handle cases of complaints or complaints made on an anonymous basis regarding the Company's accounting, internal control and audit matters.

In 2025, pursuant to the requirements of the governing laws and regulations of the places of listing and the Rules of Procedures of the Audit Committee, the Audit Committee fully assumed its responsibilities within the scope of the clear mandate from the Board and communicated independently with the external auditors twice a year. The Audit Committee proposed a number of practical and professional recommendations for improvement based on the Company's actual circumstances in order to promote the continuous improvement and perfection of corporate management. The Audit Committee has provided important support to the Board and played a significant role in protecting the interests of the independent shareholders.

The Audit Committee convened 6 meetings during the Reporting Period

Date	Agenda of meeting	Important comments and suggestions	Other Performance of Duties
2025-03-24	<ol style="list-style-type: none"> 1. To consider the proposal on the financial reports of the Company for the year of 2024 prepared in accordance with IFRS Accounting Standards/Chinese Accounting Standard; 2. To consider the proposal on the provision for impairment for the year of 2024; 3. To consider the proposal on the risk management and internal control report of the Company for the year of 2024; 4. To consider the proposal on the annual reports of the Company for the year of 2024; 5. To consider the proposal on the Sustainability Report (ESG Report) 2024 of the Company; 6. To consider the report on the internal audit of the Company in 2024 and the work plan for year of 2025; 7. To consider the report on the implementation of related party (connected) transactions of the Company for the year of 2024; 8. To consider the risk assessment report on the related party transactions of China Telecom Group Finance Co., Ltd. for the year of 2024; 9. To consider the proposal on continuing to perform affiliated transaction agreement with China Tower Corporation Limited; 10. To consider the report of duty performance by the Audit Committee for the year of 2024; 11. To consider the report of duty performance by the auditors for the year of 2024; 12. To consider the proposal on the evaluation of performance of external auditors for the year of 2024 and the engagement of external auditors for the year of 2025; 13. To consider the proposal on the adjustment to the types of non-audit services; 14. To consider the report on the performance of supervisory duties by the Audit Committee over the accounting firms for the year of 2024. 	Nil	Nil
2025-04-25	<ol style="list-style-type: none"> 1. To consider the proposal on the 2025 First Quarterly Report; 2. To consider the report on the implementation of related party (connected) transactions of the Company for the first quarter of 2025. 	Nil	Nil
2025-06-30	<ol style="list-style-type: none"> 1. To consider the report on the internal audit of the Company for the first quarter of 2025; 2. To consider the review plan of external auditors on the 2025 interim results of the Company. 	Nil	Nil

Date	Agenda of meeting	Important comments and suggestions	Other Performance of Duties
2025-08-13	<ol style="list-style-type: none"> 1. To consider the proposal on the interim report of the Company for the year of 2025; 2. To consider the report on the implementation of related party (connected) transactions of the Company for the first half of 2025; 3. To consider the 2025 half-yearly continuous risk assessment report on the related party transactions of China Telecom Group Finance Co., Ltd.; 4. To consider the report on the internal audit of the Company for the second quarter of 2025; 5. To consider the report on the progress of the Company's ESG work in 2025. 	Nil	Nil
2025-10-21	<ol style="list-style-type: none"> 1. To consider the proposal on the Company's 2025 Third Quarterly Report; 2. To consider the proposal on the report on the implementation of related party (connected) transactions of the Company for the first three quarters of 2025. 	Nil	Nil
2025-12-24	<ol style="list-style-type: none"> 1. To consider the proposal on report of external auditor's audit work plan for the year of 2025; 2. To consider the proposal on report of external auditor's preliminary results on internal control assessment for the year of 2025; 3. To consider the proposal on external auditor's audit fees for the year of 2025; 4. To consider the proposal on the report on the internal audit for the third quarter of 2025; 5. To consider the proposal on the meeting plan of the Audit Committee for the year of 2026; 6. To consider the proposal on the expected annual caps in respect of affiliated transactions with China Tower Corporation Limited for the year of 2026. 	Nil	Nil

The attendance of each member is as follows:

Name of Members	Actual attendance/Required attendance
Ng Kar Ling Johnny	6/6
Chen Dongqi	6/6
Lyu Wei [^]	5/6
Lee Sunny Wai Kwong	1/1
Yeung Chi Wai, Jason [*]	5/5

[^] Madam Lyu Wei, a member of the Audit Committee, could not attend a meeting of the Audit Committee due to other arrangement. She has reviewed the relevant meeting proposals before the meeting and authorised another member in writing to vote on her behalf so as to ensure her views were fully reflected in the meeting.

^{*} Mr. Yeung Chi Wai, Jason resigned from his position as an Independent Non-Executive Director, the chairman and a member of the Remuneration Committee, a member of the Audit Committee and the Nomination Committee with effect from 16 December 2025.

(3) Remuneration Committee

As at 31 December 2025 and the date of this report, the Remuneration Committee comprised 4 Independent Non-Executive Directors, Mr. Lee Sunny Wai Kwong as the Chairman and Mr. Ng Kar Ling Johnny, Mr. Chen Dongqi and Madam Lyu Wei as the members. The Remuneration Committee is responsible to the Board. The Rules of Procedures of the Remuneration Committee clearly defines the status, structure and qualifications, work procedures, duties and responsibilities, funding and remuneration, etc. of the Remuneration Committee. The Remuneration Committee assists the Board to formulate overall remuneration policy and structure for the Company's Directors and senior management, and to establish related procedures

that are standardised and transparent. The Remuneration Committee's principal duties include giving recommendations to the Board in respect of the overall remuneration policy and structure for the Company's Directors and senior management and the establishment of a formal and transparent procedure for developing remuneration policy, and determining, with delegated responsibility by the Board, the remuneration packages of individual Executive Directors and senior management including benefits in kind, pension rights and compensation payments (including any compensation payable for loss or termination of their office or appointment). Its responsibilities comply with the requirements of the Corporate Governance Code.

The Remuneration Committee convened 1 meeting during the Reporting Period

Date	Agenda of meeting	Important comments and suggestions	Other Performance of Duties
2025-11-21	To consider the proposal on the remuneration of the independent director candidate	Nil	Nil

The attendance of each member is as follows:

Name of Members	Actual attendance/Required attendance
Lee Sunny Wai Kwong	0/0
Ng Kar Ling Johnny	1/1
Chen Dongqi	1/1
Lyu Wei	1/1
Yeung Chi Wai, Jason*	1/1

* Mr. Yeung Chi Wai, Jason resigned from his position as an Independent Non-Executive Director, the chairman and a member of the Remuneration Committee, a member of the Audit Committee and the Nomination Committee with effect from 16 December 2025.

(4) Nomination Committee

As at 31 December 2025 and the date of this report, the Nomination Committee comprised 4 Independent Non-Executive Directors, Mr. Chen Dongqi as the Chairman and Mr. Ng Kar Ling Johnny, Madam Lyu Wei and Mr. Lee Sunny Wai Kwong as the members. The Nomination Committee is responsible to the Board. The Rules of Procedures of the Nomination Committee clearly defines the status, structure and qualifications, work procedures, duties and responsibilities, funding and remuneration, etc. of the Nomination Committee, and it specifically requires that the Nomination Committee members shall have no significant connection with the Company, and comply with the regulatory requirements related to "independence". The Nomination Committee assists the Board to

formulate standardised, prudent and transparent procedures for the appointment and succession plans of Directors, and to further optimise the composition of the Board. The principal duties of the Nomination Committee include regularly reviewing the structure, number of members, composition and diversity of the Board and assisting the Board in maintaining a board skills matrix; identifying candidates with the appropriate qualifications for the position of Directors and senior management and advising the Board on the same; reviewing the Board Diversity Policy as appropriate to ensure its effectiveness; evaluating the independence of Independent Non-Executive Directors; advising the Board on matters regarding the appointment or re-appointment of Directors and succession plans for the Directors; support the Company's regular evaluation of the Board's performance.

The Nomination Committee convened 4 meetings during the Reporting Period

Date	Agenda of meeting	Important comments and suggestions	Other Performance of Duties
2025-03-24	<ol style="list-style-type: none"> To consider the proposal on the structure and operation review of the Board for the year of 2024; To consider the proposal on the appointment of Executive Vice President of the Company. 	Nil	Nil
2025-04-25	To consider the proposal on the appointment of Non-Executive Director of the Company.	Nil	Nil
2025-05-16	<ol style="list-style-type: none"> To consider the proposal on the appointment of the President and Chief Operating Officer of the Company; To consider the proposal on the appointment of Executive Vice President of the Company. 	Nil	Nil
2025-11-21	To consider the proposal on the election of Independent Director of the Company.	Nil	Nil

The attendance of each member is as follows:

Name of Members	Actual attendance/Required attendance
Chen Dongqi	4/4
Ng Kar Ling Johnny	4/4
Lyu Wei	1/1
Lee Sunny Wai Kwong	0/0
Yeung Chi Wai, Jason*	4/4

* Mr. Yeung Chi Wai, Jason resigned from his position as an Independent Non-Executive Director, the chairman and a member of the Remuneration Committee, a member of the Audit Committee and the Nomination Committee with effect from 16 December 2025.

6. INFORMATION ON EMPLOYEES AT THE END OF THE REPORTING PERIOD

(1) Employees

Total number of employees	277,911
Composition of professions	
Categories of professions	Number of professionals
Management, Finance and Administration	49,490
Sales and Marketing	104,910
Operations and Maintenance	76,347
Sci-tech Research and Product Development	47,164
Total	277,911
Education level	
Categories of education level	Number (person)
Doctoral degree and above	711
Master's degree	39,841
Bachelor's degree	169,168
Vocational school	51,748
High school and below	16,443
Total	277,911

As at the end of the Reporting Period, the percentages of female employees, female managers and female among new employees were 31.13%, 22.76% and 32.85%, respectively. The Company offers equal employment opportunities without discrimination against ethnicity, race, gender, age, region, marital status or physical condition, adheres to principles of equal pay for equal work, and provides employees with promotion in their positions and career development path. For details, please refer to the 2025 Sustainability (ESG) Report published by the Company on the websites of the Hong Kong Stock Exchange (www.hkexnews.hk) and the Company (www.chinatelecom-h.com).

(2) Emolument policy

The Company optimises resource allocation in line with the overall principle of “driving development through benefit-linked mechanisms and advancing reform through strategic input”. It continues to strengthen the construction of positive incentive mechanisms, directing salary and compensation resources to tilt toward sci-tech talents, business units, and grassroots front-line positions. The company standardises and effectively utilises medium- and long-term incentive policies such as equity, options, and dividend incentives, prioritising the inclusion of sci-tech talents — especially scientific research backbone talents undertaking key tasks in sci-tech innovation — in the incentive scope. It sets challenging performance assessment targets to stimulate the enthusiasm, initiative and creativity of the vast number of cadres and employees.

(3) Training program

The Company launched an AI-themed learning campaign, and developed a course about the “3-Stage and 8-Step” methodology for the implementation of AI applications, empowering more than 300,000 person-times. Targeting strategic scenarios such as customer services, channels, and cloud networks, the Company organised a training program themed “AI+”, covering more than 190,000 participants. The Company launched an online learning zone in the AI course library, attracting more than 260,000 person-times of visitors and learners and accelerating the large-scale application of AI technology. The Company implemented a tiered skill certification training program for 97 disciplines, covering more than 400,000 person-times, and focusing on cultivating three engineer teams respectively dedicated to Industrial Digitalisation, R&D, and cloud network.

7. PROPOSAL FOR PROFIT DISTRIBUTION OR CONVERSION OF CAPITAL RESERVE

(1) Formulation, implementation or adjustment of cash dividend policy

Pursuant to the Articles of Association, under the premise that the Company’s profit distribution does not exceed the cumulative distributable profit and that the Company considers its continuous profitability, compliance with regulatory requirements, ability to operate normally and its long term developments, the Company will give priority to cash distribution of dividends. If the Company has no events such as major investment plans or significant cash expenditures, and the Company’s risk control indicators can meet regulatory requirements and the normal operating capital requirements of the Company can be satisfied after the distribution of cash dividends, within any three consecutive years, the cumulative profit distributed by the Company in cash shall be no less than 30% of the annual average distributable profit realised in such three years.

Pursuant to the approval previously obtained at the shareholders’ general meeting, within three years from 2024, the profit distributed in cash will gradually increase to above 75% of the profit attributable to equity holders of the Company for the year. After fully considering the Company’s cash flow level, the cash return to shareholders and other relevant factors, the Board of Directors proposes a final dividend of RMB0.0908 per share (pre-tax) based on total number of issued share capital of the Company at the record date for the implementation of the dividend distribution. Cash dividend proposed to be distributed amounts to an aggregate of approximately RMB8,309 million calculated based on 91,507,138,699 shares, being the total number of issued share capital of the Company as at 31 December 2025. The dividend distribution is derived from net profit realised in the current period. Together with the 2025 interim dividend of RMB0.1812 per share (pre-tax) which has been distributed, the full year dividend of 2025 of the Company amounts to RMB0.2720 per share (pre-tax) in an aggregate amount of approximately RMB24,890 million which represents 75% of the profit attributable to equity holders of the Company for the year 2025. In case of any change in the total number of issued share capital of the Company before the record date for the implementation of the dividend distribution, the total distribution amount will remain unchanged, and the distribution amount per share will be adjusted accordingly.

The profit distribution plan will be submitted to the Annual General Meeting of the Company for the year 2025 for consideration and approval.

(2) Specific description of cash dividend policy

Compliance with the Articles of Association or the resolutions of the shareholders' meeting	✓ Yes <input type="checkbox"/> No
Clear and definite standards and proportion of dividend distribution	✓ Yes <input type="checkbox"/> No
Complete decision-making procedures and mechanisms	✓ Yes <input type="checkbox"/> No
Independent Directors fulfilled their duties and played their role	✓ Yes <input type="checkbox"/> No
Minority shareholders have the opportunity to fully express their opinions and appeals, and their legitimate rights and interests have been fully protected	✓ Yes <input type="checkbox"/> No

(3) Profit distribution and conversion of capital reserve into share capital during the Reporting Period

Unit: Yuan Currency: RMB

Number of bonus shares for every 10 shares (share)	0
Dividend per 10 shares (RMB) (pre-tax)	2.72
Number of shares converted for every 10 shares (share)	0
Amount of cash dividend (pre-tax)	24,889,941,726.13
Profit attributable to equity holders of the Company in the consolidated financial statements	33,184,733,428.28
Percentage of cash dividend amount to profit attributable to equity holders of the Company in the consolidated financial statements (%)	75.0
Amount of shares repurchased in cash included in cash dividend	0
Total amount of dividend (pre-tax)	24,889,941,726.13
Percentage of total dividend to profit attributable to equity holders of the Company in the consolidated financial statements (%)	75.0

8. EQUITY INCENTIVE PLAN, EMPLOYEE STOCK OWNERSHIP PLAN OR OTHER EMPLOYEE INCENTIVE MEASURES OF THE COMPANY AND THEIR IMPLICATIONS

(1) Share appreciation rights

The Company implemented the second phase of share appreciation rights scheme in 2021, respectively, to provide mid- to long-term incentives for key personnel (excluding the Executive Directors, Non-Executive Directors, Independent Directors, Supervisors and senior management of the Company).

Firstly, share appreciation rights are distributed based on contribution, adhering to the value-oriented principle and tilting towards units with remarkable high-quality development. Secondly, share appreciation rights are distributed based on potential, which adheres to the development orientation and tilts to the key areas of "Cloudification and Digital Transformation" and high-end and high-quality talents. Thirdly, share appreciation rights are granted based on performances. The Company adheres to the principle that share appreciation rights shall be performance-based and guided by sci-tech innovation and closely links the number of rights exercised with the Company's performance, effectiveness of sci-tech innovation and employees' individual performance, and imposes penalties for failure to achieve performance targets.

The scheme does not involve the grant of shares or other securities of the Company or any of its principal subsidiaries (including the grant of options for the purchase of any of such shares or securities) and therefore, it does not fall within the scope of, and is not subject to, the requirements under Chapter 17 of the Listing Rules. Further details of the share appreciation scheme are set out in note 46 of the audited consolidated financial statements.

(2) Establishment and implementation of the appraisal mechanism and incentive mechanism for senior management during the Reporting Period

During the Reporting Period, the incentives of senior management were closely linked to the overall operating results of the Company. The senior management are evaluated for work performance within their scope of duties, focusing on the financial performance, customer and market performance, compliance and risk control, completion of annual key tasks and cadre training in their areas of responsibilities.

9. ESTABLISHMENT AND IMPLEMENTATION OF RISK MANAGEMENT AND INTERNAL CONTROL SYSTEM DURING THE REPORTING PERIOD

The Board attaches great importance to the establishment and perfection of the risk management and internal control systems. The Board is responsible for evaluating and determining the nature and extent of the risks it is willing to take in achieving the Company's strategic objectives, and ensuring that the Company establishes and maintains appropriate and effective risk management and internal control systems, and the Board acknowledges that it is responsible for the risk management and internal control systems and for

reviewing their effectiveness. Such systems are designed to manage rather than eliminate the risk of failure to achieve business objectives, and can only provide reasonable but not absolute assurance against material misstatements or losses. The Board oversees management in the design, implementation and monitoring of the risk management and internal control systems. The Board takes effective approaches to supervise the implementation of related control measures, whilst enhancing operation efficiency and effectiveness, and optimising corporate governance, risk assessment, risk management and internal control so that the Company can achieve long-term development goals.

The risk management and internal control systems of the Company are built on clear organisational structure and management duties, an effective delegation and accountability system, definite targets, policies and procedures, comprehensive risk assessment and management, a sound financial accounting system, and continuing analysis and supervision of operational performance, etc. which plays a pivotal role in the Company's overall operation. The Company has formulated a code of conduct for the senior management and employees which ensures their ethical value and competency. The Company attaches great importance to the prevention of fraud and has formulated its internal reporting system, which encourages anonymous reporting of situations where employees, especially Directors and senior management, breach the rules.

The internal control management system of the Company mainly includes internal control manual, implementation guidance, list of authority and relevant systems and measures. The Company continuously revises and improves the internal control system according to the changes in the internal control environment and the needs of business development. In accordance with the internal control management system of the Company and based on the management needs of the Company, each subsidiary has refined and improved its internal control manual, forming a complete, comprehensive and effective internal control system.

The Company views risk management as an important task within the Company's daily operation. Pursuant to regulatory requirements in capital markets where the shares of the Company are listed, the Company has achieved closed-loop management of risk identification, risk assessment, key risk analysis, risk response and tracking and monitoring of risk management based on risk management theory. In continuously strengthening the risk process control and management and focusing on significant risk which may be encountered, the Company follows, monitors and reports the status of risk management and control regularly to ensure risks are manageable and controllable. Following the efforts made over the years, the Company has established a structured and highly effective comprehensive risk management system and has gradually perfected its comprehensive risk monitoring and prevention mechanism.

In 2025, pursuant to the requirement of code provision D2 of the Corporate Governance Code promulgated by the Stock Exchange, the Company concentrated resources on the prevention of significant potential risks, and strived to reduce negative effect from significant risks. The Company was not confronted by any major risk event throughout the whole year.

The Company has identified, assessed and analysed potential major risks faced by the Company in 2026, including areas of economic and policy environment adaptation, sci-tech innovation, network and data security, strategic emerging businesses and future industries and international business operation etc., determined major risk points and put forward detailed response plans. For details of the major risks that the Company may face and the response measures thereof, please refer to the section headed "Management's Discussion and Analysis (Report of the Directors)" in this annual report. Through strict and appropriate risk management procedures, the Company will ensure the potential impact from the above risks on the Company is limited and within an expected range.

The Company highly values the compliance with the laws and regulations of the PRC as well as the places of listing of the Company and where the Company's business operations are located, strictly complies with all laws and regulations and timely and proactively incorporates the laws and regulations into the Company's rules and regulations to protect the Company's legitimate business management, maintain the Company's legitimate rights and interests and support the Company to achieve long-term healthy development target. Please refer to the section headed "Management's Discussion and Analysis (Report of the Directors)" of this annual report for the newly published policies, laws and regulations relating to the industry in which the Company operated during the Reporting Period.

Since 2003, the Company has formulated manuals, implementation rules and related rules in relation to internal control, and has developed the Policies on Internal Control Management and Internal Control Accountability Management to ensure the effective implementation of the above systems. The Company has all along continuously revised and improved the manuals and implementation rules in view of the ever changing internal and external operation environment as well as the requirements of business development over the years. While continuing to improve the internal control related policies, the Company has also been strengthening its IT internal control capabilities, which has improved the efficiency and effectiveness of internal control and enhanced the safety of the Company's information system so that the integrity, timeliness and reliability of data and information are maintained. At the same time, the Company attaches great importance to the control and monitoring of network information safety. The Company persistently optimises the relevant rules and guidance, further defines the responsible entities and regularly commences the inspection of network safety and information safety in order to promote the enhancement of the awareness of network information safety and relevant skills and knowledge.

The Company attaches great importance to the construction of its internal control system. In 2025, the Company continued to strengthen the establishment of the internal control organisational system, constantly enhanced the construction of internal control in key areas and important components and reinforced the rigid constraints of internal control. The Company conducted annual revision on the internal control manual and authority list in terms of external regulatory environment, internal supervision requirements and business development needs. The Company integrates internal control requirements into production and operations, forming a complete, comprehensive and effective internal control system.

The Internal Audit Department plays a vital role in supporting the Board, the management and the risk management and internal control systems. The functions of the Internal Audit Department are independent of the Company's business operations, complementary with the functions of the external auditors and plays an important role in the monitoring of the Company's internal management. The Internal Audit Department is responsible for internal control assessment of the Company, and provides reasonable assurance to the Audit Committee and the Board that the risk management and internal control systems are maintained and operated by the management in compliance with agreed processes and standards. The Internal Audit Department regularly reports the internal audit results to the Audit Committee on a quarterly basis, and reports the internal audit results to the Board through the Audit Committee.

Annual evaluation of risk management and internal control systems

The Company has been continuously improving the risk management and internal control systems to meet the regulatory requirements of the places where the Company's shares are listed and strengthening its internal control while guarding against operational risk.

With Specific Standards for Internal Audit No. 2201 issued by the China Institute of Internal Audit as guidance, the Company's internal control assessment system is composed of the self-assessment conducted by the persons responsible for internal control together with the independent assessment conducted by the Internal Audit Department. In order to evaluate the nature of internal control deficiencies, reach a conclusion as to the effectiveness of the internal control system and rectify any deficiencies found during the assessment, the Company mainly adopts the following 4 major steps of assessment: (1) analyse and identify areas which require assessment, (2) assess the effectiveness of the design of internal control, (3) assess the operating effectiveness of internal control, (4) analyse the impact of deficiencies in internal control. By formulating "Measures for the Internal Control Assessment", "Manual for the Self Assessment of Internal Control", "Manual for the Independent Assessment of Internal Control" and other systems, the Company has ensured the assessment procedures are standardised. In 2025, the Company's Internal Audit Department initiated and coordinated the assessment of internal control all over the Company, and reported the results to the Audit Committee and the Board. In response to the problems identified in the audit and evaluation, the Company carried out the rectification responsibility one by one, which effectively controlled and prevented risk and provided a strong guarantee for the healthy development of the Company.

In 2025, in terms of internal control self-assessment, the Company continued to insist on 100% coverage of all units. The Company further improved the mechanisms and systems for internal control self-assessment work, continuously strengthening the self-assessment responsibilities of management at all levels, enhancing the evaluation of self-assessment work, and driving the fulfilment of responsibilities by evaluation. Besides strengthening relevant responsibilities, the Company also formulated work plans with the focus on key processes and weak links in management, improving the pertinence and effectiveness of self-assessment. The Company strengthened process supervision and quality control, and pushed effective rectification and systematic governance of problems, effectively reducing risk levels. The Company advanced digital empowerment, optimised the support and analytical application of the internal control self-assessment system, and enhanced the capabilities in risk identification and trend analysis, boosting the efficiency and effect of self-assessment. As a major means for the Company to prevent risks and ensure the sustained and effective operation of internal control, internal control self-assessment has played a big role in raising the risk awareness of all employees, promoting the optimisation of systems and processes, and improving management efficiency.

In 2025, the Company conducted independent internal control assessments of two subordinate units. During the process, the Company systematically assessed the effectiveness of internal control design and execution, focusing on major national decisions and plans, and closely aligning with its needs for strategic upgrade and high-quality development. First, the Company consistently adopted a research-oriented audit approach to conduct an in-depth analysis of business data and management logic and explore the causes of problems at the institutional level, drove rectification to address root causes, and improved the operation of the internal control system in both quality and efficiency. Second, the Company made full use of information-based audit methods, strengthened pre-audit analysis through means such as remote audits,

identified key risk areas in advance, and optimised the allocation of audit resources. Third, the Company stepped up quality control, kept a close eye on the major milestones of independent assessments, developed templates for quality deliverables, and promoted whole-process standardised operations. Fourth, the Company strengthened rectification responsibilities, further refined the classification of problem rectification and clarified rectification standards, and conducted reviews on the rectification results of key units and key problems. Through various means, the Company enhanced the effectiveness of independent internal control assessment in supervision, strongly supporting the Company's reform and development.

Furthermore, the Company organised the risk management and internal control assessment team and other relevant departments to closely coordinate with the external auditors' audit of internal control over financial reporting. The internal control audit performed by the external auditor covered the Company and all of its subsidiaries as well as the key processes and control points in relation to material financial statements items. The external auditors regularly communicated with the management in respect of the audit results.

The Company attached great importance to the rectification of defects in internal control, continuously improved the mechanism for implementing rectification responsibilities and tracking effectiveness, and ensured that rectification requirements were fully implemented and rectification results were solid and effective. For specific internal control defects, the Company clearly defined responsible units, rectification measures and completion deadlines, and strictly implemented closed-loop management of rectification. Meanwhile, the Company strengthened rectification acceptance work, banned superficial rectification and fraudulent rectification, and drove the effective governance of problems. The internal control deficiencies identified by the Company during the year have been basically rectified and passed the year-end attestation undertaken by the external auditors.

The Board oversees the Company's risk management and internal control systems on an on-going basis and the Board, through the Audit Committee, conducted an annual review of the risk management and internal control systems of the Company and its subsidiaries for the year ended 31 December 2025, which covered all material areas including financial controls, operational controls and compliance controls, as well as its risk management functions. After receiving the reports from the Internal Audit Department and other relevant departments and the confirmation from the management to the Board on the effectiveness of the Company's risk management and internal control systems (including Environmental, Social and Governance risk management and internal control systems), the Board is of the view that these systems are solid, well established, effective and sufficient. The annual review also confirms the adequacy of resources relating to the Company's accounting, internal control and financial reporting functions and Environmental, Social and Governance performance and reporting, the sufficiency of the qualifications and experience of staff, together with the adequacy of the staff's training programmes and the relevant budget.

10. MANAGEMENT CONTROL OVER SUBSIDIARIES DURING THE REPORTING PERIOD

In order to make every effort to build a more mature and established modern enterprise system with Chinese characteristics and promote the modernisation of governance system and capabilities, China Telecom improved its corporate governance systems. Through increasing the power of authorisation and taking the improvement of the quality of operations of the board of directors of subsidiaries as a starting point, the Company

guided subsidiaries at all levels to standardise and strengthen corporate governance and improve the level of market-oriented operation. Firstly, the Company established and improved the system with the Articles of Association as the core, prepared templates of articles of association in four categories of governance structure, guided subsidiaries at all levels to revise and improve their articles of association in combination with their governance practices to further clarify the boundaries of responsibilities and powers of the various governance bodies. The Company formulated and improved the relevant working systems for the operation of the board of directors, ensured that the board of directors exercises its powers in an accurate and clear manner to avoid misalignment, absence, and overreach of decision-making bodies, and ensured that the board of directors operates in a regulated manner and in accordance with the law. Secondly, the Company strengthened the establishment of the board of directors of subsidiaries to implement the terms of reference of the board of directors, standardise the operation of the board of directors, reasonably determine the size of the board of directors, scientifically allocate directors, and achieve a board composed of a majority of external directors. The Company guided various subsidiaries to improve the relevant systems of the board of directors, implement the terms of reference of the board of directors, and strengthen the support for directors to perform their duties. Through improving the management before, during and after the meeting, the holding of board meetings was standardised. Thirdly, the Company actively promoted the reform of the three systems of labour, personnel and distribution, formulated a contractual term system and implemented such system for management members in various subsidiaries, and continuously improved the market-oriented operation mechanism, stimulating the vitality of management members and effectively enhancing the efficiency of the Company.

11. EXPLANATION ON THE AUDIT REPORT ON INTERNAL CONTROL

KPMG Huazhen LLP engaged by the Company has issued an audit opinion on the effectiveness of the Company's internal control over financial reporting and issued the Internal Control Audit Report, and is of the view that the Company has maintained effective internal control over financial reporting in all material aspects in accordance with the Basic Standards for Enterprise Internal Control and relevant regulations as at 31 December 2025. There was no disagreement between the 2025 Internal Control Assessment Report of China Telecom Corporation Limited disclosed by the Company and the Internal Control Audit Report.

For details of the above reports, please refer to the relevant documents disclosed by the Company on the websites of the SSE (www.sse.com.cn) and the Company (www.chinatelecom-h.com).

12. DIRECTOR NOMINATION POLICY AND PROCEDURES

The Company will identify suitable Director candidates through multiple channels such as internal recruitment and recruiting from the labour market. The criteria of identifying candidates include (but are not limited to) gender, age, educational background, professional experience, skills, knowledge and length of service and capability to commit to the affairs of the Company and, in the case of the appointment of Independent Non-Executive Directors, the candidates should fulfil the independence requirements set out in the Dual Listing Rules from time to time. After the Nomination Committee and the Board have reviewed and resolved to appoint the appropriate candidate for Director (excluding the Employee Director), the relevant proposal will be put forward in writing to the shareholders' meeting for approval.

Employee Directors shall be democratically elected or replaced by the employees' representative meeting of the Company or other means, and other Directors shall be elected or replaced at the shareholders' meeting for a term of three years. At the expiry of a Director's term, the Director may stand for re-election and re-appointment for a further term. However, Independent Directors shall not serve for more than six consecutive years. Pursuant to the Articles of Association, when the Company convenes a shareholders' meeting, the Board of Directors, the Audit Committee or shareholders, individually or jointly, holding 1% or more of the total shares of the Company shall have the right to propose new motions (such as election of Directors) in writing, and the Company shall place such proposed motions on the agenda for such shareholders' meeting if they are matters falling within the functions and powers of shareholders' meetings. Pursuant to the Articles of Association, shareholders individually or collectively holding 10% or more of the Company's issued voting shares shall have the right to request the Board of Directors in writing to convene an extraordinary general meeting and to add proposals to the meeting agenda. If the Board of Directors decides to convene an extraordinary general meeting, a notice to convene such meeting shall be issued within five days after the resolution to convene an extraordinary general meeting is adopted by the Board of Directors. The Company shall convene an extraordinary general meeting for election of Directors within two months. The written notice concerning the nomination of the Director candidate and the intention of such candidate to accept the said nomination, shall be sent to the Company seven days before the shareholders' meeting is held. An ordinary resolution for election of Directors must be passed by votes representing more than half of the voting rights represented by the shareholders (including proxies) present at the meeting.

13. EXTERNAL AUDITORS

The Company's external auditors are KPMG and KPMG Huazhen LLP. A breakdown of the remuneration for audit and non-audit services provided to the Company for the year ended 31 December 2025 is as follows:

Service item	Fee (excluding value-added tax) (RMB million)
Audit services	49
Other specialised audit and assurance services	1
Non-audit services (mainly tax and other advisory services)	3
Total	53

The Directors of the Company are responsible for the preparation of consolidated financial statements that give a true and fair view in accordance with IFRS Accounting Standards as issued by the International Accounting Standards Board and the disclosure requirements of the Hong Kong Companies Ordinance, and for such internal control as the Directors determine as necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error. The Directors were not aware of any material uncertainties relating to any events or conditions which may cast a serious impact upon the Group's ability to continue as a going concern. The statements by the external auditors of the Company, KPMG, regarding their reporting responsibilities on the consolidated financial statements of the Company is set out in the Independent Auditor's Report on pages 141 to 147 of this annual report.

Reference is made to the announcements of the Company dated 30 July 2024 and 21 August 2024. In consideration of the Company's needs for audit services and in accordance with the relevant requirements for the selection and appointment of accounting firms by state-owned enterprises including the Administrative Measures for the Appointment of Accounting Firms by State-owned

Enterprises and Listed Companies, after performing procedures for open selection and based on the results thereof, as recommended by the Audit Committee of the Company, the Board resolved to propose to the shareholders of the Company to approve, among other things, the appointments of KPMG and KPMG Huazhen LLP as the Company's external auditors for the year ended 31 December 2024 and to authorise the Board to fix the remuneration of the auditors. Shareholders of the Company have approved the resolution in relation to the change of external auditors of the Company for the year of 2024 at the extraordinary general meeting held on 21 August 2024. Accordingly, KPMG and KPMG Huazhen LLP have been appointed as the Company's external auditors for the year ended 31 December 2024. The re-appointment of KPMG and KPMG Huazhen LLP as the Company's external auditors for the year of 2025 has been approved at the Annual General Meeting for the year of 2024. The Audit Committee and the Board of the Company have agreed on the re-appointment of KPMG and KPMG Huazhen LLP as the external auditors of the Company for the year of 2026 and would propose the re-appointment of KPMG and KPMG Huazhen LLP at the Annual General Meeting for the year of 2025 of the Company for consideration.

14. INVESTOR RELATIONS AND TRANSPARENT INFORMATION DISCLOSURE MECHANISM

The Company established an Investor Relations Department, which is responsible for providing shareholders and investors with the necessary information, data and services. It also maintains proactive communications with shareholders, investors and other capital market participants, so as to allow them to timely and fully understand the operation and development of the Company. The Company formulated and published rules and measures such as the Administrative Measures of Investor Relations of China Telecom Corporation Limited and performed investor relations duties in strict accordance with relevant requirements. The Company's management personally attends the annual results and interim results briefings every year. Through various activities such as results briefings, investor presentations and investor road shows, the management provides the media and capital market with important information and responds to key questions which are currently of prime concern to investors. This has helped to reinforce the understanding of the Company's business and the overall development of the telecommunications industry in China. After the completion of A-share listing in 2021, the Company held annual general meetings through online or hybrid means to encourage its shareholders from both the mainland and Hong Kong, especially the public shareholders, to actively participate in the annual general meetings. In 2025, the Company's management team travelled to Hong Kong and participated in activities such as results briefings and the annual general meeting to communicate with the media, investors and shareholders in person. Meanwhile, the Company has set up an investor relations mailbox and hotline, establishing a direct channel of communication between the Company and the investors, facilitating the investors' inquiry of company information and better serving the shareholders and investors.

With value operation as the starting point, the Company proactively creates diversified interactive channels to promote the knowledge and understanding of the Company's emerging

business development to the capital market, and comprehensively presents the Company's development achievements in building a sci-tech company as well as the accompanying future investment potential to investors. In December 2025, the Company held its annual Digital-Intelligent Technology Ecosystem Conference in Guangzhou, and proactively invited numerous domestic and international investors and analysts to participate in the event. This year's conference, themed "Guided by Intelligence, Forged with Inclusivity", focused on the achievements of China Telecom's strategic upgrade toward "Cloudification, Digital Transformation and AI for Good", comprehensively showcasing the technological breakthroughs and ecosystem applications of its Five-Sphere Integrated intelligent cloud system.

After the successful completion of A-share listing in 2021, the Company continued to strengthen communications with the capital market, especially domestic investors, through different channels and means. The Company has successfully launched and operated "China Telecom Investor Relations" official WeChat account and "China Telecom Investor Relations" WeChat mini programme, which continuously expanded channels of information disclosure and enabled investors to browse important information about the Company such as announcements, press releases and key financial data in a more timely and convenient manner. In addition, the Company continued to release "results-at-a-glance" together with its results announcements, to allow investors to learn about results highlights in one single picture. The Company also provided live webcast of results briefings and answered investors' questions in real time on the "e-Interaction" section of SSE. Through various channels and methods, the quality of the Company's information disclosure has been improved, effectively promoting communications between the Company, the capital market, and investors.

With an aim of continuously strengthening effective communications with the capital market and enhancing transparency of information disclosure, during the Reporting Period, the Company has provided quarterly disclosure of revenue, operating expenses, EBITDA, net profit figures and other key operational data, and quarterly announcements of relevant operational data. The Company

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CORPORATE GOVERNANCE, ENVIRONMENT AND SOCIETY

attaches great importance to maintaining daily communication with shareholders, investors and analysts. In 2025, the Company participated in a number of investor conferences held by some major international investment banks and domestic securities firms around the globe, which facilitated communications with institutional investors.

In 2025, the Company attended the following investor conferences held by major international investment banks and domestic securities firms:

Date	Name of Conference
January 2025	UBS Greater China Conference 2025
January 2025	Citi's 2025 China Technology and Telecom Corporate Day
February 2025	TF Securities Spring Listed Companies Conference 2025
March 2025	HSBC Global Investment Summit 2025
May 2025	China Securities "AI+ Robotics" Conference 2025
May 2025	GF Securities' Boutique Listed Company Conference 2025
May 2025	CITIC Securities Capital Market Forum 2025
June 2025	Nomura Investor Forum Asia 2025
June 2025	Changjiang Securities A/H Listed Companies Forum
June 2025	CICC Investment Strategy Conference 2H25
June 2025	TF Securities 2025 Mid Strategy Conference
August 2025	Citi China TMT Corporate Day 2025
August 2025	Huatai Securities 2025 Autumn Investment Summit
August 2025	GF Securities 2025 Autumn Capital Forum and Listed Company Conference
September 2025	HSBC 12th Annual China Conference
September 2025	Goldman Sachs Asia Leaders Conference 2025
September 2025	Guosen Securities 2025 Autumn Strategy Conference
September 2025	32nd CITIC CLSA Investors' Forum
November 2025	Citi's 2025 China Investor Conference
November 2025	Nomura China Investor Forum 2025
November 2025	Guotai Haitong Securities 2026 Annual Strategy Conference
November 2025	Huatai Securities 2026 Annual Investment Summit
November 2025	CICC 2025 Annual Strategy Conference

The Company's investor relations website (www.chinatelecom-h.com) not only serves as an important channel for the Company to disseminate press releases and corporate information to investors, media and the capital market, but also plays a significant role in the Company's valuation and its compliance with regulatory requirements for information disclosure. The Company launched a responsive website with the latest technology, which allows automatic adjustment to fit for different screen resolution and user interface, assuring the best browsing experience of website content with desktop computers, laptops or mobile devices. This allows investors, shareholders, reporters and the general public to browse the latest information on the Company's website with any device more easily and promptly anytime anywhere. The Company's website is equipped with a number of useful functions including interactive stock quote, interactive KPI, interactive FAQs, downloading to excel, html version annual report, financial highlights, historical stock quote, adding investor events to calendars and content sharing to social media, etc. In addition, the Company's website has adopted cutting-edge design features such as video homepage banner, one-page scrolling and dark/light mode. This has further enhanced the appearance, interactivity and visual comfort of the website. In 2025, the Company optimised the layout of its website sections to better suit investors' reading and information access habits. Meanwhile, the underlying software system of the website was also continuously upgraded by introducing features such as quick access, effectively ensuring the stability, security and accessibility of the website.

The Company also strives to enhance the disclosure quality and format of its annual report. The Company further enhanced the transparency of disclosure in environmental, social and governance areas, by following the guidelines of *Environmental, Social and Governance Reporting Code*, Appendix C2 of the Listing Rules as well as other relevant regulatory requirements of its places of listing, to report the Company's achievements and key performance indicators on environmental protection. For details, please refer to the *2025 Sustainability (ESG) Report* which is published on HKEx website (www.hkexnews.hk) and the Company's website (www.chinatelecom-h.com). Relevant indicators and data were analysed and assessed by an independent third party to ensure compliance with relevant requirements.

The Company also actively seeks opinions on how to improve the Company's annual report from shareholders through surveys, and prepared and distributed the annual report in a more environmentally-friendly and cost-saving manner according to the opinions received. Shareholders can choose to receive the annual reports and communications by electronic means, or receive printed versions in English and/or Chinese. The Company clearly and precisely delivered the messages about its strategies and goals in its 2024 Annual Report "Embrace AI, Embark on New Journey with Cloud", so that shareholders and investors can easily understand the Company's development directions and focus. Its printed and online versions received four platinum awards and a technical achievement award in the "Vision Awards" launched by the League of American Communications Professionals LLC (LACP), and ranked No.4 of "Top 100 Reports Worldwide". Meanwhile, the annual report also stood out from the reports of over 440 companies worldwide in the 2025 Galaxy Awards, winning multiple honours including three Gold Awards and two Grand Awards. These prestigious accolades won by China Telecom reflect the market's recognition and commendation of the Company's tireless pursuit of excellence, innovative philosophies and globally leading performance in areas such as corporate governance, as well as disclosure of important information and development strategy of the Company through both conventional and digital channels.

The Company has always maintained a sound and effective information disclosure mechanism while keeping highly transparent communications with media, analysts and investors. Meanwhile, we attach great importance to the handling of inside information and have formulated rules on information disclosures and guidelines on inside information, which encompass (including but not limited to) disclosure and confidentiality principles for sensitive information, identifying the scope of inside information, procedure and management guidelines on handling inside information. In general, the authorised speakers only clarify and explain information that is available on the market, and avoid providing or divulging any unpublished inside information either to an individual or a group. Before conducting any external interview, if the authorised speaker has any doubt about the information to be disclosed, he/she would seek verification from the relevant person or the person-in-charge of the relevant department, so as to determine if such information is accurate. In addition, discussions on the Company's key financial data or other financial indicators are avoided during the blackout periods.

The Company formulated the *Shareholders Communication Policy of China Telecom Corporation Limited*, which is available on the Company's website (www.chinatelecom-h.com). The Company conducted review of the implementation of such shareholders communication policy during the Reporting Period and confirmed its effectiveness.

15. SHAREHOLDERS' RIGHTS

Procedures for convening of an extraordinary general meeting

According to the Articles of Association, shareholders individually or collectively holding 10% or above of the Company's issued voting shares (the "Requesting Shareholders") have the right to request the Board of Directors in writing to convene an extraordinary general meeting and to add proposals to the meeting agenda. Shareholders who request for the convening of an extraordinary general meeting shall comply with the following procedures:

- (1) The Board of Directors shall reply in writing agreeing or disagreeing to convene an extraordinary general meeting within ten days upon receipt of such request in accordance with laws, regulations and the Articles of Association.

If the Board of Directors decides to convene an extraordinary general meeting, a notice to convene such meeting shall be issued within five days after the resolution to convene an extraordinary general meeting is adopted by the Board of Directors. Any changes to the original request in the notice require the consent of the Requesting Shareholders.

- (2) If the Board of Directors decides not to convene an extraordinary general meeting or does not reply within ten days upon receipt of such request, the Requesting Shareholders proposing to the Audit Committee to convene an extraordinary general meeting should do so by way of written request(s).

If the Audit Committee decides to convene an extraordinary general meeting, a notice to convene such meeting shall be issued within five days upon receipt of such request. Any changes to the original request in the notice require the consent of the relevant Requesting Shareholders.

- (3) If the Audit Committee does not issue the notice of the shareholders' meeting within the required period, it will be deemed as having failed to convene and preside over the shareholders' meeting, and shareholders individually or jointly holding 10% or more of the issued voting shares of the Company for ninety consecutive days or more (the "Convening Shareholder") have the right to convene and preside over the meeting on their own.

In the event where shareholders convene a shareholders' meeting on their own initiative, the Convening Shareholder must hold no lower than 10% of the issued voting shares in the Company immediately before the resolution of such meeting is announced.

Procedures for proposing resolutions at the shareholders' meeting

When the Company convenes a shareholders' meeting, shareholders who individually or jointly hold 1% or more of the shares of the Company shall have the right to propose new motions in writing, and the Company shall place such proposed motions on the agenda for such meeting if they are matters falling within the functions and powers of shareholders' meetings.

Process of forwarding shareholders' enquiries to the Board or requesting for convening of an extraordinary general meeting or proposing new motions

Shareholders may at any time send their enquiries, requests, proposals and concerns to the Board in writing through the Company Secretary and the Investor Relations Department.

The contact details of the Company Secretary are as follows:

The Company Secretary
China Telecom Corporation Limited
28th Floor, Everbright Centre,
108 Gloucester Road, Wanchai,
Hong Kong
Email: ir@chinatelecom-h.com
Tel No.: (852) 2877 9777
IR Enquiry: (852) 2582 0388
Fax No.: (852) 2877 0988

A dedicated "Investor" section is available on the Company's website (www.chinatelecom-h.com). There is a FAQ function in the "Investor" section designated to enable timely, effective and interactive communication between the Company, shareholders and investors. Company Secretary and the Investor Relations Department of the Company handle both telephone and written enquiries from shareholders of the Company from time to time. Shareholders' enquiries and concerns will be forwarded to the Board and/or the relevant Board Committees of the Company, where appropriate, which will answer the shareholders' questions. Information on the Company's website is updated regularly.

16. AMENDMENTS TO THE ARTICLES OF ASSOCIATION AND ABOLITION OF THE SUPERVISORY COMMITTEE

In light of the following changes in applicable laws and regulations and the regulatory requirements in the places where the shares of the Company are listed, and taking into account the actual circumstances of the Company, the Board proposed to make certain amendments to the Articles of Association:

- (i) the requirements under the Company Law of the People's Republic of China (2023 Revision) (《中華人民共和國公司法(2023修訂)》) (the "New Company Law"), the regulatory rules promulgated by the CSRC (including the Guidelines on the Articles of Association of Listed Companies (《上市公司章程指引》), the Rules of Shareholders' Meetings of Listed Companies (《上市公司股東會規則》) and the Code of Corporate Governance for Listed Companies (《上市公司治理準則》)), other applicable laws and regulations and the relevant rules of the stock exchanges and regulatory authorities in the places where the shares of the Company are listed;
- (ii) the New Company Law and the Notice on the Transitional Arrangements for the Implementation of the Supporting Institutional Rules under the New Company Law (《關於新〈公司法〉配套制度規則實施相關過渡期安排》) issued by the CSRC, which require that listed companies shall, by 1 January 2026, in accordance with the New Company Law, the Regulations of the State Council on the Implementation of the Registered Capital Registration Administration System under the Company Law of the People's Republic of China (《國務院關於實施〈中華人民共和國公司法〉註冊資本登記管理制度的規定》) and the supporting institutional rules of the CSRC, provide in their articles of association for the establishment of an audit committee under the board of directors to perform the functions and powers of the supervisory committee, and to abolish the supervisory committee or supervisors; and

- (iii) the Decision of the State Council on Repealing Certain Administrative Regulations and Documents (《國務院關於廢止部分行政法規和文件的決定》) issued by the State Council of the People's Republic of China (the "State Council"), and the Trial Administrative Measures of the Overseas Securities Offering and Listing by Domestic Companies (《境內企業境外發行證券和上市管理試行辦法》) together with the related guidelines issued by the CSRC (collectively, the "New Rules"), which came into effect on 31 March 2023. Upon the effective date of the New Rules, the Special Regulations of the State Council on the Overseas Offering and Listing of Shares by Joint Stock Limited Companies (《國務院關於股份有限公司境外募集股份及上市的特別規定》) and the Mandatory Provisions for the Articles of Association of Companies to be Listed Overseas (《到境外上市公司章程必備條款》) were repealed. Pursuant to the New Rules, PRC issuers shall formulate their articles of association in accordance with the Guidelines on the Articles of Association of Listed Companies issued by the CSRC, and the relevant provisions concerning class shareholders will no longer apply. In view of the New Rules, Hong Kong Stock Exchange also made certain amendments to the Listing Rules, which came into effect on 1 August 2023.

In addition, in light of the actual operational needs of the Company, the Board proposed to amend the relevant provisions of the Articles of Association regarding the scope of business.

For details of the amendments, please refer to the announcement of the Company in relation to the proposed amendments to the Articles of Association dated 21 November 2025 and circular of the Company dated 24 November 2025. Resolutions in relation to amendments to the Articles of Association and abolition of the Supervisory Committee were considered and approved at the extraordinary general meeting, H shareholders' class meeting and A shareholders' class meeting held on 16 December 2025. Upon the approval by the shareholders at the meetings in respect of the relevant resolutions, the Company no longer maintains a Supervisory Committee. The Audit Committee of the Board assumed the functions and powers of the Supervisory Committee, and the Rules of Procedures of the Meeting of the Supervisory Committee of China Telecom Corporation Limited were abolished simultaneously.

17. SOCIAL RESPONSIBILITIES

External donation, public welfare projects	Quantity/content
Total investment (RMB0'000)	26,291.63

For details, please refer to the 2025 Sustainability (ESG) Report published by the Company on the websites of the Hong Kong Stock Exchange (www.hkexnews.hk) and the Company (www.chinatelecom-h.com).

18. CONSOLIDATION AND EXPANSION OF ACHIEVEMENTS IN POVERTY ALLEVIATION AND REVITALISATION OF RURAL VILLAGES

Poverty Alleviation and Rural Revitalisation Projects	Quantity/Content
Total investment (RMB0'000)	25,423.41

Forms of assistance (e.g. industrial assistance, employment assistance, and education assistance)

Industrial assistance: China Telecom deepened the “industry + employment + consumption” assistance model. In the “4+2” counties receiving its assistance, the Company supported 18 industrial assistance projects, including establishment of an intelligent agricultural product factory in Yanyuan County, a digital pasture in Muli County, a 5G+ smart textile factory in Shufu County, and a public brand building project in Tianlin County; and helped forge two brands, namely “Jiang Guo Guo” in Shufu County, Xinjiang and “Dao Se Tian Xiang” in Babu District, Guangxi, which have been selected as “Outstanding Rural Industrial Revitalisation Brands Empowered by State-Owned Central Enterprises” by the State-owned Assets Supervision and Administration Commission of the State Council. During project implementation, employment opportunities were provided to people lifted out of poverty. In the four counties receiving targeted assistance, the Company supported the development of 17 leading enterprises and 19 rural cooperatives and the establishment of 20 workshops, helping lift 42,000 people out of poverty. Across the Group, a total of 357 industrial assistance projects were implemented, supporting 166 leading enterprises and 349 rural cooperatives.

Poverty Alleviation and Rural Revitalisation Projects

Quantity/Content

Consumption assistance: Having always taken consumption assistance as an important path to promote the quality, efficiency and sustainable development of featured industries in poverty-stricken areas, China Telecom hosted one session and participated in all eight sessions of the “Central Enterprises’ Cohesion Actions on Consumption Assistance” and “Agricultural Revitalisation Week”. The Company successively dispatched more than 100 person-times of e-commerce professionals to the areas receiving its assistance, holding over 500 e-commerce skills training sessions, training more than 8,000 e-commerce talents and helping farmers open more than 1,300 online stores. Nearly 50 special events such as “Agricultural Products in Canteens” and “Spring Festival Shopping Festival”, as well as 148 live-stream sales events were organised. Across the Group, direct purchase of agricultural products from the areas lifted out of poverty totaled RMB402 million. The Company further upgraded Bestpay, a digital consumption e-commerce platform, fully connecting with the needs of 832 counties lifted out of poverty nationwide for assistance in sales, and helping sell agricultural products worth RMB485 million from areas lifted out of poverty.

Employment training: Upholding the priority of talent development in rural revitalisation, China Telecom gathered the training strengths of telecommunication colleges, postal academies and external teachers, and innovatively built a three-pronged training system featuring full online coverage, intensive offline practice and strong employment support. The Company produced four episodes of the signature program “Master Lectures on Rural Revitalisation”; and launched an “online college” zone for rural revitalisation, adding 35 high-quality courses and bringing the total number of online courses to 165. In 2025, the Company trained 153,000 person-times of “talents in three categories”, and secured jobs for 12,000 person-times through direct recruitment and transfer assistance.

AI + Rural Revitalisation: China Telecom pushed ahead with the “AI + Rural Revitalisation” initiative, promoting the deep integration of AI with agriculture and rural areas, and supporting the development of smart villages. E-Surfing Digital Village covered more than 470,000 administrative villages, with scenario-based AI applications covering more than 170,000 administrative villages, and serving over 100 million villagers. 100 Mbps broadband has been connected to 500,000 classes across the country. The self-developed teaching video cloud platform covered 20,000 classes in 5,708 schools across more than 238 remote counties and districts, promoting equitable access to and balanced development of education. The Company provided information-based medical services to 620 counties nationwide, with the “5G + Telemedicine” program covering 839 hospitals across the country.

SECTION IV CORPORATE GOVERNANCE, ENVIRONMENT AND SOCIETY

2025 marked the final year of the 14th Five-Year Plan period. China Telecom learned from and applied the experience of the “Green Rural Revival Program”, and consistently regarded rural revitalisation as a major task. In accordance with the “12345” strategy for rural revitalisation, the Company aimed to promote all-round rural revitalisation (1 goal), focused on driving the “AI + Rural Revitalisation” initiative and strengthening the “general assistance” work system (2 enhancements), strove to improve rural industrial development, rural construction and rural governance (3 improvements), promoted the upgrades of industrial development, consumption assistance, education and training, and digital-intelligent rural areas (4 upgrades); and strengthened organisational leadership, policy support, resource investment, talent team, and discipline inspection and supervision (5 guarantees). In doing so, the Company contributed its strength to empowering farmers in their advancement toward a better future of Chinese modernisation.

In 2025, China Telecom continuously undertook the task of assisting 12 counties, 46 towns and 1,312 villages nationwide, dispatching a total of 3,621 full-time and part-time cadres to support rural revitalisation. The Company invested RMB294 million of free assistance funds and introduced RMB239 million of free assistance funds in total. It subsidised about RMB1.7 billion of construction costs for the 10th batch of universal services, and invested over RMB2 billion in the “Broadband to Border Areas” network construction initiative. It provided 9.6 million affordable terminals and waived RMB10.6 billion of communication fees, benefiting 8.58 million households in total. The digital village services covered more than 470,000 administrative villages, serving more than 100 million villagers, with AI capabilities covering over 170,000 villages.

In particular, China Telecom continued to provide targeted assistance to four counties, including Yanyuan County and Muli County in Sichuan, Tianlin County in Guangxi, and Shufu County in Xinjiang. The ten major indicators of targeted assistance achieved breakthroughs at high levels, setting historical highs again. The Company invested RMB188 million of free assistance funds and RMB420 million of paid assistance funds, and introduced RMB105 million of free assistance funds and RMB450 million of paid assistance funds. It trained 153,000 person-times of “talents in three categories”, directly purchased RMB402 million of agricultural products and assisted in selling RMB485 million of agricultural products, completing all target tasks with high quality.

Note: The above sub-sections headed “social responsibilities” and “consolidation and expansion of achievements in poverty alleviation and revitalisation of rural villages” contain the environmental and social responsibilities work of China Telecommunications Corporation, the Company’s controlling shareholder, in 2025.