

DIRECTORS, SUPERVISORS, SENIOR MANAGEMENT AND EMPLOYEES

(1) BIOGRAPHICAL DETAILS OF DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

1. Biography of Directors

Mr. Hou Weigui, 65, is the Chairman of the Board of Directors and a non-executive Director of the Company. Mr. Hou is a senior engineer and one of the founders of Shenzhen Zhongxing Semiconductor Co., Ltd., and Zhongxingxin. He was the director and President of the Company responsible for its overall operational management since the Company was listed on the Shenzhen Stock Exchange in 1997 to February 2004. He has been Chairman of the Company since February 2004 and is concurrently the Vice-chairman of Zhongxingxin as well as the Chairman of Zhongxing WXT. He has extensive experience in the telecommunications business and over 37 years of management experience.

Mr. Wang Zongyin, 62, is a Vice Chairman of the Board of Directors and a non-executive Director of the Company. Mr. Wang graduated from the Faculty of Mechanical Engineering, Beijing Institute of Technology in 1968, specializing in rocket design. Mr. Wang served as the secretary to the Party Committee and deputy head of the China Academy of Launch Vehicle Technology from 2001 to February 2003, and as the general manager of China Aerospace Times Electronics Corporation, and the Chairman of the Board of Directors of the Long March Launch Vehicle Technology Co., Ltd. from February 2003 to the present. He has been Vice Chairman of the Company since February 2004. Mr. Wang is the Member of the 10th National Committee of the Chinese People's Political Consultative Conference and representative of the 12th People's Congress, Beijing Municipality. Mr. Wang has substantial experience in management and business operations.

Mr. Xie Weiliang, 51, is a Vice Chairman of the Board of Directors and a non-executive Director of the Company. Mr. Xie graduated from the Faculty of Politics, National University of Defense Technology in 1982 and holds the title of professor. He served as the head of Nanjing Aerospace Management Cadres Institute from 2001 to 2003, and as the general manager of Aerospace Technology Shenzhen (Group) Co. Ltd and Shenzhen Aerospace Guangyu Industrial (Group) Co. Ltd since 2003. He has been Vice Chairman of the Company since February 2004. Mr. Xie has substantial experience in management and business operations.

Mr. Zhang Junchao, 53, is a non-executive Director of the Company. Mr. Zhang graduated from the Faculty of Electronic and Wireless Electricity Engineering, Xi'an Jiaotong University in 1977. He served as the deputy head of the Ninth Research Institute of CASC from 2000 to March 2003, and from March 2003 as the deputy secretary to the Party Committee of China Aerospace Times Electronics Corporation, head of its Shaanxi Management Division and head of Xi'an Microelectronics. Since March 2006, he has acted as the head of the centre of design and manufacture of integrated circuits of China Aerospace Times Electronics Corporation. He has been Non-executive Director of the Company since February 2004. Mr. Zhang has substantial experience in management and business operations.

Mr. Li Juping, 51, is a non-executive Director of the Company. Mr. Li graduated from the Department of Technical Physics, Northwest Institute of Telecommunications Engineering (now known as Xidian University) in 1982, and holds the title of researcher. He served as the head of Xi'an Microelectronics and the general manager of Lishan Microelectronics Corporation from 2000 to 2003, and as the chief engineer of China Aerospace Times Electronics Corporation from 2003 to the present. He has been Non-executive Director of the Company since April 1999. Mr. Li has substantial experience in management and business operations.

Mr. Dong Lianbo, 50, is a non-executive Director of the Company. Mr. Dong graduated from Northeastern University specialising in Business Administration in 2001, and holds the title of researcher and senior engineer. He served as the director and deputy general manager of Shenyang Aerospace Xinguang Group from 2001 to 2002, and as the Deputy Team Head of the Shenzhen Business Integration Working Group of CASIC from 2002 to 2003, and as the deputy general manager of Aerospace Technology Shenzhen (Group) Co., Ltd. since 2003. He has been Non-executive Director of the Company since February 2004. Mr. Dong has substantial experience in management and business operations.

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Mr. Yin Yimin, 43, is an executive Director of the Company. Mr Yin has been the President of the Company since 2004. He is responsible for the day-to-day management and operation of the Company. Mr. Yin is a senior engineer and graduated from the Nanjing University of Posts and Telecommunications (formerly "Nanjing Institute of Posts and Telecommunications") in 1988 with a Master of Science degree in engineering, specialising in telecommunications and electronic systems. Mr. Yin served as a Manager of the Research and Development Department of Shenzhen Zhongxing Semiconductor Co., Ltd. from 1991, and as Deputy General Manager of Zhongxingxin between 1993 and 1997. During the periods from 1997 to 1999 and from 1999 to 2004, he served as the Company's Vice-President and Senior Vice-President respectively and was in charge of different divisions such as research and development, marketing, sales and handsets operations. He has been an executive director of the Company since November 1997. He has many years of experience in the telecommunications industry, including over 16 years in managerial positions.

Mr. Shi Lirong, 43, is an executive Director of the Company. Mr. Shi has been a Senior Vice President of the Company since 1999 and is responsible for the sales operations of the Company. He is a senior engineer graduated from Shanghai Jiao Tong University in 1989 with a Master of Science degree in engineering, specialising in telecommunications and electronic engineering. Mr. Shi served as an engineer in Shenzhen Zhongxing Semiconductor Co., Ltd. from 1989 to 1993. From 1993 to 1997, he was the Deputy General Manager of Zhongxingxin, and from 1997 to 1999, the Vice-President of the Company responsible for marketing and sales functions of the Company. Since 1999 he has been the Senior Vice President of the Company in charge of marketing and sales. He has been an executive director of the Company since February 2001. He has many years of experience in the telecommunications industry, including over 16 years in managerial positions.

Mr. He Shiyong, 40, is an executive Director of the Company. Mr. He has been a Senior Vice President of the Company since 1999 and is responsible for the handset business of the Company. Mr. He is a senior engineer graduated from Beijing University of Posts and Telecommunications in 1990 with a Master of Science degree in engineering, specialising in electromagnetic field and microwave technology. Mr. He joined Zhongxingxin in 1993 and previously was the chief engineer of the Nanjing Research Centre and deputy head of the Shanghai Research Centre. He was the Company's Vice-President from 1998 to 1999 responsible for divisions such as research and development and marketing. Since 1999 he has been the Senior Vice President of the Company in charge of the Second Sales Division and the Handset Department. He has been an executive director of the Company since February 2001. He has many years of experience in the telecommunications industry, including over 14 years in managerial positions.

Mr. Zhu Wuxiang, 41, is an Independent Non-executive Director of the Company. Mr. Zhu is currently a professor and deputy chairman of the Department of Finance of the School of Economics and Management, Tsinghua University. Mr. Zhu graduated from Tsinghua University in 2002, specialising in economics and has obtained a doctorate degree. He has been studying and working at Tsinghua University since 1982. Mr. Zhu has been Independent Non-executive Director of the Company since July 2003. Mr. Zhu also holds concurrent independent directorships with Beijing Sanyuan Food Co., Ltd (北京三元食品股份有限公司), Tengda Construction Group Co., Ltd (浙江腾达建设股份有限公司), Zhuhai Eastcom Peace Smart Card Co., Ltd (珠海东信和平智能卡股份有限公司) and Jiangxi GanNan Fruit Co., Ltd (赣南果业股份有限公司).

Mr. Chen Shaohua, 45, is an Independent Non-executive Director of the Company. Mr. Chen is currently a professor and the deputy head of the Accounting Development and Research Centre of Xiamen University. Mr. Chen graduated from Xiamen University in 1992, specialising in accounting, and has obtained a doctorate degree. Since 1983, he has been engaged in teaching and academic research at the Department of Accounting of Xiamen University. He has been Independent Non-executive Director of the Company since July 2003.

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Mr. Qiao Wenjun, 36, is an Independent Non-executive Director of the Company. Currently, he is a partner of Zhong Lun Law Firm and the head of its Shanghai office. Mr. Qiao graduated from Fudan University in 1999, specialising in company law, and has obtained a master's degree in law. He had worked at Shanghai People's Municipal Government Overseas Chinese Affairs Department, and from 1994 to 2001, he was a partner of Pu Dong Law Firm. From 2001 to present, he has been a partner of Zhong Lun Law Firm, the head of its Shanghai office and a lawyer. He has been Independent Non-executive Director of the Company since July 2003.

Mr. Mi Zhengkun, 61, is an Independent Non-executive Director of the Company. Mr. Mi is currently a professor of the Telecommunications Engineering Department of Nanjing University of Posts and Telecommunications. Mr. Mi graduated from Nanjing University of Posts and Telecommunications in 1981, specialising in telecommunications, and has obtained a master's degree. He is a member of the expert panel of ITU-T. He is involved in various scientific research and development projects at the State and provincial levels. Since 1982, Mr. Mi has been engaged in teaching and scientific research at Nanjing University of Posts and Telecommunications. He has been Independent Non-executive Director of the Company since February 2004.

Mr. Li Jin, 39, is an Independent Non-executive Director of the Company. Mr. Li is currently the vice president of Technology Exchange Ltd. Mr. Li graduated from Peking University in China in 1989, majoring in biochemistry and received his juris doctor degree from Columbia University Law School in the United States of America in 1994. From 1997 to 2002, he was a lawyer of Skadden, Arps, Slate, Meagher & Flom LLP, and from 2002 to November 2003 a partner at Linklaters, an international law firm. From November 2003 to present, he has been the vice president of Technology Exchange Ltd. He has been Independent Non-executive Director of the Company since June 2004. Mr. Li is concurrently the independent director of Dragon Pharmaceutical Inc. (a company registered in Canada and listed on NASDAQ Stock Market in U.S.A).

2. Joint Company Secretaries

Mr. Feng Jianxiong, 33, the Secretary to the Board of Directors of the Company, is responsible for the Securities and Investor Relations department of the Company. Mr. Feng graduated from Tianjin University of Finance and Economics with a bachelor degree in economics specialising in international finance. Mr. Feng joined Zhongxingxin in July 1996. He has been the Secretary to the Board of Directors, and subsequently the head of the Investment Department, the Securities and Finance Department and the Securities and Investor Relations Department of the Company since 2000. Mr Feng has many years of experience in the telecommunications industry, including over 7 years in managerial positions.

Ms. Suen Pui Yee, Samantha, 51, was appointed as the joint secretary of the Company in November 2004. Ms. Suen obtained her MBA degree from the Kellogg School of Management of Northwestern University and the School of Business and Management of Hong Kong University of Science and Technology. Ms. Suen is the managing director of KCS Limited, a company which provides independent and integrated corporate services in Asia. Ms. Suen specializes in professional corporate secretarial services with more than 20 years' experience in corporate governance, administration and management. Ms. Suen is a fellow of The Hong Kong Institute of Chartered Secretaries, The Institute of Chartered Secretaries and Administrators of the United Kingdom, The Taxation Institute of Hong Kong and The Hong Kong Institute of Directors.

3. Biography of Supervisors

Mr. Zhang Taifeng, 65, the Chairman of the Supervisory Committee of the Company. Mr. Zhang graduated from Jilin University with a bachelor's degree in semiconductor technology in 1966. He has previously held the positions of chief engineer and head of State-owned No. 691 Factory and head of X'ian Microelectronics. He joined Zhongxingxin in April 1993. He had been the Chairman of the Board of Directors from November 1997 to February 2004. Mr. Zhang has been the Chairman of the Supervisory Committee since February 2004.

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Mr. Wang Wangxi, 40, is a Supervisor of the Company, and is Assistant to Vice President and the Head of the Executive Division. He graduated from the Electronic Engineering faculty of Southeast University in 1991 with a master's degree in electro-physics and devices. From June 1991 to October 1994, Mr. Wang worked as a teacher in the Electronic Engineering faculty of Southeastern University. Mr. Wang joined Zhongxingxin in October 1994. He was the chief executive officer of Zhongxing Telecom Pakistan (Pvt) Ltd. and deputy general manager of the Company's First Sales Division.

Ms. He Xuemei, 36, is a Supervisor of the Company and is in charge of the labor union of the Company. Ms. He graduated from Chongqing University with a bachelor's degree in mechanical engineering and a second bachelor's degree in business administration respectively obtained in 1991 and 1995. Ms. He worked at the Student Affairs Department of Chongqing University, She has worked with ZTE Kangxun and the Network Operations Division of the Company after joining the Company in January 1998.

Mr. Qu Deqian, 45, is a Supervisor of the Company. Mr. Qu graduated from the Shaanxi Economics Institute with a Undergraduate Diploma in Statistics in June 1992 and further obtained the qualification of senior accountant in the PRC in October 1994. From 1997 to 2003, Mr. Qu was the Chief of the Accounting and Auditing Centre of the Company and Deputy Chief of the Financial Centre. He has been the deputy general manager of Zhongxing WXT since 2003.

Ms. Wang Yan, 42, is a Supervisor of the Company. Ms. Wang graduated from the Department of Management and Industrial Accounting of Northeast Industrial Institute in July 1988 with a Bachelor's degree in engineering. Ms. Wang was qualified as an accountant in the PRC in December 1992 and further obtained the qualification of senior accountant in the PRC in September 1999. She joined Zhongxingxin in 1999 and had previously served as the Manager of the Financial Department. She is currently the Deputy General Manager and Chief Accountant of Zhongxingxin.

4. Biography of the Management

Mr. Yin Yimin is the President of the Company. Please refer to his biography under "Biography of Directors" in this section.

Mr. Shi Lirong is a Senior Vice President of the Company. Please refer to his biography under "Biography of Directors" in this section.

Mr. He Shiyong is a Senior Vice President of the Company. Please refer to his biography under "Biography of Directors" in this section.

Mr. Wei Zaisheng, 44, has been a Senior Vice President of the Company since 1999 and is responsible for the financial affairs of the Company. Mr. Wei graduated from the Peking University with a master's degree in business administration in 2004. He joined Shenzhen Zhongxing Semiconductor Co., Ltd. in 1988 and served as the chief financial officer and an assistant to the general manager of Zhongxingxin from 1993 to 1997. During the period from 1997 to 1999, he was the Vice President of the Company. Since 1999 he has been the Senior Vice President of the Company in charge of the financial affairs of the Company. Mr. Wei has many years of experience in the telecommunications industry, including over 18 years in managerial positions.

Mr. Xie Daxiong, 43, has been a Senior Vice President of the Company since 2004 and is responsible for the research and development of the Company. Mr. Xie is a senior engineer and holds the title of professor. He graduated from the Nanjing University of Science and Technology in 1986, specialising in applied mechanics, and has obtained a Master of Science degree in engineering. Mr. Xie joined Zhongxingxin in 1994 and had been the head of the Nanjing Research Institute of Zhongxingxin. From 1998 to 2004, Mr. Xie was the CDMA products manager, and subsequently the general manager of the Company's CDMA Division. Since 2004, he has been the Senior Vice President of the Company in charge of the Technology Centre of the Company. Mr. Xie has many years of experience in the telecommunications industry, including over 10 years in managerial positions.

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Ms. Zhou Susu, 52, has been a Senior Vice President of the Company since 1999 and is responsible for the human resources and administration of the Company. Ms. Zhou is a senior engineer graduated from the Hong Kong University of Science and Technology in 2004, specialising in business administration, and has obtained a master's degree in business administration. Ms. Zhou joined Shenzhen Zhongxing Semiconductor Co., Ltd. in 1990. From 1993 to 1997 she served as the manager of the Research and Development Division and deputy general manager of Zhongxingxin. During the period from 1997 to 1999 she was a Vice President of the Company. Since 1999 she has been the Senior Vice President of the Company in charge of the human resources centre, the President's Office and ZTE Institute of the Company. Ms. Zhou has many years of experience in the telecommunications industry, including over 16 years in managerial positions.

Mr. Tian Wenguo, 38, has been a Senior Vice President of the Company since 2005 and is responsible for the marketing operations of the Company. Mr. Tian graduated from Harbin Institute of Technology in 1991 with a bachelor of science degree in engineering, specializing in electromagnetic surveys and devices. Mr. Tian joined Zhongxingxin in 1996, and from 1997 to 2002, he was the manager of the Company's Chongqing Sales Office and the general manager of the Southwest Region, and from 2002 to 2005, he was the Vice President and general manager of Second Sales Division of the Company. Since 2005, he has been the Senior Vice President of the Company in charge of the Second Sales Division. Mr Tian has many years of experience in the telecommunications industry, including over 9 years in managerial positions.

Ms. Fang Rong, 42, has been a Vice President since 1998 and is responsible for Fourth Sales Division of the sales operations of the Company. Ms. Fang is a senior engineer, graduated from the Nanjing University of Posts and Telecommunications (formerly "Nanjing Institute of Posts and Telecommunications") in 1987 with a bachelor of science degree in engineering, specialising in telecommunications engineering. From 1987 to 1995, Ms. Fang carried out research and development work in the Wuhan Academy of Postal and Telecommunications Sciences of the Ministry of Posts and Telecommunications. From 1995 to 1997, she worked in marketing in Zhongxingxin. Since 1998 she has been the Vice President of the Company in charge of the General Product Division and the Fourth Sales Division. Ms. Fang has many years of experience in the telecommunications industry, including over 11 years in managerial positions.

Ms. Chen Jie, 48, has been a Vice President of the Company since 2002 and is responsible for commercial technology of the marketing operations. Ms. Chen graduated from the Nanjing University of Posts and Telecommunications (formerly "Nanjing Institute of Posts and Telecommunications") in 1989, specialising in telecommunications and from the New York University's Department of Computer Science in 1994 with a double master's degree. Ms. Chen holds the titles of senior researcher and senior engineer. From 1989 to 1992, Ms. Chen was a manager of the Development Division of Shenzhen Zhongxing Semiconductor Co., Ltd. From 1995 to 1998, she was the senior researcher and head of the Research Department of AT&T Bell Laboratory. From 1998 to the beginning of 2002, she served as the general manager of the Company's subsidiaries in the USA. Since 2002, she has been the Vice President of the Company in charge of the Networking Operations Division. Ms Chen has many years of experience in the telecommunications industry, including over 11 years in managerial positions.

Mr. Ding Mingfeng, 37, has been a Vice President of the Company since 1998 and is responsible for overseas telecommunications operations. Mr. Ding graduated from Harbin Institute of Technology in 1994, specializing in computer science and has obtained a master of science degree in engineering. From 1994 to 1995 Mr. Ding carried out research and development work in Zhongxingxin. From 1995 to 1997 he served as deputy head of Zhongxingxin's Nanjing Research Institute. Since 1998, he has been the Vice President of the Company in charge of the Switch Products Division, the First Sales Division, the Technology Centre and the Quality Planning Centre. He has many years of experience in the telecommunications industry, including over 10 years in managerial positions.

Mr. Zhang Chuanhai, 41, is a Vice President of the Company since 2002. Mr. Zhang graduated from the China Academy of Post & Telecommunications in 1990, specialising in telecommunications and electronic systems, and has obtained a master's degree. From 1991 to 1993, Mr. Zhang carried out research and development work in Shenzhen Zhongxing Semiconductor Co., Ltd. He joined Zhongxingxin in 1993, and from 1997 to 2002, he served as general manager of the Company's Southern China Sales Region and deputy general manager of the Second Sales Division. Mr. Zhang has many years of experience in the telecommunications industry, including over 9 years in managerial positions.

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Mr. Ye Weimin, 40, has been a Vice President of the Company since 2001 and is responsible for ZTE Kangxun of the Company's logistics operations. Mr. Ye graduated from Shanghai Jiao Tong University in 1988 with a bachelor of science degree in engineering, specialising in computer science and engineering. He joined Zhongxingxin in 1994 and was previously involved in the engineering research and development of digital programme-control switches and mobile communication systems. From 1997 to 2001, he served as the chief officer of the Company's Central Laboratory, head of the quality control department of Mobile Operations Division and the Customer Services Department and deputy general manager of the Third Sales Division. Since 2001, he has been Vice President of the Company in charge of the Mobile Operations Division and the Fifth Sales Division. Mr Ye has many years of experience in the telecommunications industry, including over 11 years in managerial positions.

Mr. Qiu Weizhao, 43, has been a Vice President of the Company since 1998, and is responsible for the logistics operations of the Company. Mr. Qiu is a senior engineer, graduated from Xi'an University of Electronic Technology in 1988, specialising in telecommunications and electronic systems, and has obtained a master of science degree in engineering. Mr. Qiu joined Changde Wired Communication (Group) Company in 1988 and served as the deputy general manager. He joined the Company in 1998 as Vice President and has been in charge of the Company's logistics and procurement operations since then. Mr Qiu has many years of experience in the telecommunications industry, including over 18 years in managerial positions.

Mr. Ni Qin, 47, has been a Vice President of the Company since 1998 and is responsible for IT functions of research and development. Mr. Ni graduated from Shanghai School of Posts and Telecommunications in 1981, specialising in telecommunications. From 1981 to 1994, Mr. Ni carried out technological research and development work in Shanghai Postal and Telecommunication Research Institute No. 1. He served as head of Shanghai Research Institute of Zhongxingxin from 1994 to 1997. Since 1998 he has been Vice President of the Company in charge of the access product Division, the Handset Division and IT construction. Mr Ni has many years of experience in the telecommunications industry, including over 12 years in managerial positions.

Mr. Zhao Xianming, 40, has been a Vice President of the Company since 2004 and is responsible for marketing. Mr. Zhao graduated from the Harbin Institute of Technology in 1997 specialising in telecommunications and electronic systems and has obtained a doctorate of science degree in engineering. From 1991 to 1998, Mr. Zhao served as a deputy manager of the Communication Engineering Teaching and Research Office of Harbin Institute of Technology. He joined the Company in 1998 and engaged in the research, development and management of the CDMA products, and had been the head of the Research & Development Group, project manager and general product manager from 1998 to 2003. Since 2004, he has been the Vice President of the Company in charge of the CDMA Division of the Company. Mr Zhao has many years of experience in the telecommunications industry, including over 15 years in managerial positions.

Mr. Xu Huijun, 33, has been a Vice President of the Company since 2004 and is responsible for the after-sales services of the sales operations of the Company. Mr. Xu graduated from Tsinghua University in 1998 with a master of science degree in engineering, specialising in electronic engineering. He joined the Company in 1998 and has served as a project manager of the General Products Division, the head of Beijing Research Centre and the general manager of the general products division from 1998 to 2003. Since 2004 he has been Vice President of the Company in charge of the general products division. Mr. Xu has many years of experience in the telecommunications industry, including over 8 years in managerial positions.

Mr. Pang Shengqing, 38, has been a Vice President of the Company since 2006 and is responsible for the Company's First Sales Division of sales operations. Mr Pang is an engineer, graduated from Huazhong University of Science and Technology, specializing in mechanical manufacturing and obtained a doctorate of science degree in engineering in 1995. He was awarded with the Guangdong Science and Technology Award in May 2002. Mr. Pang joined Zhongxingxin in 1995. From 1997 to 2000, Mr. Pang was involved in research and development of the Company's CDMA core technology research and hardware systems. Mr. Pang was deputy general manager of the CDMA Division and general manager of the First Sales Division from 2001 to 2005. Since 2006, he has been Vice President of the Company in charge of the First Sales Division. He has many years of experience in the telecommunications industry, including over 8 years in managerial positions.

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Mr. Zhong Hong, 37, has been a Vice President of the Company since 2006 and is responsible for sales of corporate networks and network of government institutions, channels sales operations. Mr. Zhong graduated from Shanghai Jiaotong University with a master of science degree in engineering specialising in mechanical engineering in 1995. Mr. Zhong joined Zhongxingxin in 1995. From 1997 to 2005, Mr. Zhong was a director of Shanghai Research Institute and products general manager of the Network Business Division of the Company. Since 2006, he has been Vice President of the Company in charge of the Company's Data Business Division. He has many years of experience in the telecommunications industry, including over 6 years in managerial positions.

Mr. Fan Qingfeng, 38, has been a Vice President of the Company since 2006, and is responsible for the Company's Beijing branch. Mr. Fan graduated from Liaoning Engineering Technology University in 1992 with a bachelor's degree, specialising in industrial electrical automation. He graduated from Tsinghua University in 2006 with a master's degree in business administration. He joined Zhongxingxin in 1996. From 1997 to 2005, Mr. Fan acted as the project manager of the Company's Zhengzhou office, the manager of Chongqing office, regional vice president of Eastern China region and manager of Ji'nan Office, deputy general manager of the Company's Second Sales Division and head of Beijing branch. Since 2006, he has been Vice President of the Company in charge of the Beijing Branch. He has many years of experience in the telecommunications industry, including over 7 years in managerial positions.

Mr. Yu Yong, 40, has been a Vice President of the Company since 2006 and is currently in charge of financing of the financial operations of the Company. Mr. Yu graduated from Nankai University in 1995 with a master's degree in business administration. Mr. Yu joined the Company in 1997 and was director of the Financial Management Centre and the Financial Centre from 1997 to 2005. Since 2006, he has been Vice President of the Company in charge of the financing of the financial operations of the Company. Mr Yu has many years of experience in the telecommunications industry, including over 10 years in managerial positions.

Mr. Zeng Xuezhong, 33, has been a Vice President of the Company since August 2006 and is responsible for the Company's Third Sales Division of sales operations. Mr. Zeng graduated from Tsinghua University with a bachelor of science degree in engineering in modern applied science in 1996. Mr. Zeng joined Zhongxingxin in 1996. From 1997 to August 2006, Mr. Zeng was the Company's senior project manager, manager of Guiyang branch and manager of Kunming branch, deputy general manager and general manager of the Second Sales Division. Since August 2006, he has been Vice President of the Company in charge of the Third Sales Division. Mr. Zeng has many years of experience in the telecommunications industry, including over 7 years in managerial positions.

Mr. Feng Jianxiong is the secretary to the board of directors of the Company. Please refer to "Joint Company Secretaries" in this section.

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(2) CHANGES IN THE SHAREHOLDINGS AND REMUNERATION OF DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT OF THE COMPANY

Name	Gender	Age	Title	Term of Office	No. of A shares held at beginning of the reporting period (shares)	Change in the no. of shares during the reporting period (shares)	No. of A shares held at end of the reporting period (shares)	Total annual remuneration received from the Company before tax and excluding share incentive scheme cost (RMB10,000)	Whether remuneration is received from shareholder entities or other connected entities
Hou Weigui	Male	65	Chairman	2/2004-2/2007	219,600	0	219,600	73.72	No
Wang Zongyin	Male	62	Vice Chairman	2/2004-2/2007	0	0	0	6.00	Yes
Xie Weiliang	Male	51	Vice Chairman	2/2004-2/2007	0	0	0	6.00	Yes
Zhang Junchao	Male	53	Director	2/2004-2/2007	0	0	0	6.00	Yes
Li Juping	Male	51	Director	2/2004-2/2007	0	0	0	6.00	Yes
Dong Lianbo	Male	50	Director	2/2004-2/2007	0	0	0	6.00	Yes
Yin Yimin	Male	43	Director and President	2/2004-2/2007	121,680	0	121,680	157.22	No
Shi Lirong	Male	43	Director and Senior Vice President	2/2004-2/2007	95,760	0	95,760	78.34	No
He Shiyu	Male	40	Director and Senior Vice President	2/2004-2/2007	91,007	0	91,007	82.61	No
Zhu Wuxiang	Male	41	Independent Director	2/2004-2/2007	0	0	0	6.00	No
Chen Shaohua	Male	45	Independent Director	2/2004-2/2007	0	0	0	6.00	No
Qiao Wenjun	Male	36	Independent Director	2/2004-2/2007	0	0	0	6.00	No
Mi Zhengkun	Male	61	Independent Director	2/2004-2/2007	0	0	0	6.00	No
Li Jin	Male	39	Independent Director	6/2004-2/2007	0	0	0	6.00	No
Zhang Taifeng	Male	65	Chairman of the Supervisory Committee	2/2004-2/2007	121,680	0	121,680	73.43	No
Wang Wangxi	Male	40	Independent Director	2/2004-2/2007	0	0	0	50.68	No
He Xuemei	Female	36	Independent Director	2/2004-2/2007	0	0	0	25.88	No
Qu Deqian	Male	45	Independent Director	5/2005-2/2007	10,020	0	10,020	0	Yes
Wang Yan	Female	42	Independent Director	5/2005-2/2007	0	0	0	0	Yes
Wei Zaisheng	Male	44	Senior Vice President and Chief Financial Officer	2/2004-2/2007	95,760	0	95,760	76.06	No
Xie Daxiong	Male	43	Senior Vice President	2/2004-2/2007	44,839	0	44,839	89.65	No
Zhou Susu	Female	52	Senior Vice President	2/2004-2/2007	95,760	0	95,760	71.01	No
Tian Wenguo	Male	38	Senior Vice President	2/2004-2/2007	24,300	0	24,300	75.61	No
Fang Rong	Female	42	Vice President	2/2004-2/2007	41,385	0	41,385	75.12	No
Chen Jie	Female	48	Vice President	2/2004-2/2007	94,500	0	94,500	64.87	No
Ding Mingfeng	Male	37	Vice President	2/2004-2/2007	61,756	0	61,756	75.27	No
Zhang Chuanhai	Male	41	Vice President	2/2004-2/2007	9,900	0	9,900	58.57	No
Ye Weimin	Male	40	Vice President	2/2004-2/2007	33,804	0	33,804	71.01	No
Qiu Weizhao	Male	43	Vice President	2/2004-2/2007	0	0	0	75.43	No
Ni Qin	Male	47	Vice President	2/2004-2/2007	78,840	0	78,840	71.28	No
Zhao Xianming	Male	40	Vice President	2/2004-2/2007	0	0	0	102.17	No
Xu Huijun	Male	33	Vice President	2/2004-2/2007	0	0	0	79.39	No
Pang Shengqing	Male	38	Vice President	4/2006-2/2007	0	0	0	79.71	No
Zhong Hong	Male	37	Vice President	4/2006-2/2007	0	0	0	61.01	No
Fan Qingfeng	Male	38	Vice President	4/2006-2/2007	0	0	0	72.06	No
Yu Yong	Male	40	Vice President	4/2006-2/2007	0	0	0	60.57	No
Zeng Xuezhong	Male	33	Vice President	8/2006-2/2007	0	0	0	89.87	No
Feng Jianxiong	Male	33	Secretary to the Board	2/2004-2/2007	0	0	0	35.70	No
Total					1,240,591	0	1,240,591	1,986.24	

Note 1: The above term represents the term of the third session of the Board of Directors and the third session of the Supervisory Committee. Details of the re-election of the members of the fourth session of the Board of Directors and the fourth session of the Supervisory Committee and the re-appointment and new appointment of senior management members by the Board of Directors are set out in the section headed "(V) CHANGES IN DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT" hereunder.

DIRECTORS, SUPERVISORS, SENIOR MANAGEMENT AND EMPLOYEES

(3) INFORMATION CONCERNING DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT HOLDING POSITIONS IN SHAREHOLDERS OF THE COMPANY

Name	Name of shareholder	Position in the shareholder	Term of office
Hou Weigui	Zhongxingxin	Vice Chairman	4/2004–4/2007
Xie Weiliang	Zhongxingxin	Vice Chairman	4/2004–4/2007
	CASIC Shenzhen (Group) Company Limited	Director and General Manager	Since 2003
Zhang Junchao	Lishan Microelectronics Corporation	General Manager	Since 10/2003
Dong Lianbo	Zhongxingxin	Director	4/2004–4/2007
	CASIC Shenzhen (Group) Company Limited	Director and Deputy General Manager	Since 2003
Yin Yimin	Zhongxingxin	Director	4/2004–4/2007
Shi Lirong	Zhongxingxin	Director	4/2004–4/2007
Zhang Taifeng	Zhongxingxin	Chairman	4/2004–4/2007
Qu Deqian	Zhongxingxin	Supervisor	4/2004–4/2007
Wang Yan	Zhongxingxin	Deputy General Manager	4/2004–4/2007

(4) INFORMATION CONCERNING DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT HOLDING POSITIONS IN ENTITIES OTHER THAN SHAREHOLDERS OF THE COMPANY

Name	Name of entity in which position is held	Position
Hou Weigui	Holds positions in 8 subsidiaries including ZTE Software	Chairman
	Zhongxing WXT	Chairman
Wang Zongyin	China Aerospace Times Electronics Corporation	General Manager
	Long March Launch Vehicle Technology, Co., Ltd	Chairman
Xie Weiliang	Shenzhen Aerospace Guangyu Industrial (Group) Company	General Manager
Zhang Junchao	Xi'an Microelectronics	Legal representative
Li Juping	China Aerospace Times Electronics Corporation	Chief engineer
Dong Lianbo	Shenzhen Aerospace Guangyu Industrial (Group) Company	Deputy General Manager
Zhu Wuxiang	Tsinghua University	Professor
	Beijing Sanyuan Food Co., Ltd	Independent Director
	Tengda Construction Group Co., Ltd	Independent Director
	Zhuhai Eastcom Peace Smart Card Co.,Ltd	Independent Director
	JiangXi GanNan Fruit Co., Ltd	Independent Director
Chen Shaohua	Xiamen University	Professor
Qiao Wenjun	Zhong Lun Law Firm	Partner/the head of Shanghai office
Mi Zhengkun	Nanjing University of Posts and Telecommunications	Professor
Li Jin	Technology Exchange Ltd	Vice President
	Dragon Pharmaceutical Inc.	Independent Director
Zhang Taifeng	Holds positions in 2 subsidiaries including ZTE Kangxun	Chairman
Yin Yimin	Holds positions in 10 subsidiaries including ZTE Kangxun	Chairman/Director
	Zhongxing WXT	Vice Chairman
Shi Lirong	Holds positions in 11 subsidiaries including ZTE Kangxun	Chairman/Director
	Zhongxing WXT	Director
He Shiyou	Holds positions in 2 subsidiaries including Shenzhen Changfei Investment Company, Limited	Chairman/Director
	Zhongxing WXT	Supervisor

DIRECTORS, SUPERVISORS, SENIOR MANAGEMENT AND EMPLOYEES

Name	Name of entity in which position is held	Position
Wei Zaisheng	Holds positions in 10 subsidiaries including ZTE Kangxun Zhongxing WXT	Chairman/Director Director
Xie Daxiong	Shenzhen Zhongxing Wireless Communication Equipment Company Limited (深圳市中興無線通訊設備有限公司)	Chairman/Director
Zhou Susu	Holds positions in 8 subsidiaries including ZTE (H.K.) Limited Zhongxing WXT	Chairman/Director Director
Qiu Weizhao	Holds positions in 4 subsidiaries including ZTE (H.K.) Limited	Director/General Manager
Fang Rong	Holds positions in 3 subsidiaries including ZTE (H.K.) Limited	Chairman/Director
Chen Jie	Holds positions in 8 subsidiaries including Nanjing Zhong Xing Software Development Technology Co., Ltd.	Chairman/Director
Ding Mingfeng	Holds positions in 11 subsidiaries including ZTE (H.K.) Limited	Chairman/Director
Tian Wenguo	Holds positions in 3 subsidiaries including Beijing Zhongxing Intelligent Transportation Systems Ltd.	Chairman/Director
Zhang Chuanhai	Zhongxing WXT Shenzhen Zhongxing International Investment Company Limited (深圳市中興國際投資有限公司)	Supervisor General Manager
Zhao Xianming	Holds positions in 4 subsidiaries including Zimax (Cayman) Holding Co.	Director
Xu Huijun	Holds positions in 3 subsidiaries including Wuxi Zhongxing Optoelectronics Technologies Company, Limited	Chairman/Director
Yu Yong	Shenzhen Zhongxing International Investment Company Limited (深圳市中興國際投資有限公司)	Chairman
	Holds positions in 2 subsidiaries including Congo-Chine Telecom S.A.R.L.	Director
Zeng Xuezhong	Holds positions in 2 subsidiaries including Anhui Wantong Posts and Telecommunications Company, Limited	Chairman
Qu Deqian	Hold positions in 2 subsidiaries including Shenzhen Kangquan Electromechanical Company, Limited	Director/Supervisor
	Zhongxing WXT	Deputy General Manager
Wang Yan	Hold positions in 3 subsidiaries including Zhongxing Xinyu	Director/Supervisor
Feng Jianxiong	Holds positions in 2 subsidiaries including Shenzhen Zhongxing Telecom Equipment Technology & Service Company, Limited	Supervisor

(5) CHANGES IN DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

1. Changes in Directors, Supervisors and Senior Management during the reporting period

- (1) There were no changes in Directors and supervisors of the Company during the year.
- (2) *Changes in senior management of the Company*

Mr Pang Shengqing, Mr Zhong Hong, Mr Fan Qingfeng and Mr Yu Yong were each appointed a vice president of the Company pursuant to the resolution on the appointment of senior management considered and approved at the sixteenth meeting of the third session of the Board of Directors of the Company convened on 6 April 2006.

Mr Zeng Xuezhong was appointed a vice president of the Company pursuant to the resolution on the appointment of senior management considered and approved at the eighteenth meeting of the third session of the Board of Directors of the Company convened on 24 August 2006.

DIRECTORS, SUPERVISORS, SENIOR MANAGEMENT AND EMPLOYEES

2. Changes in Directors, Supervisors and Senior Management after the year

At the Second Extraordinary Meeting of the Company for 2007 convened on 30 March 2007, all Directors of the third session of the Board of Directors of the Company were re-elected as Directors of the fourth session of the Board of Directors of the Company. The term of the fourth session of the Board of Directors of the Company shall be from 30 March 2007 to 29 March 2010.

At the Second Extraordinary Meeting of the Company for 2007 convened on 30 March 2007, Mr Qu Deqian and Ms Wang Yan, being Shareholders' Representative Supervisors of the third session of the Supervisory Committee of the Company, were re-elected Shareholders' Representative Supervisors of the fourth session of the Supervisory Committee of the Company. Mr Zhang Taifeng, Mr Wang Wangxi and Ms He Xuemei, being Staff Representative Supervisors of the third session of the Supervisory Committee of the Company, were re-elected Staff Representative Supervisors of the fourth session of the Supervisory Committee of the Company through democratic elections by the staff representative of the Company on 30 January 2007. The term of the fourth session of the Supervisory Committee of the Company shall be from 30 March 2007 to 29 March 2010.

At the first meeting of the fourth session of the Board of Directors of the Company, Mr Hou Weigui was elected Chairman of the fourth session of the Board of Directors and Mr Wang Zongyin and Mr Xie Weiliang were elected Vice Chairmen of the fourth session of the Board of Directors. The fourth session of the Board of Directors approved the re-appointment of Mr Yin Yimin as President of the Company, the re-appointment of Mr. Shi Lirong, Mr He Shiyu, Mr Wei Zaisheng (who was also re-appointed as Chief Financial Officer of the Company), Mr Xie Daxiong, Ms Zhou Susu and Mr Tian Wenguo each as a Senior Vice President, the new appointment of Mr Qiu Weizhao as a Senior Vice President of the Company, the re-appointment of Ms Chen Jie, Ms Fang Rong, Mr Zhao Xianming, Mr Ding Mingfeng, Mr Pang Shengqing, Mr Fan Qingfeng, Mr Zeng Xuezhong, Mr Xu Huijun, Mr Yu Yong, Mr Ye Weimin, Mr Zhong Hong, and Mr Ni Qin each as a Vice President of the Company, the new appointment of Mr Wu Zengqi as a Vice President of the Company, the re-appointment of Mr Feng Jianxiong as a Secretary to the Board of the directors of the Company.

(6) DECISION MAKING PROCESS AND CRITERIA FOR DECIDING REMUNERATION OF DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

The Remuneration and Evaluation Committee makes recommendations on the allowances for Directors by reference to the performance of Directors as well as the levels offered by other listed companies in the industry. Such recommendations shall be confirmed upon consideration and approval both by the Board of Directors and the general meetings of shareholders.

The Supervisory Committee makes recommendations on the allowances for Supervisors by reference to the working conditions of Supervisors as well as the levels offered by other listed companies in the industry. Such recommendations shall be confirmed upon consideration and approval at the general meetings of shareholders.

The Remuneration and Evaluation Committee conducts appraisals on the performance of the senior management annually, and determines their remuneration according to the appraisal results.

DIRECTORS, SUPERVISORS, SENIOR MANAGEMENT AND EMPLOYEES

(7) THE GROUP'S EMPLOYEES AND JOB DIVISION

As at the end of the year, the Group had 39,266 employees, with an average age of 27.6. There were 21 retired employees.

Classification by specialisation as follows:

Specialisation	Number of employees	Percentage of total number of employees (%)
R&D	13,600	34.6
Marketing and Sales	4,644	11.8
Customer Service	7,266	18.5
Manufacturing	8,321	21.2
Administration	5,435	13.9
Total	39,266	100

Classification by academic qualifications:

Academic qualifications	Number of employees	Percentage of total number of employees (%)
Doctorate degree	410	1.0
Master's degree	8,932	22.8
Bachelor's degree	18,220	46.4
Others	11,704	29.8
Total	39,266	100