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ZTE CORPORATION

中興通訊股份有限公司

(A joint stock limited company incorporated in the People's Republic of China with limited liability)

(Stock Code: 00763)

**Announcement on the Election of Employee Director of
the Tenth Session of the Board of Directors**

On 24 April 2025, ZTE Corporation (the “Company” or “ZTE”) convened the First Extraordinary General Meeting of 2025, and approved the Resolution on the Amendment of Relevant Clauses in the Articles of Association, the Rules of Procedure for General Meetings of Shareholders and the Rules of Procedure for Board of Directors Meetings. In accordance with the provisions of the Articles of Association of the Company, the Company shall have one employee director, and the employee director shall be elected or removed by the employees of the Company democratically.

On the Sixth Meeting of the Ninth Session Employee Representative Congress of the Company, Ms. Li Miaona was elected as the employee director of the Tenth Board of Directors of the Company, and the term of office shall commence on 23 May 2025 and expire upon the conclusion of the term of the Tenth Session of the Board of Directors (namely 27 March 2028).

The detailed resume of Ms. Li Miaona is set out as follows:

Ms. Li Miaona, female, born in 1974. Ms. Li graduated from Renmin University of China in 1997 with a bachelor's degree in History, majoring in Archival Science. Ms. Li joined the Company in 2000 and worked with the Quality Section of the Network Business Department and the Editorial of ZTE Newsletter under the Human Resources Department from 2000 to 2005. Ms. Li was Head of the Shenzhen Platform of the Administrative Department of the Company from 2005 to 2010. She worked at the Cloud Service Centre under the financial organisation from 2010 to 2017. She was Principal of the Administrative Platform under the Administrative Department, Principal of Operations and Management of Administrative Properties and Head of the Administrative Properties Staff Service Management Department of

the Company from 2017 to July 2021. Since July 2021, she has been chairman of the Trade Union and Head of the Office of Trade Unions Directly Affiliated with the Headquarters of the Company. She is concurrently the chairman of Shenzhen Zhongxing Yihe Investment and Development Company Limited. She has been Supervisor of the Company from March 2022 to April 2025. Ms. Li has extensive management and operational experience.

As at the date of this announcement, Ms. Li didn't have interest or short position in the shares, underlying shares or debentures of the Company and its associated corporations (within the meaning of Part XV of the SFO) that is required to be recorded in the register to be kept under Section 352 of the SFO, or otherwise notified to the Company and SEHK pursuant to the Model Code for Securities Transactions by Directors of Listed Issuers as set out in Appendix C3 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "Hong Kong Listing Rules"). As at the date of this announcement, none of Ms. Li or her respective spouses or children under the age of 18 had been granted or had exercised any rights to subscribe for the share capital or debentures of the Company or its associated corporations.

Save as disclosed in this announcement, as at the date of this announcement, Ms. Li didn't hold positions in the Company or other members of the Group.

As at the date of this announcement, Ms. Li didn't have any relationship with substantial or controlling shareholder, any director and senior management of the Company.

Ms. Li enters into a service contract with the Company. The term of office of the Directors shall commence from 23 March 2025 and expire upon the conclusion of the term of the Tenth Session of the Board of Directors of the Company (namely 27 March 2028). According to the service contract, the employee director will receive salary in accordance with the Company's salary and performance management measures, and will not receive Directors' allowance for serving as an employee director.

Ms. Li has not hold any directorship in any other listed companies or other major appointments or professional qualifications in the past three years.

Save as disclosed in this announcement, as at the date of this announcement, so far as the Directors of the Company are aware, there were no other matters, information required to be disclosed under Rule 13.51(2) (h) to (v) of the Hong Kong Listing Rules in relation to Ms. Li be elected as the employee director in particular, that need to be brought to the attention of the shareholders of the Company.

By Order of the Board
Fang Rong
Chair

Shenzhen, the PRC
23 May 2025

As at the date of this announcement, the Board of Directors of the Company comprises executive director, Xu Ziyang; non-executive directors, Fang Rong, Yan Junwu, Zhu Weimin, Zhang Hong; independent non-executive directors, Zhuang Jiansheng, Wang Qinggang, Tsui Kei Pang; and employee director, Li Miaona.