

## ITEM 1. DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

### A. DIRECTORS AND SENIOR MANAGEMENT

The following table lists the name, age, and position of our current directors and executive officers:

Name	Age	Position
Aharon Dovrat .....	71	Chairman of the board of directors
Dr. Meir Barel.....	52	Vice Chairman of the board of directors
Benny Hanigal .....	53	Director
Anthony Maher .....	57	Director
Dr. Orna Berry .....	53	External Director
Robin Hacke.....	43	External Director
Amnon Yacoby .....	52	Director
Zvi Slonimsky .....	53	Chief Executive Officer and Director
Tzvi Friedman.....	42	President and Chief Operating Officer
Amir Rosenzweig.....	43	President, Alvarion, Inc.
Dafna Gruber .....	38	Chief Financial Officer
Zvi Harnik.....	43	Executive Vice President – Research and Development
Benny Glazer .....	52	Senior Vice President – Corporate Sales

**Mr. Aharon Dovrat** has been Chairman of our board of directors since April 1999. Mr. Dovrat is the founder and Chairman of Dovrat & Company, Ltd., a privately-held investment company, and the founder and Chairman of Isal, Ltd., a publicly-traded investment company, which he founded in January 1999. Between 1991 and December 1998, Mr. Dovrat served as Chairman of Dovrat, Shrem & Company, Ltd., a company publicly traded on the Tel-Aviv Stock Exchange that operates in the areas of investment banking and direct investment fund management, underwriting, securities and brokerage services, real estate and industry. Between 1965 and 1991, Mr. Dovrat served as President and Chief Executive Officer of Clal (Israel) Ltd., a holding company. Mr. Dovrat serves as a member of the board of directors of Tecnomatix Technologies Ltd., a software company, and Delta Galil Ltd., a textile company.

**Dr. Meir Barel** served as the Chairman of the board of directors of Floware since its inception until its merger with us in August 2001 and has, since the merger, served as Vice Chairman of our board of directors. Dr. Barel also served as a Director of BreezeCOM between 1994 and 2000. Dr. Barel is the founder and managing partner of Star Venture Management, a venture capital company, founded in 1992, and SVM Star Venture Capital Management Ltd. From 1988 to 1992, Dr. Barel was a managing director of TVM Techno Venture Management, Munich. Prior to 1986, Dr. Barel served in various German and Israeli companies involved in factory automation, computer design and data communication. Dr. Barel received a Doctorate in Electrical Engineering from the Data Communication Department of the Technical University of Aachen, Germany.

**Mr. Benny Hanigal** has been our Director since our inception and served as Chairman of our board of directors until February 1999. Since August 2001, Mr. Hanigal is a partner in Sequoia Capital Venture Fund. In 1985, Mr. Hanigal founded Lannet, of which Mr. Hanigal served as President and Chief Executive Officer until 1995. In 1995, Lannet was acquired by Madge Networks N.V., which thereafter employed Mr. Hanigal until he left in June 1997. From

January 1998 until 2001, Mr. Hanigal served as a Managing Director of a company that manages one of the Star funds. Mr. Hanigal has a B.Sc. degree in Electrical Engineering from the Technion.

**Mr. Anthony Maher** was a member of Floware's board of directors since 1997 and until the merger and has, since the merger, served as a member of our board of directors. In March 2002, Mr. Maher joined Star Venture Management, a venture capital company, as a partner. Mr. Maher was until January 2002 a member of the board of the Information and Communication Networks Group of Siemens AG. Since 1978, Mr. Maher has held various engineering, marketing and managerial positions at Siemens. Prior to that, he was employed by Bell Telephone Laboratories at Naperville, Illinois, contributing to hardware and software design as well as System Engineering. Mr. Maher also serves as director of Adva Optical Networks, Inc. and Cube Optics Inc. Mr. Maher holds M.Sc. and B.Sc. degrees in Electrical Engineering and Physics from the University of Illinois.

**Dr. Orna Berry** has been our external Director since August 2000, a position to which she was reappointed upon our merger with Floware. Since August 2000, Dr. Berry is a venture partner in Gemini Israel Funds Ltd. Between 1997 and 2000, Dr. Berry served as the Chief Scientist of the Ministry of Industry and Trade of the Government of Israel. Prior to this, Dr. Berry was the co-founder and the president of ORNET Data Communication Technologies Ltd., from 1993 to 1997. From 1989 to 1992, Dr. Berry was the chief scientist of Fibronics. Dr. Berry also serves as an external director of Aladdin Knowledge Products Ltd., a security solutions company, and as a director of Compugen Ltd., a biotechnology company. Dr. Berry is also a member of the board of directors of several privately held companies. Dr. Berry received her Ph.D. in Computer Science from the University of Southern California and M.A. and B.A. degrees in Statistics and Mathematics from Tel-Aviv and Haifa Universities.

**Ms. Robin Hacke** was a member of Floware's board of directors since its initial public offering in August 2000 and was appointed as an external director by Floware's shareholders in December 2000. Ms. Hacke was appointed as an external director of Alvarion upon our merger with Floware in August 2001. Since January 2003, Ms. Hacke has served as Managing Director of Triport Advisors Ltd., a company founded by Ms. Hacke and that provides advisory services to investment companies including Portview Communications Partners. From 1990 to 2002, Ms. Hacke served as the Chief Executive Officer of HK Catalyst Strategy and Finance Ltd., a company that Ms. Hacke founded and that provided advisory services to investment companies and high-tech enterprises. From 1986 to 1990, Ms. Hacke held various management positions at Aitech Ltd., an Israeli start-up company. Prior to that, Ms. Hacke was an investment banker at Shearson Lehman Brothers in New York. Ms. Hacke is a member of the board of directors of several privately held companies. Ms. Hacke holds an A.B. magna cum laude degree from Harvard-Radcliffe College and an MBA degree from Harvard Business School.

**Mr. Amnon Yacoby** founded Floware and served as its Chief Executive Officer and as a member of its board of directors until its merger with us. Mr. Yacoby is currently a member of our board of directors. Following our merger with Floware and until the end of 2001, Mr. Yacoby served as our co-Chief Executive Officer. In 1987, Mr. Yacoby founded RAD Network Devices Ltd., a developer of data networking devices, and served as its president and Chief Executive Officer until 1995. From 1972 to 1986, he served in the Israel Defense Forces' Electronic Research Department in various positions, most recently as head of the department. He twice received the Israel Security Award. Mr. Yacoby holds B.Sc. and M.Sc. degrees in Electrical Engineering from the Technion-Israel Institute for Technology.

**Mr. Zvi Slonimsky** joined us as our President and Chief Operating Officer in May 1999 and in June 2000 he became our Chief Executive Officer. Following our merger with Floware in August 2001, Mr. Slonimsky became a member of our board of directors and served as our co-Chief Executive Officer, and since the beginning of 2002 has been our sole Chief Executive Officer. Mr. Slonimsky had been President and Chief Executive Officer of MTS Ltd., a company supplying add-on software to PBXs, since its inception in December 1995 as a spin off from C. Mer Industries. Mr. Slonimsky joined C. Mer in November 1992 as Vice President of its products division. Before joining C. Mer, he was the General Manager of Sorek Technology Center from September 1991 to November 1992. In the years 1989 through 1991, Mr. Slonimsky was the General Manager of DSPG Ltd., the Israeli-based subsidiary of DSPG, Inc. Prior thereto, he held various management positions in Tadiran, an Israeli communication equipment manufacturer. Mr. Slonimsky holds B.Sc. and M.Sc. degrees in Electrical Engineering from the Technion and a M.B.A. degree from Tel-Aviv University.

**Mr. Tzvi Friedman** joined Floware in October 2000 as President and Chief Operating Officer and has served in this capacity in Alvarion since our merger with Floware. Prior thereto from 1988, Mr. Friedman served as Corporate Vice President and General Manager of the DCME division at ECI Telecom. From 1992 to 1996, Mr. Friedman served as vice president Marketing and Sales of ECI Telecom's SDH division. Mr. Friedman holds a summa cum laude bachelor degree in electrical engineering (B.Sc.E.E) and a cum laude masters degree in electrical engineering (M.Sc.E.E.) from Tel Aviv University and a Sloan Program masters degree in management (M.Sc.M.) from the London Business School.

**Mr. Amir Rosenzweig** was appointed President of Alvarion, Inc. in July 2001. Prior to joining Alvarion, between 1998 and 2001, Mr. Rosenzweig served as President, Chief Executive Officer and a Director of MTS Ltd. Between 1996 and 1998 Mr. Rosenzweig served as Vice President Marketing and Sales of GMA Communications Ltd., prior to which Mr. Rosenzweig was President and Chief Executive Officer of Sogo Electronics Ltd., from 1989 until 1996. Mr. Rosenzweig holds a B.Sc degree in Electronics Engineering and an M.B.A. degree, both from the Tel Aviv University.

**Ms. Dafna Gruber** has been our Chief Financial Officer since 1997 and our Controller between 1996 and 1997. Ms. Gruber was a controller at Lannet, a worldwide leading data communications company subsequently acquired by Lucent from 1993 to 1996. Ms. Gruber has a B.A. degree in Accounting and Economics from Tel Aviv University and is a certified public accountant since 1991.

**Mr. Zvi Harnik** was appointed as Executive Vice President in April 2000 and since our merger with Floware has served as Executive Vice President – Research and Development. Prior to this period, Mr. Harnik served as Vice President of Research and Development in Midbartech from September 1999 to April 2000. Prior to joining Midbartech, Mr. Harnik served as our Vice President of Research and Development from 1997 to 1999. From 1987 to 1997, Mr. Harnik served as Engineering and Research Director of Lannet. Mr. Harnik managed the design of an Ethernet switching system that received the Rothschild prize for innovation in 1995. Mr. Harnik has a B.Sc.E.E. degree from the Technion.

**Mr. Benny Glazer** joined us as Vice President of Corporate Sales in August 1999. From 1998 to 1999, Mr. Glazer served as Director of Business Development for ESC Medical Systems Ltd., a manufacturer of medical lasers. During 1996 and 1997, Mr. Glazer served as President and CEO of NuLAN Technologies, a manufacturer of videoconferencing systems. In 1995, he was the President and CEO of North Hills, a data communications company, until its acquisition

by Nbase. From 1985 to 1994, he served as Vice President of International Sales of Fibronics, a LAN and fiber optic networking equipment manufacturer. Mr. Glazer has a B.Sc. degree in Electronic Engineering from Ben Gurion University and a M.B.A. degree from Tel Aviv University.