

Biographies of Directors and Senior Management

EXECUTIVE DIRECTOR

Mr. Benjamin Zhengmin Pan ("Mr. Pan"), aged 38, is an Executive Director and Chief Executive Officer of the Company. Mr. Pan co-founded our Group in 1993. Mr. Pan is responsible for providing strategic direction and leadership and for developing and implementing our Group's strategic objectives and business plans. Specifically, Mr. Pan is responsible for overseeing the coordination between sales and marketing, research and development, manufacturing, and other functions including quality assurance, finance and human resources. Mr. Pan has been instrumental in spearheading our Group's expansion outside the PRC. In 1996, he co-founded and was appointed President and Chief Executive Officer of American Audio Component Inc. ("AAC U.S."). Mr. Pan also co-founded Shenzhen Meiou Electronics Corporation ("Shenzhen Meiou") in 1998 and American Audio Components (Changzhou) Co., Ltd. ("Changzhou AAC") in 2000. In addition to his experience in sales and marketing, manufacturing and management, he has also been instrumental in leading our research and development strategy, and developed a number of patents used in the design and manufacturing of our polyphonic speakers, miniature receivers, transducers and Electret Condenser Microphones. Mr. Pan graduated from the 江蘇省武進師範學校 (Jiangsu Province Wujin Teacher School) in 1987. Mr. Pan is Ms. Wu's spouse.

NON-EXECUTIVE DIRECTORS

Ms. Ingrid Chunyuan Wu ("Ms. Wu"), aged 36, is a Non-executive Director of the Company. Ms. Wu co-founded our Group in 1993. In 1996, she co-founded and later became Chief Financial Officer of AAC U.S.. She also co-founded Shenzhen Meiou in 1998, Changzhou AAC in 2000, and YEC Electronics Limited in 2001. Before Mr. Du Kuang-Yang joined the Group as our Chief Operating Officer in March 2005, Ms. Wu was responsible for the day-to-day operations of these companies. Ms. Wu graduated from 常州衛生學校 (Changzhou School of Public Health) in 1989. Ms. Wu is Mr. Pan's spouse.

Mr. Pei Kang ("Mr. Kang"), aged 49, has been appointed to our Board since February 2007. He has over 25 years of working experience in the technology industry, including over 18 years of experience in various technical and management positions with IBM. He is currently a managing partner of Chengwei Ventures Shanghai LLC, a venture capital investment firm that focuses on investing in companies in China. Mr. Kang received a Bachelor of Science degree from Chinese Culture University, Taipei.

Mr. Yang Dong Shao ("Mr. Shao"), aged 38, was appointed to our Board of Directors (the "Board") in March 2004, resigned with effect from 15th February 2007. Mr. Shao is currently a managing director of chengwei Ventures LLC, a venture capital investment firm that focuses on investing in technology-based companies in PRC. He currently sits on the board of Summit Optical Holdings, Inc., Chengwei AAC Holdings Ltd., Oval Technologies holdings, Inc.. Mr. Shao had previously worked at the Investment Banking Division of Salomon Brothers Inc. Mr. Shao obtained a Bachelor's degree in Economics (Magna Cum Laude) in 1993 from Columbia University, where he was elected Phi Beta Kappa. He also attended the Graduate School of Business at Stanford University and earned a Master's degree in Business Administration in 2000.

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Dr. Thomas Kalon Ng (“Dr. Ng”), aged 52, has been appointed to our Board since November 2004. Dr. Ng has many years of management and investment experience in the high-technology industry. He is currently the managing director of Granite Global Ventures. He was the founder of Venture TDF in Singapore. Dr. Ng has advised the Government of Singapore in its development of “technopreneurship” and served on its advisory board. Dr. Ng has held senior management positions at Solar Energy Research Institute, E.I. DuPont de Nemours & Co. and Genelabs Technologies. Dr. Ng currently serves on the Board of Director for Sinosun Technology Co, Hi-Soft Technology and Boston-Power Inc. Dr. Ng earned a Bachelor’s degree of Science in Bacteriology in 1975, a Master’s degree of Science in Bacteriology in 1977 and a Doctor’s degree in Bacteriology and Biochemistry in 1981 from the University of Wisconsin at Madison in the USA.

INDEPENDENT NON-EXECUTIVE DIRECTORS

Mr. Koh Boon Hwee (“Mr. Koh”), aged 56, is the Chairman of the Company. Mr. Koh has been appointed to our Board since November 2004. Mr. Koh brings with him extensive management experience and leadership. He is currently an Executive Director of MediaRing Limited, the Executive Chairman and Chief Executive Officer of Sunningdale Tech Ltd and Chairman of DBS Group Holdings Ltd and DBS Bank Ltd. Mr. Koh is also a Director of Temasek Holdings (Pte) Ltd. Mr. Koh also sits on the Board of Agilent Technologies, Inc. Mr. Koh is also the Chairman of the Nanyang Technological University Board of Trustees. Mr. Koh has over 20 years of experience in the IT-related and electronics industries. Mr. Koh was previously Chairman of Singapore Airlines Ltd (2001–2005), SIA Engineering Company Ltd (2003–2005), Omni Industries Ltd (1996–2001), Executive Chairman of Wuthelam Holdings Pte Limited (1991–2000) and, before that, Managing Director of Hewlett Packard Singapore (1985–1990), where he started his career in 1977. Mr. Koh graduated from the Imperial College, University of London, with a Bachelor’s Degree (First Class Honours) in Mechanical Engineering. Mr. Koh also holds a Master’s Degree in Business Administration (Distinction) from Harvard Business School. Mr. Koh was awarded Singapore’s Public Service Star by the President of Singapore in 1991 and the Meritorious Service Medal in 1995.

Dr. Dick Mei Chang (“Dr. Chang”), aged 67, has been appointed to our Board since November 2004. Dr. Chang is currently Chairman of Abago Technologies, a privately held semiconductor company headquartered in the USA and Singapore. Dr. Chang has over 30 years’ experience in the development, manufacturing and marketing of semiconductor products. He joined Hewlett-Packard Company (“HP”) in 1967 as a member of the technical staff at HP Labs. Over the years, he held several managerial positions within the semiconductor products group of HP. In 1999, the semiconductor products group was spun off HP as part of Agilent Technologies, Inc.. Dr. Chang became senior vice president and general manager of the Semiconductor Products Group of Agilent Technologies, Inc. in 2002. Dr. Chang received a Bachelor’s degree in physics from the California Institute of Technology and a Doctor’s degree in applied physics from Stanford University.

Mr. Mok Joe Kuen Richard (“Mr. Mok”), aged 43, has been appointed to our Board since April 2005. Mr. Mok is currently a director at Ulmus Investment Limited, a Hong Kong-based private investment company. With over 20 years’ experience in finance, Mr. Mok is a Hong Kong certified public accountant and a chartered accountant in the United Kingdom. Mr. Mok graduated from London School of Economics and Political Science, London University in 1985.

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SENIOR MANAGEMENT

Mr. Richard Peng-Fei Chu (朱鵬飛) ("Mr. Chu"), aged 61, is the Chief Financial Officer of the Company. Mr. Chu has over 20 years' experience in finance. Prior to joining our Group, he had been the finance director of Shanghai Viasystems Electronic Manufacturing Service Company Limited from 2002 to 2004. From 2000 to 2002, he was the chief financial officer of Aurora Company (China) as well as China eLabs, a joint venture between Boston Consulting Group, the e-Millennium Two Fund and Shanghai New Margin Venture Capital. From 1997 to 1999, he was the regional controller and finance director for Yunan Ximeliu Aluminium Foil Co. Ltd in Kunming, the PRC, a joint venture between Alumax Inc, and Yunan Metallurgical Group. In March 1999, he joined Montgomery Ward (Hong Kong) Ltd. as the regional controller. He was previously employed by Compaq Computer Corporation in Houston, Texas. From 1980 to 1985, he was the accounting supervisor of Big Three Industrial Gas in Houston, Texas, where he was responsible for the company's reports to the U.S. Securities Exchange Commission. Mr. Chu holds a Master's degree in Science from the University of Houston-Clear Lake in the USA. Mr. Chu joined the Group in April 2004.

Mr. Du Kuang-Yang (杜光洋) ("Mr. Du"), aged 56, is the Chief Operating Officer of the Company. Mr. Du has over 20 years' managerial experience in electronics manufacturing industry. From 2001 to 2005, Mr. Du was vice president of Supply Chain Management of Solectron (Suzhou) Technology Co., Ltd.. From 1988 to 2001, Mr. Du worked for Motorola's various subsidiaries where he was the managing director of components products sector for Motorola's Tianjin subsidiary and general manager of personal communication sector for Motorola's Taiwan subsidiary. Mr. Du obtained a certificate in business administration from the National Taichung Institute of Technology (previously known as 台灣省立台中商業專科學校 (Taiwan Provincial School of Commerce of Tai-Chung)) in Taiwan in 1971. Mr. Du joined the Group in March 2005.

Mr. Li Xiang (李翔) ("Mr. Li"), aged 42, is the Senior Vice President of Business Strategy of the Company. Mr. Li assists our Chief Executive Officer in forming the business strategy for the Group and in exploring new markets. Mr. Li has over 16 years of experience in sales and marketing. From March 1998 to August 2000, he was head of the international trading department at Kaito Enterprises Corporation. Prior to that, he was head of the international trading department at China National Electronics Import & Export Shenzhen Company from February 1997 to March 1998. Mr. Li obtained a Bachelor's degree in Computer Science from Nankai University in the PRC in 1988. Mr. Li joined the Group in August 2000.

Mr. Zhu Bingke (朱秉科) ("Mr. Zhu"), aged 43, is the Vice President of Acoustic Research and Development of the Company. Mr. Zhu assists our Chief Executive Officer and Chief Operating Officer in the overall coordination of projects, operation and management of our Group. He is also a general manager of Changzhou Weillai Electronic Acoustic Device Co., Ltd.. Prior to joining our Group, he was a deputy general manager at Shenzhen Yuanyu Industrial Development Co., Ltd. from 1992 to 1994. Mr. Zhu obtained a Diploma in Electrical Engineering from the Institute of Changzhou Industry Technology (常州工業技術學院) in the PRC in 1984. Mr. Zhu joined the Group in September 1994.

Mr. Jianlin Di (狄建林) ("Mr. Di"), aged 35, is the Vice President of Research and Development, Non-Acoustic Products of the Company. Mr. Di is in charge of our manufacture engineering operation. Mr. Di has over 14 years' experience in tooling and manufacture engineering. He was the General Manager of Changzhou Kaitai Machinery and Electronics Co., Ltd. from August 1998 to September 2001. Since September 2001, Mr. Di has been the General Manager of Shenzhen Tairuimei Precision Tooling Manufacturing Co., Ltd.. Mr. Di studied tooling design and manufacturing at Jiangsu Changzhou Institute of Radio Industry (常州無線電工業學院) in the PRC.

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Mr. Edward Y. Liu (廖勇濤) (“Mr. Liu”), aged 44, is the Vice President of Acoustic Operation of the Company. Mr. Liu is experienced in the electronics sales and marketing industry. Mr. Liu has held senior sales and marketing positions at various electronics companies in the PRC and the USA, such as Solecron Corporation and Flextronics International. Mr. Liu obtained higher diploma in Electronics Engineering from the Hong Kong Polytechnic University in 1985. Mr. Liu joined the Group in May 2005.

Ms. Stephanie Lau (“Ms. Lau”), aged 30, is the Vice President in charge of investor relations of the Company. Ms. Lau has more than 7 years of investment banking and equity research experience, having worked for Morgan Stanley, Credit Suisse First Boston and HSBC before joining the Group. From 1999 to 2003, Ms. Lau worked for Morgan Stanley in New York and Hong Kong within the investment banking and equity research divisions. From 2003 to 2005, Ms. Lau was an Associate at Credit Suisse First Boston’s Investment Banking Division. During this period, Ms. Lau was a core member of AAC’s IPO execution team. Ms. Lau obtained a Bachelor of Science degree in Management Science from the Massachusetts Institute of Technology in 1999. She joined the Group in April 2007.

Ms. Jin Ye (金叶) (“Ms. Jin”), aged 35, is the Human Resources (“HR”) & Administration al-Director of the Company. Ms. Jin has many years’ HR & Administration managerial experience in retail & manufacturing industry. Prior to joining our Group, she had been the HR Director of Shenzhen Maoye Department Store Co., Ltd from 2003 to 2005; from 2000 to 2003 she was Senior HR Manager of Wal-Mart Global Procurement Overseas Home Office; from 1998 to 2000 she was in charge of the HR & Administration Department of Raystar (Shenzhen) cosmetic factory. Ms. Jin, holds a Bachelor degree in International Trade from the Lanzhou Commercial University in China. Ms. Jin joined the Group in July 2006.

Ms. Zhuang Renyan (莊任豔) (“Ms. Zhuang”), aged 37, is the Secretary to the Board. Ms. Zhuang is in charge of corporate secretarial matters. Prior to joining our Group as Chief Financial Controller in 2001, she was a senior manager at the Shenzhen Pan-China Schinda CPA Firm from January 1995 to August 2001. From June 1997 to May 1998, she underwent an exchange programme at Coopers & Lybrand in Hong Kong. Ms. Zhuang holds a Master’s degree in Economics from Shanghai Maritime University (上海海事大學). Ms. Zhuang also obtained a CICPA Securities and Futures qualification in China (註冊會計師證券相關業務資格) and is a member of the China Institute of Certified Public Accountants (中國註冊會計師協會會員). Ms. Zhuang joined the Group in 2001.

Mr. Wong Ho Kwan (“Mr. Wong”), aged 31, is the qualified accountant and company secretary of the Company. Mr. Wong is a member of the Hong Kong Institute of Certified Public Accountants and the Certified Internal Auditor of the Institute of Internal Auditors. Mr. Wong has over eight years of experience in accounting, auditing and financial control. Before joining the Group in June 2006, he worked with KPMG, PricewaterhouseCoopers and Hutchison Whampoa Limited.