2024 Sustainability Report

Cameo Communications, Inc.

CONTENTS

Letter from the Chairman

Cameo Communications, Inc. (hereinafter referred to as Cameo Communications) is a network communication products research, development, and manufacturing company, focusing on various communication products as its core business. As network communication technology advances, different new generation of applications emerges. Cameo Communications continuously develops new technologies, creates new products, enhances quality, and expands its market. These efforts have led to the continued adoption of its designs and orders from renowned customers, driving stable revenue growth for Cameo Communications.

The Company's consolidated revenue for 2024 was NT$1.18 billion, a decrease of approximately 53% from the NT$2.54 billion in the previous year. The main reason for the decline in revenue was that customers have been actively stocking up since 2023 to prevent material shortages, resulting in high inventory levels. In addition, the effects of significant rate hikes of major countries aiming to control high inflation are starting to show, which effectively leads to tightened monetary policies, suppressing end-user consumption. Meanwhile, the global economic outlook has remained uncertain due to ongoing international geopolitical tensions and regional conflicts, causing customers to adopt a more conservative inventory management approach, resulting order reductions and even delays in shipments. These factors collectively contributed to the revenue decline for 2024 compared with 2023, and the overall results were shown at the end of 2024.

In response to market and environmental changes, the Company continues to implement various measures. Other than maintaining prudent inventory policies, we actively engage with customers regarding less competitive products to discuss partial redesigns or replacements with new models, while promoting higher-value products to increase their sales proportion and gradually improve gross margins. Despite ongoing concerns in the global economy due to inflation and international tensions, we remain committed to enhancing our research and development capabilities, manufacturing efficiency, and product competitiveness. We work closely with our customers to mitigate supply chain risks, focus on enhancing product value, and actively develop competitive new products to meet customer demands, driving sustained growth in both revenue and gross margins.

Facing an intensely competitive business environment, Cameo Communications is committed to corporate sustainability. For corporate governance, we have strengthened operational effectiveness of its Board of Directors by appointing a Corporate Governance Officer with the Board’s approval to assist directors in executing their duties by providing necessary information and ensuring regulatory compliance. We have formulated procedures to enhance Board performance, improving its decision-making quality and demonstrating our commitment to Board gender diversity. We also disclose important company regulations, corporate governance practices, and stakeholder communication on the official website of Cameo Communications to enhance information transparency. We have established a Sustainability Promotion Committee to declare to internal and external personnel that Cameo Communications implements concrete environmental (E), social (S), and governance (G) practices in the Company's daily operations and corporate governance. Following the lifting of pandemic restrictions, our employees began to resume their participation in social welfare activities, resource conservation, and sharing initiatives across departments and regions in Taipei, Hsinchu, and Tainan. Furthermore, in response to impacts brought by global warming and climate change, we continue to strengthen our environmental management in operations, refining various environmental control measures to minimize negative environmental impacts. For water resource management, we continuously improve our manufacturing processes and strengthen wastewater control. For energy conservation and carbon reduction, while our overall energy consumption and carbon emissions fluctuated in recent years due to production capacity changes, the Company’s implemented measures have proven effective, maintaining our commitment to achieving an annual energy reduction target of 1%.

For supply chain management, Cameo Communications maintains a comprehensive supplier audit and evaluation system. We conduct annual on-site evaluations on all Taiwan suppliers to ensure their compliance with regulations and company requirements in areas including products, quality, technology, and environmental health and safety. Raw material suppliers are also required to ensure non-use of hazardous substances specified in REACH and RoHS regulations. Moving forward, Cameo Communications will continue to advance toward strengthening sustainability in our supply chain, with the aspiration to achieve the goal of sustainable operations together with our supply partners.

As a leading network communication product manufacturer, our development of innovative products is attributed to our excellent employees. We offer competitive remuneration and benefits to attract talents and organize comprehensive training programs for employees every year to support their learning and growth. We also continue to offer various benefits to build a sense of belonging toward the Company and help employees achieve work-life balance. Cameo Communications implements occupational safety management, and strives to create a safe working environment. In 2024, we have maintained and improved various occupational health and safety measures, as ensuring employees’ physical and mental well-being remains a continuous goal for Cameo Communications.

Looking ahead, the Company aims to seize opportunities arising from the ongoing development of new technologies that drive network communication demand. In the face of many challenges brought by turbulent international situations, inflationary pressure, a cautiously optimistic economic outlook, trade barriers, and supply chain restructuring, we strive to achieve corporate objectives. While pursuing corporate profitability and growth, Cameo Communications continues to strengthen sustainable management through enhancing corporate governance to protect shareholder and stakeholder interests, developing green products to reduce environmental impact, paying attention to employees to ensure their physical and mental health and safety, and actively engaging in social welfare initiatives, thereby achieving the goal of sustainable business that benefits both the environment and society.

Jeff Wu, Cameo Communications Chairman

Editorial Policy

In pursuit of sustainable business operations and better information transparency, Cameo Communications issues the 2024 sustainability report (hereinafter referred to as this Report), through which we communicate to our stakeholders the measures carried out and performance achieved by the Company in building integrity governance, implementing environmental protection and occupational safety protocols, and enhancing employee remuneration and benefits – all aligned with our goal of sustainable operations. Cameo Communications looks forward to continued stakeholder engagement and valuable feedback for the Company to make great strides on its path toward corporate sustainability.

ESG information disclosure

Disclosure Category	Coverage
Period	The reporting period for this Report encompasses the entire 2024 calendar year. For the sake of completeness in information disclosure, Notes are otherwise provided in relevant sections of this Report for content involving operational activities that span across multiple years. All information presented in this Report have not been restated.
Operation base	Taiwan sites (Cameo Headquarters, Tainan Factory, Hsinchu R&D Center)
Financial data	Consistent with the publicly disclosed parent company only financial statements of Cameo Communications.
Environmental safety data	Taiwan sites (Cameo Headquarters, Tainan Factory, Hsinchu R&D Center)
Employee data	Taiwan sites (Cameo Headquarters, Tainan Factory, Hsinchu R&D Center)

Basis for preparation and information verification methods

- This report is structured in accordance with the Global Reporting Initiative (GRI) Standards 2021 edition and complies with the requirements of the Rules Governing the Preparation and Filing of Sustainability Reports by Listed Companies. A GRI Standards content index is provided in the appendix of this Report for stakeholders' reference.
- The financial data disclosed in this Report have been audited and certified by KPMG in accordance with the International Financial Reporting Standards (IFRS), with amounts expressed in thousands of New Taiwan Dollars (NTD). Data for Environmental protection, employee, and occupational safety are compiled by the respective responsible departments, confirmed by department heads, and presented in calculation methods used by internationally recognized standards.
- To enhance the disclosure quality of this Report, Cameo Communications' headquarters, Tainan Factory, and Hsinchu R&D Center engaged GREAT International Certification Co., Ltd. to conduct Type 1 moderate assurance level verification in accordance with AA1000AS v3 standards. This verification confirmed compliance with GRI Standards 2021 edition. The assurance statement obtained is provided in the appendix of this Report for reference.
- Taiwan sites of Cameo Communications (Cameo Headquarters, Tainan Factory, and Hsinchu R&D Center), with the exception of the Hsinchu R&D Center, have all been verified with ISO 9001:2015 Quality Management Systems, ISO 14001:2015 Environmental Management Systems, and ISO 45001:2018 Occupational Health and Safety Management Systems, and continue to maintain the validity of their certificates.

Publication Frequency

This represents the third ESG report published by Cameo Communications. Going forward, Cameo Communications will issue a report every year. To enhance transparency and accessibility of information disclosed in this Report, the complete electronic version of the Report is available for download from the official website of Cameo Communications.

- Release date: August 2025.
- Next release date: August 2026.

Feedback

Should you have any opinions or suggestions regarding the content of this Report, please feel free to contact us.

Cameo Communications
Liaison Office: 2F, No. 275, Xinhu 3rd Rd., Neihu Dist., Taipei City
Phone: 02-7736-3636
Email: esg@cameo.com.tw

Sustainability Performance

Aspect	2024 Sustainable Action
Governance/ Economic aspect	The Company's individual revenue was NTD 1,184,288 thousand.
	Directors completed a total of 51 training hours of professional courses; Corporate Governance Officer completed a total of 24 training hours
	The Company ranked in the 36%-50% percentile in the Corporate Governance Evaluation for TWSE and TPEx listed companies.
	In 2024, in active response to ESG sustainable development goals, the Company invested NTD 100 million in green bonds (bond code: G107CJ) issued by Taipei Fubon Commercial Bank Co., Ltd. to support the realization of sustainable values in environmental protection, social responsibility, and corporate governance.
	No reports of personnel integrity violations were received; no violations of corporate governance regulations were recorded; no material deficiencies in internal control operations were identified.
	No major information security incidents causing Company operation disruptions occurred; no personal information incidents occurred.
Environmental aspect	Maintain the effective operation of the ISO 14001:2015 Environmental management systems.
	Introduced ISO 14064-1:2018 Specification with guidance for quantification of greenhouse gas and obtained third-party verification.
	Greenhouse gas emissions: generated 132.9276 metric tons of CO_2e in Scope 1; generated 3,428.7687 metric tons of CO_2e in Scope 2; generated 675.3425 metric tons of CO_2e.in Scope 3.
	Complied with RoHS and REACH hazardous substance management regulations and customer requirements for hazardous substance management, suppliers are also required to sign commitment letters to ensure no hazardous substances are used.
	No complaints related to hazardous substance management were received; no conflict minerals were purchased.
	Passed customer RBA audits with no major deficiencies.
	No violations of environmental protection regulations were recorded.
	No supply chain disruptions occurred due to major violations of laws and regulations by suppliers on environmental protection, human rights, and occupational safety related to social responsibility.
	Water consumption decreased by 2321 metric tons compared with the previous year.

Aspect	2024 Sustainable Action
Social aspect	To protect employees' employment rights and interests, all employees are under non-fixed-term employment contracts and are full-time workers.
	The average salary of non-supervisory employees increased by NTD 105 thousand compared with the previous year; the median salary increased by NTD 95 thousand.
	Female employees comprised 54.65% of the workforce.
	84% of employees are under the age of 50.
	The employee retention rate of reinstatement after parental leave is 50%.
	The average training hours per employee reached 9.64 hours.
	In 2014, the Company was awarded the "Happy Enterprise" title by the Taipei City Government.
	In 2024, there were 2 occupational accidents, involving 2 employees (representing 0.74% of total employees at year-end). No deaths due to occupational injuries, serious occupational injuries, or recordable occupational injuries, and no deaths due to occupational diseases or recordable occupational diseases occurred among employees.

1. Stakeholders and Material Topics Identification

Stakeholders and Material Topics Identification

Stakeholders and material topics identification process

01 Understanding the organizational context

In reference to sustainability-related industry standards, reviewed the organization's operational activities, business relationships, and stakeholder identification processes to understand the organization's overall profile and relevant impacts.

02 Identifying actual and potential impacts

Based on the organization's overall profile, information on relevant impacts, and issues of concern for stakeholders, 16 sustainability-related issues of concern were identified.

03 Assessing the significance of impacts

Through internal and external stakeholder questionnaires and surveys, scores on "stakeholder impact" and "economic, environmental, and social impact" were obtained for materiality analysis.

04 Prioritizing the most significant impacts for reporting

After ranking The identified issues of concern and having their significance verified with consultants based on sustainability-related industry standards, 9 material topics were selected in the end.

1.1 Sustainability Implementation Committee

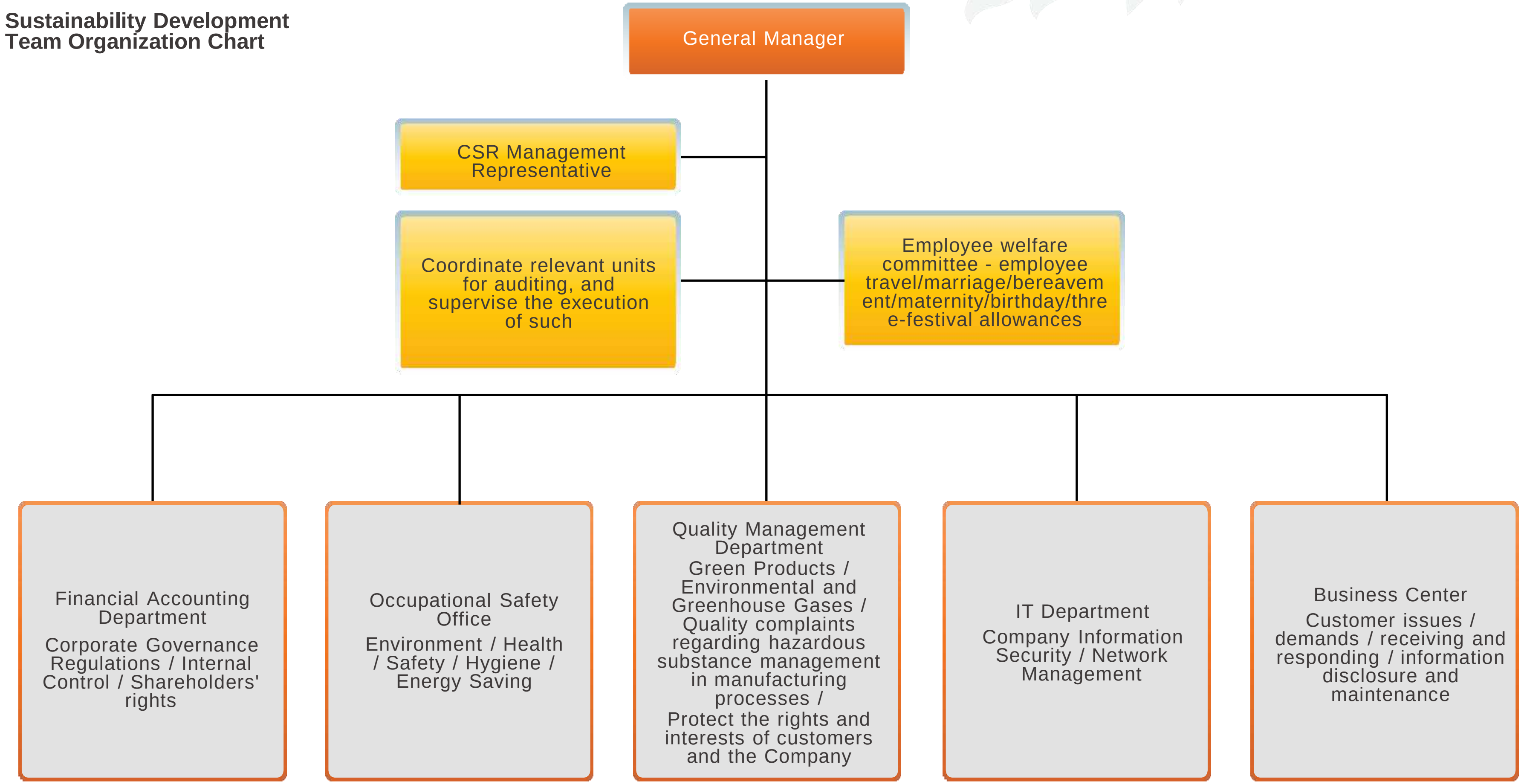
The Board of Directors of Cameo Communications approved the Corporate Social Responsibility Best Practice Principles and authorized the General Manager to establish a Sustainability Implementation Committee, with the General Manager appointed as Chairperson. The Sustainability Implementation Committee formulates sustainable development policies and is responsible for promoting and implementing these policies within the Company, progressively integrating sustainable management concepts into the corporate culture of Cameo Communications.

In response to the environmental, social, and corporate governance (ESG) aspects of sustainable development, the Sustainability Implementation Committee has established specialized working groups comprising relevant departments, to gather issues of concerns for stakeholders regarding environmental protection, occupational safety, supply chain management, labour rights, operational performance, and corporate governance. Out of respect for stakeholder rights and interests, a dedicated stakeholder section has been created on the Company website to appropriately address important sustainability issues of concern to them. Moving forward, Cameo Communications plans to report ESG implementation results to the Board of Directors annually to strengthen the Board's engagement in the Company's ESG performance and outcomes.

Cameo Communications Sustainable Development Best-Practice Principles

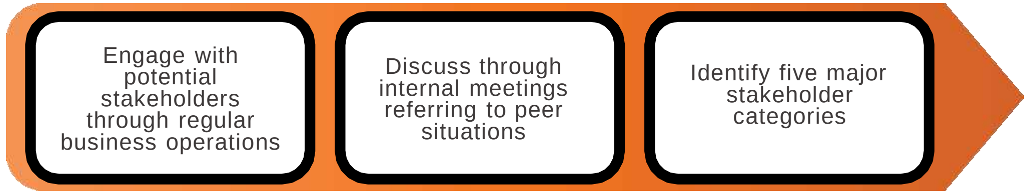
Cameo Communications Sustainability Report

Sustainability Development Team Organization Chart



1.2 Identification of Stakeholders

Identifying major stakeholders



Stakeholders are individuals or groups that affect or are affected by the Cameo Communications. Potential stakeholders are first shortlisted by different departments based on their respective business functions, then are categorized according to the frequency of interactions with Cameo Communications, significance of influence and importance to each other, upon discussions in internal meetings with reference to peer situations, into five major stakeholder categories: investors, customers, employees, suppliers, and regulatory authorities.

1.3 Stakeholder Communication Channels and Issues of Concern

Different categories of major stakeholders have varied issues of concern regarding Cameo Communications. Each department within Cameo Communications proactively maintains positive interactions with stakeholders through multiple communication channels, enabling stakeholders who follow Cameo Communications to gain timely understanding of the Company's operational performance. Simultaneously, this enables Cameo Communications to comprehend stakeholder requirements and expectations for the Company and respond promptly. The Company reports the status of major stakeholder communications to the Board of Directors annually.

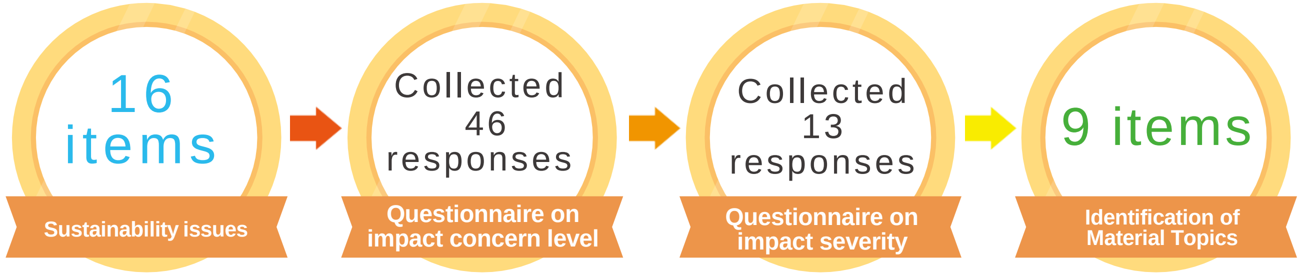
Cameo Communications departments collect issues of concern raised by major stakeholders during routine business interactions, which are then consolidated and summarized by the Sustainability Implementation Committee. Concurrently, by referencing the GRI Sustainability Reporting Standards 2021 version and industry peer CSR reports, sixteen sustainability topics have been identified, encompassing economic, environmental, and social dimensions, ensuring that the sustainability information disclosed by Cameo Communications meets the completeness and diversity requirements of the GRI Standards.

Major Stakeholder	Importance to the Company	Issues of Concern	Communication Channels/Frequency
Investor	• Shareholders are the capital contributors to the Company. The Company shall safeguard shareholder rights and interests, treat all shareholders fairly and equitably, and ensure that shareholders have full rights to information, participation, and decision-making regarding material corporate matters.	• Operating performance • Ethical integrity • Innovative research and development • Talent cultivation • Occupational safety	• Annual General Meeting/once a year • Announce important information on Market Observation Post System and Company website/as needed • Company website, shareholder service mailbox Investors@cameo.com.tw, and phone number/as needed • Contact window: spokesperson, acting spokesperson/as needed • Hold corporate briefing meetings
Customer	• Customers are the primary source of the Company's profitability. Ensuring high-quality products and maintaining positive customer relationships represents the Company's most steadfast commitment to its customers.	• Sustainable supply chain • Waste management • Information security • Occupational safety • Greenhouse gas management	• Customer Service Satisfaction Survey/once a year • Operating bases/as needed • Company website, sales service mailbox sales@cameo.com.tw, and phone numbers of corresponding departments/as needed • Contact window: Customer Service/as needed • Quarterly Business Review (QBR)

Major stakeholder	Importance to the Company	Issues of Concern	Communication Channels/Frequency
Supplier	• The Company's products rely on the stable supply of raw materials and components from many supply partners.	• Information security • Occupational safety • Customer relations • Ethical integrity • Energy management	• Supplier evaluation/regularly • Confidentiality agreement/during business transactions • Contact window: Purchasing Department/as needed • Supplier service mailbox cameo_vendor@cameo.com.tw • Sign the Integrity Commitment Letter and the Corporate Social Responsibility Code of Conduct Commitment Letter
Employee	• Employees are the indispensable backbone of the Ccompany's operations. The Ccompany provides competitive remuneration and benefit packages that exceed market standards to ensure talent retention, while striving to create a workplace that promotes employee well-being and diverse professional development opportunities.	• Operating performance • Remuneration and benefits • Innovative research and development • Customer relations • Information security	• Labor-management meeting/quarterly • Communications with department heads/as needed • Employee complaint and feedback mailbox declare@cameo.com.tw/as needed • Contact window: Human Resources Manager/as needed • Complaint hotline, employee online service hotline through LINE/as needed
Regulatory Authority	• Government agencies formulate and enforce laws, regulations, and regulatory standards to ensure corporates are in compliance with environmental, social, and governance (ESG) requirements during business operations. The regulatory oversight function of government agencies helps protect the natural environment, safeguard labour rights, prevent corruption, and promote ethical business conduct. Government agencies play a crucial role in formulating and advancing sustainable development policies, which directly impact the Company's operations and strategic direction.	• Greenhouse gas management • Waste management • Occupational safety • Ethical integrity • Operating performance	• Contact window: Responsible department managers/as needed • Compliance with government regulatory requirements and legal frameworks • Obtain international environmental, health, and quality certifications • Participate in regulatory briefings, consultation sessions, and other events organized by regulatory authorities

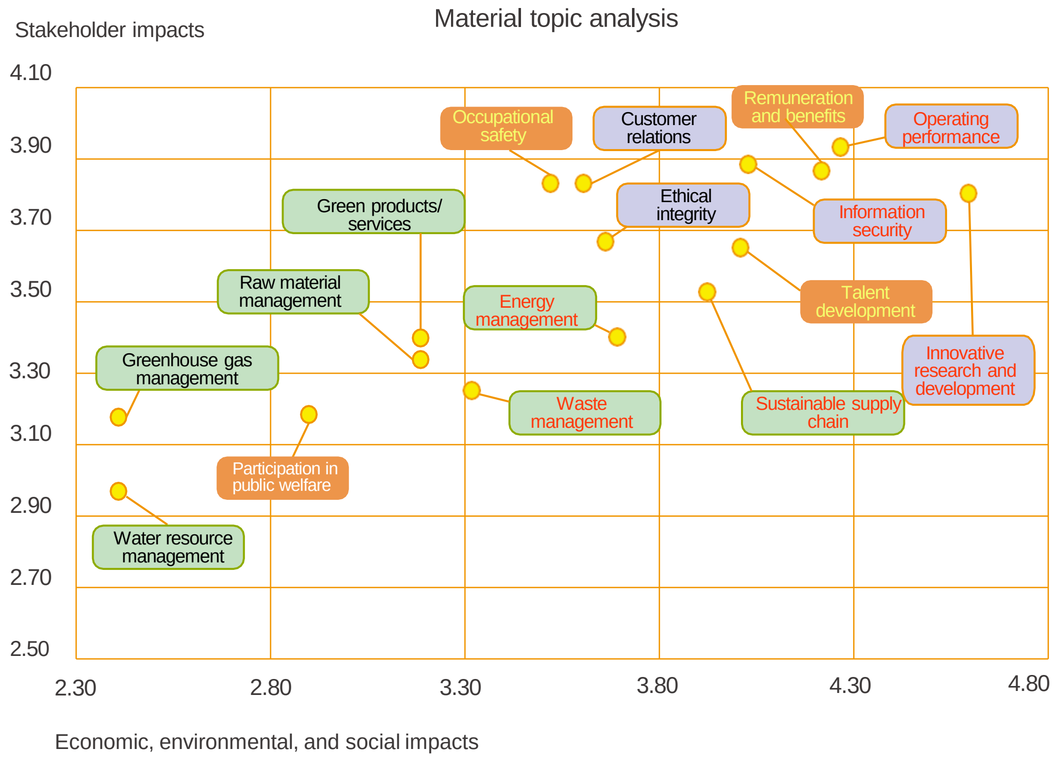
1.4 Identification of Material Topics

Major topic identification process



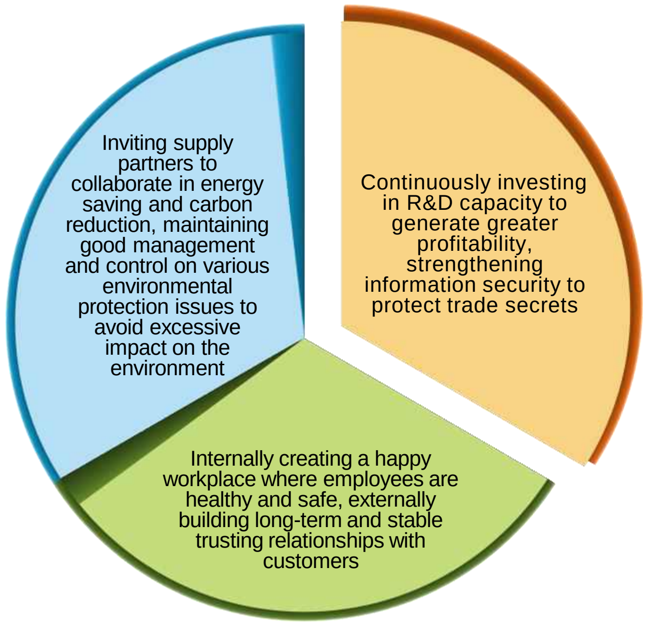
Aspect	Sustainability issues
Environmental aspect	Sustainable supply chain management, raw material management, energy management, greenhouse gas management, water resource management, waste management, green products.
Social aspect	Remuneration and benefits, occupational safety, talent development, and participation in public welfare.
Economic aspect	Operational performance, ethical integrity, innovative research and development, customer relations, and information security.

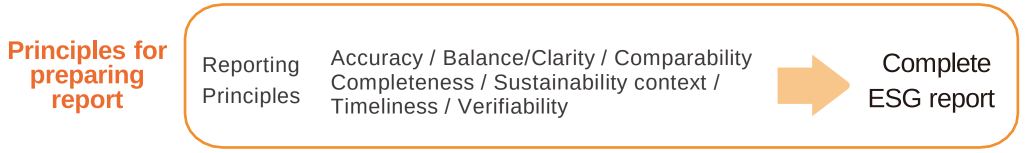
The Cameo Communications Sustainability Implementation Committee drafted 16 sustainability issues and sent an online survey to major stakeholders. A total of 46 valid responses were collected, in which 2 are from shareholders/investors, 28 from employees, 3 from customers, 12 from suppliers, and 1 from government agency. This process determined the level of concern of major stakeholders on impact brought by each sustainability issues. Another online survey was then sent to 13 executives of the Company to evaluate the severity of impact each sustainability issue on Cameo Communications. The combined scores from both surveys were consolidated to create a material topic matrix. Following deliberation by the Sustainability Implementation Committee, the top 3 highest-scoring sustainability issues from each of the environmental, social, and economic aspects were identified as material topics for the year. The identified 9 material topics that Cameo Communications should prioritize for disclosure across environmental, social, and economic aspects are: innovative Research and development, operational performance, remuneration and benefits, information security, talent development, sustainable supply chain, occupational safety, energy management, and waste management. Additionally, greenhouse gas management is voluntarily included as a material topic. Considering that the Company's operations had no significant changes in 2024, after discussion within the Sustainability Implementation Committee, the material topic reporting framework from 2023 will be followed.



ESG aspects	Material Topics (positive impact/negative impact)
Environmental aspect	Sustainable supply chain management (positive), energy management (positive), waste management (positive), greenhouse gas management (positive)
Social aspect	Remuneration and benefits (positive), talent development (positive), occupational safety (positive)
Governance/Economic aspect	Innovative research and development (positive), operational performance (negative), information security (positive)

Cameo Communications summarized three main ESG axes of the year based on the 16 material topics, which are continuously investing in R&D capacity to generate greater profitability, while strengthening information security to protect trade secrets; internally creating a happy workplace where employees are healthy and safe, while externally building long-term and stable trusting relationships with customers; inviting supply partners to collaborate in energy saving and carbon reduction, while maintaining good management and control on various environmental protection issues to avoid excessive impact on the environment.





Cameo Communications prepares its ESG Report in accordance with the GRI Standards reporting principles: based on the sustainability context principle, transparently disclosing how the Company implements responsive measures to improve or mitigate negative impacts on actual economic, environmental, and social conditions in its operating locations and surrounding regions; based on the completeness principle, the information disclosed in the Report shall adequately reflect the scope of the Company's significant economic, environmental, and social impacts; based on the accuracy principle, the information in the Report shall be sufficiently accurate and detailed for stakeholders to evaluate the Company's ESG performance; based on the balance principle, the information in the Report shall provide a fair representation of both positive and negative performance, enabling stakeholders to make reasonable assessments on the Company's ESG performance; based on the clarity principle, the Report shall present information in a way that is accessible and understandable by stakeholders; based on the comparability principle, the Report shall disclose ESG information with internationally recognized standards, using a methodology that allows stakeholders to analyze the Company's long-term performance; based on the timeliness principle, the Company regularly issues ESG Reports, providing important ESG information in a timely manner for stakeholders to make informed decisions; based on the verifiability principle, the Company compiles ESG Reports in such a way that the information can be examined by internal and external parties to establish the accuracy of disclosed information.

Determine material topics and boundaries (consultant)

Aspect	Material Topics	Importance to Cameo Communications	Internal boundary	External boundary				Corresponding GRI Standards	Disclosure in Report
			The Company	Investor	Supplier	Customer	Government agency		
Environment	Sustainable supply chain management	• In addition to its own ESG improvements, Cameo Communications also leverages its influence over the supply chain to require supply partners to comply with local operating regulations and Cameo Communications' ESG policies, and invites them to jointly respond to sustainable operations, making increasing progress in environmental protection and employee care.	●		●			• 308: Supplier environmental assessment 2016 • 414: Supplier social assessment 2016	• 4.5 Supply chain management
Environment	Energy and greenhouse gas management	• As Cameo Communications' operations continue to grow, to prevent proportional increases in total greenhouse gas emissions, internal implementation of stringent energy conservation and carbon reduction measures is essential to ensure compliance with customer requirements.	●			●		• 302: Energy 2016 • 305: Emissions 2016	• 4.2 Energy management • 4.3 Carbon emission management
Environment	Waste management	• To be environmentally friendly, Cameo Communications reduces the environmental impact of waste by implementing waste reduction and classified recycling management.	●				●	• 306: Waste: 2020	• 4.6 Waste management
Society	Remuneration and benefits	• Providing competitive compensation systems and comprehensive employee benefits can attract outstanding talent while enhancing employee loyalty to the company, enabling mutual growth and creating win-win outcomes.	●			●		• 401-1 – 401-3	• 5.2.1 Remuneration and benefits
Society	Occupational safety	• Cameo Communications provides colleagues with a healthy and safe workplace environment so that colleagues can work with peace of mind.	●			●	●	• 403: Occupational health and safety 2018	• 5.3 Occupational safety and health
Society	Talent development	• The Company's sustainable operation and growth depend on employees fully demonstrating their professional and management capabilities. Through training and development mechanisms at different levels, the Company continuously enhances the competitiveness of employees and supervisors, positioning the Company as a global leader in technology and operations in the networking industry.	●			●		• 404: Training and education 2016	• 5.2.2 Talent development

Determine material topics and boundaries (consultant)

Aspect	Material Topics	Importance to Cameo Communications	Internal boundary	External boundary				Corresponding GRI Standards	Disclosure in Report
			The Company	Investor	Supplier	Customer	Government agency		
Economy	Operating performance	• Maximizing profit is the fundamental objective of Cameo Communications' continuous operations. In addition to enhancing confidence among investors, employees, supply partners, and customers, the company aims to create mutual prosperity and sustainable business growth.	●	●	●	●		• 201: Economic performance: 2016	• 3.4 Operational performance
Economy	Innovative research and development	• Cameo Communications is committed to product research and development and technological innovation. Developing new technologies represents the company's most critical competitive advantage. Through continuous R&D investment and the development of diversified product lines, the company expands product application domains and enhances overall operational momentum.	●	●		●		• Cameo Communications self-selected material topic	• 3.5.1 Innovative Research and Development
Economy	Information security	• Cameo Communications regards development technology and customer confidentiality as the lifeblood of business operations. Through information security management mechanisms, the Company ensures that no information security risk awareness gaps exist and implements customer information security controls to guarantee the protection of the Company's trade secrets.	●	●		●		• Cameo Communications self-selected material topic	• 3.6 Information security

1.5 Sustainable Development Goals

The Sustainable Development Goals (SDGs) are an initiative announced by the United Nations in 2015, comprising 17 sustainable development goals and 169 detailed targets, serving as guiding principles for sustainable development efforts by member countries and global enterprises leading up to 2030.

Cameo Communications integrates the Sustainable Development Goals into the Company's business strategy, focusing on expanding its thinking patterns through continuous economic efficiency to strengthen environmental protection and other relevant regulations, improving employee treatment to attract outstanding talent, eliminating workplace inequality conditions, reducing emissions and waste discharge, and greenhouse gases, and inviting suppliers to join efforts toward improved environment and enhanced workplace treatment. Looking ahead, Cameo Communications aims to contribute more meaningfully to the Sustainable Development Goals and fulfill its corporate social responsibility.

SDGs	Detailed Targets	Cameo Communications Response
1 NO POVERTY	1.4 Ensure that all men and women, in particular the poor and the vulnerable, have equal rights and access to economic resources.	• Provide competitive compensation systems and comprehensive welfare measures that meet the basic living conditions and complete welfare requirements for employees, enabling them to work with peace of mind and improve personal and family economic standards. • Appropriately adjust employee salaries based on the Company's profitability to increase colleagues' attachment to the Company.
4 QUALITY EDUCATION	4.5 Eliminate disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples, and children in vulnerable situations. 4.7 Promote education for sustainable development, sustainable lifestyles, human rights, gender equality, peace and non-violence.	• Arrange functional training for employees with different business attributes to ensure that each employee receives vocational training opportunities. • Plan sustainability development, workplace gender equality, and labor rights courses to encourage employee participation.
5 GENDER EQUALITY	5.1 End all forms of discrimination against all women and girls. 5.4 Recognize and value care and domestic work by women through social protection policies.	• Gender is not considered in employee appointment, assessment and promotion. • Provide employees with non-discriminatory maternity and paternity leave application rights regardless of gender.

SDGs	Detailed Targets	Cameo Communications Response
6 CLEAN WATER AND SANITATION	6.3 Improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, reducing the proportion of untreated wastewater. 6.4 Substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity. 6.a Expand capacity-building support in water- and sanitation-related activities and programmes, including water harvesting, desalination, wastewater treatment, recycling, and reuse technologies.	• Perform routine testing of effluent water quality, with test results over the past three years demonstrating full compliance with local discharge regulations and standards. • In response to external environmental and climatic changes around the facility, progressively adjust water conservation measures to achieve proportional reduction in total water consumption.
8 DECENT WORK AND ECONOMIC GROWTH	8.5 Achieve full and productive employment and decent work for all men and women, including for young people and persons with disabilities, and equal pay for work of equal value. 8.7 Prohibit child labor and eliminate oppressive labor. 8.8 Protect workers' rights and promote workplace safety, particularly for women and workers engaged in hazardous occupations..	• Gender is not considered in employee appointment, assessment, and promotion. • Appropriately adjust employee salaries based on the company's profitability to enhance employee loyalty and commitment to the company. • Respect labor rights, including prohibiting child labor and prohibiting any form of workplace discrimination. • Maternal employees should appropriately adjust their job content in accordance with the law, reduce their workload, and effectively protect maternal employees. • Implement the occupational safety and health management system to effectively improve employee workplace safety.
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	9.5 Encourage innovation, increase the number of research and development workers and research and development spending.	• Continuously optimize the R&D team headcount for new product technology development in recent years, with corresponding adjustments to the annual ratio of R&D spending to total revenue.
10 REDUCED INEQUALITIES	10.2 Promote the social, economic and political inclusion of all, irrespective of age, sex, disability, religion, or economic or other status.	• The Company's recruitment, assessment, and promotion mechanisms do not take employees' physical or psychological differences as criteria for consideration. • Establish employee grievance channels with comprehensive grievance procedures to protect whistleblowers.

SDGs	Detailed Targets	Cameo Communications Response
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12.5 Substantially reduce waste generation through prevention, reduction, recycling and reuse.	• Continuously improve production processes and reduce waste output.
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	16.6 Develop effective, accountable, and transparent systems at all levels. 16.7 Ensure responsive, inclusive, participatory, and representative decision-making at all levels.	• Strengthen corporate governance through internal controls to ensure personnel compliance with all company regulations and establish independent reporting channels with comprehensive grievance procedures. • Engage with stakeholders to understand their requirements and expectations regarding the Company and provide regular reports to the Board of Directors.

2. About Cameo Communications

2.1 Company Profile

Cameo Communications, Inc. is a company specializing in the manufacturing and assembly of computer network communication equipment and communications products, focusing on Layer 2 managed ethernet switches, wireless client adapters, wireless LAN AP/routers, SOHO routers, Ethernet switches, media converters, USB-to-Ethernet converters, web smart switches, Ethernet network interface cards, network cards, network hubs, network routers, network home gateways, and other communication products. Through innovative product design and marketing strategies, we have established strategic relationships with telecommunications suppliers and equipment brand manufacturers, building market presence across more than ten industrialized countries. Due to proactive research and development innovation and clear understanding of market demands, we assist customers in achieving sustained sales growth toward their targets. In recent years, with the emergence of various new network communication applications and advances in wireless communication technology, under the continuous efforts of the Cameo Communications management team in product development and market expansion, our products have gained favor from numerous internationally renowned customers. After years of industry cultivation and brand image accumulation, Cameo Communications has now achieved a prominent industry position in the computer network communication products sector.

Company Name	Cameo Communications, Inc.
Headquarters location	No. 275, Xinhu 3rd Rd., Neihu Dist., Taipei City
Paid-in capital (Unit: NTD Thousand)	3,307,792
Consolidated revenue for the year (Unit: NTD Thousand)	1,184,288
Number of employees	Taiwan: 419
Operation base	Neihu Headquarters, Taipei, Taiwan, Tainan manufacturing base, Hsinchu R&D Center
Main products/services	Local area network switches and routers Wireless network access points and routers Broadband routers Others (optical fiber media converters, PLC related products, MoCA related products, HPNA related products, GPON related products, G.hn related products)
Product sales (unit: thousand)	Wired communication products 510 Wireless communication products 78 Other products 668

Note: Data statistics are as of the end of 2024.

Company History:

1991	Cameo Communications, Inc. was established with a paid-in capital of NT$32,760 thousand (including NTD 8,190 thousand in technology shares).
1992	To improve financial structure, the Company carried out a cash capital increase of NT$62,564.4 thousand (including NT$15,641.1 thousand in technology shares), paid-in capital amounted to NT$95,324.4 thousand after capital increase.
1993	To improve financial structure, the Company carried out a cash capital increase of NT$14,675.6 thousand (including NT$3,668.9 thousand in technology shares), paid-in capital amounted to NT$110,000 thousand after capital increase. Launched Ultra Hub AH5000, an intelligent enterprise network hub solution. CAMEO SNMP hub ranked second in performance testing conducted by Communication Week, a U.S. professional magazine. Launched integrated boundary router HUB.
1994	To improve financial structure, the Company carried out a cash capital increase of NT$49,000 thousand, paid-in capital amounted to NT$159,000 thousand after capital increase. The diversified hub Ultra Hub 1000 received "Best Choice" recognition from a UK networking professional magazine. Launched intelligent local area bridging hub.
1995	Achieved ISO 9001 quality management systems certification on April 28.
1996	To offset accumulated losses, the Company carried out a capital reduction of NT$39,750 thousand and simultaneously a cash capital increase of NT$80,000 thousand, paid-in capital amounted to NT$199,250 thousand after capital reduction and increase. Acquired Yu-Chu Technology Co., Ltd. from D-Link Corporation for NT$68,880 thousand as a long-term equity investment, holding 98.4% equity right in the company.
1997	To reduce management costs and enhance export competitiveness, merged with Yu-Chu Technology Co., Ltd., assuming all assets, liabilities, employees, and operations. Mr. Huang, Chi-Cheng succeeded to the positions of Chairman and General Manager of the Company.
1998	To expand business scale and increase market share, merged with Chun Kai International Co., Ltd. through issuance of 15,800 thousand new shares, paid-in capital amounted to NT$357,250 thousand after the capital increase. To expand production capacity, purchased facility at 6th and 7th floors of Asia Pacific Trade Center, No. 28 Zhongxing Road, Xizhi Township, Taipei County. Mr. Huang, Chi-Cheng resigned as general manager of the Company and was replaced by Mr. Chien, Chih-Hao. Independently developed and mass-produced 10M Ethernet network cards, hubs, and 100M Ethernet hubs.
1999	Due to business growth leading to increasingly crowded original warehouse space, to improve operating environment, purchased first floor space at No. 22 Zhongxing Road in 1999 for warehouse use after proper planning. Went public on June 28, 1999. Mr. Huang, Chi-Cheng resigned as Chairman of the Company and was succeeded by Mr. Chien, Chih-Hao, while the position of General Manager was succeeded by Ms. Wang, Pao-Yi, promoting from Vice General Manager. Completed the development of 10/100M Nway Ethernet network cards, dual-speed hubs, and switches.
2000	To repay facility purchase loans and improve financial structure soundness, a cash capital increase of NT$160,000 thousand and a capital increase through retained earnings of NT$60,777.5 thousand were carried out, paid-in capital amounted to NT$578,027.5 thousand after capital increase. Launched HomePNA 1.0 and VLAN intelligent 10/100M Nway Ethernet switches..
2001	To strengthen the R&D team and equipment, the 7th-floor space of No. 32 and 34 Zhongxing Road was purchased to be used as an R&D laboratory. Application was filed with the Taipei Exchange in May for the over-the-counter trading of stocks. In September, capital increase through retained earnings was carried out, paid-in capital amounted to NT$674,621.6 thousand after capital increase. Approved for over-the-counter trading of general stocks in September.
2002	Company shares commenced over-the-counter trading on January 22, 2002. Head office relocated from Hsinchu Science Park to Xizhi City, Taipei County in August. Capital increase through retained earnings was carried out in September, paid-in capital amounted to NT$902,008.1 thousand after capital increase. Added a new wireless communication R&D department in October.

Company History:

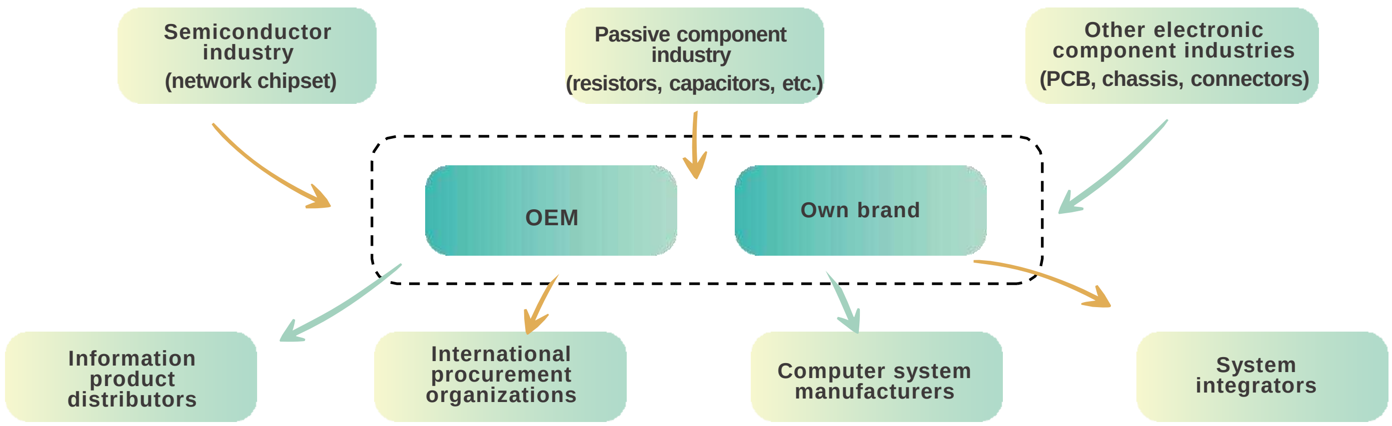
2003	On August 4, the Company's shares transferred from over-the-counter trading to stock exchange trading. In August, capital increase through retained earnings was carried out, paid-in capital amounted to NT$1,089,369.6 thousand after capital increase. The Company's Gigabit switch sales volume is number one among industry peers in Taiwan.
2004	In October, a capital increase through retained earnings was carried out, paid-in capital amounted to NT$1,113,369.6 thousand after capital increase. On October 29, the Company's Board of Directors approved merger with Global Sun Technology Inc..
2005	On May 13, the Company's Board of Directors rescinded the merger with Global Sun Technology Inc. and approved incorporating Global Sun Technology Inc. as a 100% owned subsidiary through share exchange. In July, a capital increase through retained earnings of NT$217,879.24 thousand was carried out, paid-in capital amounted to NT$1,331,248.81 thousand after capital increase. Base day for the Company's acquisition of Global Sun Technology Inc was December 1.
2006	In April, indirect investment in Nettech Technology (Suzhou) Co., Ltd. was made through the subsidiary CAMEO HOLDING LTD. In September, the Company participated in the private placement of TurboComm Tech Inc., with an investment of NT$ 60 million. In October, capital increase through retained earnings of NT$204,134.8 thousand was carried out, paid-in capital amounted to NT$1,685,483 thousand after capital increase.
2007	In March, NT$800 million unsecured convertible corporate bonds were issued. In April, the Company's Board of Directors approved the dissolution and liquidation of its subsidiary, Global Sun Technology Inc. In August, capital increase through retained earnings, employee bonuses, and capital reserve of NT$129,129 thousand was carried out, paid-in capital amounted to NT$1,814,612 thousand after capital increase. On September 20, the Company's Board of Directors approved the merger with Wide View Technology Co., Ltd., with the merger base day set as October 1.
2008	In September, a capital increase through retained earnings, employee bonuses, and capital reserve of NT$394,451 thousand was carried out, paid-in capital amounted to NT$2,209,063 thousand after capital increase. On September 30, the Company's Board of Directors approved the merger with Kaijin Technology Co., Ltd., with the merger base day set as November 1.
2009	In September, a capital increase through retained earnings and capital reserve of NT$66,272 thousand was carried out, paid-in capital amounted to NT$2,275,335 thousand after capital increase. On December 16, the purchase of the Company's business headquarters in Neihu through the seventh Board of Directors meeting in the year; the purchase price was renegotiated with the seller to NT$1.483 billion (tax included) on July 12, 2010.
2010	In September, a capital increase through retained earnings and capital reserve of NT$295,794 thousand was carried out, paid-in capital amounted to NT$2,571,129 thousand after capital increase.
2011	In September, a capital increase through retained earnings of NT$154,268 thousand was carried out, paid-in capital amounted to NT$2,725,397 thousand after capital increase.
2013	On November 11, the Company's Board of Directors approved the disposition of subsidiary CAMEO HOLDING LTD.
2014	In September, investment in SOARNEX TECHNOLOGY CORPORATION was made through the subsidiary Qianjin Investment Co., Ltd..
2015	In September, the Company applied for the cancelation of treasury stock of NT$43,040 thousand, reducing the capital to NT$2,682,357 thousand.
2016	In December 2016, the Company's Board of Directors approved the Tainan factory construction proposal and signed a construction contract with Lee Ming Construction Co., Ltd. with total construction cost of NT$ 1.088 billion.
2017	In March, the Company's Board of Directors approved the dissolution and liquidation of its subsidiary, Wide View Technology Inc.. In November, the Company's Board of Directors approved the Tainan Factory equipment purchase proposal NT$ 400 million.
2018	In August, Tainan factory obtained license and factory registration certificate. In September, the subsidiary, Wide View Technology Inc., completed dissolution and liquidation.

Company History:

2019	In March, the Company's Board of Directors approved its subsidiary, Nettech Technology (Suzhou) Co., Ltd. to sell its 100% equity right in Suzhou Soarnex Technology Co., Ltd. to another subsidiary, Luis Jo'se Investments Inc. In August, the Company's Board of Directors approved NT$360 million for Tainan plant purchase project. In October, the transfer of equity right of Suzhou Soarnex Technology Co., Ltd. to Luis Jo'se Investments Inc. was completed.
2020	In September, the Company's Extraordinary Shareholders' Meeting approved an interim capital reduction to offset a deficit of NT$385,564 thousand, paid-in capital would be NT$2,296,792 thousand after capital reduction, with capital reduction base day set as December 30, 2020.
2021	In February, the Company carried out a capital increase through private placement of 101,100,000 shares, paid-in capital amounted to NT$3,307,792 thousand after capital increase, and the delivery date of new stock was April 15, 2021. In April, issuance of stocks through capital reduction were completed.
2022	In August, the Company's Board of Directors approved the dissolution and liquidation of SOARNEX TECHNOLOGY CORPORATION. In November, the Company's Board of Directors approved the dissolution and liquidation of its subsidiary, Nettech Technology (Suzhou) Co., Ltd.
2023	In April, SOARNEX TECHNOLOGY CORPORATION completed liquidation. In August, the subsidiary, Nettech Technology (Suzhou) Co., Ltd., completed liquidation.
2024	Hsinchu R&D Center was established.

Position of Cameo Communications in the Overall Industry Chain

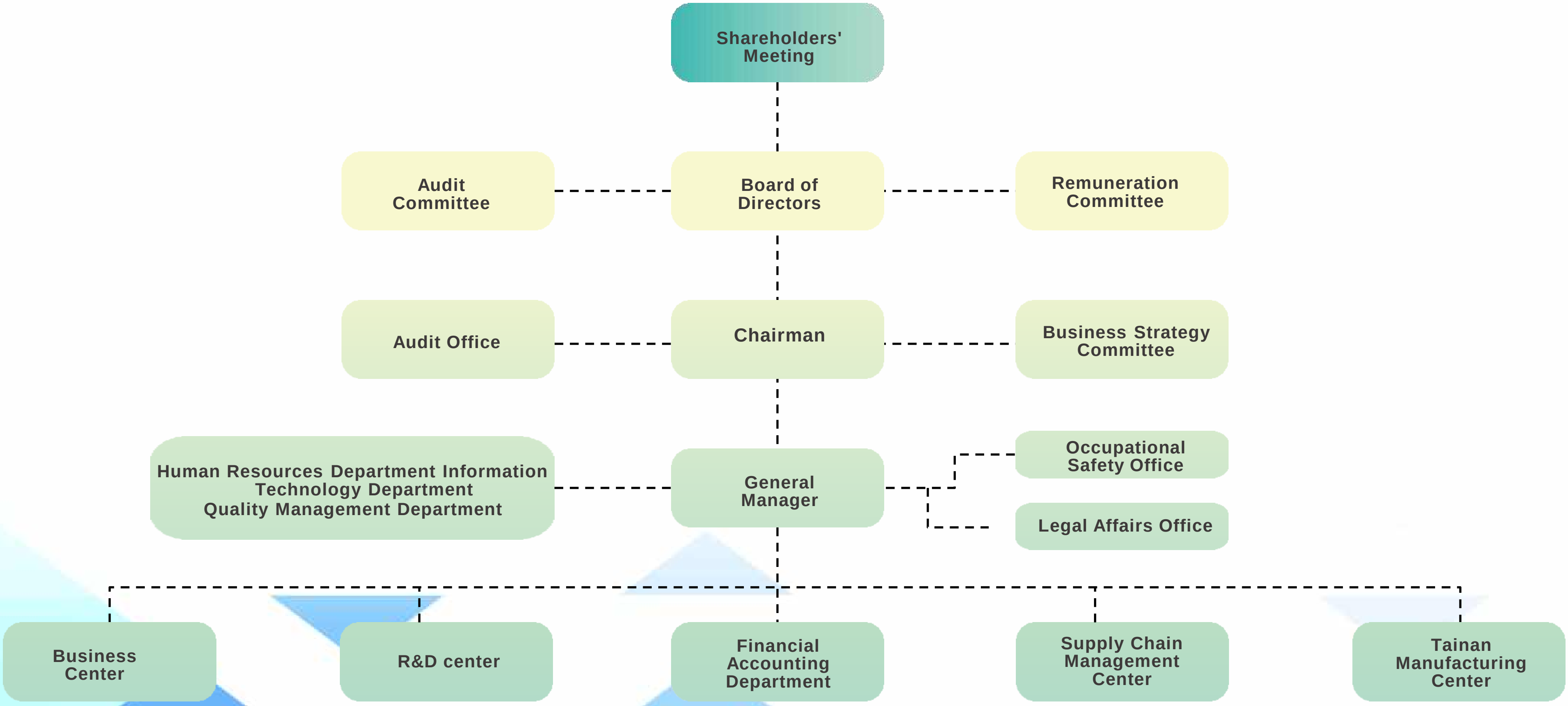
The Company belongs to the local area network equipment sector within the computer networking industry. The upstream of this industry includes the semiconductor industry (network chipsets), passive component industry (resistors, capacitors, etc.) and other electronic component industries (such as PCB, chassis, connectors, etc.), while the downstream includes IT product distributors, international procurement organizations (IPO), computer system manufacturers and system integrators (see table below). However, as the Company's primary business is OEM for local area network equipment, its downstream also include computer network original brand manufacturers in addition to the four types mentioned above.



Position of Cameo Communications in the upstream, midstream, and downstream of the overall industry chain

Cameo product information

Cameo Communications, Inc. Organization Chart



2.2 Business philosophy

Vision

Cameo Communications product development aims to help brand customers and end-users plan for the future. Cameo's products are designed to allow users to build enterprise-wide networks that support various protocols and operate under the control of an advanced network management system. We are able to maintain our price advantage because the architecture of our hub is easily expandable to accommodate more channels and different protocols. Existing customers can quickly and easily upgrade their equipment.

Mission

Cameo Communications maintains open communication with customers and field organizations via the Internet. Company executives work in the field as much as possible, collaborating closely with marketing and technical support personnel to meet with potential customers and keep abreast of market trends. R&D personnel regularly participate in trade shows, focusing on the needs of network administrators and the priorities of distributors. At Cameo, communication with customers, vendors, and standards organizations is conducted daily and integrated into the Company's plans.

Value

Cameo Communications firmly believes in the principle of providing high-quality and the best value for money. Our motivation stems from our commitment to value, quality, and reliability; our guiding principle is to respect our customers, suppliers, distributors, and employees. Hubs are rapidly becoming a commodity product, just like personal computers. Cameo has been committed to designing and building cost-effective hubs without compromising on technology.

2.3 Awards and Management Systems over the Years

Cameo Communications continues to improve and innovate the Company's processes, products, and services while complying with requirements for products to be free of hazardous substances, providing customers with the highest value and most competitive solutions.

Since 1999, Cameo Communications has successively obtained ISO 9001 Quality Management Systems and ISO 14001 Environmental Management Systems. Currently, the Tainan factory in Taiwan has obtained ISO 9001 Quality Management Systems, ISO 14001 Environmental Management Systems, ISO 45001 Occupational Health and Safety Management Systems, and ISO14064-1 Organization level for quantification of Greenhouse Gas.


Greenhouse Gas Verification Opinion
Cameo Communications, Inc.


CAMEO COMMUNICATIONS, INC.
ISO 9001:2015


CERTIFICATE
ARES
Cameo Communications, Inc.
ISO 45001:2018
IAS
IAF


CERTIFICATE
ARES
Cameo Communications, Inc.
ISO 14001:2015
IAS
IAF

3. Integrity Governance

3.1 Governance Practices
3.2 Risk Management
3.3 Regulatory Compliance
3.4 Operating Performance
3.5 Service Quality
3.6 Information Security

Sound corporate governance encompasses a robust board of directors, rigorous internal control systems, and stable financial management. In addition to helping reduce the Company's operational risks, it can also enhance the Company's competitiveness and create brand value. Building a corporate culture based on integrity and responsibility while strictly complying with various laws and regulations to implement integrity management, along with well-functioning corporate governance structures, can ensure the Company's sound operational development and protect the rights and interests of investors and other stakeholders.

Cameo Communications constructs its corporate governance system in accordance with Taiwan's Securities and Exchange Act and related regulations. To strengthen the protection of shareholders' rights and interests, enhance board functions, respect stakeholders' rights and interests, and improve information transparency, the Board of Directors has approved the Corporate Governance Best-Practice Principles. Based on fair, just, and open director election procedures and the establishment of independent directors and other measures, the Company strengthens the board's management and supervisory functions. The Board of Directors has also approved the Procedures for Handling Material Inside Information and Insider Trading Prevention Management Operations, prohibiting insiders such as directors, managers, and employees from using information unavailable to the market for profit. Furthermore, Cameo Communications adheres to the principles of accurate, timely, and fair disclosure, establishing a comprehensive information disclosure system that provides various information regarding operations, finance, board of directors, and shareholders' meetings on the Company's website and the Market Observation Post System to ensure shareholders can obtain the latest information related to the Company.

Link for Corporate Governance Best-Practice Principles

3.1 Governance practices

Corporate governance outcomes

- In August 2023, the head of the accounting department has been appointed as the Corporate Governance Officer.
- The Board of directors and functional committee performance evaluation results were 4.82 points and 4.85 points, respectively.
- The independent directors comprise 43% of the Board.

The shareholders' meeting, composed of all shareholders, makes decisions on major corporate matters and regularly receives reports from the board of directors, serving as the Company's highest decision-making body. The board of directors serves as the highest governance body, with all board members diligently fulfilling their fiduciary duties as good administrators, formulating the Company's business policies and reviewing financial performance, while ensuring the Company's operations comply with various laws and regulations. To improve corporate governance operations and strengthen the Company's competitiveness, the board of directors has established an audit committee and compensation committee to enhance board operations. An independent audit office is also established under the board of directors, regularly conducting audit operations and reporting audit results to the audit committee and board of directors.

Cameo Communications values corporate governance, pursues sustainable growth and integrity management, continuously strengthens its corporate governance structure, upholds information transparency, and combines effective internal control systems to protect stakeholders' rights and interests. Cameo Communications designs and implements internal control systems in accordance with the "Regulations Governing Establishment of Internal Control Systems by Public Companies," considering the Company's overall operational activities, and continuously reviews them to respond to changes in internal and external environments, ensuring the design and implementation of internal control systems remain continuously effective. Through comprehensive management mechanisms, the Company enhances operational performance to achieve sustainable business goals.

To strengthen the Company's support for directors in performing their duties and enhance board effectiveness, the Board of Directors resolved in August 2023 to appoint the head of the accounting department as Corporate Governance Officer, being responsible for assisting directors in performing their duties, providing necessary information and arranging continuing education, handling board and shareholders' meeting-related matters in accordance with the law, and assisting the Company in complying with board and shareholders' meeting resolutions and maintaining investor relations. The Corporate Governance Officer completed 24 hours of continuing education in corporate governance-related professional courses during the year.

In the 2024 11th Corporate Governance Evaluation results, Cameo Communications ranked in the 36%-50% percentile among TWSE/TPEx companies, demonstrating that under the leadership of the corporate governance officer, all aspects of corporate governance operate effectively and well. The Company will continue to strive to enhance overall corporate governance synergy and strengthen stakeholders' trust in Cameo Communications.

In addition, the Company's financial statements are regularly audited and certified by accounting firms. All information disclosure required by law is completed accurately and timely, with designated personnel responsible for external disclosure of company information. A spokesperson system has been established to ensure timely and appropriate disclosure of all material information for shareholders and stakeholders to reference the Company's financial and business-related information.

Looking ahead, strengthening board operations, enhancing information transparency, and gradually integrating sustainable governance strategies into the corporate governance structure are goals that Cameo Communications continues to pursue.

3.1.1 Board of Directors

The Board of Directors formulates the Company's business strategies and is responsible to shareholders and other stakeholders. Directors faithfully execute business operations and fulfill their fiduciary duties as good administrators, exercising their authority with prudent attitudes. Regarding the execution of company business and the operations and arrangements of various governance systems, except for matters that must be resolved by shareholders' meetings according to law or articles of incorporation, all should be resolved by the Board of Directors. Cameo Communications' articles of incorporation specify that director elections adopt a candidate nomination system through regular re-elections based on the principle of merit-based appointments. In accordance with corporate governance best practice principles, Board members should not exceed one-third of board seats for directors concurrently serving as company managers, and should consider member diversity policies, including but not limited to standards in two major aspects: basic conditions and values, and professional knowledge and skills. All members should generally possess the knowledge, skills and qualities necessary for performing their duties. Cameo Communications' directors possess both professional capabilities in the industry and rich practical experience, being well-versed in industry development trends. The Board currently has 7 directors (including 3 independent directors) with 3-year terms. Board meetings are convened at least quarterly by law, with 4 board meetings held in total during the year and an average director attendance rate of 89%.

Note: For information regarding the main academic qualifications, professional backgrounds and concurrent positions of the directors, and the list of major shareholders of Cameo Communications, please refer to the Company's official website.

Rules of Procedures for Board Meetings

To establish good board operating systems, improve supervisory functions, and ensure independent directors maintain independence when executing business, Cameo Communications' board of directors has approved the Rules of Procedures for Board Meetings that clearly define the scope of independent directors' responsibilities for compliance. Directors also maintain high self-discipline in implementing conflict of interest avoidance. For board meeting matters where directors or the legal entities they represent have interests, in addition to explaining the important content of such interests at the current board meeting, if there is potential harm to company interests, they may not participate in discussions and voting, must recuse themselves during discussions and voting, and may not exercise voting rights on behalf of other directors. To enhance board decision-making quality, the board has also approved the Board Performance Evaluation Measures, conducting annual internal evaluations of the performance of the board, individual board members, and functional committees through self-assessment surveys distributed to board members by the board meeting unit. Board performance evaluation results may serve as reference for future director selection or nomination; individual director performance evaluation results may also serve as reference for determining their respective remuneration.

Board Performance Evaluation mechanism

- Annual self-assessment survey

2024 Performance Self-Assessment Results

- Board of directors evaluation scored 4.82 points
- Director member evaluation averaged 4.95 points
- Audit Committee evaluation scored 4.85 points
- Remuneration Committee evaluation scored 4.85 points

Strengthening Measures

- Assist directors to personally attend board meetings
- Arrange professional training courses
- Strengthen effective communication between independent directors, internal audit supervisors, and accountants.
- Increase the degree of directors' participation in the company's operations.

Various departments at Cameo Communications regularly and irregularly interact with stakeholders through routine channels on a daily basis. When potential negative material impacts may arise between stakeholders and the Company, the responsible departments will conduct due diligence on stakeholders across multiple dimensions, including financial, corporate operations, compliance records, environmental pollution, and violations of employee human rights and health hazards, and report the investigation results to the General Manager and Chairman. The Chairman will assess whether to report to the Board of Directors based on whether the specific results pose material harm to the Company's overall operations, and finally, the Board of Directors will make resolutions on the due diligence report and assign the Company's responsible departments to execute. In 2024, no potential negative material impact events occurred between Cameo Communications and stakeholders, so there were no records of reports to the Board of Directors. Through specific implementation, Cameo Communications has made its due diligence on stakeholders and the board's role in facing potential negative material impacts more comprehensive.

To effectively manage risks and enhance the willingness of professional talent to serve as directors, Cameo Communications purchases liability insurance for directors, allowing directors to perform their duties without concerns while reducing and dispersing risks of material damage to the Company and shareholders caused by directors' errors or negligent acts.

Considering various legal compliance and governance practice issues that directors may face when participating in corporate operational decisions, Cameo Communications actively encourages and arranges directors to attend relevant professional courses. All directors completed a total of 51 hours of continuing education during the year, and the corporate governance officer will also plan to increase director continuing education courses related to corporate sustainable management in the future. Cameo Communications believes that under the leadership of a Board of Directors with integrity governance, and abundant industry experience, the Company's operations will become more prosperous and continue to make great strides on the path of sustainable management.

3.1.2 Functional Committees

To improve supervisory functions and strengthen management capabilities, the Board of Directors has established an Audit committee and Remuneration committee. Except for those required by law to exercise authority independently, functional committees are accountable to the Board of Directors and submit their proposals to the board of directors for resolution.

The Audit Committee

The Audit Committee assists the Board of Directors in supervising the quality of the Company's accounting, auditing, financial reporting processes and financial controls, and submits evaluation results to the Boards for discussion. Cameo Communications’ Board has approved the Organizational Regulations for the Audit Committee and established an Audit Committee under the Board of Directors, comprising 3 independent directors serving as members, with one serving as convener and at least one possessing accounting or finance expertise. The Committee meets at least once per quarter, holding 4 Audit Committee meetings during the year with 100% attendance rate.

The internal audit supervisor holds closed meetings with all independent directors at least once per quarter to report on the Company's internal audit implementation status, and independent directors and the audit supervisor have held four meetings during the year. Additionally, independent directors also held 4 meetings with certified public accountants during the year, where the accountants reported audit results of financial reports to independent directors and conducted legal compliance education and exchanged opinions during meetings. Overall, independent directors have smooth communication with internal audit supervisors and accountants.

To improve the remuneration system for directors and managers, and evaluate whether the operating performance of directors and managers and their compensation is fair and reasonable, Cameo Communications’ Board has approved the has approved the Organizational Regulations for the Remuneration Committee and established a Remuneration Committee under the Board of Directors. Committee members should include at least one independent director, and all three current members are independent directors. The Committee held 2 meetings during the year with 100% attendance rate.

The main duty and authority of the Remuneration Committee includes establishing and regularly reviewing performance and remuneration systems and standards for directors and managers, as well as regularly evaluating remuneration for directors and managers. When conducting evaluations, the Remuneration Committee should comprehensively consider the following principles: the Company's remuneration complies with relevant laws and is sufficient to attract outstanding talent. Performance evaluation and remuneration for directors and managers should reference industry standards and consider individual time invested, responsibilities undertaken, achievement of personal goals, performance in other positions, remuneration given by the Company to equivalent positions in recent years, and evaluate the reasonable correlation between individual performance and company operating performance and future risks based on achievement of the Company's short-term and long-term business objectives and the Company's financial condition. The committee should not induce directors and managers to engage in behavior exceeding the Company's risk appetite in pursuit of remuneration. The proportion of remuneration distributed for short-term performance of directors and senior managers and the timing of partial variable remuneration payments should be determined considering industry characteristics and the Company's business nature.

Salary and Remuneration Committee

In practice, the Remuneration Committee diligently fulfills fiduciary duties as good administrators, faithfully performs authority to establish and regularly review policies, systems, standards, and structures for director and manager performance evaluation and remuneration, as well as regularly evaluates and determines remuneration for directors and managers, and submits recommendations to the Board of Directors for discussion.

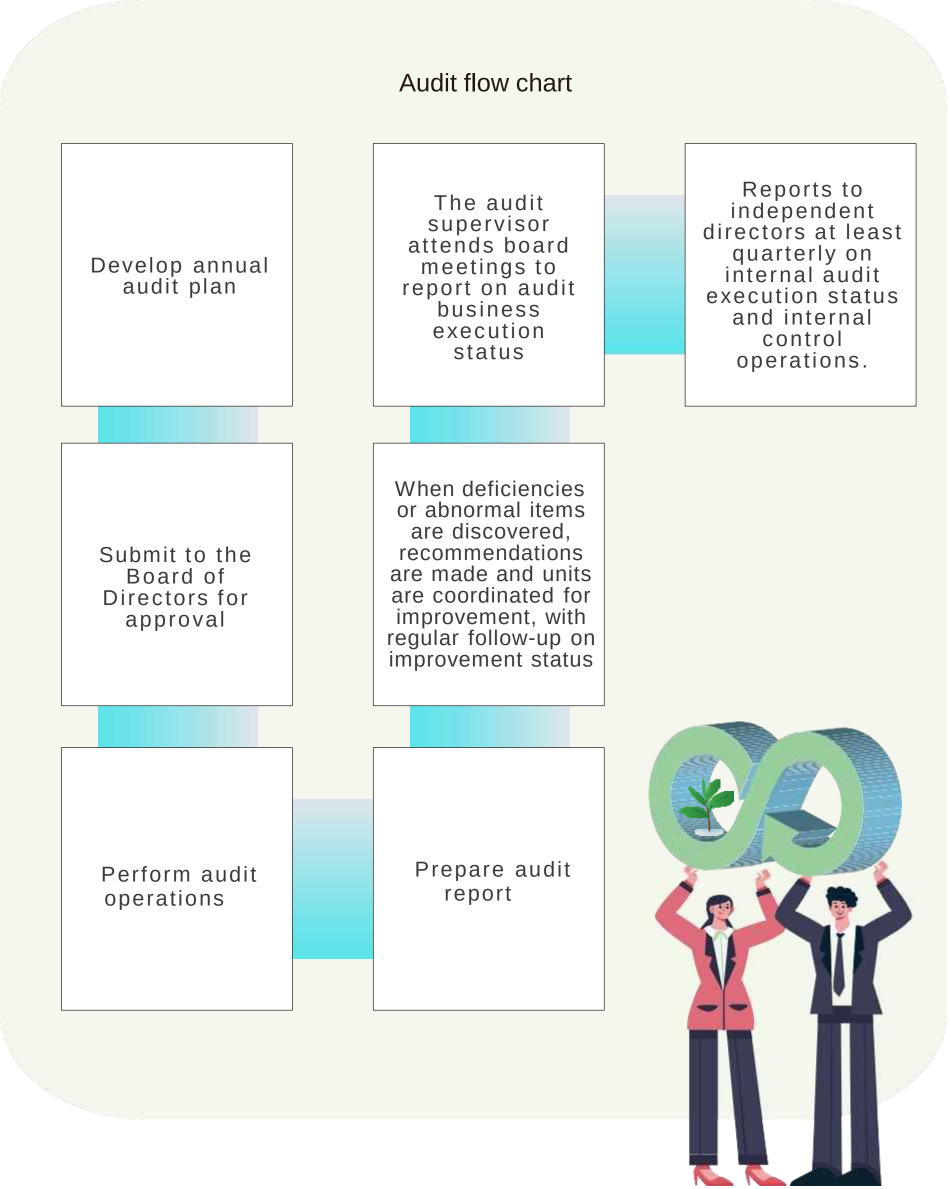
3.1.3 Internal Audit

The purpose of the Company's internal audit is to assist the board of directors and management in examining and reviewing deficiencies in internal control systems, measuring operational effectiveness and efficiency, and providing improvement recommendations in a timely manner to ensure continuous effective implementation of internal control systems and serve as a basis for reviewing and revising internal control systems. In accordance with the Regulations Governing Establishment of Internal Control Systems by Public Companies, Cameo Communications considers the overall operational activities of itself and its subsidiaries to establish effective internal control systems and continuously reviews and improves them to respond to changes in the Company's internal and external environment, ensuring the design and implementation of internal control systems remain continuously effective. To ensure audit personnel maintain impartial and independent positions when executing audit work, Cameo Communications establishes an independent audit office under the board of directors in accordance with the law, staffed with dedicated audit personnel. The Regulations Governing Establishment of Internal Control Systems by Public Companies stipulates that any appointment and dismissal of the chief internal auditor shall be approved by the audit committee and submitted to the board of directors for a resolution, and the appointment, dismissal, assessment, salary and remuneration of internal audit personnel shall proposed to the board of directors through an audit officer for approval.

In addition to conducting self-assessment operations of internal control systems, Cameo Communications' board of directors and management review the self-assessment results of each department and audit reports from the audit office at least annually. The audit supervisor attends board meetings as required to report on audit business execution status and attends audit committee meetings at least quarterly to report to independent directors on the Company's internal audit execution status and internal control operations.

Furthermore, the audit office annually reviews internal control system self-assessment reports from all Company units and subsidiaries, along with improvements to internal control deficiencies and abnormal items discovered, providing the board of directors and General Manager with a basis for evaluating overall internal control system effectiveness and issuing internal control system statements. Moreover, to strengthen the professional capabilities of audit personnel, Cameo Communications arranges for audit personnel to continue their education and participate in internal audit training held by institutions designated by competent authorities to enhance and maintain audit quality and execution effectiveness. During the year, audit personnel received training totalling 12 hours per person.

Through continuous monitoring by audit personnel of the Company's implementation of various operational systems, Cameo Communications establishes good governance practices and risk control mechanisms, creating a sustainable business environment. During the year, the audit office executed 36 audit operations with 100% audit compliance rate and no major non-compliance items. All non-compliance items were improved and closed within the deadline.



3.1.4 Ethical integrity

Cameo Communications is based on legal compliance with integrity as the supreme principle to build core corporate values, conducting business with a spirit of honesty and law compliance. To ensure the integrity management philosophy is thoroughly implemented within the Company, the Company has always valued employee character. During the new employee onboarding phase, the Human Resources Center educates them on the Company's internal integrity regulations and explains the terms for "Integrity and Anti-corruption Commitment" in the contract, cultivating employees' integrity awareness. At the same time, management is required to lead by example, strictly adhering to integrity principles, and gradually shaping the Company's overall integrity culture through subtle influence.

Internally, Cameo Communications designates the Human Resources Department as the dedicated unit for promoting integrity management policies, successively formulating Integrity Management Principles, Code of Ethical Conduct, and the Procedures for Handling Material Inside Information and Insider Trading Prevention Management Operations and other internal regulations, which will be approved by board resolution. The Company discloses internal integrity regulations on the company website for stakeholder inquiries and establishes corresponding contact windows for stakeholders to provide feedback. When employees have questions about the Company's internal integrity regulations, they can check the website themselves or consult the Human Resources Department through multiple channels such as email and telephone.

Additionally, Cameo Communications establishes multiple whistleblowing channels. Stakeholders can submit reports through the stakeholder section on the company website, the general manager's mailbox, and the whistleblowing mailbox. The general manager assigns dedicated personnel to conduct investigations. Whistleblowers should in principle provide their names and provide details of the reported incident, including but not limited to the name of the accused, time and location of the incident, circumstances involved, and other basic content and evidence. However, if anonymous whistleblowers have provided relevant concrete evidence, dedicated personnel may also conduct follow-up investigations. When dedicated personnel have conflicts of interest with whistleblowers or the accused, or relationships that may affect case handling exist, they should proactively disclose and recuse themselves, allowing other personnel to investigate. The investigation process should be handled impartially with strict confidentiality, not exposing the whistleblower's identity. Cameo Communications commits to protecting whistleblowers from inappropriate treatment due to their reporting.

Concrete results

- **Integrity and anti-corruption commitment**
  New employees sign employment contracts including anti-corruption commitment upon joining. The Human Resources Department clearly informs them of integrity and anti-corruption commitments and employee conduct standards, regulating the boundary standards employees should maintain when executing business. Content covers company policies including integrity management guidelines, respect for individuals, vendors and customers, anti-corruption operation, conflict of interest avoidance, no improper gains, public information, trade secrets, intellectual property rights, personal data confidentiality, privacy ethics and integrity, and computer usage..

- **Integrity and ethics training courses**
  Included in new employee training to maintain the Company's reputation and legal and ethical standards.

- In 2024, a total of 71 new employees joined and all has completed integrity education training, amounting to total of 28.4 person-hours.

- The Company conducted a total of 70 participants in integrity management-related education and training internally in 2024, totaling 28 person-hours.

- No records of violations related to ethics and integrity were received during the year.

In business interactions, Cameo Communications employees should explain the Company's integrity management policies and related regulations to transaction counterparts during business execution and clearly refuse to directly or indirectly provide, promise, request, or receive any form or name of improper benefits. They should also avoid engaging in business transactions with agents, suppliers, customers, or other business counterparts involved in dishonest conduct. When dishonest conduct is discovered among business partners or cooperation counterparts, the Company should evaluate whether to list them as refused business partners to implement the Company's integrity management policy

Finally, when Cameo Communications signs contracts with transaction counterparts, it should fully understand the counterpart's integrity management status and incorporate compliance with Cameo Communications' integrity management policy into bilateral contract terms. The contract should include but not be limited to clauses stating that when either party becomes aware of personnel violating the other party's prohibition on receiving commissions, kickbacks, or other improper benefits, they should immediately truthfully report the identity of such personnel, the manner, amount, or other benefits provided, promised, requested, or received to the other party, provide relevant evidence, and cooperate with the other party's investigation. If either party suffers damages as a result, they may claim damages equal to a certain percentage of the contract amount from the other party and may deduct the same amount from the contract price payable. If either party engages in dishonest conduct in business activities, the other party reserves the right to unconditionally terminate or rescind the contract at any time.

In order to further embed ethical integrity concepts into employees' business execution processes, Cameo's department has been conducting online integrity training for incumbent staff since 2024. The company plans to regularly arrange for senior executives to communicate the importance of corporate integrity culture to colleagues during meetings. Meanwhile, management reviews and evaluates whether the preventive measures established for implementing integrity management operate effectively, assesses compliance with related business processes, and reports implementation results to the Board of Directors annually. The audit office supervises and reviews the overall implementation of corporate integrity and reports to the Board of Directors as needed.

Material Internal Information and Insider Trading Prevention Management Operations

Multiple reporting channels	Number of cases accepted in the year	Processed	Closed
Company official website	0	-	-
General manager mailbox	0	-	-
HR mailbox	0	-	-

The Company's Integrity Management Principles

3.2 Risk Management

The risk management structure of Cameo Communications is centered on respective responsible departments, which conduct related risk assessment operations. The framework evaluates risks based on the probability of occurrence and degree of impact on Cameo Communications, then implements risk responses for specific high-risk items to ensure the company achieves sustainable business operations.

Risk	Responsible Department	Risk-related Business Activities
Strategic risk	CEO office	▪ Formulate the Company's future operating policies.
Operational and market risk	General Manager’s office Business unit All relevant departments	▪ Execute product R&D, manufacturing, and sales in line with company strategy, and strive to improve production technologies, enhance quality, and reduce costs to increase profitability.
Financial and liquidity risk	Finance	▪ Hedge against interest rate and foreign exchange risks, manage bank credit limits, and maintain banking relationship maintenance, etc.
Customer credit risk	Finance	▪ Establish and review customer credit limits, manage and collect accounts receivable.
Legal risk	Legal affairs	▪ Review contracts and company authorizations, reduce corporate legal risks, and safeguard the Company's tangible and intangible assets.
Environmental, health and safety (EHS) risk	Facility management	▪ Address potential occupational health and safety hazards and specific risk factors in workplace, implement EHS policy-driven health and safety management and enhance management performance.

Risk Category	Risk Description	Risk Management Strategy
Sustainable Environment	Continuous increase in greenhouse gas emissions / rising emission intensity	▪ Establish green factory management systems ▪ Develop energy conservation and carbon reduction projects ▪ Plan for energy resource usage reviews and source-level management
	Violation of environmental regulations	▪ 1. Environmental education advocacy and promotion ▪ 2. Environmental regulation refresher courses
	Increase in waste volume / decrease in recycling rates	▪ Minimize waste from the source in product and process design, and dispose waste in accordance with legal requirements. ▪ Promote waste sorting and improve recycling rates.

Risk Category	Risk Description	Risk Management Strategy
Employee Care	Inability to reduce the number of occupational incidents	▪ Occupational incidents: prepare and issue monthly occupational health and safety promotional materials, including accident investigations and case studies from peers. Conduct regular conduct internal or external health and safety trainings related to job duties, led by Company-appointed professional instructors or conduct company-sponsored trainings, and confirm effectiveness through tests, practical exercises, or obtaining completion certificates.
	Overwork	▪ Conduct regular manpower inventory and reviews.
	Insufficient employee competency	▪ Define required competencies for each role and provide training through various training channels to enhance employee capabilities.
	Overly high turnover rate / Labor shortage	▪ Design competitive compensation and employee benefits packages. ▪ Develop comprehensive training and local talent development programs. ▪ Plan and execute employee education, training and development strategies.
Operational Performance	Insufficient product market competitiveness	▪ Arrange market research training for product development staff. ▪ Investigate and participate in international standards organizations to enhance market exposure. ▪ Arrange development capability enhancement courses for R&D personnel.
	Frequent information security incidents / Business interruptions caused by information security incidents	▪ Conduct annual security testing, information communication health checks, social engineering security, and information security incident drills. ▪ Strengthen employees' information security crisis awareness and incident response capabilities of cybersecurity personnel to prevent incidents in advance and effectively detect and contain the spread at the first opportunity. ▪ Company annually announces and promotes information security policies on a regular basis and cultivates employees with cybersecurity certifications. ▪ Implement information security education and training for all employees.

Risk Category	Risk Description	Risk management strategy
Operational performance	Rising raw material costs / supply chain disruptions	▪ Diversify suppliers: Establish partnerships with multiple suppliers to reduce dependence on a single supplier. ▪ Establish long-term trust and cooperation foundation with suppliers to gain support and even preferential treatments from suppliers. ▪ Monitor market changes: Closely monitor market and industry changes, including raw material price trends and supply conditions, to anticipate potential issues in advance. ▪ Long-term supply contract: Sign long-term supply contracts with suppliers to ensure stable supply and pricing. ▪ Backup suppliers and backup plans: Identify backup suppliers to address situations where primary suppliers cannot deliver, and develop contingency plans. ▪ Technical support and data analysis: Utilize technology tools and data analytics to monitor and manage supply chain risks. ▪ Maintain good communication: Maintain frequent and effective communication with suppliers, share information, and solve problems in a timely manner.
	R&D bottlenecks	▪ Market product specification competition analysis. ▪ Regular recruitment of new R&D talents.

3.3 Regulatory Compliance

Regulatory compliance serves as the foundation of corporate operations. In addition to conducting integrity training for new employees and having them sign integrity and ethical commitment letters upon onboarding, Cameo Communications ensures compliance with the vast array of regulations through timely communication with government agencies or monitoring media reports for regulatory amendment updates. Each department then conducts internal and external training for its personnel to ensure company operations comply with all applicable regulations.

First, regarding corporate governance, Cameo Communications has established functional committees to supervise the company's financial operations and internal control systems. Through the Corporate Governance Best-Practice Principles and Rules for Performance Evaluation of Board of Directors, the Board of Directors is enabled to actively participate in important company policy decisions. Simultaneously, a corporate governance officer has been appointed to assist board operations and provide professional advice, strengthening board functions. In the future, Cameo Communications will continue to follow corporate governance evaluations and corporate governance best practice principles, committed to enhancing employees' legal compliance awareness.

Second, in personnel management, Cameo Communications has formulated relevant integrity regulations, repeatedly emphasizing the company's core values of integrity and honesty. Through a series of regulatory formulations, implementation, self-auditing, and accessible whistleblowing channels with protection mechanisms for whistleblowers, a comprehensive legal compliance firewall has been established. Management leads by example, requiring every employee to ensure their business conduct complies with laws and company policies and regulations. Through annual internal control self-assessments and acceptance of internal audits, guidelines for employee business conduct compliance have been established, requiring all Group company employees, regardless of position, level, or location, to comply with the Ethical Corporate Management Best Practice Principles, Code of Ethical Conduct, and Employee Work Rules. The content includes workplace standards, equal opportunities, confidentiality clauses, prohibition of concurrent employment and conflict of interest avoidance, gift-giving and receiving standards and business etiquette, respect for employees and customers, reporting, protection and exemption, etc., to gain public trust, enhance corporate image, and ensure sustainable company operations and development.

To prevent and avoid company violations of fair competition practices and antitrust regulations that could result in penalties, relevant behavioral guidelines have been established as standards for management and employees engaging in commercial activities, reducing legal risks through integrity and fairness principles in industry competition, creating a law-abiding corporate culture, and building a trustworthy and respected company reputation.

Furthermore, regarding personnel training, in order to enhance employees' professional ethics and awareness of regulatory compliance, Cameo Communications, in accordance with laws and company internal regulations, cooperates with the legal department and other responsible departments to conduct irregular training on regulations related to their business management for employees of different departments and job levels. This includes corresponding training content based on employees' different job responsibilities, such as new employee training, physical courses, departmental promotions, and external training. Regulatory compliance guidelines are also provided through factory posters and the company's internal website, enabling employees to access regulatory knowledge at any time.

Finally, regarding environmental, health and safety aspects, Cameo Communications has formulated relevant monitoring, measurement, and performance management measures to ensure the company complies with environmental protection and occupational safety regulatory requirements throughout the product lifecycle, effectively operates environmental and occupational safety management systems, discovers potential issues through management cycle approaches, and takes timely control measures to avoid company damage.

Cameo Communications has not had any major violations of laws and regulations related to corporate governance, securities trading, environmental protection, occupational safety, leakage of customer privacy, marketing labels, and product liability in recent years.

3.4 Operational Performance

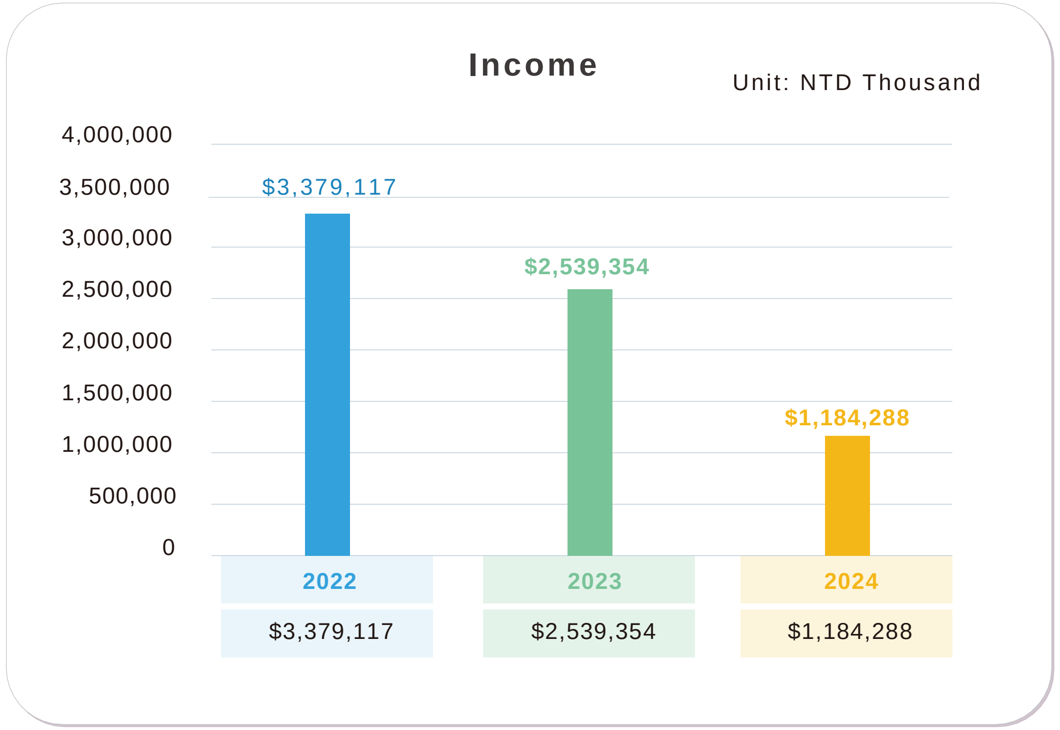
Policies / Commitments		▪ Continue strict quality and cost control to enhance production efficiency and profitability. ▪ Strengthen partnerships with customers and suppliers. ▪ Continue to invest in advanced technology to enhance the research and development capabilities of high-end product software and hardware technologies.
Targets	Short term	▪ Gradually optimize production capacity adjustments to meet customer order demands; in addition to cost optimization, partially redesign or replace obsolete models with new models, and promote high-value models to increase their proportion, progressively improving and enhancing gross margins.
	Medium to long term	▪ The company is committed to enhancing production efficiency, reducing production costs, and implementing lean manufacturing to improve production competitiveness. We aim to establish deeper partnerships with suppliers to enhance raw material price competitiveness, and invest in future-oriented product R&D, expand target markets, and develop key customers to improve the Company's operational performance.
Responsible department / Grievance mechanism		▪ Responsible unit: General Manager ▪ Grievance channel: Investors@cameo.com.tw
Resources invested in the year		▪ Increase the proportion of high-end products and software technology research and development capabilities
Evaluation mechanism / outcomes		▪ The Company's revenue for the year decreased by 53.36% compared with the previous year.

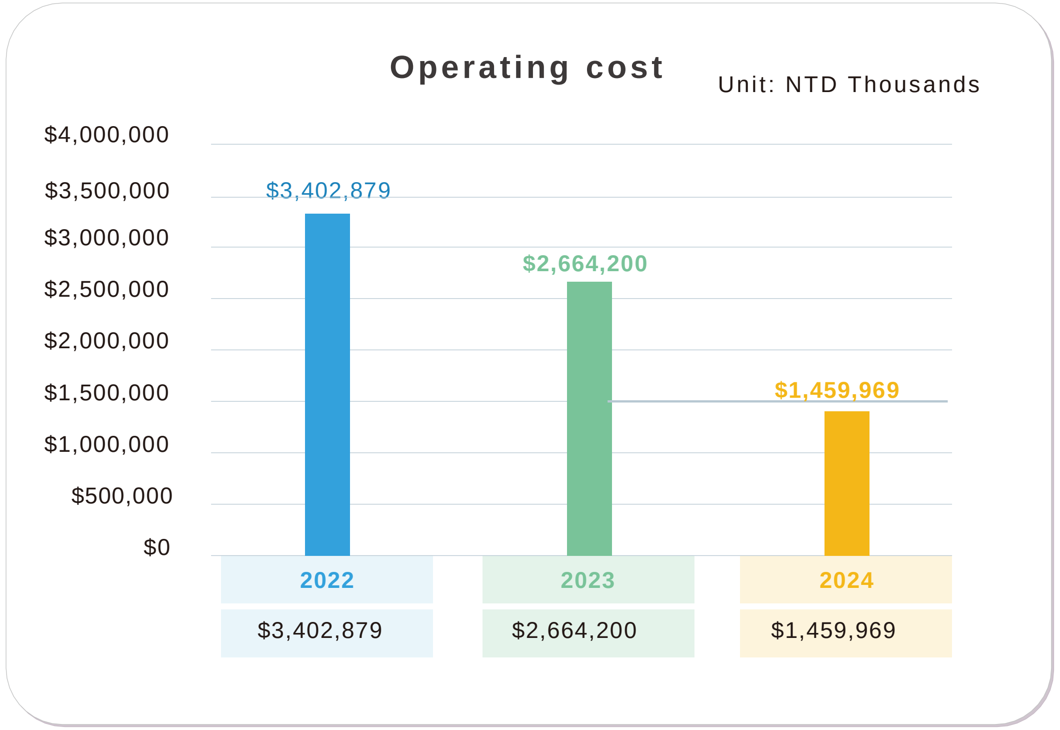
Based in Taiwan, Cameo Communications leverages a complete product portfolio to fully capitalize on the advantages of proximity to customer needs and manufacturing supply, while providing nearby customer service. Cameo Communications possesses a comprehensive product line across all levels of switching equipment, developing solutions that can be integrated with customer product application deployments to satisfy customers' one-stop shopping requirements.

From the perspective of our Company's products and business models, we have achieved comprehensive coverage. In terms of products, we offer Ethernet SOHO/SMB/Enterprise/Data Center Switches, SOHO/Enterprise WiFi AP/Routers, and Broadband Routers. We are among the few companies capable of providing customers with one-stop shopping and highly integrated product services. In terms of business models, we encompass Original Design Manufacturing (ODM), Hardware Original Design Manufacturing (HW ODM), Electronic Manufacturing Services (EMS), and cloud management value-added services for company-related products. The evolution of networking technology is extremely rapid. Beyond generational increases in connectivity speeds, innovative application services demand enhanced network quality. Providing comprehensive networking products while ensuring the functionality and quality of integrated solutions, and strengthening R&D capabilities for software value-added services, are essential to ensure sustainable development in the networking industry.

(1) Business policy

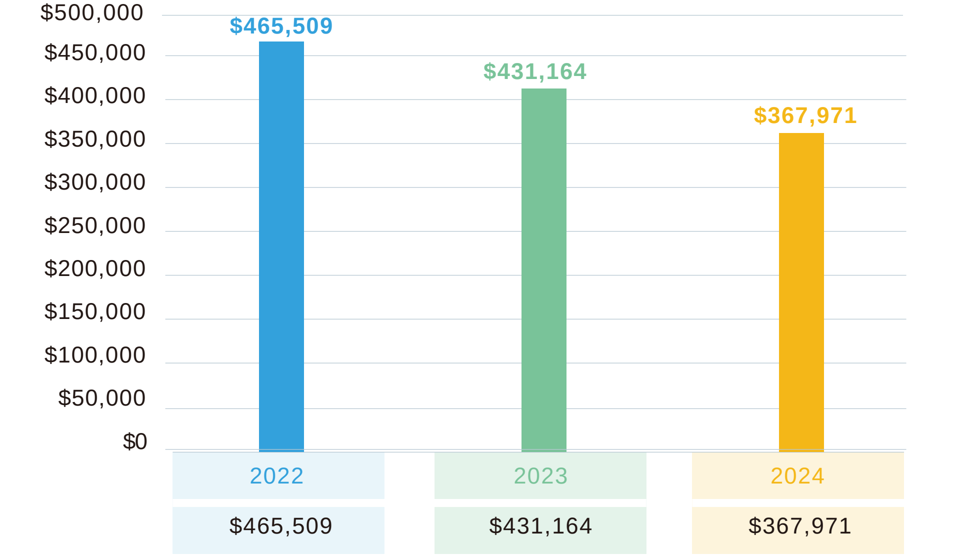
1	Continuously enhance production quality and efficiency: Continue to integrate and optimize manufacturing processes, increase automation levels and manufacturing quality to improve manufacturing efficiency and reduce costs; and strive toward producing high-tech, high-value, high-margin models with elevated technical barriers.
2	Strengthen partnerships with customers and suppliers: We will be committed to collaborating with customers and upstream suppliers, sharing market intelligence on current conditions and future trends and directions, while strengthening mutual technical exchanges and joint development. We will fully utilize supplier support and effectively invest in technologies and products that meet future customer needs, achieving the goal of growing together with customers and suppliers.
3	Increase the proportion of high-end products and strengthen software technology R&D capabilities: We will continue to invest in new technologies and integrate internal R&D resources, committed to providing high-end products with integrated hardware and software solutions. In particular, the product value-added created by high-end hardware-software integration technology can significantly improve gross margins beyond hardware manufacturing alone. Building on the foundation of years of investment in hardware and software R&D achievements, we will continue to recruit technical talent and teams, combined with collaborative development with customers, to achieve the objectives of technology upgrading and gross margin enhancement.





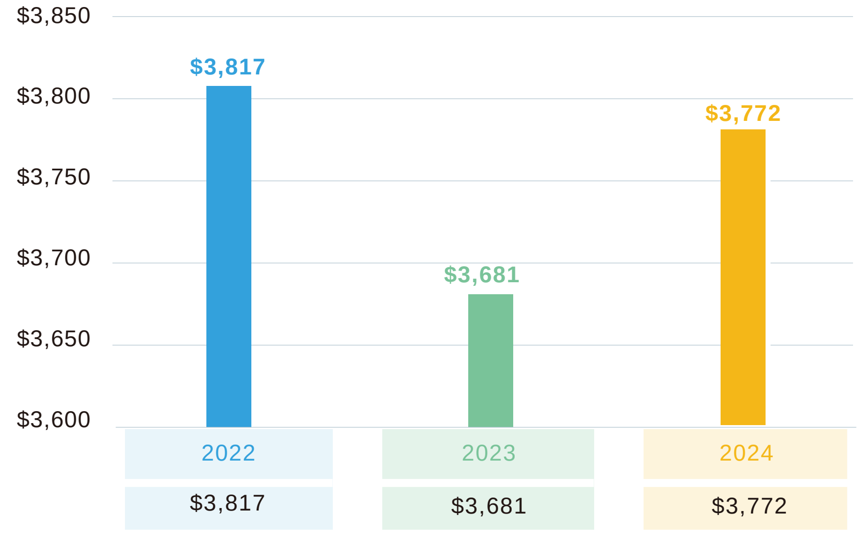
Employee remuneration and benefits

Unit: NTD Thousand



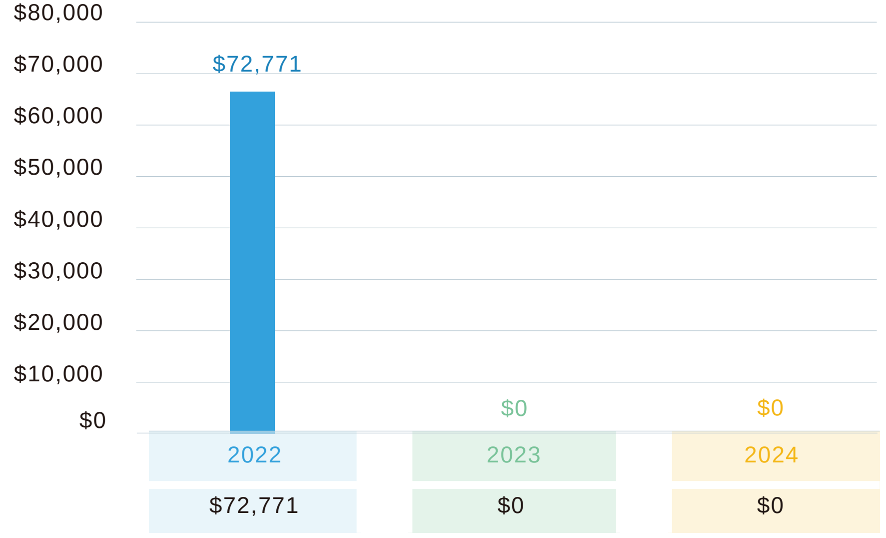
Payments to Government

Unit: NTD Thousands



Payments to investors (dividends)

Unit: NTD Thousand



Note:

- The definition of income includes net sales plus income from financial investments and asset disposals.
- The definition of operating costs includes cash expenditures paid to external organizations for procurable raw materials, product components, facilities, and services.
- The definition of employee remuneration and benefits definition includes total wages (including employee salaries and amounts paid to government on behalf of employees) plus total benefits (excluding education and training, protective equipment costs, or other cost items directly related to employee job responsibilities).
- The definition of payments to investors includes dividends paid to all shareholders plus interest paid to lenders.
- The definition of payments to government includes all taxes and penalties paid by the organization according to international, national, and local standards. Taxes may include business tax, income tax, and property tax.
- No data disclosure mechanism has been established for community investment yet and is therefore not disclosed.

Financial subsidies from the government

Unit: NTD

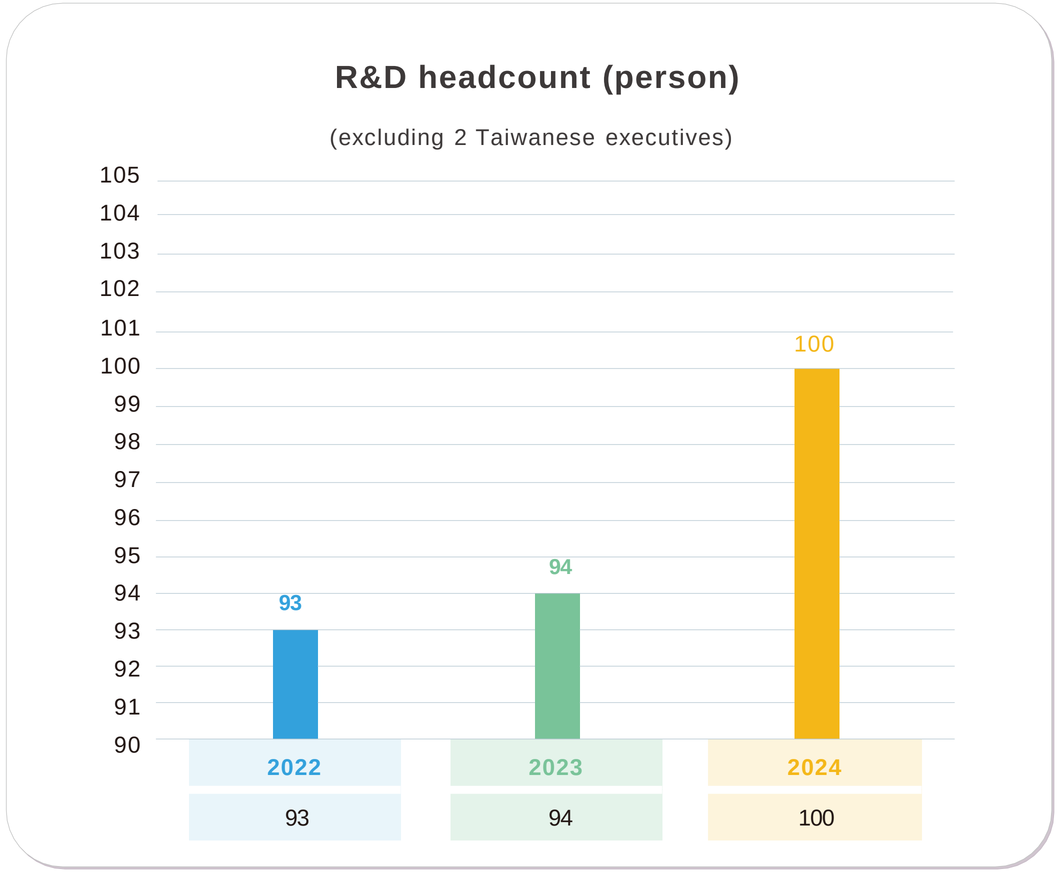
Subsidy items	2022	2023	2024
Government relief grants	0	0	0
Unemployment benefits	0	0	0

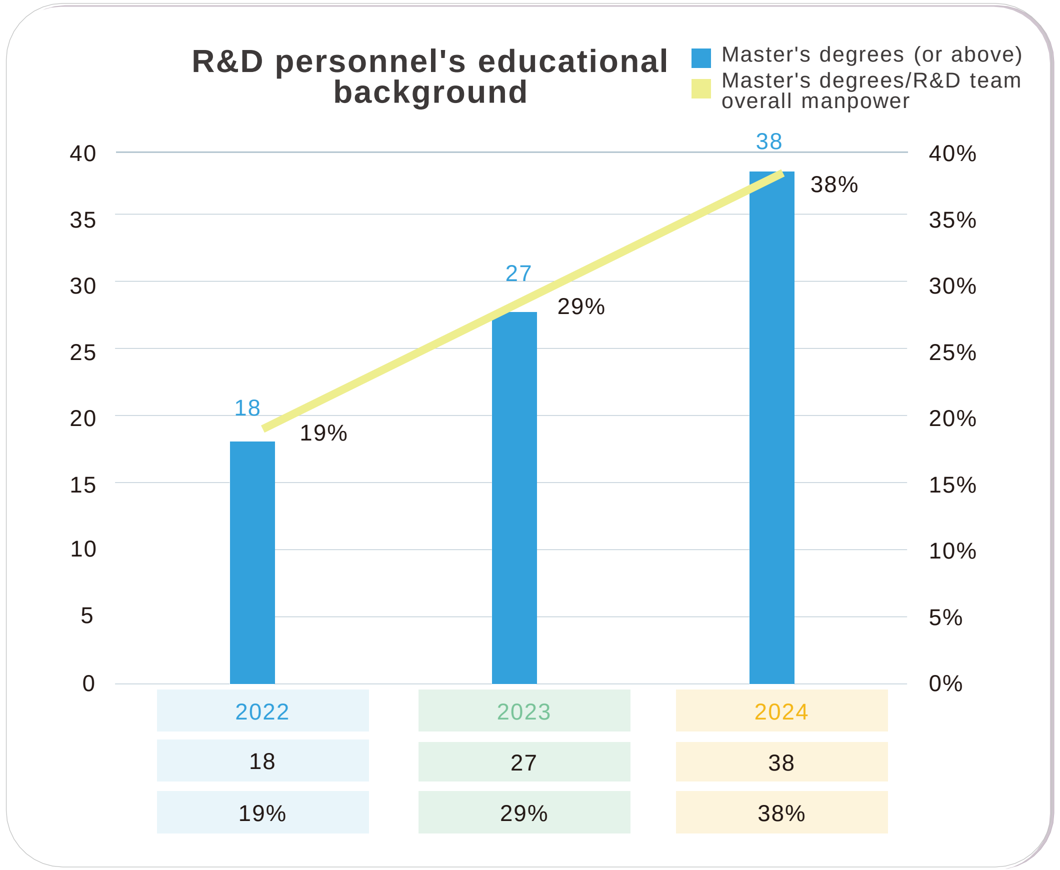
3.5 Service Quality

Cameo Communications has established smooth communication channels with its customers and maintains stable and strong cooperative relationships. The marketing team promptly conveys customer feedback to the R&D and quality assurance departments for subsequent improvements, earning customers' trust through high-quality services.

3.5.1 Innovative research and development

Policies / Commitments		▪ Strengthen high-end software technology R&D capabilities: We will continue to invest in new technologies and integrate internal R&D resources to provide high-end products with integrated hardware and software solutions. In particular, the product value-added created by high-end software technology can significantly improve gross margins beyond hardware manufacturing alone. Building on the foundation of years of investment in software R&D achievements, we will timely recruit technical talent and teams, combined with collaborative development with customers, to achieve the objectives of technology upgrading and gross margin enhancement.
Targets	Short term	▪ Expand high-end L2+ Aggregation and L3 Core Switch product lines. ▪ Expand WiFi 7 AP/Router product line.
	Medium to long term	▪ Integrate proprietary technologies to develop products with highly integrated functionality. ▪ Develop high-end managed network switches and have the ability to independently develop Layer 3 software functions.
Responsible department/ grievance mechanism		▪ R&D Center Assistant Vice President, E-mail: sming_wang@cameo.com.tw
Resources invested in the year		▪ 100 persons in the R&D Center, 38% of whom have master's degrees. ▪ R&D expenses accounted for 18.6% of the Company's revenue in 2024. ▪ IXIA performance testing equipment 16x 10G five-speed copper/optical composite interface test card module ▪ Spirent packet testing equipment 16x 10G five-speed RJ-45 interface test card module ▪ Spirent packet testing equipment's 16x 10G/1G fiber interface test card module ▪ Spirent packet testing equipment host (SPT-N4U) ▪ Tektronix high-bandwidth mixed-signal oscilloscope (MSO44B, 1GHz bandwidth/6.25GS/s sampling rate)
Evaluation mechanism/outcomes		▪ 1. Increase fundamental skills training courses, conduct R&D project execution through on-the-job training, maintain progress on new product or derivative product projects, and simultaneously enhance R&D personnel capabilities through intensive review meetings. Effectively utilize reliability testing and other R&D and quality tools to improve new product development quality and efficiency. Additionally, employ scientific and statistical methods to systematically analyze the relationship between new product characteristics and materials and structural design, establish databases for materials, processes, and product design, and enhance new product development efficiency and quality through simulation and computational technologies. ▪ 2. Utilize systematic development technologies to enhance new product characteristics and quality, provide timely feedback on requirements and technical support, gain customer recognition and project opportunities, and develop international major manufacturer markets.





Cameo Communications has consistently maintained a strong focus on network switch products across all market segments, encompassing both consumer-grade residential products and enterprise-level high-end solutions, with a diverse customer base spanning Europe, Asia, and the Americas. In the wired product segment, the company continues to develop and deliver 2.5G/5G/10G RJ45 PoE++ (802.3bt) network switches while committing to advanced research and development of high-end switch hardware and software. This enables Cameo Communications to provide stackable L2/L3 integrated hardware-software solutions for high-performance network switches, meeting customer requirements and driving gross margin improvement. In the wireless product segment, the company will continue to invest in high-value, high-margin enterprise wireless access points and commercial cloud-based wireless network access points to enhance product competitiveness. Cameo Communications is committed to continuously improving production efficiency and implementing automated manufacturing processes to reduce production costs. Simultaneously, the company is strengthening supplier partnerships to accelerate procurement timelines for raw materials and critical semiconductor components while reducing acquisition costs. The company is deepening customer relationships and focusing on technological capability enhancement to meet customer demands for competitively positioned products.

Important Uses for Main Products of Cameo Communications:

Main product categories	Applications
Switch & Router	▪ Main transmission equipment for data exchange ▪ Broadband network equipment that provides connections between computers and the Internet
WLAN Access Point & Router	▪ Transmission equipment that uses wireless transmission technology to form a wireless local area network (WLAN)
Others	▪ Conversion of various wired and wireless technology transmission interfaces ▪ Cloud network management services

Products/technologies successfully developed in recent years

Product Items	Brief description
WIFI 6 AX3000 Outdoor EAP	Wi-Fi 6 3000 Mbps outdoor enterprise wireless access point
WIFI 6E AX5400 Tri-band EAP	Wi-Fi 6 5400 Mbps tri-band enterprise wireless access point
New Generation Metro Ethernet Gigabits Switch	New generation metro Ethernet gigabit switch
2.5G POE++ Aggregation Switch	2.5G Power over Ethernet PoE++ aggregation switch
10G POE++ Smart Switch	10G Power over Ethernet PoE++ smart switch
10G L2+ Aggregation Switch	10G Layer 2 (L2+) aggregation switch

3.6 Information Security

Policies / Commitments		▪ Strengthen personnel awareness ▪ Avoid data leakage ▪ Implement daily maintenance ▪ Make sure the service is available
Targets	Short term	▪ 1. Upgrade the AD and Exchange systems to improve protection capabilities and ensure that the information system and network environment comply with security implementation standards. ▪ 2. Upgrade mail spam system, setting up a mail cloud-based anti-virus fingerprinting protection system as well as MailLog email archiving and audit system to comprehensively enhance email protection capabilities and prevent malicious email attacks. ▪ 3. Establish a software and hardware asset management system to ensure the use of legally authorized software, enhance corporate goodwill, and avoid intellectual property infringement.
	Medium to long term	▪ Conduct information security education and training to promote employees' awareness of information security and strengthen their understanding of related responsibilities. ▪ Protect company business activity information, prevented unauthorized access and modification, and ensured accuracy and completeness. ▪ Use legally licensed software and conducted regular internal and external audits to ensure proper implementation of related operations. ▪ Ensure that the company's key core systems maintain a certain level of system availability.
Responsible department/ Grievance mechanism		▪ 1. Information Technology Department staff extension, 63699 ▪ 2. Information Technology Department Supervisor email
Resources invested in the year		▪ The Information Technology Department currently has 5 persons in Taipei and 4 in Tainan, a total of 9 persons, who conduct information security risk management and determine the organizational structure, work responsibilities, policy vision, and goals. ▪ Completed inventory of existing assets including servers/networks/system permissions/databases and other software and hardware asset systems as a baseline for continuous improvement in 2025. ▪ Complete the system upgrade, integration and permission control of files and files to prevent the leakage of confidential files, and implement file backup and off-site storage mechanisms. ▪ Upgraded firewall to enhance defence capabilities and ensure information systems and network environments comply with security implementation standards. ▪ Complete the inventory and backup of the database to ensure the executability of disaster recovery. ▪ In 2024, there were no information security incidents that impacted the company's operations or violated customers' privacy.
Evaluation mechanism/outcomes		▪ Conduct security testing, information security health clinics, social security, and information security incident drills every year. ▪ Strengthen company colleagues' information security crisis awareness and information security personnel response capabilities to prevent incidents in advance and effectively detect and prevent the spread at the first opportunity. ▪ Regularly announce and promote information security policies, and cultivate colleagues with information security certifications. ▪ Conduct information security education and training for all colleagues annually. ▪ Report to the board of directors at least once a year to summarize the annual execution information security risk status. ▪ No information security incidents that impacted company operations or violated customer privacy occurred during the year.

Cameo Communications attaches great importance to information security and has established a complete information security and data protection mechanism to avoid risks such as confidential information leakage or data damage. It has internally formulated relevant information security prevention and control mechanisms, application technologies, and data security standards. A data backup mechanism is established for the Company's important systems, and restoration tests are carried out from time to time every year to ensure that the information system can be restored normally, thereby reducing the risk of system interruption caused by unwarned natural disasters or human negligence, and ensuring that the system restoration goals set by the Company are met.

Cameo Communications' current information security measures are implemented in accordance with the Group's information security policy. The Group regularly holds online information security management and control meetings, with the participation of information security personnels from each subsidiary within the Group. Each meeting has specific information security topics, and each subsidiary is required to submit relevant documents and provide explanations during the meeting. Cameo Communications joining the Group's information security management system can effectively enhance the Company's information security capabilities, protect the confidentiality, integrity, and availability of company information, and prevent improper use, leakage, tampering, damage, or loss of company assets in the event of human negligence, deliberate destruction, or natural disasters, which could affect company operations or harm company interests. No information security incidents occurred during the year.

4. Environmental Sustainability

As a member of the technology industry and a global citizen, Cameo Communications, Inc. has always adhered to environmentally friendly and sustainable development approaches in operating the company. Whether in energy, greenhouse gas emissions, water resource management, or waste, the Company has corresponding control measures to minimize negative environmental impacts. The Company also recognizes the concept of "Extended Producer Responsibility" and will use guidance to gradually lead changes in colleagues' concepts, attitudes, and values, transforming them into company culture. This is not only reflected in all products, services, quality objective management operations, daily operations, and continuous improvement activities we provide to customers, but also helps and enhances corporate social responsibility and compliance with specific government regulatory requirements. The Company firmly believes it can contribute to Taiwan's continued economic development and sustainable environment.

Policy Statement

Recognizing the extreme abnormalities caused by global warming effects from climate and environmental changes affecting sea level rise, crop growth, and biological survival difficulties, Cameo Communications not only continuously improves quality and innovative manufacturing to provide satisfactory products and services to customers, but also upholds development concepts of safety, hygiene, energy conservation, and mutual prosperity with the environment. Believing that reducing carbon emissions is the primary way to mitigate global warming, the Company is advancing toward promoting the policy spirit of "continuous energy conservation, net zero carbon emissions" and working tirelessly for sustainable management and social contribution. Cameo Communications and its employees shall fulfill their responsibilities for environmental protection and strive to accomplish the following:

- **1. Environmental protection and zero pollution**
- **2. Continuously save energy and reduce carbon emission, prevent pollution, reuse resources, develop green products, and create a pollution-free environment.**
- **3. Zero deviation in regulatory compliance**
- **4. Continuous improvement to zero deficiencies**

Conduct thorough inventory to understand greenhouse gas emission status and further formulate related plans for continuous improvement.

4.1 Climate Change Management

Due to extreme climate caused by global warming, as well as the increasingly important influences brought by energy and climate change issues in recent years, to mitigate the impact of climate change on company operations, Cameo Communications has adopted the Task Force on Climate-related Financial Disclosures (TCFD) framework since 2022, which includes governance, strategy, risk management, and metrics and targets. The Sustainability Implementation Committee identifies climate-related risks and opportunities and formulates subsequent response strategies, reporting to the Board of Directors at least once annually, with the Board monitoring the implementation effectiveness.

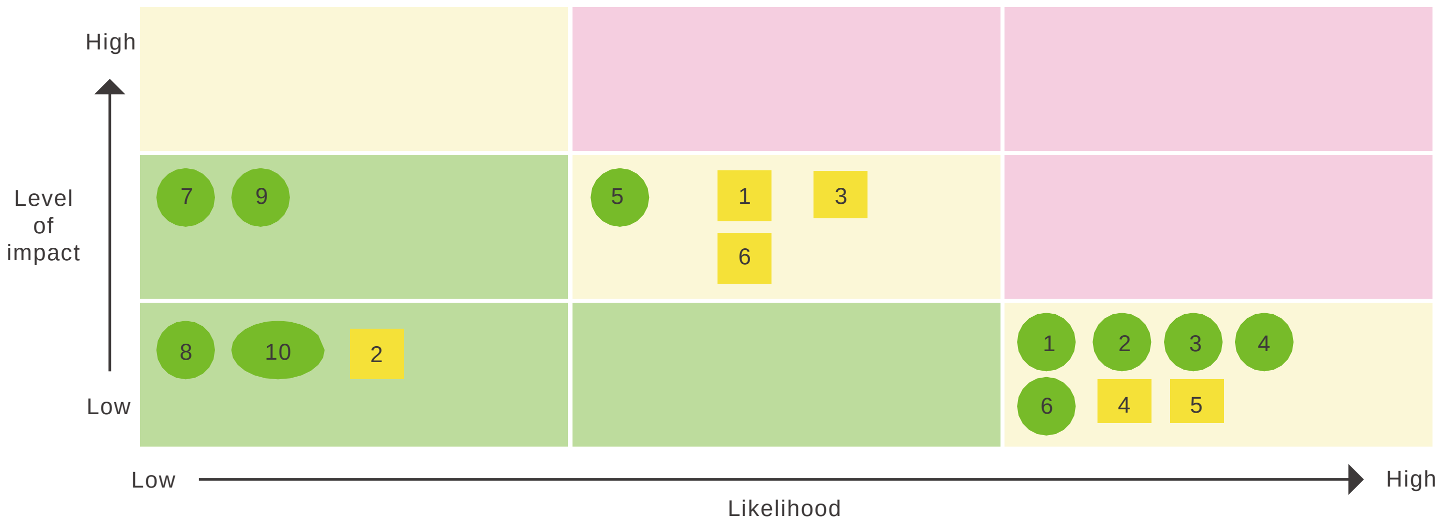
Governance

Cameo Communications has established a Sustainability Implementation Committee, chaired by the General Manager. The Committee holds regular meetings each year to discuss potential climate change risks, energy resource efficiency, and various environmental impacts associated with the product life cycle arising from the company's operations. The Committee reports climate change issues and implementation status to the Board of Directors regularly each year. The Company has also appointed a Corporate Governance Officer to include climate change factors in the operational risk management scope, implementing response measures to reduce operational risks.

Strategy

In response to the impact of climate-related risks and opportunities on the company's strategy and financial planning, Cameo Communications refers to TCFD's climate-related scenario analysis and uses quantitative and qualitative climate-related scenario analysis to adopt corresponding strategies. The Company references the 1.5°C Scenario (1.5DS) in the Sustainability Implementation Committee meeting, and simultaneously used the tools provided by TCCIP (Climate Change Integrated Service Platform) as a reference for the assessment of physical risk scenarios of climate change. It finally decided to adopt the 1.5DS/RCP2.6 scenario as the Company's physical climate change risk scenario. At the same time, based on the ISO 31000 Risk Management – Guidelines, climate change risks and opportunities are analyzed based on the degree of impact and occurrence for transformation risks, physical risks, etc. in the above scenarios. Finally, we identified the climate risks and opportunities related to the Company's operating scope, and referred to the TCFD report related to the communications network industry: The Company's long-term operational development is considered based on a ten-year period (a decade), where short-term is defined as 1-3 years, medium term as 3-5 years, and long term as 6-10 years.

Cameo Communications 2024 TCFD Climate Risk and Opportunity Matrix



Note 1: Short-term refers to 1-3 years, medium-term refers to 3-5 years, and long-term refers to 6-10 years.

Risk/opportunity	Factor	Climate change risk issues	Risk level	Time Scope
Transformation risk	Policies and regulations	R1 Increase in greenhouse gas emissions pricing	Middle	Short, medium and long term
		R2 Increase in electricity price	Middle	Short, medium and long term
	Technology	R3 Adopting low-carbon energy-saving equipments for manufacturing processes	Middle	Long term
		R4 Cost of low-carbon technology transition	Middle	Short, medium and long term
	Market	R5 Increase in raw material prices	Middle	Short, medium and long term
		R6 Increase in electricity costs	Middle	Medium and long term
	Reputation	R7 Stakeholder concerns and negative feedbacks	Low	Medium and long term
Entity risk	Immediacy	R8 Increased severity of extreme weather events such as typhoons, floods, and droughts	Low	Short, medium and long term
	Long term	R9 Changes in rainfall patterns and extreme changes in climate patterns	Low	Short, medium and long term
		R10 Rising average temperature	Low	Short, medium and long term

Risk/opportunity	Factor	Climate change risk issues	Risk level	Time Scope
Opportunity	Resource efficiency	O1 Using processing equipment with higher power usage efficiency	Middle	Short, medium and long term
		O2 Reducing water consumption and water wastage in processes	Low	Short, medium and long term
	Energy source	O3 Builds solar panels	Middle	Medium and long term
	Product service	O4 Develops or increases low-carbon goods and services	Middle	Short, medium and long term
	Market	O5 Enters new market	Middle	Short, medium and long term
	Resilience	O6 Energy alternative/diversification	Middle	Short, medium and long term

Risk management

Cameo Communications conducts discussions through the Sustainability Implementation Committee in the "TCFD Climate Change Related Financial Disclosure Discussion Meeting". Through this meeting, relevant members are convened to discuss and identify climate change risks and opportunities, with the TCFD Recommendation Framework incorporated in the discussion, Upon discussion, transformation risks (policy and regulations, technology, market, reputation), entity risks (immediacy risks amd long-term risks), and opportunities (resource efficiency, energy sources, products/services, markets, resilience) have been identified.

Overall, the risk assessment results show that there are no major risk items. Based on the consideration of reducing risks, Cameo Communications has selected items with relatively high likelihood to occur and level of impact to carry out relevant improvement operations.

I **Market Risk - A moderate risk identified, which is increase in raw material price:**

Cameo Communications will establish cooperative relationships with multiple suppliers to reduce dependence on single suppliers and build long-term mutual trust and cooperation foundations to obtain supplier support and preferential treatment. The Company will closely monitor market and industry changes, including raw material price trends and supply conditions. This allows early identification of potential problems and, when necessary, signing long-term supply contracts with suppliers to ensure stable supply and pricing.

II **Resource Efficiency - A moderate opportunity identified, which is using processing equipment with higher power usage efficiency:**

Priority will be given to purchasing water-saving and energy-saving equipment when updating equipment in the future.

III **Energy Source - A moderate opportunity identified, which is building solar panels:**

Currently, the Tainan factory has installed solar panels and sold them to government agencies in accordance with the law. In the future, it will continue to evaluate the expansion of solar panels.

IV **Resilience - A moderate opportunity identified, which is energy alternatives/diversification:**

For renewable energy projects, the Company will closely monitor new legal developments and renewable energy progress, review the Company's current compliance with regulations and potential development directions, and then formulate various measures to meet regulatory compliance and renewable energy usage. The Company will simultaneously comply with environmental, energy, and other related regulations to further reduce environmental burden and independently implement related energy-saving, water-saving, and waste reduction measures.

TCFD risk management process

Step1
- Sustainability Implementation Committee members complete climate and environmental background data collection
- Climate risk and operational scope assessment

Step2
- Compile a list of climate risks and opportunities
- Compose surveys on internal operational impacts

Step3
- Sustainability Implementation Committee conducts analysis on climate risks and opportunities and operational impacts
- Determine major risk items

Step4
- Form implementation strategies and set targets

Step5
- Annual rolling review of implementation strategy and target effectiveness through Sustainability Promotion Implementation meetings

Note: This flowchart illustrates the Company's tracking and monitoring of climate change risks, upon collecting data, we determine risk level based on a risk matrix. The Sustainability Implementation Committee carries out a comprehensive analysis and evaluation, then forms strategies and sets targets, and perform rolling review of achievement performance carried out every year.

Metrics & Targets

Based on the metrics established for TCFD climate risks and opportunities, Cameo Communications has further set the following targets:

1. Energy conservation and carbon reduction management quantitative target: the base year is updated from 2022 to 2024 due to the addition of Hsinchu R&D Center, with a 1 % carbon emission intensity reduction every year.
2. Water conservation management quantitative target: Using 2020 as the base year, reduce water consumption rate by 1% every year.
3. Achieve net zero carbon emissions by 2050.

4.2 Energy management 302-1, 302-3 to 4

Policies/ Commitments		▪ The Company's emphasis on greenhouse gases and continuous responsibility for the environment through annual carbon emission reductions.
Target	Short term	▪ Strengthen carbon inventory, complete ISO 14064-1 third-party verification to help the Company understand carbon reduction direction. ▪ Complete promotion of energy-saving and carbon reduction concepts for colleagues to turn off lights when not in use
	Medium to long term	▪ Prioritize procurement of energy-efficient designs for energy-consuming equipment ▪ Use of renewable and clean energy
Responsible department / Grievance mechanism		▪ Facilities / Company website
Resources invested in the year		▪ Continue planning energy-saving measures to reduce electricity consumption and lower carbon emissions ▪ Regular maintenance and replacement of equipment, such as annual consumable replacement and cleaning of the ice water main unit, to improve energy use and energy efficiency ▪ Continuously replace old lighting fixtures and replace them with energy-saving LED fixtures ▪ Restructure and adjust lighting control management in dining areas.
Evaluation mechanism / outcomes		▪ Energy declaration and energy saving performance

Cameo Communications, Inc. is a company primarily engaged in designing, producing, and selling network communication products, including wired network interface cards (NIC), local area network (LAN) switches and routers, WLAN cards, WLAN access points and routers, hubs, and computer related product ODM services. The energy used in manufacturing processes is still primarily electricity. In 2024, affected by customer inventory awaiting sale, downturn across the industry chain, and customer product portfolio adjustments, the Tainan factory production line still required capacity adjustments accordingly, resulting in reduced electricity consumption.

Energy consumption (1000kWh)	Cameo communications	
	Consumption (thousand degrees)	Consumption (GJ)
2022	7281.064	26,211.830
2023	6521.288	23,476.637
2024	6940.827	24,986.977

Energy consumption	Cameo communications	
	Gasoline consumption (L)	Oil consumption (GJ)
2022	2241.11	73.192
2023	1883.10	61.499
2024	1677.99	54.800

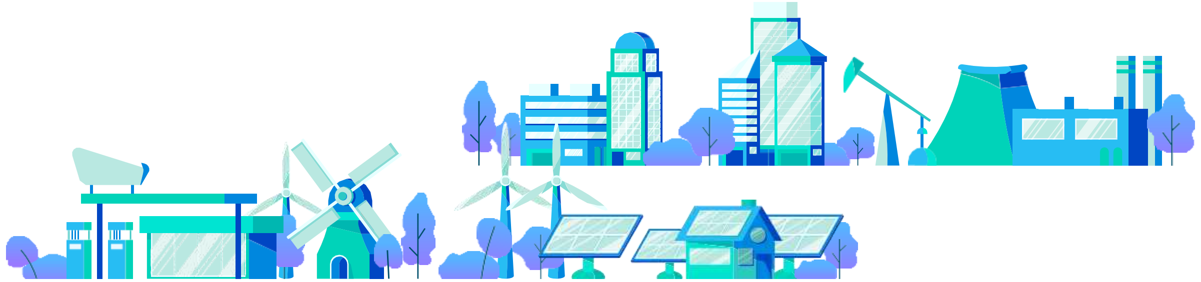
Energy consumption	Cameo Communications	
	Diesel consumption (L)	Oil consumption (GJ)
2022	0	0
2023	0	0
2024	600	21.102

Note 1: Referring to the Greenhouse Gas Emission Factor Management Table 6.0.4, the calorific value of gasoline is 7800 kcal per liter, the calorific value of diesel is 8400 kcal per liter, and each calorie is 4.187 KJ (joules). 1 GJ = 1*10^9 joules.

Energy intensity	Cameo Communications				
	Sales (NTD one million)	Consumption (GJ)	Gasoline volume (GJ)	Diesel consumption (GJ)	Energy intensity (Total energy consumption / sales)
2022	3,376	26,211.830	73.192	0	7.786
2023	2,539	23,476.637	61.499	0	9.271
2024	1,184	24,986.977	54.800	21.102	21.150

In energy conservation, the Tainan factory was affected by customer inventory awaiting sale, downturn across industry chain, and customer product portfolio adjustments, requiring production line capacity adjustments accordingly. Additionally, with the addition of the Hsinchu office, total electricity consumption at the Tainan factory was slightly higher than in 2023 but still reduced compared to 2022. However, the Company's commitment to energy-saving and carbon reduction measures and efficient energy utilization remains unchanged. In 2024, company operations saved approximately 85.692 thousand kWh of electricity.

Directly reduce energy consumption (1000kWh)	Tainan Factory
2022	702.690746
2023	85.995
2024	85.692



Year of Energy Saving Measures	Energy saving measures	Completion period (Y/M)	Electricity savings (kWh)
112	Parameter adjustments of the automatic lighting and extinguishing system for B1 dining area lights	2023/12	16097
112	Annual consumable replacement and cleaning for chillers	2023/12	69897.7
113	Parameters adjustments of the automatic lighting and extinguishing system for B1 dining area lights	2024/12	15794
113	Annual consumable replacement and cleaning for chillers	2024/12	69897.7

4.3 Carbon Emission Management 305-1 to 5

Policies/ commitments		▪ The Company's emphasis on greenhouse gases and continuous responsibility for the environment through annual carbon emission reductions.
Target	Short term	▪ Strengthen carbon inventory and complete ISO 14064-1 third-party verification to help the Company understands carbon reduction direction. ▪ Complete three hours of carbon reduction concept education for employees
	Medium to long term	▪ Prioritize procurement of energy-efficient designs for energy-consuming equipment. ▪ Use of renewable and clean energy
Responsible department/ grievance mechanism		▪ Factory / Company website
Resources invested in the year		▪ Continued planning energy-saving measures to reduce electricity consumption and lower carbon emissions ▪ Regular maintenance and replacement of equipment, such as annual consumable replacement and cleaning of chillers, to improve energy use and energy efficiency ▪ Continued replacement of old lighting fixtures into energy-saving LED fixtures completely ▪ Evaluated and planed the installation of sensor lighting equipment according to different functional areas such as pantries, outdoors and corridors ▪ Planned parameter adjustments for automatic lighting system for dining area lighting control management.
Evaluation mechanism / outcomes		▪ Energy reporting and energy saving performance

In recent years, the global greenhouse effect has caused ozone layer depletion and extreme climate conditions. Cameo Communications actively responses to global issues and government policies by conducting greenhouse gas inventory and establishing inventories for the Tainan factory. Cameo Communications categorizes greenhouse gases by emission source into direct and indirect emissions. Direct emissions are generated from refrigerants used in factory utility equipment, carbon dioxide fire extinguishers, vehicle fuel, and power generation equipment. Indirect greenhouse gas emissions come from purchased electricity, all purchased from Taiwan Power Company, as well as upstream indirect emissions from electricity.

Emission of greenhouse gases (Metric tons co2e)	Cameo communications headquarters + Tainan factory + Hsinchu office		
	Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Indirect emissions (Scope 3)
2022	150.6500	4168.1636	722.2633
2023	134.7923	3678.9705	723.1592
2024	132.9276	3428.7687	675.3425

Emission of greenhouse gases Intensity	Cameo communications headquarters + Tainan factory + Hsinchu office		
	Revenue (unit: NTD one million)	Total emissions (unit: metric tons co2e)	Intensity
2022	3,376	5041.077	1.4932
2023	2,539	4536.992	1.7869
2024	1,184	4237.039	3.5786

To reduce greenhouse gas emissions or increase greenhouse gas removal for sustainable management and fulfilling social responsibility, Cameo Communications has planned energy-saving and carbon reduction measures since the Tainan factory began operations in 2021. Compared with the base year 2021, carbon emissions decreased by 145.101 metric tons CO2e in 2022. In 2023, the Company mainly focused on carbon information disclosure and reporting, reducing carbon emissions to 649.186 metric tons CO2e compared with the base year2021, achieving year-over-year reductions in carbon dioxide emissions. In 2024, as the Hsinchu office was added, the base year is reset as 2024. The Company will continue planning related energy-saving and carbon reduction measures to respond to customer requirements and global carbon reduction issues.

Cameo Communications' product lines in general is relatively simple. The Company does not emit ozone-depleting substances (ODS), nitrogen oxides (NOx), sulfur oxides (SOx), volatile organic compounds (VOC), or other harmful gasses, thereby reducing its impact on the planet.

4.4 Water And Wastewater 303-1 to 5

4.4.1 Current status of water resources

According to ESI (Environment Sustainable Index) statistics, Taiwan is among the world's top 18 water-scarce countries. Additionally, scenario analysis done using the Aqueduct tools from the World Resources Institute (WRI) shows that in 2030, the region where Cameo Communications is located faces a 10-20% risk of water shortage. Although there is no immediate obvious water shortage risk, to respond to Taiwan's water conservation initiatives, the Company actively cooperates with various water resource management measures. In 2024, water withdrawal was 20.71 million liters, water discharge was 16.57 million liters, and water consumption was 4.14 million liters.

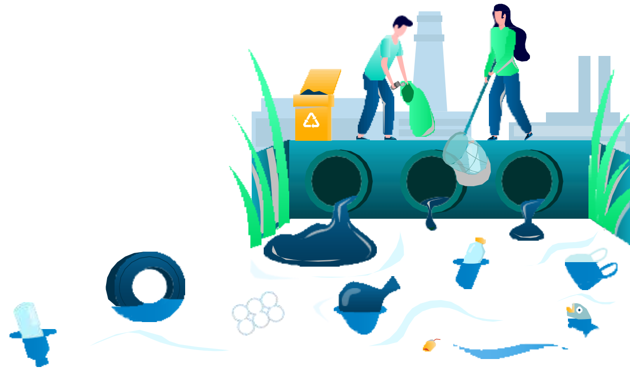
The water source of Cameo Communications' Tainan factory is tap water supplied by Taiwan Water Corporation, primarily used for general domestic wastewater and production purposes, including process water, product cleaning, air conditioning cooling systems, and waste gas and wastewater treatment.

To conserve water resources, all restrooms in the factory are equipped with water-saving toilets. Replacement of related water equipment prioritizes water-saving designs. The Company continuously evaluates water conservation measures such as recovering discharge water for use in air pollution control equipment scrubbing towers, recovering pure water waste for cooling tower use, recycling process wastewater, and developing low water consumption production technologies, continuing to contribute to sustainable development.

4.4.2 Wastewater management

Cameo Communications has very strict control requirements for wastewater. The factory conducts water quality tests on the discharged domestic wastewater twice a week. The Tainan Industrial Park Wastewater Treatment Plant dispatches personnel twice a month to sample and test the quality of the treated domestic wastewater discharge (SS, COD, pH value, etc.) to ensure that the discharged water does not exceed emission standards.

Note: Wastewater discharge volume refers to domestic sewage.



Tainan factory	Effluent concentration (mg/l)		Effluent temperature (°C)	Effluent concentration	Processing unit
	Suspended solids (SS)	Chemical oxygen demand (COD)	Water temperature	Concentration index	Ministry of Economic Affairs Industrial Development Bureau
2022	43.89	240	26.3	7.42	Tainan Science Park Sewage treatment plant
2023	25.45	331.3	26.75	7.52	
2024	16.21	132.08	26.84	7.24	

Emissions standards: Chemical oxygen demand (COD) 520 mg/l
Suspended solids (SS) 320 mg/l
Water temperature <42oc
Hydrogen ion concentration index (ph) 5-9

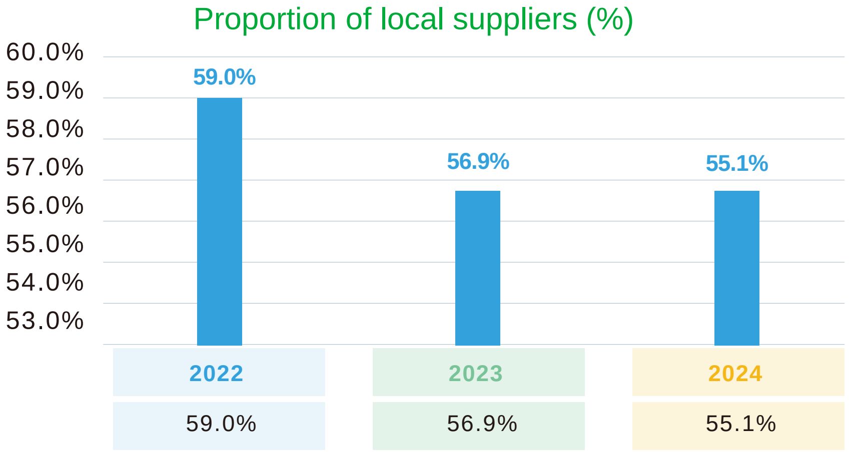
4.5 Supply Chain Management

Policies/ commitments		▪ Continue to establish long-term supply chain relationships to ensure the Company's products and services meet high quality and stability standards. Our supply chain management policy aims to build trust, promote cooperation, and achieve sustainable operations and development goals.
Target	Short term	▪ Complete establishment of a comprehensive sustainable supply chain evaluation system, incorporating three aspects: corporate governance, social, and environmental ▪ Gradually introduce sustainability evaluation with a target of 100% supplier coverage.
	Medium to long term	▪ Add improvement measures for suppliers that do not pass sustainability evaluation items to help suppliers move toward sustainability.
Responsible department/ grievance mechanism		▪ Procurement / Company official website mailbox
Resources invested in the year		▪ Establish a sustainable supply chain evaluation system and complete the discussion and confirmation of supplier sustainability evaluation content. ▪ Implement and promote supplier sustainability evaluation in procurement units
Evaluation mechanism / outcomes		▪ List the actual number of relevant suppliers and design a sustainability evaluation check list to be provided to them

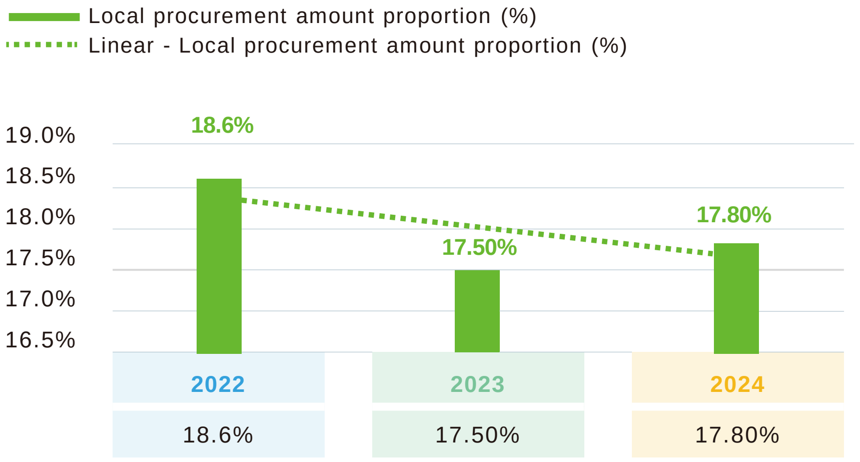
Supply chain management is also a major issue in the sustainable operation of enterprises. Cameo Communications regularly evaluates its supply chain to ensure compliance with environmental and occupational health and safety requirements. Additionally, through investigation, cooperating suppliers over the past three years have not caused negative impacts on the environment and society. The future supply chain sustainability policy will be published after consolidation and revision on the official website. Since 2024, the Company has gradually implemented sustainable evaluation measures and education for both new and existing suppliers.

Cameo Communications supplier selection criteria:

- Must possess a business registration certificate and a legal factory registration.
- Company must have comprehensive systems, a good reputation, and no major regulatory violations.
- All main raw materials must comply with Cameo Communications' restricted substance requirements.
- Priority given to suppliers with ISO management systems such as ISO 14001 and ISO 45001.
- Priority given to suppliers with relevant sustainability evaluations



Proportion of local procurement amount (%)



Year	2022	2023	2024
Number of new suppliers	15 units	12 units	13 units
Number of local suppliers	34 units	33 units	33 units

Note: Local suppliers are defined as suppliers in Taiwan

Supplier evaluation process:

Based on the quality assessed by the quality assurance unit, on-time delivery rate assessed by the purchasing unit, and the price competitiveness by strategic procurement, Cameo Communications carries out evaluation and consolidate the monthly scores into a final grade:

- **A+ grade supplier, total score ≧90 points**
- **A suppliers, total score ≧80 points**
- **B supplier, total score ≧70 points**
- **C suppliers, total score < 70 points >>**

A supplier review meeting (QBR meeting) will be held, with the quality assurance and purchasing units both listed as responsible for written or on-site factory visits for assessment and consultation, and confirm the assessment results on the meeting.

1 For suppliers with evaluation results of B grade, SQE should require suppliers to submit improvement plans within two months and provide SQE guidance for improvement. For suppliers with evaluation results of C grade, SQE should require suppliers to submit and implement improvement plans within one month, If C grade is still obtained after re-evaluation, SQE should hold a discussion with relevant units to discuss disqualification, and if C grade is still obtained after third evaluation, the supplier may be removed from the list of qualified suppliers.

2 For suppliers with an excellent evaluation of A+ grade, when objective conditions of market supply and demand permit, priority purchasing rights or priority consideration for new product development introduction should be given.

3 Suppliers with scores of grade B or below will be given warnings, listed in a watch list, and may be considered for reducing procurement volume.

Category	Year/Month	202401	202402	202403	202404	202405	202406
Electronics	Number of evaluated suppliers	35	69	68	69	73	80
	Number of unqualified suppliers	0	0	0	0	0	0
Mechanical / Structural	Number of evaluated suppliers	32	32	33	30	32	34
	Number of unqualified suppliers	0	0	0	0	0	0
Packaging materials	Number of evaluated suppliers	12	11	15	14	12	15
	Number of unqualified suppliers	0	0	0	0	0	0

Category	Year/Month	202407	202408	202409	202410	202411	202412
Electronics	Number of evaluated suppliers	97	95	85	73	73	75
	Number of unqualified suppliers	0	0	0	0	0	0
Mechanical / Structural	Number of evaluated suppliers	30	35	26	28	28	28
	Number of unqualified suppliers	2	0	0	0	0	0
Packaging materials	Number of evaluated suppliers	14	14	14	13	13	12
	Number of unqualified suppliers	0	0	0	0	0	0

4.6 Waste Management

Policies/ commitments		▪ Waste recycling and maximum utilization
Target	Short term	▪ Waste reduction ▪ Increase recycling ratio
	Medium to long term	▪ Waste recycling rate>93%
Responsible department/ grievance mechanism		▪ Occupational safety office / employee suggestion mailbox
Resources invested in the current year		▪ In 2024, the total output weight was 162.88 metric tons, with 156.14 metric tons recycled and reused, achieving a recycling rate of 96%.
Evaluation mechanism/outcomes		▪ Compared with 2023, the recycling and reuse ratio increased by 8% (from 88% to 96%).

4.6.1 Waste treatment

For waste output, Cameo Communications adheres to the principles of waste recycling and maximum utilization, minimizing output as much as possible. Waste treatment focuses primarily on resource recycling and reuse, with final disposal as a secondary option. Control measures require proper waste sorting to avoid random disposal of waste that causes treatment problems. Additionally, there is waste source control where waste generated in manufacturing processes is categorized by nature: waste paper, waste plastic trays, and waste plastic, waste plastic cable ties, waste PE films, scrap iron, scrap aluminum, scrap hardware, waste hardware mixed wires, etc., implementing classified recycling. In 2024, hazardous waste weight was 6.74 metric tons. The Company also advocates reducing paper waste from paperwork, printing general documents on both sides when possible or using blank sides of discarded documents.

Currently, the Tainan factory's commissioned waste treatment methods include small amounts of chemical treatment, incineration, physical disposal, and reuse. All cooperating waste collection vendors are legally licensed collection institutions.

The waste generated by the Company includes general industrial waste (incineration treatment) and hazardous industrial waste (incineration treatment and physical treatment).

Waste solvent drums (C-0301 solid) and waste solvents (C-0301 liquid) generated from manufacturing processes from steel plate cleaning to wave soldering furnace procedures, PCB circuit board scraps (E-0217) generated from automatic cutting to component placement/insertion, and non-process generated waste wood mixture (R-0701), are all commissioned to qualified licensed vendors for collection and disposal. The total weight of scrapped products and electronic waste was 162.88 metric tons, in which a weight of 156.14 metric tons was recycled and reused, achieving a 96% recycling rate.

Waste output (mt)	Tainan factory							
	Reused		Physical disposal		Incineration		Cleaned	
	General	Hazardous	General	Hazardous	General	Hazardous	General	Hazardous
2022	403.3	0	0	10.51	59.149	1.41	0	1.65
2023	261.11	0	0	15.08	12	1.27	0	0
2024	156.14	0	0	4.82	0	1.92	0	0

Note: Figures for non-hazardous waste refers to general domestic waste (waste code H02), which does not require reporting for collection and disposal, thus no data on weight is provided by waste collection vendors.

5. Social care

Cameo Communications attaches great importance to employees' labor rights, as well as creating a happy and safe workplace, providing employees with friendly and equal work opportunities, implementing gender equality policies, and fostering an atmosphere of mutual respect. We offer market-competitive remunerations to enhance employees' loyalty to the Company, reduce turnover rate, and ensure the stable development of company operations.

Cameo Communications also has a comprehensive education and training system, we regularly organize various training courses to strengthen employees' professional capabilities and enhance their competitiveness in the workplace; provide a transparent promotion channel allowing employees to anticipate future career development possibilities; and promote positive labor-management interactions where employees can speak freely and express their opinions in labor-management meetings, and the Company also responds in good faith to reach consensus from labor and management. In addition, Cameo Communications has adopted the ISO 45001 Occupational Health and Safety Management Systems to enhance the Company's management performance in occupational safety and health, effectively safeguarding the physical and mental well-being of employees. Finally, giving back to society, Cameo Communications not only consistently achieves excellent revenue performance but also actively cooperates with the Group's policies to continuously engage in public welfare activities and care for disadvantaged groups, fulfilling its social responsibilities.

5.1 Employee Overview

Cameo Communications treats employees equally, eliminating any labor conditions that may lead to workplace inequality through various equality measures, and safeguarding employees' labor rights.

5.1.1 Human Rights Protection

Cameo Communications values employee rights and fosters a friendly environment that protects human rights. The company, in accordance with the principles set forth in human rights conventions such as the United Nations (UN) Universal Declaration of Human Rights, UN Global Compact, UN Guiding Principles on Business and Human Rights, and the International Labor Organization Declaration on Fundamental Principles and Rights at Work, adoption internationally recognized fundamental human rights. These include respecting employees' freedom of association, caring for vulnerable groups, prohibiting child labor, eliminating all forms of forced labor, eliminating discrimination in employment and occupation, preventing any acts that violate human rights, ensuring gender equality, and treating all employees fairly. Cameo Communications' compensation policy also ensures that employees' salaries are not differentiated based on gender, age, race, religion, or political stance.

At the same time Cameo Communications adheres to labor human rights laws at each operating base and periodically disseminates important information on human rights protection and labor rights to some current employees. In addition, Cameo Communications also provides reporting channels for employees to use. After receiving a report, a dedicated person-in-charge will conduct a due diligence investigation and keep the whistleblower's personal information confidential. If the report is verified to be true, Cameo Communications is committed to not treating the whistleblower unfavorably. There were no records of human rights violations in the current year.

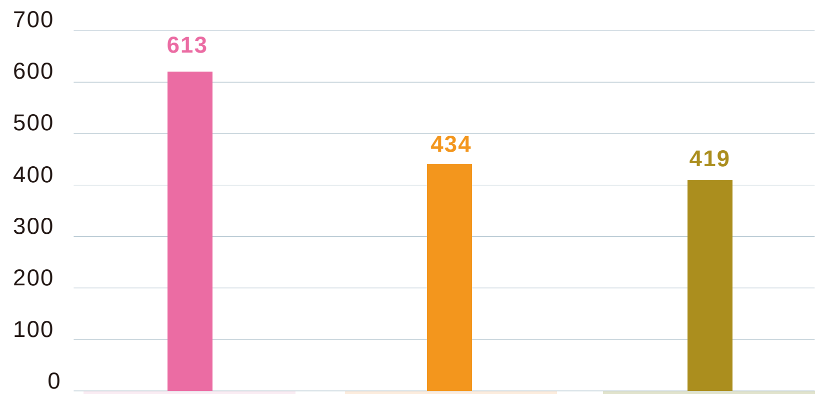
5.1.2 Employee statistics

Cameo Communications is a well-known manufacturer of network communication products. In terms of recruitment and talent retention, during the selection process, the Company leverages new technologies and offers competitive compensation levels, combined with structured interviews to ensure alignment between candidates and the Company's brand values, attracting exceptional talent to join the team and continuously injecting innovative energy and vitality into Cameo Communications. All full-time employees of Cameo Communications are on indefinite contracts. The Company’s commitment to creating a friendly workplace and a comprehensive learning roadmap provides a long-term and stable work environment, allowing employees to fully commit to their work, which helps safeguard their economic well-being and achieve talent retention.

Company employees are primarily categorized as direct and indirect personnel. Following the production capacity reduction and workforce adjustment in 2023, direct production line personnel in the first half of 2024 were reduced through natural attrition, with the female proportion remaining largely consistent with 2023. Regarding employee age distribution, employees under 50 years of age account for approximately 84%, representing a 3% decrease from 2023. Cameo Communications currently maintains a workforce primarily composed of middle-aged and experienced employees, with senior managers leading younger teams. The workforce structure remains stable with no concerns regarding labor shortages.

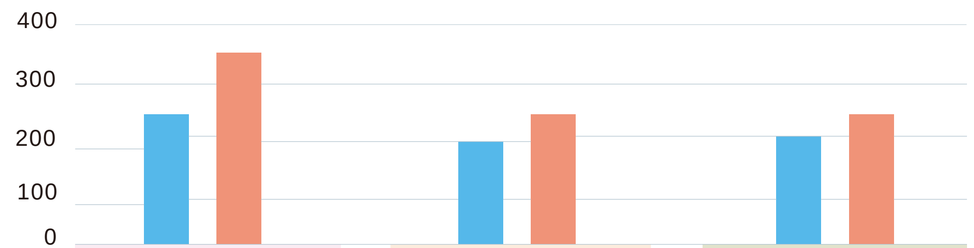
At Cameo Communications' Taiwan operations, 100% of senior management positions are filled by local talent, demonstrating the Company's commitment to collaborating with local communities to identify talent and attract exceptional talents to work locally. This approach helps gain recognition from local communities and further enhances the local economic situation.

Total number of employees (Note 1)



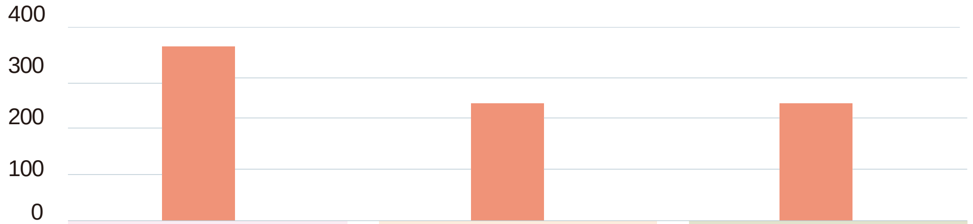
2022	2023	2024
613	434	419

Employee gender distribution



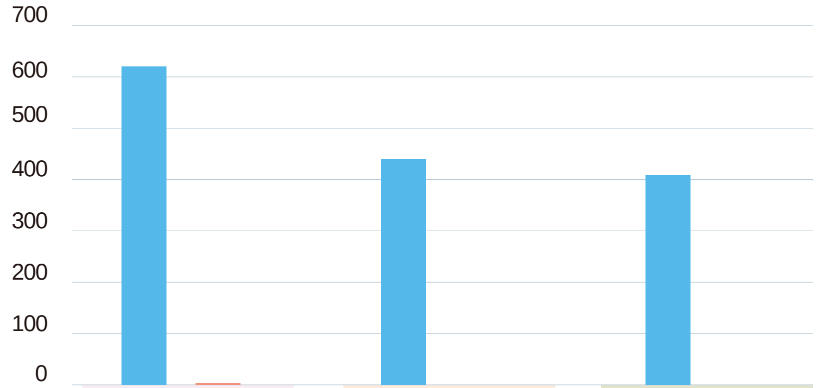
	Number of employees in service at 2022 year-end	Number of employees in service at 2023 year-end	Number of employees in service at 2024 year-end
male	244	196	190
female	369	238	229

Proportion of full-time female employees



2022		2023		2024	
Total number	Female percentage	Total number	Female percentage	Total number	Female percentage
369	60.20%	238	54.84%	229	54.65%

Number of non-fixed-term contract employees



	2022	2023	2024
Non-fixed term (person)	612	434	419
Fixed term (person)	1	0	0

Note: Figures are as of the end of the year (December 31).

Full-time employees refer to employees whose weekly working hours reach the statutory working hour limit; part-time employees refer to those whose weekly working hours do not reach the statutory working hour limit and work only partial hours, such as part-time student workers and hourly workers.

Table: Percentage of directors and employees by gender and age

Diversity statistics / year				2022 Number of people	2022 Percentage	2023 Number of people	2023 Percentage	2024 Number of people	2024 Percentage
Directors		Gender	Male	7	100%	6	86%	6	86%
			Female	0	0%	1	14%	1	14%
		Age	Under 50	0	0%	2	29%	2	29%
			50 or above	7	100%	5	71%	5	71%
		Education	Master's degree or above	2	29%	7	100%	7	100%
			Bachelor's degree	5	71%	0	0%	0	0%
Employees	Direct personnel	Gender	Male	100	16%	60	14%	57	14%
			Female	249	41%	138	32%	131	31%
		Age	Under 30	90	15%	43	10%	36	9%
			30 – 39	158	26%	89	21%	85	20%
			40 -49	85	14%	58	13%	53	13%
			50 or above	16	3%	8	2%	14	3%
		Education	Doctor	0	0%	0	0%	0	0%
			Master's degree	0	0%	0	0%	0	0%
			Bachelor's degree	103	17%	67	15%	67	16%
			Junior college	42	7%	18	4%	18	4%
			Vocational high school	122	20%	71	16%	68	16%
			Senior High school	61	10%	36	8%	28	7%
			Junior high school	20	3%	6	1%	7	2%
			Elementary school	1	0%	0	0%	0	0%

Diversity statistics / year				2022 Number of people	2022 Percentage	2023 Number of people	2023 Percentage	2024 Number of people	2024 Percentage
Staff	Indirect personnel	Gender	Male	144	23%	136	31%	133	32%
			Female	120	20%	100	23%	98	23%
		Age	Under 30	24	4%	31	7%	38	9%
			30 – 39	63	10%	55	13%	47	11%
			40 -49	126	21%	100	23%	91	22%
			50 or above	51	8%	50	12%	55	13%
		Education	Doctor's degree	1	0%	2	0%	4	1%
			Master's degree	37	6%	41	9%	49	12%
			Bachelor's degree	162	26%	141	32%	134	32%
			Junior college	51	8%	41	9%	32	8%
			Vocational high school	11	2%	9	2%	9	2%
			Senior High school	1	0%	1	0%	2	0%
			Junior high school	1	0%	1	0%	1	0%
			Elementary school	0	0%	0	0%	0	0%

Note: The calculation method is as follows:

Percentage of female directors = (number of female directors at year-end / number of directors at year-end) * 100%.

Percentage of direct personnel aged under 30 = (total number of direct personnel under the age of 30 at year-end / total number of employees at year-end) * 100%.

Percentage of indirect personnel with master's degree = (total number of indirect personnel with master's degree at year-end / total number of employees at year-end) * 100%.

Table: Percentage of new and departed employees

New and departed employees / year		2022 Total number	2022 Number of employees in service at the end of the year	2022 Percentage (note)	2023 Total number	2023 Number of employees in service at the end of the year	2023 Percentage (note)	2024 Total number	2024 Number of employees in service at the end of the year	2024 Percentage (note)
New employees										
Age	Under 30	82	115	71.3%	43	74	58.1%	24	74	32.4%
	30 or older but under 40	86	220	39.1%	22	144	15.3%	18	132	13.6%
	40 or older but under 50	59	211	28.0%	22	158	13.9%	25	144	17.4%
	50 or above	12	67	17.9%	5	58	8.6%	4	69	5.8%
Gender	Male	97	244	39.8%	55	196	28.1%	39	190	20.5%
	Female	142	369	38.5%	37	238	15.5%	32	229	14.0%
Education	Doctor's degree	0	1	0.0%	2	2	100.0%	3	4	75.0%
	Master's degree	18	37	48.6%	20	41	48.8%	24	49	49.0%
	Bachelor's degree	82	265	30.9%	26	208	12.5%	29	201	14.4%
	Junior college	19	93	20.4%	4	59	6.8%	4	50	8.0%
	Vocational high school	77	133	57.9%	22	80	27.5%	10	77	13.0%
	Senior High school	26	62	41.9%	10	37	27.0%	0	30	0.0%
	Junior high school	17	21	81.0%	7	7	100.0%	1	8	12.5%
	Elementary school	0	1	0.0%	1	0	0.0%	0	0	0.0%
Region	Taipei	28	163	17.2%	10	135	7.4%	23	118	19.5%
	Hsinchu	5	5	100.0%	14	16	87.5%	16	29	55.2%
	Tainan	206	442	46.6%	68	281	24.2%	32	270	11.9%
	Suzhou	0	3	0.0%	0	2	0.0%	0	2	0.0%

New and departed employees / year		2022 Total number	2022 Number of employees in service at the end of the year	2022 Percentage (Note)	2023 Total number	2023 Number of employees in service at the end of the year	2023 Percentage (Note)	2024 Total number	2024 Number of employees in service at the end of the year	2024 Percentage (Note)
Employee turnover										
Age	Under 30	49	115	42.6%	72	74	97.3%	19	74	25.7%
	30 or older but under 40	85	220	38.6%	92	144	63.9%	16	132	12.1%
	40 or older but under 50	59	211	28.0%	76	158	48.1%	40	144	27.8%
	50 or above	10	67	14.9%	28	58	48.3%	10	69	14.5%
Gender	Male	105	244	43.0%	102	196	52.0%	45	190	23.7%
	Female	98	369	26.6%	166	238	69.7%	40	229	17.5%
Educational background	Doctor's degree	0	1	0.0%	1	2	50.0%	1	4	25.0%
	Master's degree	21	37	56.8%	16	41	39.0%	17	49	34.7%
	Bachelor's degree	90	265	34.0%	83	208	39.9%	33	201	16.4%
	Junior college	23	93	24.7%	36	59	61.0%	13	50	26.0%
	Vocational high school	52	133	39.1%	74	80	92.5%	13	77	16.9%
	Senior High school	11	62	17.7%	35	37	94.6%	7	30	23.3%
	Junior high school	6	21	28.6%	21	7	300.0%	1	8	12.5%
	Elementary school	0	1	0.0%	2	0	0.0%	0	0	0.0%
Region	Taipei	42	163	25.8%	40	135	29.6%	40	118	33.9%
	Hsinchu	0	5	0.0%	3	16	18.8%	2	29	6.9%
	Tainan	161	442	36.4%	225	281	80.1%	43	270	15.9%
	Suzhou	0	3	0.0%	0	2	0.0%	0	2	0.0%

Note 1: Figures are calculated based on the total number of employees as of the end of the year (December 31).
Note 2: Hiring rate = (Total number of new employees of the category in the year / Total number of employees of the category at year-end) * 100%.
e.g. female employee hiring rate = (total number of new female employees in the year / Total number of female employees at year-end) * 100%.
Turnover rate = (Total number of departed employees of the category in the year / Total number of employees of the category at year-end) * 100%.
e.g. turnover rate of employees aged under 30 = (Total number of departed employees aged under 30 in the year / Total number of employees aged under 30 at year-end) * 100%.

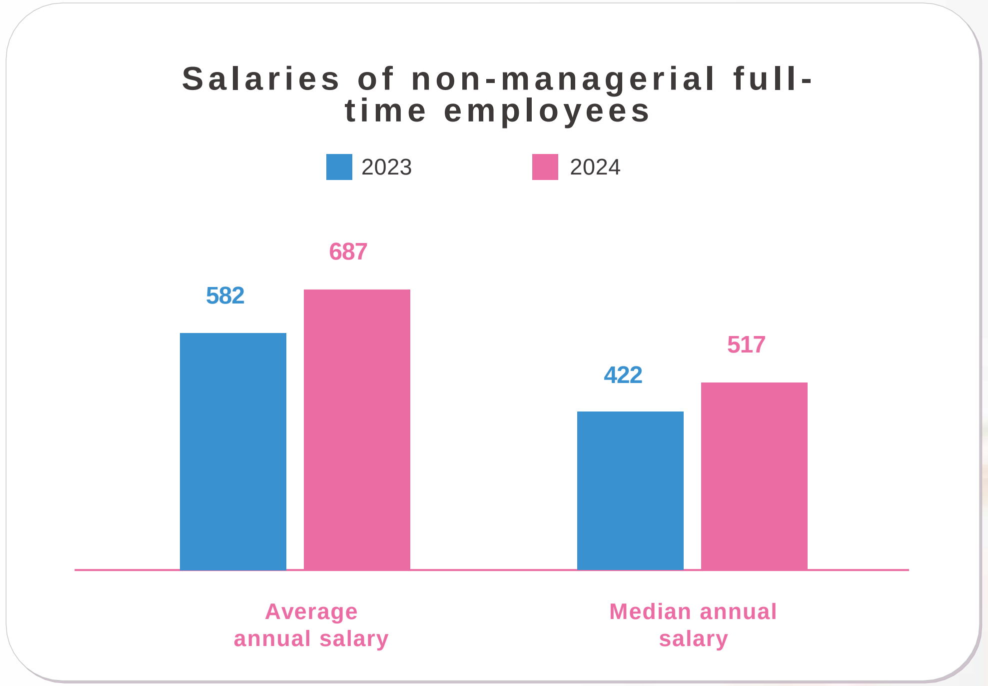
5.2 Job Suitability

A robust human resources foundation is key to Cameo Communications' sustainable operations. To attract outstanding talents, the Company provides competitive market-level remuneration and benefits, and assigns work positions based on employees' technical skills and job functions to ensure optimal person-job fit. The Company rewards employees with outstanding performance and long-term contributions through a transparent performance evaluation and reward system, fostering a healthy atmosphere of fair competition within the organization. This encourages employees to invest greater effort in their work performance and actively participate in company affairs, further shaping Cameo Communications' corporate culture of shared prosperity. Regarding promotions, when promotion information is made transparent and public, employees with excellent work performance receive advancement opportunities, which motivates employees to learn from exemplary standards. This enables the Company to continuously cultivate more outstanding talents. The Company also schedules educational training programs for employee development, allowing employees to continue growing in their respective professional fields and realize their self-worth. In addition, Cameo Communications establishes multiple communication channels to engage in dialogue with employees, enabling them to provide timely feedback, to which the Company responds constructively, maintaining harmonious and trustful labor-management interactions.

5.2.1 Remuneration and benefits

Policies/ Commitments		▪ "People" is a company's most important asset. Enabling every employee to work with peace of mind and be willing to fully contribute their capabilities is a goal that the Company strives to achieve. Through effective human resources policies, the Company provides the workforce required for sustainable business development to meet organizational development needs. ▪ Adhering to the work philosophy of "From each according to his ability, to each according to his contributions", the Company has formulated a merit-based salary system, and participates in salary surveys to review internal levels at the same time and make timely adjustments.
Target	short term	▪ Adjusting salary structures promptly every year based on employees' individual performance contributions.
	medium to long term	▪ Providing competitive remuneration systems and comprehensive employee benefits attracts outstanding talents, enhances employee loyalty, and promotes mutual growth and success.
Responsible department / Grievance mechanism		▪ Human Resources Department/ declare@cameo.com.tw
Resources invested in the year		1. Recruitment and employment: effectively provided professional talent based on annual human resource plan to meet the personnel needs of each unit. A total of 71 new employees joined in 2024. 2. Remuneration and benefits: established a competitive and fair remuneration system based on market salary trends and position evaluations. The Company shares profits with employees through employee rewards and year-end bonuses, and adjusts salaries based on operational conditions, considering domestic economic growth rates, price indices, and industry salary trends. 3. Education and training: enhanced employee capabilities and assist their growth through annual education and training programs to meet the Company's development goals. 4. Industry-academia collaboration: Partnered with the Taiwan Steel Group to create mutual success for both the industry and academia, where senior executives are invited to serve as industry lecturers at Taiwan Steel University of Science and Technology, participate in its campus job fair, and actively cooperate with the establishment of INTENSE programs.
Evaluation mechanism / outcomes		▪ The average salary of non-managerial full-time employees increased by 18.04% compared with the previous year, and the median salary increased by 22.51% compared with the previous year.

Unit: NTD Thousands



Cameo Communications' remuneration structure is based on individual academic qualifications, job experiences, professional expertise, and job functions, with regular reviews of industry salary levels for appropriate adjustments. The Company offers employees with compensation packages that exceed local legal requirements and are competitive in the market based on the Company's achievement rates of annual operational goals and profitability performance. Regular performance and career development reviews are conducted according to the performance evaluation management procedures, with evaluation results linking employee transfers, promotions, salary adjustments, and bonuses for motivation. This allows employees with specialized technical expertise to grow into professionals in their respective fields through their own efforts, while employees with management capabilities and leadership potential can advance to management levels, providing ample career development opportunities.

Overall, Cameo Communications does not differentiate remuneration based on individual physical or psychological differences. As employees' tenure with the Company increases and their industry knowledge and experience expand, the Company is pleased to share profits with them. Concrete results are demonstrated in the year-on-year growth of both the average and median annual salaries of non-managerial employees in Taiwan, enabling employees to contribute their expertise to the Company while ensuring financial stability, thereby enhancing colleagues' loyalty and a sense of belonging to the Company.

Furthermore, to promote the work efficiency, Cameo Communications offers employees with various welfare measures and a comfortable office environment. By organizing employee welfare activities from time to time, employees can relieve their work stress while positive interactions among coworkers can be fostered.

(I) Employee Welfare Measures

1. In addition to providing various benefits and insurance in accordance with the Labor Standards Act, the Company purchases publications for each departments as needed and organizes various educational training programs to enable employees to enrich themselves. The Company's Articles of Association clearly stipulates the ratio of employee profit distribution, implementing the concept that employees are shareholders, encouraging participation in opinions and teamwork to jointly operate and advance company business. When issuing new shares, the Company reserves a certain percentage of shares for employee subscription in accordance with the Company Act.

2. The Company has legally established an Employee Welfare Committee, selecting welfare committee members to handle employee welfare matters. The welfare fund sources include 1.5% of capital allocated at establishment and capital increases, and 0.1% of monthly revenue. The Committee formulates annual plans and budgets, regularly convenes Committee meetings to discuss, decide, and organize various welfare activities, and publishes the income and expenditure status of welfare funds.

3. Employees are enrolled in group insurance upon employment, with the option for employee family members to join at their own expense.

4. Regular health examinations exceeding regulatory requirements are conducted, with physicians arranged to provide consultation on employee health examination results.

5. A nursery room is established for employee use.

6. The Company employs visually impaired masseurs as full-time employees to provide massage services for employees, caring for disabled employees and fulfilling corporate social responsibility.

Employee Welfare Program	Taiwan
Group insurance	V
Wedding / bereavement allowances	V
Maternity allowance	V
Hospitalization condolences	V
Birthday allowance	V
Holiday bonuses / coupons	V
Year-end bonuses	V
Employee awards	V
Health examination	V

Employee parental leave / year	Gender	Statistics		
		2022	2023	2024
Number of employees eligible for parental leave	male	5	2	6
	female	5	5	8
Number of employees applying for parental leave (calculated by the year of the leave start date)	male	3	1	1
	female	12	4	1
Number of employees scheduled to return after parental leave (A) (calculated by the year of leave start date)	male	2	2	0
	female	18	7	2
Number of employees who actually returned after parental leave (B) (Including early returns) (calculated by the year of return)	male	1	0	0
	female	11	2	1
Return rate (B/A)	male	50.00%	0.00%	-
	female	61.11%	28.57%	50.00%
Number of employees who returned after parental leave in the previous year and remained employed twelve months after returning (C)	male	0	0	0
	female	2	11	1
Retention rate (C / previous year B)	male	-	0.00%	-
	female	40.00%	100.00%	50.00%

Note 1: The number of employees eligible for parental leave refers to the number of male and female employees who have applied for maternity leave or paternity leave in the past three years.

Note 2: Return rate = (total number of employees who actually returned in the year / total number of employees scheduled to return in the year) * 100%.

Note 3: Retention rate = (total number of employees who remained employed twelve months after returning in the previous year / total number of employees who actually returned in the previous year) * 100%.

Performance appraisals

Employees reviewed in 2024		Number of reviews	Total number of employees	percentage
gender	male	179	190	94.21%
	female	219	229	95.63%
Employee category	Direct	178	188	94.68%
	Indirect	220	231	95.24%

Note 1: Number of people reviewed: Full-time employees with less than three months of service are not required to undergo performance appraisals.

Note 2: Total number of employees as of year-end (December 31).

Finally, to safeguard employees' financial planning for retirement, Cameo Communications' pension system is divided into a defined benefit plan (old pension system) and a defined contribution plan (new pension system). For personnel who retire or have their employment relationships terminated, if they have intentions to continue employment, the Company will assist in providing information on relevant employment channels.

(II) Retirement system and its implementation

The Company has established retirement management procedures in accordance with the Labor Standards Act, and all employee retirement matters are handled according to the relevant retirement regulations and the Company's retirement management procedures. Since July 1, 2005, in accordance with the Labor Pension Act, the Company has implemented the new labor pension system. For employees who have chosen to adopt this system, no less than 6% of each of their monthly wages is contributed by the Company monthly as retirement funds to the individual labor pension accounts.

The Company complies with the Labor Standards Act and the Labor Pension Act and the applicable regulations are as follows:

1 Voluntary retirement:

Employees may apply for voluntary retirement under any of the following conditions: (Those who choose to adopt the Labor Pension Act shall be handled according to the corresponding provisions of the Act)

(1) Having served for 25 years or more.

(2) Having served for 15 years or more and attained the age of 55.

(3) Having served for 10 years or more and attained the age of 60.

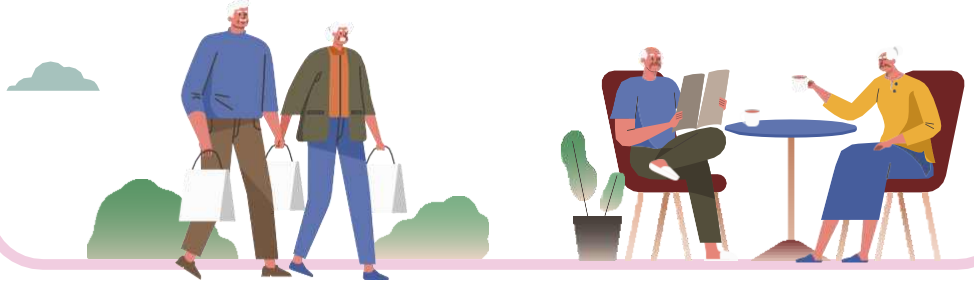
2 Mandatory retirement:

(1) Having attained the age of 65.

(2) Being unable to perform job duties due to mental or physical disability.

3 Preferential retirement:

55 Plan: Refers to employees whose years of service at the Company combined with their age equals to 55 (applicable only to employees who began service before June 30, 2005, with the bases calculated with the number of years of service in the old system under the Labor Standards Act).



Defined Benefit Plan (Old Pension System)

Cameo Communications' retirement system fully complies with the provisions of the Labor Standards Act. Employees who have served for fifteen years or more and attained the age of fifty-five, or have served for twenty-five years or more, may apply for voluntary retirement. Retirement funds are provided according to the Labor Standards Act, with two bases are given for each full year of service rendered, and for the rest of the years over fifteen years, one base is given for each full year of service rendered, but the total number of bases shall be forty-five in maximum. Cameo Communications has established a supervisory committee and a dedicated account for saving funds contributed. As of January 1, 2025, the account balance was NT$43,931,466.

Defined Contribution Plan (New Pension System)

Since July 1, 2005, Cameo Communications has contributed monthly retirement funds at no less than 6% of monthly wages to labor pension accounts in accordance with the Labor Pension Act. The total amount contributed for the entire year 2024 was NT$13,794,590.

Company Lobby

Breastfeeding Room

Breastfeeding Room

Annual Employee Health Examination

Annual Employee Health Examination

5.2.2 Talent development

Policies / Commitments		▪ To enhance company operational efficiency and improve employees' work knowledge and skills, thereby increasing their work efficiency and quality with the expectation of integrating training with application, the Company has established training and development management procedures. Corresponding training and learning resources are provided to employees at each levels and in different positions to assist in enhancing work skills and meeting job competency requirements. ▪ The Company's sustainable operation and growth depend on employees fully demonstrating their professional and management capabilities. Through training and development mechanisms at different levels, the competitiveness of employees and supervisors is continuously enhanced, making the Company's technology and operational performance a leader in the network communications industry.
Target	Short term	▪ Achieve 100% training rate for new employees. ▪ Achieve an average of 6 training hours for each category of employees each year. ▪ Provide employees with personal effectiveness and professional training courses to assist their career development.
	medium to long term	▪ Company employees participate in various training courses arranged by the Company to absorb new knowledge, enhance professional capabilities, and strengthen service effectiveness. Employee attendance during training, performance during training periods, and post-training effectiveness can serve as reference criteria for employee performance evaluations, promotions, and job rotations. ▪ Strengthen supervisory management competencies to meet future company challenges and growth. ▪ Re-examine supervisory learning and development roadmaps in response to environmental changes, cultivating leadership talent capable of facing future challenges. ▪ Continue to hold advanced technology forums and courses to promote employees' innovative thinking and competitiveness ▪ Improve the professional skills and management capabilities of employees and supervisors to maintain the Company's core capabilities.
Responsible department / Grievance mechanism		▪ Human Resources Department/ declare@cameo.com.tw
Resources invested in the year		▪ Based on employees' work nature, arrange relevant internal and external training courses. In 2024, the average employee training hours were 9.64 hours. ▪ The employee performance appraisal ratio for the year (detailed in Page 74).
Evaluation mechanism / outcomes		▪ The number of employee training hours increased by 229.3% compared with the previous year. ▪ Obtain relevant regulatory and professional skill certifications.

For Cameo Communications, the key to sustainable corporate operations lies in employees' continuous learning and growth. Education and training serve as important pathways to ensure that human capital can continuously appreciate in value. Therefore, Cameo Communications has always emphasized employee training. The overall learning and development strategy is based on on-the-job training, combined with new employee training, specialized professional training, and management-level training as the main pillars to achieve annual objectives and meet different business requirements, establishing a comprehensive education and training system.

To enhance employees' professional skills, Cameo Communications formulates training plans annually based on company development needs and implements training objectives, enabling employees to pursue longer-term careers while allowing the Company to benefit from employees' growth and progress. Through internal training, the Company continuously transfers competencies and experience to relevant departments, assists colleagues in formulating learning and development directions, and serves as a basis for employees to plan their personal career paths.

When new employees report for duty, a dedicated personnel will explain internal regulations and occupational safety and health-related knowledge, followed by professional training conducted by their respective departments. Cameo Communications actively encourages employees to pursue professional courses within their business scope, with the goal of continuous colleague growth, providing diverse learning channels that enable employees to demonstrate their expertise and achieve self-fulfillment. Each department annually develops education and training plans based on their own needs and implements education and training programs. Employee development is divided into internal and external training. Internal training is arranged by each departments based on actual business needs, with personnel assigned to conduct departmental instruction. External training requires departments to submit applications based on business needs, and upon approval, designated personnel are selected to participate in courses organized by external institutions. employees who participate in training then share their training insights with coworkers from other departments, enabling relevant personnel to apply what they have learned. In response to the diversification trend in education and training in recent years, and to enable employees to access information from different perspectives, Cameo Communications encourages employees to participate in language courses, social communication courses, and others organized by external institutions.

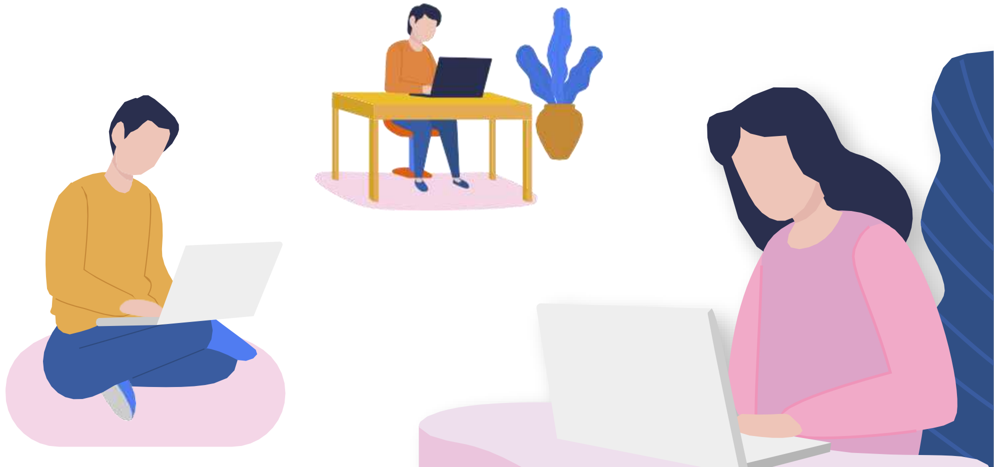
Statistics / Year		2022			2023			2024		
		hours	Total number of people	Average	hours	Total number of people	Average	hours	Total number of people	Average
Average training hours per employee (Note 1)		895.5	613	1.46	1226	434	2.82	4037.5	419	9.64
Average training hours per employee by gender (Note 2)	female	511	369	1.38	633.5	238	2.66	2542.5	229	11.10
	male	384.5	244	1.58	592.5	196	3.02	1495	190	7.87
Average training hours per employee by category (Note 3)	Direct	494	349	1.42	177.5	198	0.90	3012.5	188	16.02
	Indirect	401.5	264	1.52	1048.5	236	4.44	1025	231	4.44

Note 1: Average training hours per employee: Total training hours for all employees in the year / Total number of employees in the year.

Note 2: Average training hours per female employee: Total training hours for female employees in the year / Total number of female employees in the year.

Note 3: Average training hours for each category of employees: Total training hours for employees of the category in the year / Total number of employees of the category in the year.

In 2024, the focus was on enhancing production quality and promoting general education courses. Overall, the average training hours per employee showed significant growth. In terms of employee categories, indirect personnel primarily took specialized and statutory course training for design, development, environmental health and safety, while direct personnel took refreshers and assessments on production line operations, resulting in higher training hours than indirect personnel.



5.2.3 Labor-management communication

Smooth communication between labor and management facilitates labor-management cooperation, enabling employees to understand the Company's production plans, business status, and market conditions, while allowing management to stay informed about employees' working conditions to build a friendly workplace based on employee needs. In accordance with the Regulations for Implementing Labor-Management Meeting, Cameo Communications established a labor-management meeting on November 3, 2000, serving as a channel for coordination and communication between labor and management to promote interaction and harmony between both parties. Since then, labor-management meetings have been held at least once every three months as required by law. Representatives from the management are appointed by the Chairman from various levels of supervisors and are eligible for re-appointment to coordinate labor relations. Through regular communication and dialogue between both parties, labor-management cooperation is promoted, allowing employees to express their opinions and advocate for improved working conditions with the Company, effectively enhancing workers' status.

At the same time, Cameo Communications also has multiple communication channels. Through two-way communication, employees can fully express their opinions, and the Company can respond in a timely manner and convert their suggestions into policies one by one for implementation. There were no losses incurred from labor disputes in 2024.

5.3 Occupational safety and health (403)

Policies / Commitments		▪ Prevent injuries and illnesses, achieve the goal of zero accidents, build a safe and comfortable working environment, and continuously care for employee health.
Target	Short term	▪ Strengthen occupational safety and health management and complete at least one occupational safety education and training session. ▪ Implement various tasks of risk assessment and achieve the goal of zero accidents in the year.
	medium to long term	▪ Engineering improvements for high-hazard and high-risk processes. ▪ Replacement of hazardous chemicals in manufacturing processes.
Responsible department / Grievance mechanism		▪ Occupational Safety Office / Employee Suggestion Box
Resources invested in the year		▪ Implement hazard identification and risk assessment, identify risks according to procedures, and implement management measures. ▪ Conduct workplace environment monitoring every six months, including noise, lighting, carbon dioxide, dust, organic solvents, lead, and ionizing radiation in workplaces, to ensure work safety. ▪ Regularly conduct employee health examinations and promote health promotion activities to provide a healthy and friendly workplace environment. ▪ Continuously conduct safety and health education and training and share accident investigation cases to strengthen employees' occupational safety skills and knowledge. ▪ Implement on-site operation safety, including factory inspections, contractor construction management, high-risk operation safety control measures, on-site machinery and equipment safety protection assessment, and personal protective equipment safety assessment. ▪ Enhance employee satisfaction with the friendly workplace by voluntarily commissioning professional vendors to conduct environmental pesticide application to protect company employees from dengue fever.
Evaluation mechanism / outcomes		▪ Zero workplace incidents ▪ 9 sessions of occupational safety-related education and training for active personnel, totaling 11.5 hours. ▪ 100% recertification rate for occupational safety personnel. ▪ 6 health promotion-related seminars, with 132 participants in total.

5.3.1 Occupational safety and health management (403-1, 403-2, 403-4, 403-8 to10)

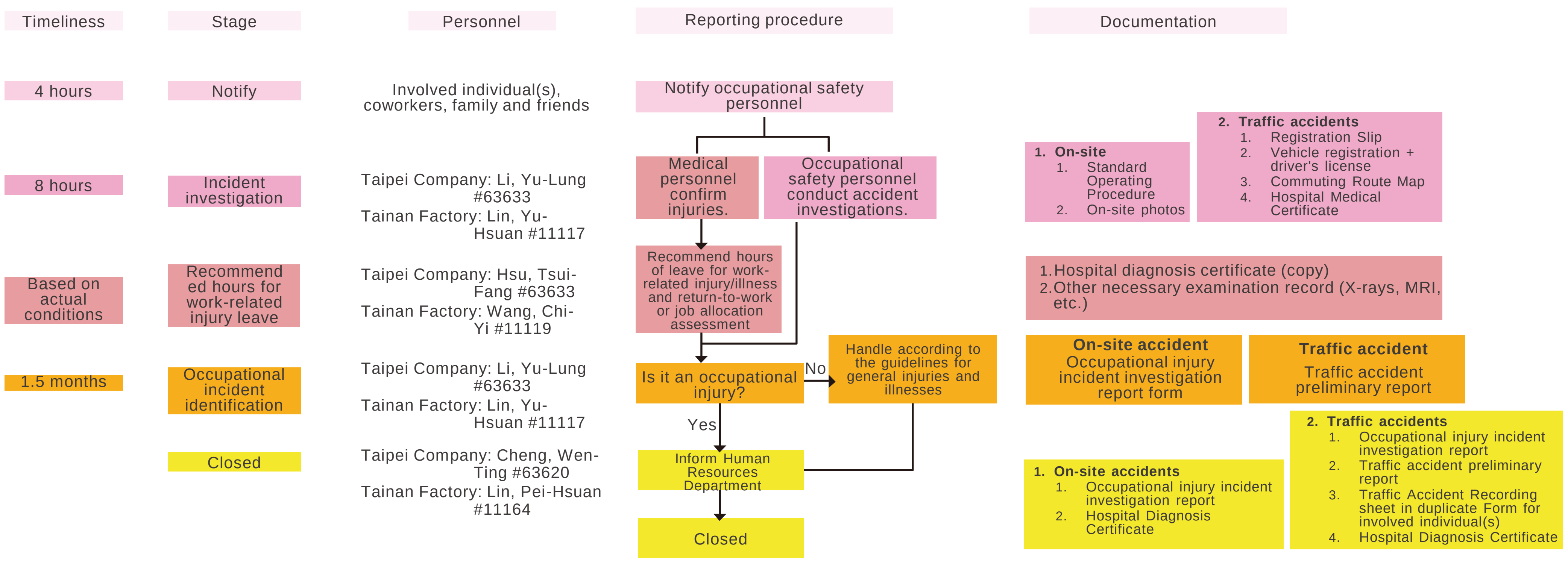
In order to effectively manage and control occupational safety and health risks in the factory and improve a healthy and safe working environment for workers, the Company obtained ISO 45001:2018 certification for the occupational safety and health management system in December 2018. The scope of its management system includes all company employees and contractors.

Cameo has established "Hazard Identification and Risk Assessment Management Operation Regulations" to conduct hazard identification and risk assessment, and plans relevant improvement measures based on the scored risk levels to reduce operational hazard risks and improve workplace safety. For occupational accidents and incidents, comprehensive response measures are in place. According to the "Emergency Management Procedures for Accidents and Incidents" formulated by the Company, events are classified by severity and corresponding investigation procedures are initiated, while corrective measures are implemented to prevent recurrence of similar incidents.

In accordance with the Occupational Safety and Health Act, the Company has established an Occupational Safety and Health Committee, with designated worker representatives comprising one-third of the total number of Committee members to reflect employee opinions. The Committee meets quarterly to participate in deliberating topics such as machinery/equipment/raw material/material hazard prevention measures, workplace monitoring plans, accident and incident investigations, and on-site safety and health management performance, and has decision-making authority. In addition to employees, other workers can directly communicate their opinions to supervisors of the responsible business units, and collected issues are presented for discussion and consensus at meetings.

The main types of occupational injuries that have occurred at Cameo over the past three years include falls, cuts, and collisions. Whenever an accident occurs, relevant investigations are immediately initiated to reinforce on-site infrastructure equipment and management systems.

Incident reporting flow chart



Occupational Safety and Health Committee headcount

Attendance	2022		2023		2024	
	Number of people	Proportion	Number of people	Proportion	Number of people	Proportion
Representatives from management side	10	43%	7	32%	7	35%
Representatives from labor side	13	57%	15	68%	13	65%
total	23		22		20	

Note: The above information is based on the number of people in the fourth quarter of each year

Occupational accident statistics (excluding traffic accidents)

Occupational Disaster Statistics	Tainan Factory		
	2022	2023	2024
Disabling injury frequency rate (FR)	0	7.98	3.80
Disabling injury severity rate (SR)	0	18	7

Factory		Tainan Factory		
Statistics / Year		2022	2023	2024
Total hours worked		852,472	755,552	525,231
Total work hours lost		0	108	28
Deaths caused by occupational injuries	Number of people	0	0	0
	Percentage	0	0	0
Serious occupational injuries	Number of people	0	0	0
	Percentage	0	0	0
Recordable occupational injuries	Number of people	0	6	2
	Percentage	0	1.5%	0.74%
Occupational diseases	Number of people	0	0	0
	Percentage	0	0	0
Recordable occupational diseases	Number of people	0	0	0
	Percentage	0	0	0

Type/Year		2022	2023	2024	Incidents and improvements
Accident type	Cut	0	1	1	2023 Incident: Fingertips exposed to tape cutting blades Improvement: Maintenance or troubleshooting should be conducted in a power-off state 2024. Hazard: Fingertips exposed to heat shrink film blades Improvement: Post warning signs
	Collision	0	3	1	2021-1 Incident: Electric scooter collision Improvement: daily management of electric scooters and personnel education 2023-1 Incident: Accidentally kicked pallet truck while using hydraulic pallet truck, causing nail falling off. Improvement: Install toe guards on hydraulic pallet trucks to prevent personnel collision accidents 2023-2 Incident: Struck by manual material handling cart Improvement: Promote personnel safety awareness of paying attention to conditions in front of the cart 2023-3 Incident: Forklift operation space overlaps with pedestrian routes Improvement: Install pedestrian-vehicle separation warning lines and conduct case study education 2024 Incident: Personnel kicked the sharp corners of AGV vehicle while moving Improvement: Apply anti-collision strips to the four sharp corners
	fall	0	2	0	2023-1 Incident: When walking in the temporary material storage area, turned around and accidentally caught on a pallet on the ground, lost balance, fell and injured knee Improvement: personnel discipline management 2023-2 Incident: Holding the handrail when going downstairs Improvement: Case study education and promote awareness

To establish a safety culture and strengthen employee safety awareness, the Safety and Health Office regularly produces monthly safety and health promotion materials for dissemination, including accident investigation and case sharing from similar industries. Additionally, work-related internal or external safety and health training sessions are regularly held, with the Company assigning professional instructors or providing funded external training, and effectiveness is confirmed through testing, practical exercises, or obtaining completion certificates.

New employee orientation training includes occupational safety and health training. Fire safety lectures and drills are conducted every six months.

1. In 2024, a total of 61 new employees received occupational safety and health training and chemical hazard general courses, totaling 29 sessions and 174 hours.
2. Fire safety lectures and drills are conducted every six months. In 2024, one session each was held in May and December, totaling 2 sessions with 50 participants.
3. In 2024, a total of 15 sessions of safety, health, and health promotion courses for employees in service were held at the factory, with 189 participants.
4. In 2024, personnel were dispatched for external training to obtain ISO 45001 lead auditor qualifications and organic solvent operations supervisor certificates. Personnel are arranged to obtain retraining hours as required by regulations (first aid personnel, radiation safety operators, forklift operators, occupational safety and health personnel, etc.).

5.3.2 Employee health management and health promotion (403-3, 403-5, 403-6)

In accordance with the labor health protection rules, the Company has appointed dedicated occupational health service nursing personnel and contracted specialist occupational medicine physicians who regularly conduct on-site health services and visits monthly to provide health consultation for employees. Within the factory, adequate first aid kits and emergency response equipment are deployed by manufacturing process zones for employee emergency rescue use, with designated personnel managing regular updates and replenishment of first aid kit contents.

All employees of at Cameo Communications enjoy general and special health examinations that exceed regulatory requirements, conducted annually. Occupational health service personnel conduct follow-up health management planning and tracking based on health examination results.

2024 Health Examination Participation, Abnormal Findings Follow-up and Subsequent Tracking

Cameo conducts annual health examinations that exceeds regulatory requirements, regularly tracking employee health status, and combining assessments for musculoskeletal injury prevention from repetitive work and abnormal workload risk evaluation. In 2024, 198 employees at the Tainan factory underwent general health examinations, with four categories of special health hazard operations totaling 59 employees: noise exposure, ionizing radiation, lead operations, and n-hexane operations. The examination rate was 100%. Based on the internally defined risk stratification management, follow-up was conducted sequentially from higher-risk to lower-risk personnel. Through labor health nurses, 31 individuals received notifications for abnormal physical examination re-examinations or were arranged for on-site health services, where the resident physician provided health education and other services. Annual labor health services (including job placement evaluations, maternity protection, respiratory protection, ergonomic evaluations, etc.) served a total of 64 people.

On-site doctor consultation

Annual Employee Physical and Health Examination

In order to care for the physical and mental health of employees, Cameo has formulated and implemented a maternity protection plan to protect the health and safety of pregnant workers and female workers within one year postpartum in the workplace, and provides special parking spaces for pregnant employees, pregnancy identification badges, and complimentary pregnancy gifts; an overload prevention program to prevent employees from cardiovascular disease problems caused by shift work, night work, and long hours of work; a workplace violation prevention program to prevent employees from the risk of harassment and bullying; an ergonomic hazard prevention program to prevent musculoskeletal diseases caused by repetitive motions during work. For the prevention of special health hazard operations, corresponding improvement measures are regularly taken based on evaluation results and actual occurrences. Through job rotation and appropriate job placement, the Company assists personnel in returning to work positions as early as possible, providing occupational capacity assessments, job duty redesign or adjustment consultation, and recommendations for returning workers.

Additionally, the Company plans health promotion activities annually. For example, to enhance employees' skills in cardiopulmonary resuscitation (CPR) and automated external defibrillator (AED) use for self-rescue and rescue purposes, practical first aid training is conducted. Health education seminars are held for those with abnormal annual health examination results, providing disease-related knowledge and preventive healthcare. Mental health is also strengthened through movie appreciation activities to maintain work-life balance and create a healthy workplace. Six health seminars in total (Sleep Habit Program, CPR and Defibrillator Operation, 3 sessions of Healthy Gut for Longevity, Smart Eating for Health) have been held in the year, with a total of 132 participants.

Health Promotion Activities - First Aid Education and Training Course

Health Promotion Activities – Health Education Seminar on Abnormal Results in Health Examination

Maternal Health Protection - Protective Measures

Health Promotion Activities - Health Guidance Course

Safety And Health Promotional Materials

Occupational safety and health education and training

In addition to the 3-hour general safety and health education course for new employees, occupational safety and health education and training also includes 3-hour special operations or hazardous chemical safety and health courses based on work nature to comply with current regulatory requirements. For existing employees, training is conducted through lectures or document dissemination to enhance personnel's awareness of occupational safety and health self-protection.

5.3.3 Preventive measures for occupational safety and health impacts (403-7)

Occupational safety personnel under the Occupational Safety Office regularly collect information on major occupational safety issues occurring domestically and among peer industries, and report to the Occupational Safety and Health Committee for deliberation to examine whether similar issues or risks exist within the premises. In contractor management, the Occupational Safety Office has established "Contractor Management and Control Operations" to implement various operational controls to mitigate potential hazards. Additionally, occupational safety issues are collected through "Communication Control Procedures", and corresponding measures are taken to prevent accident occurrence. Contractors who fail to comply with Cameo Communications' safety and health regulations may be blacklisted from future cooperation when necessary.

5.4 Public Welfare Activities

In the spirit of spreading love and sharing joy, Cameo Communications actively encourages employees to participate in community activities. In 2024, the Company organized seven second-hand resources donation activities in Taipei and Tainan, with donated items valued at approximately NT$97,683.

Details of each activity are listed in the table below

Date	Project / Activity	Expenditure	Recipient	Activity location	Number of participants	Activity outcomes
2024/11/4~11/8	Second-hand clothing donation	21,350	Eden Social Welfare Foundation	Taipei office	16 people	A total of 16 employees participated, collecting 48 pieces of children's clothing, 10 pieces of men's clothing, 178 pieces of women's clothing, and 3 scarves, which is 5 boxes with 239 items of clothing in total.
2024/11/4~11/8	Second-hand clothing donation	10,400	The Garden of Hope Foundation Tainan Branch	Tainan office	7 people	A total of 7 employees participated, collecting 3 boxes with 104 pieces of clothing in total.
2024/8/12~8/16	Collection of daily necessities, food, and electrical appliances	10,873	The Garden of Hope Foundation New Taipei Branch	Taipei office	5 people	The Company purchased 5 boxes (120 cartons) of long-life milk, 12 cans of tuna, 21 cans of meat sauce, 9 cans of gluten, 5 bags of oil noodles, 6 bags of biscuits, and 2 boxes of instant noodles. Employees donated 2 sets of pots, 1 oven, and 4 sets of tableware.
2024/7/1~7/5	Second-hand clothing donation	14,650	Eden Social Welfare Foundation	Taipei office	9 people	A total of 9 employees participated, collecting 12 pieces of children's clothing, 33 pieces of men's clothing, 107 pieces of women's clothing, and 1 hat, which is 4 boxes with 153 pieces of clothing in total.
2024/5/20~5/24	Collection of second-hand books – Your old books, his new hope	13,760	Sunshine Social Welfare Foundation	Taipei office	12 people	After screening and elimination, a total of 172 books of various types were collected.
2024/4/15~4/19	Second-hand clothing donation	3,000	The Garden of Hope Foundation New Taipei Branch	Taipei office	15 people	A total of 15 colleagues participated, collecting 3 pairs of children's shoes, 6 pairs of men's shoes, and 12 pairs of women's shoes, which is 2 boxes with 21 pairs of second-hand shoes in total.
2024/3/4~3/8	Second-hand clothing donation	23,650	Eden Social Welfare Foundation	Taipei office	17 people	A total of 17 employees participated, collecting 25 pieces of children's clothing, 50 pieces of men's clothing, 169 pieces of women's clothing, and 10 scarves and hats, which is 8 boxes with 254 items of clothing in total.

Activities highlights

友勁科技股份有限公司 君 您好：

感謝 您捐贈二手書籍給陽光基金會，希望透過這樣捐贈能夠讓知識在流轉中創造陽光朋友的希望，幫助他們重見生命看見希望，傳遞一份溫厚永恆的關懷的愛。

再次感謝您～

財團法人陽光社會福利基金會

Sunshine

茲收到

友勁科技股份有限公司 君

捐贈愛心二手書，共兩箱書籍

感謝您的愛心與支持

2025年2月19日

陽光社會福利基金會

Event Highlights

6. Appendix

Appendix 1. GRI Content Index
Appendix 2. Verification Statement
Appendix 3. Reference Table for SASB Sustainable Accounting Standards – Hardware Industry
Appendix 4. Reference Table for TCFD Disclosure Items
Appendix 5. Sustainability Information Disclosure for Communications and Internet Industry
Appendix 6. Climate-related Information of TWSE/TPEx Listed Company

Appendix 1. GRI content index

★ for material topics

Statement of use: Cameo has reported in accordance with the GRI Standards for the period from January 1 to December 31, 2024.	**GRI 1 used:** GRI 1: Foundation 2021	**Applicable GRI Sector Standard(s):** N/A, there is currently no applicable GRI Sector Standard

Topic	Disclosure	Description	Chapter	page	Reasons and Explanations for Omission
GRI 2: General Disclosure 2021					
Organization and reporting practices	2-1	Organizational details	2.1 Company Profile	19	
	2-2	Entities included in the organization's sustainability reporting	Editorial policy	04	
	2-3	Reporting period, frequency and contact point	Editorial policy	04	
	2-4	Restatements of information	Editorial policy	04	
	2-5	External assurance	Editorial policy	04	
Activities and Workers	2-6	Activities, value chain and other business relationships	2.1 Company Profile	19	
	2-7	Employees	5.1.2 Employee statistics	64	
	2-8	Workers who are not employees	5.1.2 Employee statistics	64	
Ggovernance	2-9	Governance structure and composition	3.1 Governance practices	27	
	2-10	Nomination and selection of the highest governance body	3.1 Governance practices	27	
	2-11	Chair of the highest governance body	3.1 Governance practices	27	
	2-12	Role of the highest governance body in overseeing the management of impacts	3.1 Governance practices	27	
	2-13	Delegation of responsibility for managing impacts	3.1 Governance practices	27	
	2-14	Role of the highest governance body in sustainability reporting	1.1Sustainable Development Committee	07	
	2-15	Conflicts of interest	3.1.1 Board of Directors	28	
	2-16	Communication of critical concerns	3.1.4 Ethical integrity	32	
	2-17	Collective knowledge of the highest governance body	3.1.1 Board of Directors	28	
	2-18	Evaluation of the performance of the highest governance body	3.1.1 Board of Directors	28	
	2-19	Remuneration policies	3.1.2 Functional Committees	29	
	2-20	Process to determine remuneration	3.1.2 Functional Committees	29	
	2-21	Annual total compensation ratio		-	Confidentiality requirements: salaries are classified as company confidential information and are therefore not disclosed externally.

Topic	Disclosure	Description	Chapter	Page	Reasons and Explanations for Omission
GRI 2: General Disclosure 2021					
Strategy, policy and practice	2-22	Statement on sustainable development strategy	Letter from the Chairman	03	
	2-23	Policy commitments	3.1.4 Ethical integrity	32	
	2-24	Embedding policy commitments	3.1.4 Ethical integrity 3.2 Risk management 5.1.1 Human Rights Protection	32 34 63	
	2-25	Processes to remediate negative impacts	3.1.2 Functional Committees	29	
	2-26	Mechanisms for seeking advice and raising concerns	3.1.4 Ethical integrity	32	
	2-27	Compliance with laws and regulations	3.3 Regulatory Compliance	37	
Stakeholder discussion	2-28	Membership associations		-	The Company currently has not joined any public associations
	2-29	Approach to stakeholder engagement	1.2 Identification of Stakeholders 1.3 Stakeholder Communication Channels and Issues of Concern	08 09	
	2-30	Collective bargaining agreements		-	N/A: The Company does not have a labor union and has not signed any collective agreements with employees
GRI 3: Material Topics 2021					
Material topics	3-1	Process to determine material topics	Identification of Material Topics	11	
	3-2	List of material topics	Identification of Material Topics	11	
Economic aspect					
Economic performance					
GRI 3: Material Topics 2021	3-3	Management of material topics	3.4 Operational performance	38	
★GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	3.4 Operational performance	38	
	201-2	Financial implications and other risks and opportunities due to climate change	4.1 Climate Change Management	47	
	201-3	Defined benefit plan obligations and other retirement plans	5.2.1 Remuneration and benefits	70	
	201-4	Financial assistance received from government	3.4 Operational performance	38	

Topic	Disclosure	Description	Chapter	Page	Reasons and Explanations for Omission
Innovative research and development					
★GRI 3: Material Topics 2021	3-3	Management of material topics	3.5.1 Innovative research and development	42	
★ Innovative R&D		Self-defined material topic	3.5.1 Innovative research and development	42	
Information security					
GRI 3: Material Topics 2021	3-3	Management of material topics	3.5.1 Innovative research and development	42	
★Information security		Self-defined material topic	3.5.1 Innovative research and development	42	
Environmental aspect					
Energy					
GRI 3: Material Topics 2021	3-3	Management of material topics	4.2 Energy Management	52	
★GRI 302: Energy 2016	302-1	Energy consumption within the organization	4.2 Energy Management	52	
	302-2	Energy consumption outside of the organization		-	N/A: External energy consumption has not yet been calculated by the Company thus disclosure is not applicable
	302-3	Energy intensity		-	
	302-4	Reduction of energy consumption	4.2 Energy Management	52	
	302-5	Reductions in energy requirements of products and services		-	N/A: No reduction measures have been formulated by the Company for individual products or services thus disclosure is not applicable
Water and effluents					
GRI 303: Management of Water and Effluents 2018	303-1	Interactions with water as a shared resource	4.4.1 Current status of water resources	55	
	303-2	Management of water discharge-related impacts	4.4.1 Current status of water resources	55	
GRI 303: Water and Effluents 2018	303-3	Water withdrawal	4.4.1 Current status of water resources	55	
	303-4	Water discharge	4.4.1 Current status of water resources	55	
	303-5	Water consumption	4.4.1 Current status of water resources	55	

Topic	Disclosure	Description	Chapter	Page	Reasons and Explanations for Omission
Emission					
GRI 3: Material Topics 2021	3-3	Management of material topics	4.3 Carbon emission management	54	
★GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	4.3 Carbon emission management	54	
	305-2	Energy indirect (Scope 2) GHG emissions	4.3 Carbon emission management	54	
	305-3	Other indirect (Scope 3) GHG emissions	4.3 Carbon emission management	54	
	305-4	GHG emissions intensity	4.3 Carbon emission management	54	
	305-5	Reduction of GHG emissions	4.3 Carbon emission management	54	
	305-6	Emissions of ozone-depleting substances (ODS)	4.3 Carbon emission management	54	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	4.3 Carbon emission management	54	
Waste					
GRI 3: Material Topics 2021	3-3	Management of material topics	4.6 Waste management	60	
★GRI 306: Management of Waste 2020	306-1 306-2	Waste generation and significant waste-related impacts Management of significant waste-related impacts	4.6 Waste management 4.6 Waste management	60 60	
GRI 306: Waste 2020	306-3 306-4 306-5	Waste generated Waste diverted from disposal Waste directed to disposal	4.6 Waste management 4.6 Waste management 4.6 Waste management	60 60 60	N/A: No reduction measures have been formulated by the Company for individual products or services thus disclosure is not applicable
Supplier					
GRI 3: Material Topics 2021	3-3	Management of material topics	4.5 Supply chain management	57	
★GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	4.5 Supply chain management	57	
	308-2	Negative environmental impacts in the supply chain and actions taken	4.5 Supply chain management	57	

Topic	Disclosure	Description	Chapter	Page	Reasons and Explanations for Omission
★GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	4.5 Supply chain management	57	
	414-2	Negative social impacts in the supply chain and actions taken	4.5 Supply chain management	57	
Social aspect					
Employment					
GRI 3: Material Topics 2021	3-3	Management of material topics	5.2.1 Remuneration and benefits	70	
★GRI 401: Employment 2016	401-1	New employee hires and employee turnover	5.1.2 Employee statistics	64	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.2.1 Remuneration and benefits	70	
	401-3	Parental leave	5.2.1 Remuneration and benefits	70	
Occupational Health and Safety					
GRI 3: Material Topics 2021	3-3	Management of material topics	5.3 Occupational safety and health	78	
★GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	5.3 Occupational safety and health	78	
	403-2	Hazard identification, risk assessment, and incident investigation	5.3 Occupational safety and health	78	
	403-3	Occupational health services	5.3 Occupational safety and health	78	
★GRI 403: Occupational Health and Safety 2018	403-4	Worker participation, consultation, and communication on occupational health and safety	5.3 Occupational safety and health	78	
	403-5	Worker training on occupational health and safety	5.3 Occupational safety and health	78	
	403-6	Promotion of worker health	5.3 Occupational safety and health	78	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.3 Occupational safety and health	78	
	403-8	Workers covered by an occupational health and safety management system	5.3 Occupational safety and health	78	

Topic	Disclosure	Description	Chapter	Page	Omit reasons/necessary explanations
	403-9	Work-related injuries	5.3 Occupational safety and health	78	
	403-10	Work-related ill health	5.3 Occupational safety and health	78	
Training and education					
GRI 3: Material Topics 2021	3-3	Management of material topics	5.2.2 Talent cultivation	76	
★GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	5.2.2 Talent cultivation	76	
	404-2	Programs for upgrading employee skills and transition assistance programs	5.2.2 Talent cultivation	76	
	404-3	Percentage of employees who regularly receive performance and career development reviews	5.2.1 Remuneration and benefits	70	
Diversity and equal opportunity					
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	5.1.2 Employee statistics	64	

Appendix 2: Verification Statement

格瑞國際驗證有限公司
GREAT International Certification Co., Ltd.

友勁科技股份有限公司
2024 年永續報告書之獨立保證意見聲明書

聲明書編號:2505009

友勁科技股份有限公司(以下簡稱友勁科技)與格瑞國際驗證有限公司(以下簡稱格瑞驗證)為相互獨立的公司及組織，格瑞驗證除了針對該公司 2024 年永續報告書進行評估和查證外，與友勁科技並無任何財務上的關係。

本獨立保證意見聲明書(以下簡稱聲明書)的目的，僅作為對下列有關友勁科技之永續報告書所界定範圍內的相關事項進行保證之結論，而不作為其他之用途。除對查證事實提出聲明書外，對於其他目的之使用，或閱讀此聲明書的任何人，格瑞驗證並不負有或承擔任何相關法律或其他之責任。

本聲明書係基於友勁科技提供予格瑞驗證之相關資訊所作查證之結論，因此審查範圍乃基於並局限在這些提供的資訊內容之內，格瑞驗證認為這些信息內容都是完整且準確的。對於這份聲明書所載內容或相關事項之任何疑問，將全部由友勁科技回覆。

保證範圍

友勁科技與格瑞驗證協議的查證範圍包括：

1. 整份永續報告書內容及友勁科技在 2024 年 1 月 1 日至 2024 年 12 月 31 日的所有營運績效。
2. 依照 AA1000 保證標準 v3 的第 1 應用類型評估友勁科技遵循 AA1000 當責性原則標準(2018)的本質和程度，不包括對於報告書揭露的資訊 / 數據之可信賴度的查證。
3. 本聲明書以中文作成，並翻譯成英文以供參考。

意見聲明

我們總結友勁科技之永續報告書內容，對於友勁科技的相關運作與績效則提供一個公平的觀點。我們相信有關友勁科技 2024 年的環境、社會及公司治理等特定績效指標是被正確無誤地展現。報告書所揭露的績效指標展現了友勁科技對鑑別及滿足利害關係人的期望與努力。

我們的查證工作是由一組具有依據 AA1000 保證標準 v3 查證能力之團隊執行，以及規劃和執行這部分的工作，以獲得必要的資訊數據及說明。我們認為友勁科技所提供的證據足夠以表明其依循 AA1000 保證標準 v3 及其 2018 年附錄的報告方法與自我聲明符合 GRI 永續性報導準則。

查證方法

為了收集與作成結論有關的證據，我們執行了以下工作：

- 對來自外部團體相關於友勁科技之公司政策的議題，進行高階管理的審查，以確認本報告中聲明書的合適性；
- 與友勁科技之主管討論有關利害關係人參與的方式，且並未直接接觸外部利害關係人；
- 訪談與永續報告書編制及資訊提供有關的職員；
- 在抽樣基礎上稽核友勁科技之績效數據；
- 審查報告中所作宣告的支持性證據；
- 針對友勁科技之報告及其相關 AA1000 當責性原則(2018)中描述有關包容性、重大性、回應性及衝擊性原則的流程管理進行審查。

結論

針對 AA1000 當責性原則(2018)之包容性、重大性、回應性、衝擊性與 GRI 永續性報導準則的詳細審查結果如下：

第一頁(共二頁)

格瑞國際驗證有限公司
GREAT International Certification Co., Ltd.

包容性

友勁科技已建立與主要利害關係人合作的過程，包含投資人、客戶、員工、供應商及主管機關等，於 2024 年展開一系列利害關係人活動，涉及經濟、環境和社會等一系列重大主題。以我們的專業意見而言，這份報告書涵蓋了友勁科技的包容性議題。

重大性

報告書已載明友勁科技所關注環境、社會和經濟面向等主題，並鑑別出 10 項重大主題包括創新研發、營運績效、薪酬福利、資訊安全、人材培育、永續供應鏈、職業安全、能源管理、廢棄物管理及溫室氣體管理等。以我們的專業意見而言，這份報告書適切地涵蓋了友勁科技的重大性議題。

回應性

友勁科技執行來自利害關係人的要求與看法之回應，實行方法包括年度股東大會、公開資訊觀測站、公司網站股東服務信箱、發言人、代理發言人、法人說明會、客戶服務滿意度調查、銷售服務信箱、供應商評鑑/服務信箱 、勞資會議、員工申訴及意見信箱、主管機關法規說明會/研商座談會等眾多的內部和外部利害關係人的溝通機制，作為提供進一步回應利害關係人的機會，並能對利害關係人所關切議題及時回應。以我們的專業意見而言，這份報告書涵蓋了友勁科技的回應性議題。

衝擊性

友勁科技已鑑別，並以平衡且有效之量測及揭露方式公正地展現其衝擊。友勁科技已建立監督、量測、評估及管理衝擊之流程，有助於組織內實現更有效之決策與成果管理。就我們的專業意見而言，本報告涵蓋了友勁科技的衝擊性議題。

GRI 永續性報導準則

友勁科技提供有關依循 GRI 永續性報導準則之自我宣告與相關資料，基於審查的結果，我們確認報告書參照 GRI 永續性報導準則的社會責任與永續發展的相關揭露項目已被揭露，部分揭露或省略。以我們的專業意見而言，此自我宣告涵蓋了友勁科技的社會責任與永續性主題。

保證等級

依據 AA1000 保證標準 v3 及其 2018 年附錄，我們的查證與本聲明書為中度保證等級，如同本聲明書中所描述的範圍與方法。

責任

本聲明書的意見聲明供友勁科技使用，我們的責任僅基於所描述的範圍與方法，提供專業意見並提供利害關係人一個獨立的聲明書。

能力與獨立性

格瑞驗證為由各管理系統領域的專家組成，本查證團隊係由具專業背景，且接受過如 AA1000AS v3、ISO 9001、ISO 14001 與 ISO 45001 之一系列永續發展、環境及社會等管理標準的訓練，具有主導稽核員資格之成員組成。

基於保證團隊之查證行為，並由
格瑞國際驗證有限公司(中華民國，台灣)於 2025 年 05 月 22 日簽署發行

簽證 ... 總經理

AA1000
Licensed Report
000-250/V3-ZKASX

第二頁(共二頁)

格瑞國際驗證有限公司
GREAT International Certification Co., Ltd.

Independent Assurance Statement Based on 2024 Sustainability Report of Cameo Communications, Inc.

Statement No.:2505009

Cameo Communications, Inc. (hereinafter referred to as Cameo) and GREAT International Certification Co., Ltd. (hereinafter referred to as GREAT) are independent companies and organizations. Except for the evaluation and verification of the company's 2024 sustainability report, GREAT has no financial relationship with Cameo.

The purpose of this independent assurance statement (hereinafter referred to as the Statement) is only to serve as the conclusion of guaranteeing the relevant matters within the scope defined in the following relevant Cameo's Sustainability Report, and not for other purposes. Except for the Statement for fact verification, GREAT does not bear any relevant legal or other responsibilities for the use of other purposes, or anyone who reads this Statement.

This Statement is based on the conclusions made by the relevant information verification provided by Cameo to GREAT. Therefore, the scope of the review is based on and limited to the content of the information provided. GREAT believes that the information content is complete, accurate and precise. Any questions about the content of this Statement or related matters will be answered by Cameo.

The Scope of Assurance

The verification scope of Cameo and GREAT agreement includes:

- The contents of the entire sustainability report and all operating performance of Cameo from January 1, 2024 to December 31, 2024;
- According to the type 1 of AA1000 Assurance Standard v3, evaluate the nature and degree of Cameo's compliance with the AA1000 Accountability Principles(2018), excluding the verification of the reliability of the information/data disclosed in the report.
- This Statement is made in Chinese and translated into English for reference.

Verification Opinion

We summarize the content of Cameo's sustainability report, and provide a fair standpoint of Cameo's related operations and performance. We believe that the specific performance indicators of Cameo in 2024, such as environment, society and corporate governance, are presented correctly. The performance indicators disclosed in the report demonstrate Cameo's expectations and efforts to identify and satisfy stakeholders.

Our verification work is carried out by a group of teams with verification capabilities according to the AA1000 Assurance Standard v3, as well as the planning and execution of this part of the work to obtain the necessary information data and instructions. We believe that the evidence provided by Cameo is sufficient to show that its reporting method and self-declaration in accordance with the AA1000 Assurance Standard v3 and its 2018 appendix are in line with the GRI Sustainability Reporting Guidelines.

Verification method

To gather the evidence relevant to the conclusions, we performed the following:

- To conduct a senior management review of issues from external parties related to Cameo 's corporate policies to confirm the appropriateness of the statement in this report;
- To discuss with the managers of Cameo about the way of stakeholder participations, and have no direct contact with external stakeholders;
- To interview with employees related to the preparation of the sustainability report and information provision;
- To audit the performance data of Cameo on a sampling basis;
- To evidence supporting the claims made in the review report;
- To Review the management process of the principles of inclusivity, materiality, responsiveness, and impact described in the company report and its related AA1000 Accountability Principles (2018).

Conclusion

The results of a detailed review of the AA1000 Accountability Principles (2018) including inclusivity, materiality, responsiveness, impact and GRI sustainability reporting standards are as follows:

- Inclusivity

  Cameo has established a process of cooperation with major stakeholders, including investors, customers, employees, suppliers and competent authority, etc., and will launch a series of stakeholder activities in 2024, involving economy, environment, society and a series of major themes. In terms of our professional opinion, this report covers the inclusivity issues of Cameo.

- Materiality

  The report has stated that Cameo focuses on environment, society and economy topics, and identified 10 major topics including innovation R&D, operational performance, salary and benefits, information security, talent cultivation, sustainable supply chain, occupational safety, energy management, waste management and greenhouse gas management, etc. In terms of our professional opinion, this report appropriately covers the materiality issues of Cameo.

- Responsiveness

  Cameo responds to requests and opinions from stakeholders. Implementation methods include annual shareholders' meeting, public information observatory, company website shareholder service mailbox, spokesperson, proxy spokesperson, corporate briefing session, customer service satisfaction survey, sales and service mailbox, supplier evaluation/service mailbox, labor-management meetings, employee complaints and opinions mailbox, regulatory briefings/discussion seminars by competent authorities, those numerous internal and external stakeholder communication mechanisms, as an opportunity to provide further responses to stakeholders, and to promptly respond to stakeholder concerns. In terms of our professional opinion, this report covers the responsiveness issues of Cameo.

- Impact

  Cameo has identified and fairly demonstrated its impact with balanced and effective measurement and disclosure. Cameo has established a process for monitoring, measuring, evaluating and managing impacts, which helps to achieve more effective decision-making and results management within the organization. In terms of our professional opinion, this report covers the impact issues of Cameo.

- GRI Guidelines

  Cameo provides the self-declaration of compliance with the GRI Sustainability Reporting Standards and relevant information. Based on the results of the review, we confirm that the report refers to the social responsibility and sustainability of the GRI Sustainability Reporting Standards. Relevant disclosure items for developments have been disclosed, partially disclosed, or omitted. In terms of our professional opinion, this self-declaration covers Cameo 's social responsibility and sustainability themes.

Page 1 of 2

格瑞國際驗證有限公司
GREAT International Certification Co., Ltd.

Assurance level

According to the AA1000 Assurance Standard v3 and its 2018 Appendix, we have verified that this Statement is a moderate level of assurance, as described in the scope and methods of this Statement.

Responsibility

The responsibility of the sustainability report, as stated in this Statement, is owned by the person in charge of Cameo. The responsibility of GREAT is solely to provide professional opinions based on the scope and methods described, and to provide a Statement for the stakeholders.

Ability and Independence

GREAT is composed of experts in various management system fields. The verification team is composed of members with professional background, who have received training in a series of sustainable development, environmental and social management standards such as AA1000 AS v3, ISO 9001, ISO 14001 and ISO 45001, and are qualified as lead auditors.

On behalf of the assurance team MAY 22, 2025
GREAT International Certification Co., Ltd.
Taiwan, Republic of China

Signed by General Manager: W. S. Chen

AA1000
Licensed Report
000-250/V3-ZKASX

Page 2 of 2

Appendix 3. Reference Table for SASB Sustainable Accounting Standards – Hardware Industry

Code	Topic	Metric	Disclosure / Reference to Report Chapter	Nature	Remark
TC-HW-230a.1	Product information security	Description of approach to identifying and addressing data security risks in products	Disclosed in 3.6 Information Security	Discussion and Analysis	
TC-HW-330a.1	Employee diversity	Percentage of gender group representation for (1) management, (2) technical employees, and (3) all other employees	See table below	Quantitative	
TC-HW-410a.1	Product lifecycle management	Percentage of products by annual revenue that contain IEC 62474 declarable substances	Cameo REACH+RoHS products account for 100% of annual revenue	Quantitative	
TC-HW-410a.2	Product lifecycle management	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	Cameo products meeting EPEAT or equivalent registration requirements represent 100% of annual revenue	Quantitative	
TC-HW-410a.3	Product lifecycle management	Percentage of eligible products, by revenue, meeting the requirements for Energy Star certification or equivalent	Cameo products meeting Energy Star or equivalent certification requirements represent 100% of annual revenue	Quantitative	
TC-HW-410a.4	Product lifecycle management	Weight of end-of-life products recovered and e-waste repaired, percentage recycled	Cameo provides WEEE dismantling manuals only; product recycling is executed by customers and cannot be quantified (not applicable)	Quantitative	

TC-HW-330a.1 disclosure:

Gender	Management position	Technical position (R&D)	Other employee
Male	27	61	102
Female	8	33	188
Subtotal	35	94	290
Male percentage	77.1%	64.9%	35.2%
Female percentage	22.9%	35.1%	64.8%

Code	Topic	Metric	Disclosure / Reference to Report Chapter	Nature	Remark
TC-HW-430a.1	Supply chain management	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all suppliers and (b) high-risk suppliers	Manufacturers are required to sign relevant documents during the supplier onboarding stage: 1. "Quality Assurance Certificate" 2. "Environmental Management Substance Assurance Certificate" 3. "Business Continuing Operations Management Checklist BCM" 4. "Supplier Corporate Social Responsibility Code of Conduct Commitment " After delivery, procurement evaluates suppliers based on price and on-time delivery rates, while quality assurance assesses compliance with quality standards to comprehensively determine whether suppliers are high-risk. High-risk suppliers are first subject to improvement tracking through Quarterly Business Reviews (QBR). If no improvement is observed after tracking, they are removed from the qualified supplier list.. In 2024, no suppliers were removed..	Quantitative	
TC-HW-430a.2		Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	For distributors, after delivery, procurement evaluates based on price and on-time delivery rates, while quality assurance assesses compliance with quality standards to comprehensively determine whether distributors are high-risk. High-risk distributors are first subject to improvement tracking through Quarterly Business Reviews (QBR). If no improvement is observed after tracking, they are removed from the qualified supplier list. In 2024, no suppliers were removed.	Quantitative	
TC-HW-440a.1	Materials sourcing	Description of the management of risks associated with the use of critical materials	1. Material approval and procurement follow RoHS - a mandatory standard established by EU legislation, formally known as the "Restriction of Hazardous Substances Directive," and REACH, a European Community safety regulation covering the Registration, Evaluation, Authorization and Restriction of Chemicals, among other international standards. For products composed of these materials, reports are provided to customers in accordance with RoHS and REACH to control the use of environmentally hazardous substances in products to ensure they do not exceed permissible limits. 2. All production materials purchased from suppliers undergo review of hazardous substance reports issued by suppliers as necessary documentation for material approval. Materials that do not comply with RoHS/REACH standards are rejected and prohibited from use.	Discussion and Analysis	

Appendix 4. Reference Table for TCFD Disclosure Items

Aspect	TCFD Disclosure	Corresponding Chapter	Page No.
Governance	The Board's oversight of climate-related risks and opportunities	4.1 Climate Change Management	
	Management's role in assessing and managing climate-related risks and opportunities	4.1 Climate Change Management	
Strategy	The climate-related risks and opportunities the organization has identified over the short, medium and long term	4.1 Climate Change Management	
	The impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	4.1 Climate Change Management	
	The resilience of the organization's strategy, taking into consideration different climate-related scenarios	4.1 Climate Change Management	
Risk Management	The organization's processes for identifying and assessing climate-related risks	4.1 Climate Change Management	
	The organization's processes for managing climate-related risks	4.1 Climate Change Management	
	How processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	4.1 Climate Change Management	
Metrics and Targets	The metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	4.1 Climate Change Management	
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas emissions, and the related risks	4.1 Climate Change Management	
	The targets used by the organization to manage climate-related risks and opportunities and performance against targets	4.1 Climate Change Management	

Appendix 5. Sustainability Information Disclosure for Communications and Internet Industry

No.	Indicator	Indicator type	2024 Disclosure	Unit
1	Total energy consumption, percentage of purchased electricity, utilization rate (renewable energy)	Quantitative	1. Total energy consumption: 25062.879 GJ 2. Percentage of purchased electricity: 100% 3. Renewable energy utilization rate: 0%	Gigajoules (GJ), percentage (%)
2	Total water withdrawn, total water consumption	Quantitative	Total water withdrawn: 0.020708 m^3 Total water consumption: 0.020708 m^3	Thousand cubic meters (m^3)
3	Total hazardous waste generated and percentage recycled	Quantitative	Disclosed in 4.6.1 Waste treatment	Metric tons (t), percentage (%)
4	Type of, number of employees in and rate of occupational accidents	Quantitative	Two recordable occupational injuries Rate: 0.48%.	Percentage (%), quantity
5	Product Lifecycle Management Disclosure: including weights of scraps and electronic waste and percentage recycled (Note 1)	Quantitative	Weight of end-of-life products and electronic waste: 162.88 t Percentage recycled: 96%.	Metric tons (t), Percentage (%)
6	Description of the management of risks associated with the use of critical materials	Qualitative description	1. Material approval and procurement follow international standards, including the Restriction of Hazardous Substances (RoHS) Directive, a mandatory standard legislated by the EU Council and Parliament, and REACH Regulation, a safety regulation for European Community on the registration, evaluation, authorization and restriction of chemicals. For products composed of these materials, reports are provided to customers in accordance with RoHS Directive and REACH Regulation to control the use of environmentally hazardous substances in products and ensure they do not exceed permissible limits. 2. All materials used for production are purchased from suppliers undergo review of hazardous substance reports issued by suppliers as necessary documentation for material approval. Materials that do not comply with RoHS Directive/REACH Regulation are rejected and prohibited from use.	Not applicable
7	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	No legal proceedings occurred, resulting in zero monetary losses	Reporting currency
8	Production by product category	Quantitative	Wired communication products: 510 (thousand pieces) Wireless communication products: 78 (thousand pieces) Other products: 668 (thousand pieces)	Varies by product category

Note 1: Descriptions including the sale of scraps and the recycling and processing of waste shall be provided. including the sale or other recycling of scraps, relevant instructions should be provided.

Appendix 6. Climate-related Information of TWSE/TPEx Listed Company

Risks and opportunities posed by climate change to the Company and the relevant measures taken by and relevant countermeasures taken by the Company

Item	Company Response	
1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities	Cameo Communications has established a Sustainability Implementation Committee, chaired by the General Manager. The Committee holds regular annual meetings to discuss issues including climate change risks that may impact company operations, energy and resource usage efficiency, and various environmental impacts related to product lifecycle. The committee provides annual reports to the Board of Directors on climate change issues and implementation status. The Company has also appointed a Corporate Governance Officer who includes climate change factors within the operational risk management framework, implementing responsive measures to reduce operational risks.	
	Risks and opportunities	**Financial impact and response mechanism**
2. Describe how the identified climate risks and opportunities affect the Company's business, strategy, and finances (short, medium, and long term)	Raw material prices rise	Cameo will reduce dependence on single suppliers by building partnerships with multiple suppliers, and build long-term trust and cooperative foundations to gain supplier support and preferential treatment. The Company will closely monitor market and industry changes, including raw material price trends and supply conditions. This enables early identification of potential issues and, when necessary, signing long-term supply contracts with suppliers to ensure stable supply and pricing.
3. Describe the financial impact of extreme weather events and transformative actions	Using process equipment with higher power usage efficiency	Future equipment updates will prioritize the procurement of water-saving and energy-saving equipment.
	Energy substitution/diversification	For renewable energy items, the Company will monitor regulatory developments and renewable energy advancement in real-time, assess the Company's current compliance status with regulations and potential development directions, then formulate various measures to meet regulatory compliance and renewable energy usage requirements. The Company will simultaneously comply with environmental, energy, and related regulations to further reduce environmental burden and proactively implement energy conservation, water conservation, and waste reduction measures.
4. Describe how climate risk identification, assessment and management processes are integrated into the overall risk management system	Step1	▪ Collect background information on climate and environment by Sustainability Implementation Committee members ▪ Assess climate risk and operational scope
	Step2	▪ Compile a list of climate risks and opportunities ▪ Prepare internal surveys to investigate operational impact
	Step3	▪ Carry out analysis on climate risks and opportunities and operational impact by the Sustainability Implementation Committee ▪ Determine material risks
	Step4	▪ Formulate implementation strategies and set targets
	Step5	▪ Conduct rolling reviews on effectiveness of implementation strategies and target every year through Sustainability Implementation Committee meetings

Item	Company Response
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	In response to climate-related risks and opportunities affecting the Company's strategy and financial planning, Cameo Communications references TCFD climate-related scenario analysis, utilizing both quantitative and qualitative climate-related scenario analysis to adopt corresponding strategies. The Company references the 1.5°C scenario (1.5DS) for discussion in Sustainability Implementation Committee meetings, and uses tools provided by TCCIP (Taiwan Climate Change Projection Information and Adaptation Knowledge Platform) as references for assessing climate change physical risk scenarios, in which the 1.5DS/RCP2.6 scenario has been selected in the end. In accordance with ISO 31000 Risk Management Principles and Guidelines, the Company conducts thematic descriptions of climate change risks and opportunities regarding transition risks and physical risks in the aforementioned scenarios based on impact and probability. The Company ultimately identified climate risks and opportunities related to its operational scope, referencing TCFD reports relevant to the communications and internet industry. Considering long-term operational development over a decade, the Company defines short-term as 1-3 years, medium-term as 3-5 years, and long-term as 6-10 years.
6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical and transition risks.	Cameo Communications further sets targets based on the indicators specified by TCFD climate risks and opportunities: 1. Energy conservation and carbon reduction management quantitative target: Base year updated from 2022 to 2024 due to the addition of the Hsinchu R&D Center, with carbon intensity reduced by 1% every year. 2. Water conservation management quantitative target: Base year set at 2020, with water consumption rate reduced by 1% every year. 3. Achieve net zero carbon emission by 2050.
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	Internal carbon pricing has not yet been implemented.
8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve related targets, the source and quantity of carbon credits or RECs to be offset should be specified.	Cameo Communications further sets targets based on the indicators specified by TCFD climate risks and opportunities: 1. Energy conservation and carbon reduction management quantitative target: Base year updated from 2022 to 2024 due to the addition of the Hsinchu R&D Center, with carbon intensity reduced by 1% annually. 2. Water conservation management quantitative target: Base year set at 2020, with water consumption rate reduced by 1% every year. 3. Achieve net zero carbon emission by 2050.
9. Greenhouse gas inventory and assurance status, as well as reduction targets, strategies, and specific action plans (separately fill out in points 1-1 and 1-2 below).	As shown in the table below.

CAMEO Networking Built to Order

1-1 Greenhouse Gas Inventory Information

Describe the emission volume (metric tons CO_2e), intensity (metric tons CO_2e /NTD million), and data coverage of greenhouse gases and assurance status in the most recent 2 fiscal years.
The Company's greenhouse gas emission inventory status is currently under voluntary management and voluntarily disclosed to facilitate understanding of current trends and early responses, and has not yet been assured by external third-party assurance institutions.

Scope	2023		2024		
Scope 1	Total emission (Metric tons CO_2e)	Intensity (Metric tons CO_2e/NTD million)	Total emission (Metric tons CO_2e)	Intensity (Metric tons CO_2e/NTD million)	Verification institution and verification status description (verification certificate)
Parent Company	134.7923	0.053	132.9276	0.112	Industrial technology research institute reasonable assurance level
Scope 2	Total emission (Metric tons CO_2e)	Intensity (Metric tons CO_2e /NTD million)	Total emission (Metric tons CO_2e)	Intensity (Metric tons CO_2e/NTD million)	
Parent Company	3678.9705	1.449	3428.7687	2.896	
Scope 3	Total emission (Metric tons CO_2e)	Intensity (Metric tons CO_2e /NTD million)	Total emission (Metric tons CO_2e)	Intensity (Metric tons CO_2e/NTD million)	
Parent company	723.1592	0.285	675.3425	0.570	

Note: The consolidated revenue was NT$ 2,539 million in 2023, and was NT$ 1,184 million in 2024. Subsidiaries will complete inventory check in accordance to the timeline required by authorities.

1-2 Greenhouse gas reduction targets, strategies, and specific action plans

Describe the base year and data for greenhouse gas reduction, reduction targets, strategies, specific action plans, and the achievement of reduction targets.

Cameo Communications further sets targets based on the indicators specified by TCFD climate risks and opportunities:

1. Energy conservation and carbon reduction management quantitative target: Base year updated from 2022 to 2024 due to the addition of the Hsinchu R&D Center, with carbon intensity reduced by 1% annually.
2. Water conservation management quantitative target: Base year set at 2020, with water consumption rate reduced by 1% every year.
3. Achieve net zero carbon emission by 2050.

CAMEO
Networking Built to Order