EXCELLENCE OPTO. INC.
EOI Group

00. PREFACE

About this report 5
Excellence in Leadership and Sustainability Outlook 7
Sustainability achievements and highlights for 2025 12
EOI ESG sustainability goals 14
EOI SDGs implementation blueprint 25
Meet EOI 27



oo. Preface

About this report

This report is the sixth sustainability report issued by Excellence Optoelectronics Holding Co., Inc. (hereinafter referred to as " EOI Holding," "the Company," or "we"). The report mainly focuses on Excellence Optoelectronics (Taiwan headquarters), Dongguan EOI, and Shenzhen Lianxinfeng, with some information covering the Michigan plant in the United States and the marketing locations in Germany in Europe; The focus is on sustainability issues, management policies, and related performance in economic, governance, environmental, and social aspects, and the efforts and results of the report are expected to be demonstrated through the release of this report to demonstrate EOI Holding' efforts in promoting sustainable development

In 2025, EOI Holding will re-examine its sustainability achievements for 2024, with ' EOI: Creating Shared Value' as the main theme for this year. We will focus on the chapters of the report as the themes of [Connecting Sustainability], [Sustainable Governance], [Sustainable Value Chain], [Green and Low-Carbon Transition], [Co-creating a Happy Workplace], and [EOI for Good]. By continuously listening to the expectations and feedback of different stakeholders, we aim to guide EOI Holding in its ongoing progress on the path of sustainability.

◆ The information boundaries and disclosure scope of the report

The data and content disclosed in this report are mainly based on information for the fiscal year 2025 (from January 1, 2025, to December 31, 2025), with some data retrospectively looking back to cases before and after 2025. As Excellence Optoelectronics Inc. transformed into Excellence Optoelectronics Holding Co., Inc.. on August 15, 2025, the main scope of disclosure in the 2025 report remains unchanged compared to 2024. If there is any information reorganization in the report, please note in the remarks section of each chapter. Detailed scope explanations are shown in the table below:

Scope of disclosure in the 2025 sustainability report	
Factory area	**Reveal the content**
Excellence Optoelectronics Holding Co., Inc.	Excellence Optoelectronics Inc. (6288) officially transformed into a holding company on August 15, 2025, with the new company name " Excellence Optoelectronics Holding Co., Inc." and the stock code changed to "3717" before being listed. The original "Excellence Optoelectronics Inc. (6288)" was terminated from listing. The content disclosed in this report includes topics such as social and environmental aspects, excluding Grand House Company and eoi Dining... and other subsidiaries under EOI Holding.
Excellence Optoelectronics Inc. (Taiwan Headquarters).	Abbreviated as 'EOI Headquarters,' this is the main disclosure area in the report, and the subsidiary's regulations are managed in accordance with headquarters regulations.
Dongguan EOI Co., Ltd	Abbreviated as 'Dongguan EOI', the regulations are managed according to headquarters regulations, and relevant implementation status and data are disclosed in this report.
Lianxinfeng Optoelectronics (Shenzhen) Co., Ltd	Abbreviated as 'Shenzhen Lianxinfeng', the regulations are managed according to headquarters regulations, and relevant implementation status and data are disclosed in this report.
Michigan, USA	Michigan, USA, is partially disclosed, with the following chapters covered in the report: 3.2.3 Procurement Management: Procurement status 3.1.2 Material Management: Statistical results of annual usage quantities and weights across five major categories from 2019 to 2024. 4.2.3 Energy-saving and carbon-reduction measures: Digitize forms. 5.2 Talent composition: Number of employees.
Europe, Germany	Stakeholder negotiations

CONTENTS

00 PREFACE
01 CONNECTING SUSTAINABILITY
02 GOVERNANCE THROUGH PRAISE
03 LIGHT CHAIN FOOTPRINTS
04 LIVING IN GREEN ELECTRICITY
05 CO-CREATING A HAPPY WORKPLACE
06 CREATING GOOD TOGETHER
07 APPENDIX

oo. Preface

In addition, Excellence Optoelectronics Holding Co., Inc. not only references the GRI materiality disclosure principle but also compiles it with even stricter standards. Through continuous improvement, it reviews data collection processes and scope, enhancing the quality of all data year by year.

◆Principles and guidelines for writing reports

This report references the GRI Standards (2021 edition) issued by the Global Reporting Initiative (GRI) as the principles and framework for this report's disclosure. It is prepared using the Task Force on Climate-related Financial Disclosures framework and the SASB Sustainability Accounting Standards Board, aligning with the United Nations Sustainable Development Goals (SDGs). It transparently discloses management and execution performance information on major sustainability topics .

◆Report management

Internal management

This report uses a systematic analytical approach to identify sustainability topics of concern to stakeholders and determine priorities. These analysis results serve as a reference basis for information disclosure in the report. After the report is compiled and edited by the "Sustainability Development Committee," it is submitted to each group member for review and revision to ensure its quality. Finally, after review and feedback by the Board of Directors, this report is issued. Through internal review and review processes, the accuracy and credibility of the report are ensured, while ensuring stakeholders have a comprehensive understanding of the company's sustainable operations.

External verification

Sustainability report	This report was commissioned to the third-party impartial verification agency SGS Taiwan Inspection Technology Co., Ltd., which adopted the AA1000 Type I Intermediate Assurance Level to verify the GRI to ensure that the information disclosed in the report complies with its principles of inclusivity, materiality, responsiveness, and impact
Financial data	The statistical data disclosed in the report comes from EOI Holding's own statistics and investigations. All financial data sources are certified by accountants (Deloitte United CPAs) and are calculated in New Taiwan Dollars. Some data are shown in RMB because they cover Mainland China.
Management system	The company's management systems have undergone external audits and certifications, including IATF 16949, ISO 9001, ISO 26262, ISO 14001, ISO 45001, ISO 50001, ISO 14064-1:2018, ISO 14067, and ISO 27001. See Appendix 6: International Standards and Quality Certification Certificates

Report release date

Since 2021, our company has independently issued sustainability reports, with annual regular releases. This year marks the sixth year. We hope that internal and external stakeholders can better understand our sustainability efforts and achievements in 2025 through the sustainability report, and also enable internal management, employees, and other stakeholders to more comprehensively review the ESG progress over the past year.

The sustainability report will be publicly issued after review by the Board of Directors. The following are the publication times:

- Last release: July 2025
- Current release date: July 2026

Report contacts information

Our company prepares a sustainability report in both Chinese and English annually. To support environmental paper lessness, the full report is available for download from the EOI Holding website. If you have any comments or suggestions regarding this report or EOI Holdings' ESG initiatives, please feel free to contact us. We will respond as soon as possible. Thank you very much.

Excellence Optoelectronics Holding Co., Inc. - Sustainability Committee	
Contact phone number	+886-37-539000 EXT:11010
Contact email	csr@eoi.com.tw
Contact address	35053 No. 2, Ke Dong 1st Road, Zhunan Township, Hsinchu Science Park, Taiwan
	No.2, Kedong 1st Road, Chunan Town, Miaoli County, Hsinchu Science Park, Taiwan 35053, R.O.C.
Company official website	https://www.eoi.com.tw/

EOI Holding Sustainable Development Website Zone
https://www.eoi.com.tw/ESG/ESG_NEW

CONTENTS

00 PREFACE
01 CONNECTING SUSTAINABILITY
02 GOVERNANCE THROUGH PRAISE
03 LIGHT CHAIN FOOTPRINTS
04 LIVING IN GREEN ELECTRICITY
05 CO-CREATING A HAPPY WORKPLACE
06 CREATING GOOD TOGETHER
07 APPENDIX

CONTENTS

00 PREFACE
01 CONNECTING SUSTAINABILITY
02 GOVERNANCE THROUGH PRAISE
03 LIGHT CHAIN FOOTPRINTS
04 LIVING IN GREEN ELECTRICITY
05 CO-CREATING A HAPPY WORKPLACE
06 CREATING GOOD TOGETHER
07 APPENDIX

oo. Preface

Excellence in Leadership and Sustainability Outlook

The "diversification strategy" is a major transformation strategy for EOI in 2025. From four major perspectives:

Energy-saving and environmentally friendly products

Since our establishment, our company has focused on energy-saving and environmentally friendly products (energy-saving smart light poles, signal lights) as our core service items. We will continue to contribute to society toward zero-carbon goals and expand our business offerings such as energy storage projects.



Creative Dining Industry

Aiming to pioneer an immersive LED virtual restaurant, it brings a fresh experience to the consumer market. Aiming to establish a creative restaurant group with a vision of providing customers with an all-round, ultimate experience and enjoyment, it is gradually expanding in Taiwan and expanding internationally.



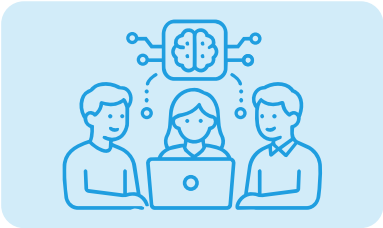
Automotive Optoelectronics Industry

With the vision of becoming a global leader in innovative automotive light sources, we continue to expand globally. We increase innovative light sources, expand customer base, and expand service offerings to boost revenue.



AI Team Development and Distributed Edge Computing Infrastructure

EOI plans to establish a dedicated AI team and develop a distributed edge computing infrastructure. Through strategic partnerships with U.S. customers, the Company aims to progressively expand its services into global markets, beginning with regional AI-powered intelligent transportation system projects in Taiwan as the foundation for future international expansion.



EOI Holding's Mexico plant is expected to begin mass production in Q3 2026, making it the largest production scale among global factories. The reason for establishing the Mexico plant is that there are six of the world's top headlight manufacturers nearby, and the first phase of the Mexico plant will have 18 production lines, enabling customers to ship worldwide; Mexico has relatively lower costs and convenient global transportation, reducing carbon emissions. Additionally, EOI's Michigan plant in the United States has consolidated streetlights and other products from California to Michigan, which is expected to continue increasing its market share in new cars in the U.S., with about 1 in every 6.5 vehicles using the company's products. Among the top five best-selling pickups in the U.S., 3 are supplied by the company. With the rebound in U.S. fuel vehicle demand, this is expected to benefit the company, and major U.S. electric vehicle manufacturers are also its customers.

In recent years, we have actively expanded into LED technology applications and expanded into next-generation display businesses. To promote large-scale LED screen applications, our company has opened the first immersive virtual reality restaurant in Xinyi District, Taipei City, showcasing the niche applications of large-scale LED screens.

Optimistic about the trend of autonomous driving, our company plans to serve as a system integrator, developing an autonomous AI public transportation system. By moving AI and monitoring systems from vehicles to smart streetlights, we have applied for related patents and hope to collaborate with government agencies. Our company has over 20 years of experience marketing traffic signals and streetlights in North America, with distribution channels in 37 states. In the future, we plan to promote North America's AI smart network, including edge AI computing centers (base stations) and AI smart light posts, all of which will be handled with ease.

Thanks to the joint efforts of our colleagues, in 2025 EOI Holding's management and ESG have been recognized by all sectors, winning the [2025 Taiwan Corporate Sustainability Award: Taiwan's Top 100 Sustainability Model Enterprises, advancing to the Gold Award in Sustainability Report Category 1]; Selected for the third consecutive year in the 2025 Commonwealth Sustainability Citizen Award, and ranked 18th in the 'Mid-sized Enterprise Group'; [2025 Deloitte Trust Excellence Management Enterprise Award]; [Taipei Business Management Research Institute_2025 Outstanding Mainland Taiwanese Business Award 'Outstanding Export Award']; Received the Asia-Pacific Outstanding Enterprise Award for the fourth consecutive year, and President Dr. Huang Fang-Yue has also won the 2024 Asia-Pacific Outstanding Enterprise Award – Outstanding Enterprise Leader Award for the third consecutive year.

CONTENTS

00 PREFACE
01 CONNECTING SUSTAINABILITY
02 GOVERNANCE THROUGH PRAISE
03 LIGHT CHAIN FOOTPRINTS
04 LIVING IN GREEN ELECTRICITY
05 CO-CREATING A HAPPY WORKPLACE
06 CREATING GOOD TOGETHER
07 APPENDIX

oo. Preface

1. GOVERNANCE SUSTAINABILITY

1. We are committed to improving our corporate governance framework by enhancing the transparency and independence of the board of directors, implementing risk management and internal control systems, promoting sustainable corporate development, and safeguarding shareholder rights. With our ongoing deep commitment to corporate governance, we ranked in the top 6%~20% of the Taiwan Listed Company Governance Evaluation in the 12th (2025) Corporate Governance Evaluation, a key recognition.

2. In 2024, EOI actively carried out organizational reforms to its board of directors. The original "Audit Committee" was incorporated into a risk management function and renamed the "Audit and Risk Management Committee." Additionally, a new functional committee called the "Sustainability Committee" was established, comprehensively enhancing risk control and sustainable operations to the board level, ensuring the company's steady development in finance, operations, and social responsibility. The significance of these two functional committees is as follows:

   ① **Audit and Risk Management Committee**

   - **Strengthen financial supervision：** Responsible for reviewing financial statements to ensure transparency and accuracy of financial information.
   - **Risk Management：** Identify, assess, and supervise risks in business operations, assisting the company in formulating risk management strategies.
   - **Internal Control and Compliance：** Oversee internal control mechanisms to ensure the company adheres to regulations and reduce operational risks.
   - **Review internal and external audits：** Evaluate the internal audit mechanism and the independence and performance of external accountants to ensure audit quality.

   ② **Sustainable Development Committee**

   - **Promoting ESG Strategy：** Responsible for the company's environmental (E), social (S), and corporate governance (G) development strategies to ensure sustainable corporate growth.
   - **Oversee corporate social responsibility (CSR)：** Promote companies to fulfill social responsibilities such as carbon reduction, supply chain management, and employee well-being.
   - **Addressing climate change and regulatory requirements：** Overseeing companies' adaptability to climate change, energy transition, and international sustainability standards (such as TCFD, GRI, etc.).
   - **Enhancing corporate reputation and stakeholder relations：** Ensure good communication between the company and stakeholders such as investors, customers, and the general public, thereby enhancing corporate image and competitiveness.

   The renaming and establishment of these two functional committees not only ensure EOI's sound financial and risk management operations but also enables the company to build a competitive advantage in sustainable development, better aligning with international trends and investor expectations.

3. The President is the top executive of EOI Holding's risk team, with senior management, functional unit heads, and business staff serving as frontline risk managers. They detect, identify, assess, and formulate countermeasures for various risks. Since 2021, they have held regular quarterly risk management meetings for review and supervision, and continuously manage them through the PDCA (Plan, Do, Check, Act) cycle. For different risks, the President also establishes response teams for each event and assigns different responsible supervisors to coordinate responses. At least two risk management meetings are presented to the Board of Directors annually for improvement reports.

4. EOI has established the "ESG Sustainability Development Department," an independent department dedicated to sustainability, responsible for ESG strategies and policies, risk management, and the preparation and release of ESG sustainability reports for EOI Holding and its related subsidiaries. It leads to ISO14064-1 greenhouse gas inventory and ISO14067 product carbon footprint assessments, procurement of renewable energy, biodiversity, and other key actions for net zero carbon emissions, while providing transparent and accurate information to internal and external stakeholders, and participating in various ESG-related investor activities and initiatives. The mission of the "ESG Sustainability Department" is to work closely with other departments of each subsidiary, such as strategic planning, risk management, finance, procurement, and human resources, to ensure that ESG initiatives is fully implemented across all aspects of the company; At the same time, it actively participates externally in various initiatives, collaborating with other enterprises, governments, and NGOs to promote industry standards and best practices, fostering comprehensive sustainable development.

5. According to the 2025 Global Risks Report, compared to 2024, 2025 will emphasize the chain reactions of climate threats even more:

   A. **Health risk-taking：** The report specifically highlights the health impact of climate change. By 2050, climate change is expected to cause 14.5 million deaths, with extreme heat becoming the deadliest natural disaster, even affecting brain health and the spread of infectious diseases.

   B. **Massive economic costs：** Over the past decade, extreme weather has caused over $2 trillion in global losses. The 2025 report warns that the insurance market is facing collapse due to climate risks, with some high-risk areas facing the predicament of "inability to insure," further impacting financial stability.

   C. **The Link Between Geopolitics and Climate Change：** The fragmentation of geopolitics is weakening global climate cooperation. When countries are busy with military conflicts and economic confrontations, the "joint mitigation action" to address the climate crisis is delayed. Since 2021, our company has annually conducted benchmarking based on the Task Force on Climate-Related Financial Disclosures (TCFD) to identify risks and opportunities related to climate change.

6. The company's board of directors conducts external evaluations every three years to promote regular review and continuous improvement of board effectiveness. The current board of directors consists of 9 directors, with independent directors accounting for 44% of the total, including 4 independent directors. These independent directors possess extensive experience and expertise in finance, business, and management. Additionally, EOI Holding emphasizes gender equality in board composition. Currently, there are 9 directors, including 2 women, accounting for 22%.

CONTENTS

00 PREFACE
01 CONNECTING SUSTAINABILITY
02 GOVERNANCE THROUGH PRAISE
03 LIGHT CHAIN FOOTPRINTS
04 LIVING IN GREEN ELECTRICITY
05 CO-CREATING A HAPPY WORKPLACE
06 CREATING GOOD TOGETHER
07 APPENDIX

oo. Preface

2 INNOVATIVE R&D FOR SUSTAINABILITY

1. Grand House Co., Ltd., a subsidiary of EOI Holding, signed a memorandum of understanding with LUCENT, INC., USA, which integrates GE's power management solutions, officially entering the AI computing power service market to assist customers in building distributed edge computing centers. Lucent possesses strong expertise in communication networks and a global sales network, while Lucent is gradually accumulating knowledge and experience in the AI supply chain in the infrastructure sector. Both parties will fully integrate their respective strengths and resources to provide advanced AI technology for Taiwan and international markets, develop integrated hardware and software solutions, directly offer AI computing power and application services to customers, and further expand into global markets.
2. As a key partner of Tesla, our company continues to supply the front headlight modules for Tesla's electric pickup CyberTruck. With the evolution of the global electric vehicle market and EOI's organizational adjustments, our company officially transformed into "EOI Optoelectronics Investment Holding Co., Inc." in 2025. In 2025, benefiting from new projects, our company performed strongly in the North American market, with an average of one out of every 6.7 new vehicles using our LED light source modules. Market share continues to climb, gradually stabilizing to 2019 levels. To strengthen supply chain flexibility and respond to tariff impacts, our company is actively expanding North American production capacity. The new plant in Mexico will be completed in the fourth quarter of 2025 and is expected to begin mass production in the third quarter of 2026, further strengthening our local supply capability to North American automakers
3. We place great importance on intellectual property protection, establishing a comprehensive IP management system to ensure that R&D results are fully safeguarded. We actively apply for various patents and strengthen the management and maintenance of intellectual property to ensure the company's competitive advantage in innovative R&D.
4. We strive to foster a corporate culture that encourages innovation and inclusiveness, stimulating employees' enthusiasm for innovation through various innovation incentives. We encourage employees to propose innovative ideas and provide funding and resource support for outstanding innovation projects, fostering a positive atmosphere of full participation in innovation.

3 SOCIAL RESPONSIBILITY AND SUSTAINABILITY

1. We regard employees as the company's most important asset and are committed to creating a safe, healthy, and harmonious working environment. We offer competitive salaries and benefits, while focusing on employees' career development and physical and mental health. To this end, we have established a comprehensive training system and career development plans to help employees continuously improve their abilities and achieve career growth.
2. **Employee Benefits and Gender Equality：** To implement gender equality and women's empowerment, our company officially established the "EOI Female Professional Manager Growth Club" in April 2025. This platform aims to create a dedicated channel for female talent exchange and growth, deepening the development of female leadership through systematic training and support, helping more female employees realize their potential in their careers. Additionally, we assist female employees who are eager for career advancement to properly plan their career development within the company. Before the seminar, we conducted a questionnaire survey to sincerely listen to and understand female employees' thoughts on work-life balance, job satisfaction, career development... and other related aspects; For foreign direct staff, we offer benefits superior to other companies, such as participating in year-end party lotteries and employee trips... and more, sparing no effort in upholding labor rights commitments.
3. **Emphasizing Industry Exchange and Talent Training：** Actively Providing Lectures and Company Visits. With a focus on nurturing and educating industry talent, President Huang enthusiastically accepts lecture invitations from major universities and EMBA graduate programs in Taiwan amid her busy official duties; She also hosts visits to benchmark companies and HR and ESG forums to enhance internal talent competitiveness, attract opportunities, and nurture future seeds for industry talent.
4. **Supporting and sponsoring cultural and arts activities：** "Take from society, give back to society." EOI Holding sponsors cultural and arts events, such as Taiwan's renowned contemporary legend theater. They also invited the team from the "Rainbow Patriotic Home Life Education Association" and instructor Huang Yiping to visit the company to deliver an in-depth sharing and interactive lecture themed "Starting Life Transformation with Example." Covering four dimensions, others, environment, and life—EOI guided employees to explore the profound meaning of life. The atmosphere was warm and moving, and EOI colleagues gained abundant inspiration from the lecture.
5. We actively promote health protection programs, providing comprehensive medical protection and health management services for employees and their families. We regularly hold health seminars and health check-up events to raise employees' health awareness and physical fitness, providing solid health protection for EOI employees' work and daily life.
6. Over the past year, EOI has actively and deeply implemented the core value of "corporate social responsibility," planning at least one public welfare action plan every month. By 2025, our public welfare action plans cover rural schoolchildren, families with rare diseases, early intervention families, elderly living alone, and many foundations for people with disabilities. Through seasonal "charity group buying," we invite employees to turn their "choices" into "heartfelt feelings" for social care while shopping for holiday gifts, accompanying children with physical and mental disabilities and helping them blossom with vitality; We also support local small farmers and social welfare organizations, collaborating with Tsing Hua University, the Hsinchu Science Park Administration, and other industry-government-academia organizations to encourage colleagues and families to participate in the "Greater Hsinchu Food and Agriculture Education Carnival." Through five-sense crafts, market experiences, and ESG-themed lectures, employees and families deeply appreciate the importance of environmental sustainability and the circular economy while getting close to the land.

CONTENTS

00 PREFACE
01 CONNECTING SUSTAINABILITY
02 GOVERNANCE THROUGH PRAISE
03 LIGHT CHAIN FOOTPRINTS
04 LIVING IN GREEN ELECTRICITY
05 CO-CREATING A HAPPY WORKPLACE
06 CREATING GOOD TOGETHER
07 APPENDIX

oo. Preface

3 SOCIAL RESPONSIBILITY AND SUSTAINABILITY

1. Giving is more rewarding than receiving. Through various charitable actions, EOI Holding accumulates care and trust for society, bit by bit, and accumulates sand into a tower. More importantly, we are cultivating a culture and a positive cycle of goodness. "Kindness is everywhere"—every small action can brighten people's lives and warm their hearts. By practicing charitable actions, we hope to become positive leaders in society, promoting social inclusion and progress, and allowing love and warmth to spread sustainably throughout society. In the future, we will continue to carry out public welfare action plans based on the philosophy of "Share the Love, Warm the Heart," expanding EOI Holding's influence and social strength. At the same time, we look forward to more forces joining the ranks of charity and working hand in hand for social progress and development.

2. Under the advocacy of Chairman Dr.Fanny Huang, Dongguan EOI continues to promote public welfare activities, care for the socially disadvantaged, and fulfill corporate social responsibility. In 2025, the company continued to launch the "Let Love Turn, Spread the Fragrance of Books and Warmth" used item recycling program; In June, it partnered again with Chang'an Wusha Hospital to hold free clinics, offering various health services and caring for employee well-being; In July, it launched the large-scale blood donation event "Passionate Connection, Love in EOI," with employee participation reaching a new high and conveying love and hope through concrete actions. Additionally, at the ESG Supplier Conference and Annual Awards Ceremony in December, the company promoted the circular economy concept from EOI to extend throughout the entire industry chain, jointly achieving carbon reduction goals

3. Shenzhen Lianxinfeng has established an employee volunteer association dedicated to promoting social responsibility and community care. Through initiatives such as visiting nursing homes, organizing environmental clean-up activities, and participating in tree-planting programs, the association provides meaningful support and care to local communities. These volunteer initiatives also foster teamwork, strengthen shared values among employees, and encourage collective efforts to contribute to community well-being

4 SUPPLY CHAIN CARBON REDUCTION AND SUSTAINABILITY

Against the backdrop of global climate change, carbon reduction has become a key issue for corporate sustainable development. We deeply recognize that relying solely on corporate efforts is insufficient to achieve carbon neutrality, so we actively promote carbon reduction efforts throughout the entire supply chain.

1. **Building a Green Supply Chain：** We are committed to building an environmentally friendly and efficient green supply chain by selecting eco-friendly materials and optimizing production processes to reduce carbon emissions across all supply chain links. We also work closely with suppliers to jointly explore low-carbon technologies and promote green transformation across the entire industry chain. This not only helps reduce the environmental impact of business operations but also enhances the overall competitiveness of the supply chain.

2. **Implementing energy management：** We have established the ISO 50001 energy management system, using advanced monitoring technologies to track energy usage within the plant in real time and set specific carbon reduction targets and action plans. We also regularly conduct carbon emission assessments of our supply chain partners to ensure they meet our environmental standards and jointly promote the achievement of carbon reduction goals.

3. **Promoting green logistics：** In logistics and transportation, we actively promote green logistics by optimizing routes and improving transport efficiency to reduce carbon emissions. The T/R (Trial Run) at EOI headquarters and Dongguan EOI Stacking Axle, including upstream supplier turnover boxes and downstream manufacturers' recycling box recycling systems, can reduce carbon emissions by 6 to 10 times.

4. **Promoting Green Procurement：** We prioritize environmentally friendly and sustainable materials and products in our procurement process, and work with suppliers to establish environmental standards to ensure every link in the supply chain meets ESG requirements. We also encourage suppliers to adopt green production technologies and management models to jointly achieve sustainable supply chain development.

5. **Hold supplier conferences：** Strengthen management of supply chain carbon reduction and corporate social responsibility. Through supplier conferences held by EOI headquarters, Dongguan EOI, and Shenzhen Lianxinfeng, ensure that upstream and downstream supply chain enterprises jointly commit to environmental protection and social responsibility, enhancing ESG group strength.

6. **Carbon Reduction and Net Positive Strategy：** EOI Holding has set a concrete target to reduce carbon emissions by 25% by 2030, aligning with the international trend of Net Positive. It is committed to positive environmental investment, surpassing legal requirements, and achieving net-zero carbon reduction.

7. **Use and contribution of renewable energy：** Increase renewable electricity procurement, obtain green building certification and solar power generation in newly built plants, and create a friendly environment.

8. **Innovative green products and services：** New energy-saving products and next-generation displays are designed with 'green functionality' as a priority from the very beginning, and through measures such as renewable materials, biodegradable packaging, and product recycling bins... We achieve Net Positive impact throughout the entire product lifecycle.

oo. Preface

5 ESG sustainability in Taiwan Science Parks

As members of the Taiwan Science Parks, we feel a great sense of responsibility. After being elected as a council member of the 14th Taiwan Science Park Association, President Dr. Huang Fang-Yue has vigorously promoted the construction of "revitalizing the cross-enterprise sustainable ecosystem in Zhunan Park," "connecting with government agencies to secure more subsidies for innovation resources," and "developing diverse international exchanges and cooperation to promote multinational alliances among park associations from various countries."

EOI Holding pioneered a spontaneous "Cross-Enterprise Forum" by Taiwan's science park industry — "Uniting Carbon Reduction Power ∞ Building a Sustainable Vision: Science Park Cross-Industry ESG Seminar." This promotes commitment to enterprise exchange, learning, and mutual learning among park enterprises. Together with neighboring and friendly companies in Zhunan Science Park —Coretronic Corporation, Innolux Optoelectronics, and King Yuan Electronics—they serve as lecturers to exchange valuable experiences in carbon reduction and transformation, working together to achieve the common goal of global sustainability. We are setting an example, which is a rare resource-sharing platform for science park operators. We have a responsibility to ensure this meaningful initiative continues to be passed on, committed to working hand in hand with neighboring and friendly enterprises to enhance their international competitiveness, while also working together to build a diverse, inclusive and sustainable park ecosystem, working together for the park's environment and achieving mutual benefit and win-win outcomes.

As international regulations and requirements for ESG sustainability become increasingly stringent, Taiwan's energy policies and industrial net-zero regulations are accelerating their advancement. As a member of Taiwan's science park enterprises, EOI Holding deeply feels that working alone will make it difficult to meet today's challenges and future global demands. Therefore, we hope to unite the strengths of enterprises within the park to form a closely integrated "Cross-Enterprise Renewable Energy Carbon Alliance." We hope this alliance is not just a platform for commitment, but also an agile action organization. It can bring together the strength of many people, use the large to support the small, allocate and integrate resources, promote joint renewable electricity procurement, corporate net zero, and build resource recycling cycles within the park; And by uniting everyone's strengths, we will work together to protect the biodiversity around the park, contributing our efforts to a beautiful Taiwan.

In this era of sustainable globalization, EOI Holding will continue to uphold five major sustainable development strategies: "corporate governance, innovation and R&D, social responsibility, supply chain carbon reduction, and Taiwan Science Park ESG," implementing more comprehensive and balanced development, bringing brilliance to the international stage, and contributing to a shared prosperity and a better future for humanity.



Chairman





President



CONTENTS

00 PREFACE
01 CONNECTING SUSTAINABILITY
02 GOVERNANCE THROUGH PRAISE
03 LIGHT CHAIN FOOTPRINTS
04 LIVING IN GREEN ELECTRICITY
05 CO-CREATING A HAPPY WORKPLACE
06 CREATING GOOD TOGETHER
07 APPENDIX

oo. Preface

Sustainability achievements and highlights for 2025

◆Honor and Recognition

Asia-Pacific Outstanding Enterprise Award



Outstanding Corporate Leadership Award



Taiwan's Top 100 Outstanding Sustainability Enterprises



Gold Award for Sustainability Report



The World Sustainable Citizen Award



Ranked 18th in the mid-sized enterprise category



13th Outstanding Taiwanese Businessman Award in Mainland China



Deloitte Trust Excellence Management Enterprise Award



CONTENTS

00 PREFACE
01 CONNECTING SUSTAINABILITY
02 GOVERNANCE THROUGH PRAISE
03 LIGHT CHAIN FOOTPRINTS
04 LIVING IN GREEN ELECTRICITY
05 CO-CREATING A HAPPY WORKPLACE
06 CREATING GOOD TOGETHER
07 APPENDIX

oo. Preface

◆Sustainable performance



ENVIRONMENTAL SUSTAINABILITY

- The introduction of new materials and processes has increased **LED brightness by 10%**
- Signal lights can save **93.54%** of electricity, while streetlights can save **62.65% of electricity**
- By 2025, energy-saving measures will save approximately **24.7%** of electricity consumption
- Procured **290,000 kWh** of renewable electricity from Taipower together with renewable energy certificates
- The e-form will reduce carbon emissions by 2025, equivalent to a reduction of **10,328 kg** of carbon dioxide emissions



SOCIAL INCLUSION

- In 2025, **10 female employees** were promoted
- In 2025, EOI Headquarters employed **7 Indigenous employees**, while Dongguan EOI and Shenzhen Lianxinfeng employed 86 and 7 ethnic minority employees, respectively.
- Received the Ministry of Health and Welfare's Health Promotion Administration's 'Healthy Workplace Certification Mark' for **seven consecutive years**
- Human Rights and Regulatory Compliance Training: **215 hours**
- The total hours of sexual harassment prevention training reached **215 hours**



CORPORATE GOVERNANCE

- In 2025, female directors accounted for **22%** of the Board, while independent directors represented **44%**.
- In the 2025 Corporate Governance Evaluation, EOI ranked within the top **6%–20%** of TWSE-listed companies.
- As of the end of 2025, EOI held **167** valid patents.

CONTENTS

00 PREFACE
01 CONNECTING SUSTAINABILITY
02 GOVERNANCE THROUGH PRAISE
03 LIGHT CHAIN FOOTPRINTS
04 LIVING IN GREEN ELECTRICITY
05 CO-CREATING A HAPPY WORKPLACE
06 CREATING GOOD TOGETHER
07 APPENDIX

CONTENTS

00 PREFACE
01 CONNECTING SUSTAINABILITY
02 GOVERNANCE THROUGH PRAISE
03 LIGHT CHAIN FOOTPRINTS
04 LIVING IN GREEN ELECTRICITY
05 CO-CREATING A HAPPY WORKPLACE
06 CREATING GOOD TOGETHER
07 APPENDIX

oo. Preface

EOI ESG sustainability goals

Environmental Sustainability

Major topics: Energy-saving and carbon-reduction management (Energy, emissions)

2025 Targets

EOI Headquarters

Energy

- Maintain ISO 50001 energy management system and verification procedures.
- Sustain energy self-management and achieve energy saving and carbon reduction by more than 10%.
- Purchased 290,000 kWh of renewable energy.
- Identify and increase the use of other renewable energy sources.

Emissions

- Ongoing internal and external ISO 14064-1 greenhouse gas inventory and verification operations.
- aiming to reduce carbon emissions by more than 1% annually.
- Continuously comply with air pollution regulatory standards for emissions.

Dongguan EOI

- Electricity savings decrease by 1%.
- Exhaust emission testing meets the emission standards of the competent authority.
- A goal of reducing carbon emissions by 1% over five years by 2021.
- Ongoing internal and external ISO 14064-1 greenhouse gas inventory and verification operations.
- In 2026, VOC exhaust emission treatment facilities will be improved to reduce air pollution emissions.

Shenzhen Lianxinfeng

- Energy savings decrease by 0.5%~1%.
- The 2025 plan includes improvements and the installation of secondary activated carbon filtration to further reduce air pollution.
- In July 2025, conduct regular annual inspections of the three types of wastewater air pollution, and conduct inspections by workshop environmental and occupational hygiene personnel, with inspection reports archived as qualified.
- Regularly replace the activated carbon exhaust pipes; comparing inspection data before and after replacement reduces pollutant emissions by about 3%. Replace twice a year.
- Cleaning exhaust pipe waste reduces sewage by about 1%.
- Carbon reduction of 0.5%-1% from 2024 to 2030.

2025 Performance

EOI Headquarters

Energy

- We continuously maintain the effectiveness of the ISO 50001 energy management system.
- In-depth analysis of energy consumption data for each piece of equipment, active attention to and discussion of potential improvement directions, and continuous optimization of energy utilization efficiency. By 2025, 3,420,397 kWh of electricity has been successfully saved, accounting for 22.51% of total annual electricity consumption, demonstrating significant energy savings
- By 2025, the first and second phases of 290,000 kWh of renewable energy have been successfully deployed.
- In January 2025, the procurement of renewable electricity and renewable energy certificates will be completed, and the second phase of 240,000 kWh of renewable energy has been successfully deployed.
- By 2025, the declared energy conservation rate will be 1.42%, achieving an annual carbon reduction of over 1%.

Emissions

- By 2025, greenhouse gas inventory and third-party verification have been completed, and a verification statement has been obtained.
- In 2025, there will be one case of violations of environmental law regulations.

Dongguan EOI

- By 2025, electricity consumption will be saved by 4.04%.
- Exhaust emission testing meets the emission standards of the competent authority.
- By 2025, energy saving and carbon reduction will be 4.04%.
- By 2025, the evaluation for improving VOC emission treatment facilities has been completed. Based on the acceptance and testing report, the annual VOCs emissions amount to about 2.8 tons per year. Compared to the 1.3 tons per year reduction in VOCs before and after rectification, this translates to 4.8 tons of CO2 emissions
- By 2025, greenhouse gas inventory and third-party verification have been completed, and a verification statement has been obtained.

Shenzhen Lianxinfeng

- In 2025, the second-floor production workshop will move to the first-floor workshop. The original second-floor 40P Water tank air conditioner will be out of use and insufficient orders, saving 24.7% electricity compared to 2024.
- In 2025, Shenzhen Lianxinfeng's exhaust system will have been replaced with activated carbon twice, meeting the emission standards required by government departments.
- Regular inspections of the workshop working environment.
- Regularly clean the pipelines of the activated carbon emission device.

2026 Targets

EOI Headquarters

Energy

- Maintain the effectiveness of the ISO 50001 energy management system and monitor energy usage.
- Sustain energy self-management and achieve energy saving and carbon reduction by more than 10%.
- The annual electricity savings rate exceeds 1%, meeting the requirements of the Energy Agency.
- Successfully deployed renewable energy with a four-year term totaling 290,000 kWh (2026-2029)

Emissions

- Ongoing internal and external greenhouse gas inventory and verification operations.
- aiming to reduce carbon emissions by more than 1% annually.
- Continuously comply with air pollution regulatory standards for emissions.

Dongguan EOI

- In 2022, 6 years of electricity savings were 1%.
- A 1% carbon reduction target by 2026
- In 2026, we carried out improvements to VOC exhaust treatment facilities to reduce air pollution emissions

Shenzhen Lianxinfeng

- In 2026, continue to assess and gradually phase out outdated energy-consuming equipment, aiming for energy savings of 0.5%~1%.
- Carbon reduction of 0.5%-1% from 2024 to 2030.
- It is expected that in 2026, the exhaust system will be replaced with activated carbon twice to meet the emission standards of the competent authority.
- Continuous workshop environment inspections.
- Regularly clean the pipelines of the activated carbon emission device.

Medium- to long-term goals (over 3 years)

EOI Headquarters

Energy

- Maintain the effectiveness of the ISO 50001 energy management system and monitor energy usage.
- Sustain energy self-management and achieve energy saving and carbon reduction by more than 10%.
- From 2025 to 2028, the annual electricity savings rate is 1%, meeting the requirements of the Department of Energy
- Look for renewable energy usage rates.
- Subscribe to clean renewable electricity.

Emissions

- Continue internal and external ISO 14064-1 greenhouse gas inventory and verification operations.
- Aiming to reduce carbon emissions by more than 3% annually.

Dongguan EOI

- Annual electricity savings of 1% from 2024 to 2030
- Exhaust emission testing meets the emission standards of the competent authority.
- Aiming to reduce carbon emissions by more than 10% between 2024 and 2030

Shenzhen Lianxinfeng

- Continue replacing old equipment, aiming to save 0.5%~1% of electricity compared to the previous year.
- Exhaust emission testing meets the emission standards of the competent authority.
- Carbon reduction of 0.5%-1% from 2024 to 2030.

CONTENTS

00 PREFACE
01 CONNECTING SUSTAINABILITY
02 GOVERNANCE THROUGH PRAISE
03 LIGHT CHAIN FOOTPRINTS
04 LIVING IN GREEN ELECTRICITY
05 CO-CREATING A HAPPY WORKPLACE
06 CREATING GOOD TOGETHER
07 APPENDIX

Environmental Sustainability				
Major topics	**2025 Targets**	**2025 Performance**	**2026 Targets**	**Medium- to long-term goals (over 3 years)**
Water and Runaway	**EOI Headquarters** • According to the water use plan and environmental impact assessment commitments, the Park Management Bureau requires a process water recovery rate of over 85%. • Wastewater discharge quality testing meets the discharge standards set by the park management bureau. • The proportion of recycled water used within the plant continues to exceed 20%. • Water withdrawal has decreased by more than 10%. • Drainage volume has dropped by more than 20%. • Water consumption has decreased by more than 5%. • The rate of water recycling and reuse has dropped by more than 12%. **Dongguan EOI** • Water usage decreased by 1%. • Continuous monitoring and enforcement comply with the water pollution discharge standards of the competent authority. **Shenzhen Lianxinfeng** • Regularly test domestic sewage to ensure it meets the standards of the competent authority. • Replace water dispensers with wastewater for recycling and recycling.	**EOI Headquarters** • By 2025, all wastewater discharge quality tests will meet the park management bureau's discharge standards. • By 2025, the average process water recovery rate for the entire year will reach 86.1%. • The 2025 pure water system recycling plan not only reduces water usage but also decreases discharge, cutting 24,979 tons of water resources in 2025, accounting for 47.45% of annual water consumption. • By 2025, the recycling rate of water within the plant will be 53.175%. • Compared to 2024, the water recycling and reuse rate will increase by 53.175% in 2025 • In 2025, the plant's recycled water usage will reach 24.979 million liters, an increase of 53.175% compared to 2024. • Water consumption in 2025 will be 18.863 tons, a 11.945% decrease compared to 2024. • Drainage volume will increase by 9.228% compared to 2024. **Dongguan EOI** • In 2025, water-saving valve switches will be replaced in factory restrooms, and the packing material for central air conditioning water towers will be replaced to reduce water evaporation. Compared to 2024, water intake will decrease by 14.97%. • The Dongguan plant produces no industrial process wastewater, only domestic sewage. In 2025, the effluent test meets the water pollution discharge standards of the competent authority. **Shenzhen Lianxinfeng** • By July 2025, domestic sewage testing was completed, and the test report met the standards. • By 2025, the replacement of water dispenser wastewater will be recycled, with 2% recycled; Wastewater discharged from water dispensers can be used for toilet flushing. • In 2025, as the second-floor production workshop moved to the first floor, the 40P water tank air conditioning tower was shut down and orders were insufficient, resulting in a 13.78% decrease in water usage compared to 2024.	**EOI Headquarters** • According to the water use plan and environmental impact assessment commitments, the Park Management Bureau requires a process water recovery rate of over 85%. • Wastewater discharge quality testing meets the discharge standards set by the park management bureau. • The proportion of recycled water used within the plant continues to exceed 20%. • Annual water intensity reduced by 1%. **Dongguan EOI** • Continuous monitoring and enforcement comply with the water pollution discharge standards of the competent authority. • Reduce water usage by 1% by 2026. **Shenzhen Lianxinfeng** • Wastewater discharge quality testing must meet the discharge standards set by the competent authority. • Replace the water dispenser with wastewater for recycling and recycling. • The 2026 wastewater recycling and recycling target is 0.5%-2%.	**EOI Headquarters** • Wastewater discharge quality testing meets the discharge standards set by the park management bureau. • Comply with environmental regulations and have zero violation records. • Water intensity is expected to decrease by 1% from 2023 to 2026. **Dongguan EOI** • Water intensity will be reduced by 1% annually from 2024 to 2027. • Wastewater discharge quality testing complies with the discharge standards set by the competent authorities in Guangdong Province. **Shenzhen Lianxinfeng** • Wastewater discharge quality testing complies with the discharge standards set by the competent authorities in Guangdong Province • From 2024 to 2030, reduce water intensity by 0.5% annually. • From 2024 to 2030, annual water consumption will decrease by 2%.

CONTENTS

00 PREFACE
01 CONNECTING SUSTAINABILITY
02 GOVERNANCE THROUGH PRAISE
03 LIGHT CHAIN FOOTPRINTS
04 LIVING IN GREEN ELECTRICITY
05 CO-CREATING A HAPPY WORKPLACE
06 CREATING GOOD TOGETHER
07 APPENDIX

Environmental Sustainability				
Major topics	**2025 Targets**	**2025 Performance**	**2026 Targets**	**Medium- to long-term goals (over 3 years)**
Waste	**EOI Headquarters** • 82% of industrial waste is reused. **Dongguan EOI** • Waste reduction is based on 2023 as the base year. • Assess and review the recyclability of hazardous waste types newly added in the environmental impact assessment report (such as waste solder paste cans, waste engine oil, etc.) to help achieve waste reduction goals. **Shenzhen Lianxinfeng** • Waste reduction is based on 2022 as the base year. • The waste reduction target for 2025 is 0.5-1%. • By 2025, it is expected to generate 2.83 metric tons of hazardous waste, a reduction of 10%.	**EOI Headquarters** • The recycling rate of waste at the plant has been increased, with 16.88 metric tons of carrier belt recycled and reused, achieving a recycling rate of 6.4%. • Through source sorting, process waste reduction, and recycling operations, the company successfully increased its resource reuse rate by 2025, up 13% from the previous year. • By 2025, the resource recycling rate of waste will reach 94.98%, reducing energy consumption and costs in waste treatment. • By the end of 2025, evaluations of three waste removal and treatment companies have been completed. **Dongguan EOI** • The reference year for waste reduction is 2023. In 2023, total waste output was 48.89 tons, hazardous waste was 2.77 tons, and general waste recycling and reuse was 46.12 tons, accounting for 94.33% of all waste generated. • By 2025, total waste output will be 70.82 tons, hazardous waste 9.31 tons, and general waste recycling and reuse 61.51 tons, accounting for 86.85% of all waste generated. **Shenzhen Lianxinfeng** • In 2025, the total amount of hazardous waste and hazardous waste will be 2.83 metric tons, a decrease of 0.29 metric tons compared to 2024, mainly due to reduced output	**EOI Headquarters** • The waste recycling rate will reach 90% by fiscal year 2026. **Dongguan EOI** • In 2026, assess the recyclability of hazardous waste categories newly added in the Environmental Impact Assessment Report (such as waste solder paste cans, waste engine oil, etc.) to help achieve waste reduction targets. **Shenzhen Lianxinfeng** • In 2026, the target of waste reduction of 0.5%-1% will be maintained. • In 2026, production waste is expected to reach 2.83 metric tons, remaining unchanged from the 2025 projection.	**EOI Headquarters** • By 2030, the waste recycling rate will reach 95%. **Dongguan EOI** • Waste reduction is based on 2023 as the base year. • Challenge the goal of increasing the proportion of general waste recycling and reuse by 1% compared to the baseline year from 2026 to 2028. • The challenge is to have all newly added hazardous waste (waste engine oil) recycled by manufacturers by 2028, achieving zero waste engine oil production **Shenzhen Lianxinfeng** • By 2025, the actual amount of hazardous waste generated will be 2.83 metric tons, a decrease of 0.1 metric tons from the project. • From 2024 to 2030, hazardous waste will be reduced by 0.5%-1%; General industrial waste will be reduced by 1%-2%.

oo. Preface

CONTENTS

00 PREFACE
01 CONNECTING SUSTAINABILITY
02 GOVERNANCE THROUGH PRAISE
03 LIGHT CHAIN FOOTPRINTS
04 LIVING IN GREEN ELECTRICITY
05 CO-CREATING A HAPPY WORKPLACE
06 CREATING GOOD TOGETHER
07 APPENDIX

Environmental Sustainability				
Major topics	**2025 Targets**	**2025 Performance**	**2026 Targets**	**Medium- to long-term goals (over 3 years)**
Financial impacts of climate change and related risk management	• Continue to deepen the management framework for climate-related financial disclosures (TCFD/IFRS S1/S2), expand the scope of identifying climate risks and opportunities, and strengthen quantitative analysis of the operational and financial impacts of climate change. • In response to the Ministry of Economic Affairs' Energy Administration's "Deep Energy Conservation Promotion Plan," the company continues to advance energy-saving improvement measures, aiming for annual electricity savings of over 1%. • Carbon emission intensity is reduced by 1% compared to the previous year. • Packaging material usage decreased by 3% compared to the previous year. • Continuously promoting green product design and hazardous substance management, complying with international environmental regulations. • Improving product energy conversion efficiency, with circuit conversion efficiency targets exceeding 80%. • Enhanced product reliability design, increasing part operating margin by 15% and extending product lifespan.	• Meet the Energy Agency's requirements every year, with an annual electricity savings rate of over 1%. • In 2025, 206,360 kWh of electricity has been successfully saved compared to 2024, accounting for 24.7% of the total annual electricity savings. • The average water recovery rate for the entire process is 86.1%, meeting the park's regulatory ≧ of 85%. • By 2025, the greenhouse gas inventory, disclosure, and verification procedures will be completed, and the report will be publicly disclosed.	• Continue to deepen the management mechanism for climate-related financial disclosures (TCFD/IFRS S1/S2), introduce climate scenario analysis and risk management processes, and strengthen the ability to assess the impacts of climate change on operations, supply chains, and finances. • Continue to respond to the Ministry of Economic Affairs' Energy Administration's "Deep Energy Conservation Promotion Plan," promoting high-efficiency energy-saving improvement programs, with the 2026 target for an electricity saving rate of over 1%. • Continue to promote greenhouse gas reduction measures, aiming to lower carbon emission intensity by 1% compared to the previous year by 2026. • Promote circular economy and resource reduction management, aiming for packaging material usage to decrease by more than 3% compared to the previous year by 2026. • Continuously promoting green product design and hazardous substance management, complying with international environmental regulations and customer green product requirements. • Continuously optimizing energy-saving design to improve product energy efficiency. • Enhanced product reliability and durability design to extend product lifespan and reduce maintenance losses.	1. **Energy efficiency and equipment replacement targets, phased replacement of outdated equipment (2024–2030):** • The medium- to long-term plan aims to phase out outdated equipment at each plant between 2024 and 2030, with the core goal of saving 0.5% to 1% annually compared to the previous year. 2. **Renewable energy deployment and renewable electricity subscription, diversified renewable energy use:** • The plan is to gradually seek and increase the use of renewable energy sources (such as solar and wind power) in the medium to long term. 3. **Green Power Procurement Record:** • The headquarters has planned to purchase renewable energy for 5 years at 50,000 kWh (from 2024 to 2028, totaling 290,000 kWh). In the medium-too long term, the company will continue to subscribe to clean renewable electricity based on this plan to reduce future financial risks such as rising carbon fees, carbon taxes, and electricity costs 4. **Low-carbon transformation and expansion of global operational sites, greenhouse gas inventory and assurance (Scope 1 and Scope 2).** • EOI headquarters regularly promote ISO 14064-1 audits and aims to reduce carbon emissions by more than 3% annually. • Medium- to Long-Term Follow-up at Overseas Sites: Dongguan EOI plans to continuously implement low-carbon production in the medium to long term (2024–2027), reducing water intensity by 1% annually, and will implement ISO 14064-1 certification and annual carbon reduction targets. • United States and Other Sites: In the medium to long term, we will gradually expand the scope and quantitative indicators of TCFD to strengthen financial management and adaptation capabilities when global assets face extreme weather impacts (such as typhoons, heavy rainfall, flooding, and other physical risks). 5. **Long-term goals for waste reduction and circular economy, waste reduction:** • The headquarters has set medium- to long-term goals, aiming to reduce general industrial waste output by 10-20% by 2030. Through source sorting and process waste reduction, it aims to lessen operational impacts caused by stricter environmental regulations, thereby establishing a highly resilient supply chain.

CONTENTS

00 PREFACE
01 CONNECTING SUSTAINABILITY
02 GOVERNANCE THROUGH PRAISE
03 LIGHT CHAIN FOOTPRINTS
04 LIVING IN GREEN ELECTRICITY
05 CO-CREATING A HAPPY WORKPLACE
06 CREATING GOOD TOGETHER
07 APPENDIX

00. Preface

Environmental Sustainability				
Major topics	**2025 Targets**	**2025 Performance**	**2026 Targets**	**Medium- to long-term goals (over 3 years)**
Supplier environmental assessment	**EOI headquarters** • 100% of raw material suppliers declare or sign a Green Product Assurance Letter. • 100% of suppliers declare or sign conflict-free metal declarations and related documents. • For newly introduced raw materials, suppliers must prioritize social responsibility and ethics in questionnaires with a score of 80 or above. • Newly established suppliers of material manufacturer nature who generate hazardous industrial waste during production must submit supplier and outsourced environmental safety risk assessment forms. If there are deficiencies in the assessment, improvements must be made within the deadline; failure to do so within the deadline will result in reduced order quantities or even disqualification of the supplier. **Dongguan EOI** **Shenzhen Lianxinfeng**	**EOI headquarters** • In 2025, 13 new green product guarantee letters will be added, totaling 258 signatories, achieving 100% signatures from raw material suppliers (including documents related to manufacturer's self-declaration). • By 2025, 155 new and revised Conflict-Free Metal Declarations and 24 supplementary declarations have been added, totaling 179 signatories, achieving 100% of raw material supplier signatures (including documents related to manufacturers' self-declarations). • By 2025, 33 new suppliers will be introduced, and a questionnaire survey on social responsibility and ethics will be conducted, requiring a score of above 80 to meet the standard, with a 100% completion rate. • Seven suppliers who have generated hazardous industrial waste during their production processes by 2025 will all meet the requirements 100%. **Dongguan EOI** • By 2025, a total of 73 recycling suppliers has signed conflict-free metal declarations or mineral investigation documents. • Newly introduced 18 suppliers (9 productive and 9 MRO) who signed 100% of the survey on social responsibility and ethics. **Shenzhen Lianxinfeng** • 21 companies signed the Anti-Bribery Integrity Commitment Letter. • Thirteen companies signed the Conflict-Free Metal Declaration. • In 2025, one new supplier will be introduced, and a questionnaire survey on social responsibility and ethics will be conducted, with both levels of emphasis required to reach above 80 points, achieving a 100% completion rate	**EOI headquarters** **Shenzhen Lianxinfeng** • Strengthen the importance of ESG in the supply chain and set future supply chain management targets for ten key directions, including: company objectives/management programs, ethical standards, child labor and underage workers, forced labor/working hours, wage compensation, punitive measures for labor records, prohibition of discrimination and inhumane treatment, freedom of association, health and safety, environment, and supplier management. • Conduct carbon emission surveys for suppliers and track carbon reduction results and supplier target achievement annually. **Dongguan EOI** • 100% of new raw material suppliers sign a conflict-free metal declaration or provide related documents. • New suppliers must score above 80 points in questionnaires on social responsibility and ethics.	**EOI headquarters** • 100% of raw material suppliers declare or sign a Green Product Assurance Letter. • 100% of suppliers declare or sign conflict-free metal declarations and related documents. • For newly introduced raw materials, suppliers must prioritize social responsibility and ethics in questionnaires with a score of 80 or above. • Newly established suppliers of material manufacturer nature who generate hazardous industrial waste during production must submit supplier and outsourced environmental safety risk assessment forms. If there are deficiencies in the assessment, improvements must be made within the deadline; failure to do so within the deadline will result in reduced order quantities or even disqualification of the supplier. **Dongguan EOI** • 100% of raw material suppliers declare or sign a Green Product Assurance Letter. • 100% of suppliers declare or sign conflict-free metal declarations and related documents. • For newly introduced raw materials, suppliers must prioritize social responsibility and ethics in questionnaires with a score of 80 or above. • Newly established suppliers of material manufacturer nature who generate hazardous industrial waste during production must submit supplier and outsourced environmental safety risk assessment forms. If there are deficiencies in the assessment, improvements must be made within the deadline; failure to do so within the deadline will result in reduced order quantities or even disqualification of the supplier. • Annual greenhouse gas inventories are conducted for key suppliers, and carbon reduction results are tracked year by year. **Shenzhen Lianxinfeng** • 100% of raw material suppliers declare or sign an anti-bribery and integrity commitment letter. • 100% of suppliers declare or sign conflict-free metal declarations and related documents. • For newly introduced raw materials, suppliers must prioritize social responsibility and ethics in questionnaires with a score of 80 or above. • Newly established suppliers of material manufacturer nature who generate hazardous industrial waste during production must submit supplier and outsourced environmental safety risk assessment forms. If there are deficiencies in the assessment, improvements must be made within the deadline; failure to do so within the deadline will result in reduced order quantities or even disqualification of the supplier.

CONTENTS

00 PREFACE
01 CONNECTING SUSTAINABILITY
02 GOVERNANCE THROUGH PRAISE
03 LIGHT CHAIN FOOTPRINTS
04 LIVING IN GREEN ELECTRICITY
05 CO-CREATING A HAPPY WORKPLACE
06 CREATING GOOD TOGETHER
07 APPENDIX

Social Inclusion

Talent sustainability (Labor relations, labor-management relations, training and education, recruitment and management of global professionals.)

Major topics	2025 Targets	2025 Performance	2026 Targets	Medium- to long-term goals (over 3 years).
Talent sustainability (Labor relations, labor-management relations, training and education, recruitment and management of global professionals.)	**EOI Headquarters** **Education and training** • The training course enrollment rate has reached 100%. • New staff must achieve a score of 90 or above on the education and training test. • The training satisfaction rate exceeds 90 points. **Labor relations, labor-management relations, recruiting and managing global professionals** • No labor disputes or labor lawsuits have occurred. • In the future, a compliance department will be established to jointly participate in the design of company management systems. • Establish a dedicated Employee Relations Department (EPR). • Employee satisfaction survey: 90%. • Employee turnover rates have consistently remained below 2%. • Recruitment closure rate for management positions is 85%. • Recruitment closure rate - 85% for non-managerial positions • Fewer than 4 people fail the probation period (ratio of those who pass assessment to those who fail). **Dongguan EOI** **Education and training** • The training course enrollment rate has reached 100%. • The satisfaction rate for education and training reached 92%. **Labor relations, labor-management relations, recruiting and managing global professionals** • The turnover rate for indirect personnel was below 2.2%. • The turnover rate for direct staff is below 8.0%. • Employee satisfaction survey scores reached 75%. • Fewer than 1 labor dispute. • The recruitment success rate reached 80%. **Shenzhen Lianxinfeng** **Education and training** • 90% of the training courses are offered. • Satisfaction with education and training reached 80%. **Labor relations, labor-management relations, recruiting and managing global professionals** • Employee satisfaction surveys are conducted once a year ≥ 75%. • Fewer than 1 labor dispute. • The indirect recruitment success rate reaches 80%. • The turnover rate for indirect personnel is below 2.5%.	**EOI Headquarters** **Education and training** • 100% training and training rate available. • Educational training test score: 96 points. • The satisfaction rate for education and training was 96%. **Labor relations, labor-management relations, recruiting and managing global professionals** • No labor disputes will occur in 2025. • Recruitment closure rate - management positions: actual achievement rate is 97%. • Recruitment closure rate - non-managerial positions the actual completion rate is 99%. • Employee satisfaction survey: 82.7%. • The employee turnover rate remained below 2%, with an actual monthly average of 2.6%. • Fewer than 4 people fail the probation period (ratio of those who pass assessment to those who fail). **Dongguan EOI** **Education and training** • 100% training and training rate available. • Training satisfaction rate is 95%. **Labor relations, labor-management relations, recruiting and managing global professionals** • Indirect staff resignation rate is 1.46%. • The turnover rate for direct employees was 5.1%. • Employee satisfaction survey score is 77%. • No labor disputes will occur in 2025. • The recruitment success rate was 91.7%. **Shenzhen Lianxinfeng** **Education and training** • The training program implementation rate is 95.8%. • The satisfaction rate for education and training reached 88.8%. **Labor relations, labor-management relations, recruiting and managing global professionals** • Employee satisfaction surveys are conducted once a year, with a rate of 73.6%. • No labor disputes will occur in 2025. • In 2025, there are no non-recruitment situations for indirect personnel. • The turnover rate for indirect personnel was 0.57%.	**EOI Headquarters** **Education and training** • The training course enrollment rate has reached 100%. • Training test score above 90 points. • The training satisfaction rate exceeds 90%. **Labor relations, labor-management relations, recruiting and managing global professionals** • Employee satisfaction consistently exceeds 80%. • Employee turnover rates have consistently remained below 2%. • Fewer than 4 people fail the probation period (ratio of those who pass assessment to those who fail). • Recruitment closure rate for management positions is 85%. • Recruitment closure rate - 85% for non-managerial positions **Dongguan EOI** **Education and training** • The training course enrollment rate has reached 100%. • The satisfaction rate for education and training reached 92%. **Labor relations, labor-management relations, recruiting and managing global professionals** • The turnover rate for indirect personnel was below 2.2%. • The turnover rate for direct staff is below 8%. • Employee satisfaction scores reached 77%. • Recruitment Success Rate: 92% • Fewer than 1 labor dispute. **Shenzhen Lianxinfeng** **Education and training** • Training and training rate: 90% of courses offered. • 80% satisfaction and achievement rate for training and education. **Labor relations, labor-management relations, recruiting and managing global professionals** • The indirect recruitment success rate reached 85%. • The turnover rate for indirect personnel is below 2.5%. • Employee satisfaction surveys are conducted once a year, reaching 75 points. • Fewer than 1 labor dispute.	**EOI Headquarters** **Education and training** • The training course enrollment rate has reached 100%. • New staff must achieve a score of 90 or above on the education and training test. • The training satisfaction rate exceeds 90%. **Labor relations, labor-management relations, recruiting and managing global professionals** • The turnover rate must not exceed 1.5%. • Employee retention rate remains at 98%. • Employee satisfaction recovery rate is 85%. • The recruitment rate for both management and non-management positions exceeds 85%. **Dongguan EOI** **Education and training** • The training and education course enrollment rate has reached 100%. • The satisfaction rate for education and training reached 93%. **Labor relations, labor-management relations, recruiting and managing global professionals** • The employee recruitment success rate reached 85%. • The turnover rate for indirect personnel is below 3.8%. • The turnover rate for direct staff is below 10%. • Employee satisfaction scores reached 80%. • Fewer than 1 labor dispute. **Shenzhen Lianxinfeng** **Education and training** • The training and education course enrollment rate has reached 100%. • New staff must achieve a score of 90 or above on the education and training test. **Labor relations, labor-management relations, recruiting and managing global professionals** • Employee satisfaction rate exceeds 75%. • The employee recruitment success rate reached 85%. • No labor disputes or labor lawsuits have occurred. • The indirect recruitment success rate reached 85%. • The turnover rate for indirect personnel is below 2.5%.

oo. Preface

CONTENTS

00 PREFACE
01 CONNECTING SUSTAINABILITY
02 GOVERNANCE THROUGH PRAISE
03 LIGHT CHAIN FOOTPRINTS
04 LIVING IN GREEN ELECTRICITY
05 CO-CREATING A HAPPY WORKPLACE
06 CREATING GOOD TOGETHER
07 APPENDIX

Social Inclusion				
Major topics	2025 Targets	2025 Performance	2026 Targets	Medium- to long-term goals (over 3 years).
Occupational safety and health	EOI Headquarters • Passed the ISO45001 Occupational Health and Safety Management System renewal and verification • The frequency of disabling injuries (FR) decreased by 1% (based on 2020, including contractors). • 70% of in-factory suppliers scored above 80 points in environmental safety and health risk assessments • Doubled the allocation for health promotion activity budgets. • Participated in the National Outstanding Healthy Workplace Selection organized by the Ministry of Health and Welfare.	EOI Headquarters • Compared to the 2020 base year, the frequency of disability injuries (FR) in fiscal year 2025 has been reduced by 58.12% (statistics include employees and contractors), aligning with the company's mid-term goals. Going forward, we will continue to manage the issue of reducing the frequency of disability injuries. • Funding for health promotion activities increased by 1.45 times. • In 2025, it participated in the Ministry of Health and Welfare's National Outstanding Healthy Workplace Selection. Although it was not selected, EOI headquarters actively learned and improved health management measures, striving to provide workers with a more comfortable and friendly working environment. • In 2025, new employees will receive 241 safety and health education training sessions, and current employees will receive 766 sessions. During the year, 32 people were randomly checked on safety and health-related training records, all of which met occupational safety requirements in accordance with regulations. • The number of personnel and times for training related to production equipment and hazardous chemical use conducted within the factory in 2025 is as follows: ◎ Mechanical equipment and safety education and training totaled 475 participants, totaling 1,425 hours. ◎ A total of 476 personnel training sessions for personnel handling hazardous and hazardous materials work, totaling 1,428 hours. • In 2025, 32 participants completed preliminary and refresher training for external training related to occupational safety and health certifications, totaling 124 hours. • Contractors applying to enter the factory in 2025 received 399 training sessions and 2,337 hours of training after review. • In 2025, cancer screening surveys will be conducted to count the number of participants, with a total of 8,191 participants on January 16, 2025 • By 2025, we will monitor health information on the factory's bulletin boards and portals, and announce 65 promotional items related to health promotion and COVID-19 within the factory, achieving a 100% achievement rate • By 2025, operational environment monitoring will be completed in both the first and second halves of the year, with a total of 928 monitoring sampling points, achieving a 100% achievement rate. • On September 19, 2025, a workplace unlawful assault prevention seminar titled "Workplace Violence and Communication Skills" was held, with a total of 44 participants • December 18, 2025: Chemical spill emergency response simulation drill, with a total of 18 participants.	EOI Headquarters • Passed the ISO45001 Occupational Health and Safety Management System re-evaluation and verification. • Continue to participate in the National Outstanding Healthy Workplace Selection organized by the Ministry of Health and Welfare. • The 2026 target for disabling injury frequency (FR) will be further reduced by 1% (based on 2020, including contractors). • 80% of in-factory suppliers scored above 80 points in environmental safety and health risk assessments. • The allocation for health promotion activities will be doubled. • Participated in the National Outstanding Healthy Workplace Selection organized by the Ministry of Health and Welfare. • A maternal health protection platform is established in the shared tank. • A chemical information platform is established in the common tank.	EOI Headquarters • We have continuously passedregular certifications for the I SO 45001 Occupational Health and Safety Management System, and have been upgraded and upgraded in response to ISO development trends. • Disability injury frequency (FR) will decrease by 5% before 2028; 7% reduction by 2030 (based on 2020, including contractors). • By 2030, 100% of occupational safety and health certifications at domestic and overseas factories will be completed. • Plan for 1-3 years based on health activity participation rate rankings from each department, awarding health department awards to achieve 20% completion. • Continue to promote 100% safety and health inspections. • By 2030, 85% of in-plant suppliers will achieve a risk assessment score of 80 or above in environmental safety and health risk assessments. • The maternal health protection platform has been fully established. • The chemical information platform is 100% fully established. • Received the National Outstanding Healthy Workplace Award organized by the Ministry of Health and Welfare. • Corporate Sustainability and Love continues to organize blood donation activities, increasing blood volume by 2.6% annually (using 2023 as the base year). • Funding for health promotion activities will be increased by 10% (using 2023 as the base year).

oo. Preface

CONTENTS

00 PREFACE
01 CONNECTING SUSTAINABILITY
02 GOVERNANCE THROUGH PRAISE
03 LIGHT CHAIN FOOTPRINTS
04 LIVING IN GREEN ELECTRICITY
05 CO-CREATING A HAPPY WORKPLACE
06 CREATING GOOD TOGETHER
07 APPENDIX

Social Inclusion				
Major topics	**2025 Targets**	**2025 Performance**	**2026 Targets**	**Medium- to long-term goals (over 3 years).**
Occupational safety and health	Dongguan EOI • Maintain the effectiveness and operation of the ISO 45001 Occupational Health and Safety Management System • Conduct a test for occupational disease hazard factors in the workplace. • Arrange an occupational health check-up. • A fire evacuation drill was held. • Hold a hazardous chemical evacuation drill. • Hold a first aid knowledge training session. • Zero incidents of employee disabling injuries. • Zero cases of contractor violations causing disability or injury. Shenzhen Lianxinfeng • In July 2025, the occupational safety and health workshop will conduct an environmental assessment, and the test data report will meet government requirements. • In October 2025, employees will undergo occupational disease checks and file filings.	Dongguan EOI • Maintain the effectiveness and operation of the ISO 45001 occupational health and safety management system. • In December 2025, a drinking water quality test will be completed, meeting the standards of GB 5749-2022 'Sanitary Standard for Drinking Water'. • In January 2025, a comprehensive safety defense line will be built throughout the entire factory to jointly build a safe "Jia" Garden safety theme. • Occupational health checkups will be completed in March 2025, with 26 people undergoing examinations and a 100% examination rate. • In June 2025, a Fire Safety Month promotional poster will be held, with the theme "Fire Safety for All, Life First—Safe Use of Fire and Electricity." • In October 2025, an emergency infectious disease epidemic drill will be conducted. • In October 2025, a chemical spill strain response drill will be conducted. • In November 2025, conduct a fire emergency evacuation drill. • By December 2025, the workplace will complete occupational disease hazard factor testing, with all indicators passing inspection. • In 2025, a total of 6 courses will be offered, covering knowledge of fire equipment usage, safety awareness enhancement, chemical use safety, traffic safety, occupational health management, and solid waste management. 90 trainees will participate, with a total of 95 hours of real-time training. • By 2025, the goal of achieving zero violations and disability injury incidents by contractors will be achieved. Shenzhen Lianxinfeng • In July 2025, the entire workshop passed the production environment inspection. • In October 2025, a total of six people will undergo occupational disease health check-ups. • In June and December 2025, the park will participate in fire drills. • In December 2025, participated in government occupational safety and health work training, obtaining relevant certifications in accordance with the law. • In 2025, participate in seminars or briefings organized by government agencies or academic institutions to stay informed about government laws and policies. • Regular occupational health and safety education and training will be provided. In 2025, occupational safety-related education and training will be conducted with a total of 180 participants, totaling 360 hours. • By 2025, no occupational disease issues have been found, and occupational safety and health will be achieved 100%.	Dongguan EOI • Continuously maintain the effectiveness and operation of the ISO 45001 Occupational Health and Safety Management System. • Conduct a workplace occupational disease hazard factor inspection. • By 2026, five courses will complete training in environmental, health, and safety courses. • Arrange an occupational health checkup in 2026. • In 2026, a fire evacuation drill will be organized. • In 2026, a hazardous chemical leak drill will be organized. • Organize occupational health training. • Zero incidents of employee disability injuries. • Contractors have zero cases of violations involving disability or injury. Shenzhen Lianxinfeng • 2. In July 2025, a full-workshop production environment inspection was conducted • An occupational disease health checkup will be conducted in October 2025. • Participate in fire drills in the park in June and December 2025	Dongguan EOI • Maintain the effectiveness and operation of the ISO 45001 occupational health and safety management system. • Continuously enhances employees' awareness of occupational health protection, fire prevention, and safety, as well as emergency response capabilities. Shenzhen Lianxinfeng • Continuously improve employees' occupational health protection, fire safety awareness, and emergency response capabilities. • Fire evacuation drills are held twice a year. • Annual occupational disease health check-up. • Conduct an annual chemical product evacuation drill

CONTENTS

00 PREFACE
01 CONNECTING SUSTAINABILITY
02 GOVERNANCE THROUGH PRAISE
03 LIGHT CHAIN FOOTPRINTS
04 LIVING IN GREEN ELECTRICITY
05 CO-CREATING A HAPPY WORKPLACE
06 CREATING GOOD TOGETHER
07 APPENDIX

Corporate Governance

Major topics	2025 Targets	2025 Performance	2026 Targets	Medium- to long-term goals (over 3 years).
Corporate governance and integrity in business operations	The 2025 ESG evaluation index is 90 points, with the overall listed company ranking target range in the 6%~20% range	**EOI Holding** • In the 12th "2025 Corporate Governance Evaluation Ranking," EOI Holding maintained a score of 90 in its first year, maintaining a 6% to 20% ranking among all listed companies. • Results of the 2025 performance evaluation of the Board of Directors and functional committees: 1. Board self-evaluation: 4.93 points 2. Board member self-evaluation of performance: 4.96 points 3. Functional Committees performance self-evaluation: 4.91 points **EOI Headquarters** • All employees receive 100% education and training on honest business management. **Dongguan EOI** **Shenzhen Lianxinfeng** • Statutory welfare benefits and zero penalties. • Performance assessments cover 100% of personnel. • 100% of new indirect employees sign a commitment letter of integrity management.	**EOI Holding** • The 2026 corporate governance evaluation index is 90 points, maintaining a 6% to 20% range among all listed companies; For categories with a market value between 5 billion and 10 billion NTD, the range remains 6% to 10%. **EOI Headquarters** • Audit of integrity and ethical operations is included in the annual audit plan and the results are reported to the Board of Directors. • All employees receive 100% education and training on honest business management. **Dongguan EOI** **Shenzhen Lianxinfeng** • Statutory welfare benefits and zero penalties • Performance assessments cover 100% of personnel. • 100% of new indirect employees sign a commitment letter of integrity management	**EOI Holding** • The long-term corporate governance evaluation index scores 100 points, ranking in the top 5% of the overall listed companies in the indicator range, and in the 5-10 billion yuan market capitalization category, it ranks in the top 5%. **EOI Headquarters** • Establish a sound corporate governance and integrity business environment, fully implementing the rights and interests of all stakeholders. • All employees receive 100% education and training on honest business management. **Dongguan EOI** **Shenzhen Lianxinfeng** • Statutory welfare benefits and zero penalties. • Performance assessments cover 100% of personnel. • 100% of new indirect employees sign a commitment letter of integrity management.
Economic performance	**EOI Headquarters** • The overall average salary adjustment for employees reached 6.5%. • The average output value per employee reached 9 million. • The annual per capita added value rate for employees reaches 35%. • Quality assurance to reduce customer complaint costs. • EPS, performance, and profit have steadily grown. • Market share continues to rise. • Expanded global shipping regions. **Dongguan EOI** • The overall average salary adjustment for employees reached 4%. • The annual per capita added value rate for employees reaches 25%. **Shenzhen Lianxinfeng** • The overall average salary adjustment for employees reached 5%.	**EOI Headquarters** • By 2025, the overall average salary adjustment for employees will reach 4.1%. • The average output value per employee reached 5.7809 million. • The annual per capita value-added rate for employees reaches 24.78%. • Performance grew by 3.55%, EPS was 0.08, and net profit after tax was 16.64 million. **Dongguan EOI** • In 2025, due to tariff impacts, the Dongguan plant will not conduct a general adjustment based on the company's actual operations and considering future stable development, but will only raise salaries for some outstanding employees, with an average adjustment of about 2%. • The average additional price per employee is 28.4%. We continue to negotiate with suppliers to reduce material costs, while also focusing on independent R&D to increase the added value of our products **Shenzhen Lianxinfeng** • Poor performance in fiscal year 2025, with no adjustments to the overall average salary of employees.	**EOI Headquarters** • The overall average salary adjustment for employees reached 6.5%. • The average output value per employee reached 9 million. • The annual per capita added value rate for employees reaches 35%. • Market share continues to rise, expanding global shipment regions. • EPS, performance, and profit have steadily grown. • Actively promote the realization of carbon neutrality and net-zero carbon goals. • Fully implement smart and automated technologies to enhance company competitiveness and profitability **Dongguan EOI** • The overall average salary adjustment for employees reached 4%. • The annual per capita added value rate for employees reaches 28%. **Shenzhen Lianxinfeng** • The overall average salary adjustment for employees reached 5%.	**EOI Headquarters** • The overall average wage adjustment for employees reached 6.5%. • The average output value per employee reached 9 million. • The annual per capita added value rate for employees reaches 35%. • It became a listed company with annual revenue at the level of 10 billion NTD. • Continue to strengthen its market share in the U.S. region above 10%. • Building professional talent and high-quality management teams in the international automotive, food and beverage, and AI sectors. • EOI became a leading manufacturer of automotive photonic modules within five years. • It has become one of the leading global manufacturers of innovative automotive light source modules. • Established more than three LED immersive creative cuisine restaurants in Taiwan. **Dongguan EOI** • The overall average wage adjustment for employees reached 4%. • The annual per capita added value rate for employees reaches 30%. **Shenzhen Lianxinfeng** • The overall average salary adjustment for employees reached 6.5%.

CONTENTS

00 PREFACE
01 CONNECTING SUSTAINABILITY
02 GOVERNANCE THROUGH PRAISE
03 LIGHT CHAIN FOOTPRINTS
04 LIVING IN GREEN ELECTRICITY
05 CO-CREATING A HAPPY WORKPLACE
06 CREATING GOOD TOGETHER
07 APPENDIX

Corporate Governance				
Major topics	2025 Targets	2025 Performance	2026 Targets	Medium- to long-term goals (over 3 years).
Intellectual property protection	EOI Holding • Plans will be made for the subsequent implementation of the newly established 'Trade Secret Operating Procedures.'	EOI Holding • By the end of 2025, a total of 167 patents had been obtained (145 invention-type patents; 22 utility model patents). • To protect the company's trade secrets, EOI headquarters continues to implement related coordinated measures in response to the 2023 issuance of the "Trade Secret Operating Procedures." • The company provides secret trade training to new employees, effectively reducing the risk of secret trading leaks. By 2025, a total of 215 trainees will be trained, with 71 currently trained.	EOI Holding • In line with the company's established "Intellectual Property Rights and Operational Management Regulations" and "Trade Secret Operating Procedures," we plan to design supporting measures for the subsequent implementation of relevant regulations based on the company's current situation. • External professional organizations (such as the Miaoli Investigation Station) are commissioned to assist in conducting intensive business training courses.	EOI Holding • To ensure that confidential information about the company and its customers is legally used in business operations and to avoid violating relevant laws and the company's articles of association. • Conduct trade secret training for new hires. Ensure that new hires are properly protected from the company's and clients' trade secrets. • Plans are made to regularly commission external professional organizations (such as the Miaoli Survey Station) each year to assist with intensive business training courses.
Customer health and safety	EOI Holding • 0 incidents of customer or regulatory violations of health and safety (100% completion rate). • Every year, all products and services meet international hazardous substance requirements with a 100% renewal rate. • LED products meet REACH/RoHS/ Green Electronic Product Guidelines requirements and other related hazardous substance testing, with an annual target of 100% hazardous substance testing execution. • The compliance rate target for SDS safety substance data is 100%. • Annual safety testing of energy-saving products and maintenance of energy-saving labels are 100%. • Component materials comply with green product standards of 100% RoHS and IMDS • In accordance with the IATF 16949 quality management system product safety and automotive customer requirements, as well as the International Electrotechnical Commission IEC 60598-2-3 standard for road and street lighting fixtures, products undergo annual tests such as IEC 60598-1/FCC Part 15/CSA C22.2.No.207/Energy Saving Label, and a target compliance rate of 100% for FCC and other safety inspections has been set. • ISO 26262 functional safety certification pass rate is 100%. • All issued component approval certificates require suppliers to provide material proof, ensuring compliance with the Hazardous Substance Ban (RoHS/REACH standards).	EOI Holding • 0 incidents of health and safety violations involving customers or regulations (Completion rate: 100%) • Each year, LED products are tested for halogen-free substances and other harmful substances in the REACH/RoHS/Greenpeace Green Electronics Guidelines, with a target annual implementation rate of 100% for hazardous substance testing. • The compliance rate for SDS safety substance data is 100%. • Annual safety testing of energy-saving products and maintenance of energy-saving labels are 100%. • Component materials comply 100% with green product standards. • Follows the IATF 16949 quality management system. • Implement two REACH Substances of Very Concern (SVHC) list and one RoHS item updated annually, maintaining a 100% update rate for international REACH/RoHS hazardous substance regulations annually. • Compliance rate with no violations of customer or international labeling regulations: 100%. • All materials used in the headlight module comply with the Hazardous Substance Ban Commitment (RoHS/REACH standards), and suppliers are required to provide material proof for filing in the attachment of the parts approval certificate.	EOI Holding • Zero incidents of health and safety violations of customers or regulations (100% completion rate). • International hazardous substances requirement update rate is 100%. • LED products meet REACH/RoHS/Green Electronic Product Guidelines requirements and other related hazardous substance testing, with an annual target of 100% hazardous substance testing execution. • The compliance rate target for SDS safety substance data is 100%. • 100% maintenance rate for energy-saving product safety standards and energy-saving labels. • Component materials comply with green product standards of 100% RoHS and IMDS • Product safety follows the IATF 16949 quality management system. • ISO 26262 functional safety certification pass rate is 100%. • All issued component approval certificates require suppliers to provide material proof, ensuring compliance with the Hazardous Substance Ban (RoHS/REACH standards).	EOI Holding • All materials used in the headlight module must comply with the Hazardous Substances Ban Commitment (RoHS / REACH compliance). • Comply with government regulations and international hazardous substances to ensure the provision of products that meet customer health and safety standards. • Management standards to ensure that no hazardous substances are present in the product process. • Continuously focusing on customer needs and expectations, the company is able to provide continuous and stable products and services.

oo. Preface

CONTENTS

00 PREFACE
01 CONNECTING SUSTAINABILITY
02 GOVERNANCE THROUGH PRAISE
03 LIGHT CHAIN FOOTPRINTS
04 LIVING IN GREEN ELECTRICITY
05 CO-CREATING A HAPPY WORKPLACE
06 CREATING GOOD TOGETHER
07 APPENDIX

Corporate Governance				
Major topics	2025 Targets	2025 Performance	2026 Targets	Medium- to long-term goals (over 3 years).
Innovative research and development	EOI Holding • At least one new patent application per year; Obtained more than one patent for headlight module products • Each year, high-efficiency products increase LED brightness by 5%. • The packaging design process achieves an annual goal of 5% energy saving and carbon reduction. • Components in small packages are selected to reduce PCBA weight by more than 5%. • Streetlight products continuously comply with UL/CUL, CNS, DLC, FCC/ICES certifications, while signal light products comply with ITE, ETL/CETL, and CNS certifications • MiP& module quality verification completed. • Completed the development of mass transfer processes. • All automotive products have passed AEC-Q101 and AEC-Q102 testing certifications. • Strengthen rapid and accurate cost assessment capabilities and work closely with relevant departments to increase RFQ acquisition rates by 25%. • Obtained ASPICE V3.1 Level II certification, implementing ISO 26262 design requirements and improving design quality. • Obtained IECQ 17025 laboratory accreditation.	EOI Holding • In 2025, the Component Technology Department will obtain a total of 2 new patent applications. 1. Patent Title: Vertical LED Die Package with Electrical Detection Positions_China Invention Case (7996834) 2. Patent Title: Chip Packaging Structure_Taiwan Utility Patent (M674565). • The introduction of new materials (chips/phosphors) and new manufacturing processes has increased LED brightness by >10%. • All automotive products have passed AEC-Q101 and AEC-Q102 testing certifications. • By 2025, the Opto-Mechanical Engineering Department will apply for one patent (in progress) and will carry out five projects tracking packaging utilization improvements, with all projects meeting the 5% plastic reduction target. • In 2025, the Forward-looking Technology Department will obtain one patent: European invention patent EP3845803 for the high heat dissipation flexible curved linear light source module. • In 2025, we will complete the ASPICE V3.1 Level II assessment and obtain the certificate, while also implementing ISO 26262 design requirements to enhance design quality • In 2025, manual burning will be replaced by 100% automatic burning, and the new project will implement 100% impression burning. • Shenzhen Lianxinfeng collaborates with chip suppliers to increase chip brightness, with LED brightness increasing by 10%. • Dongguan EOI evaluated the introduction of new chips, increasing LED brightness by 12%. • In 2025, it will obtain IECQ 17025 laboratory certification	EOI Holding • Optomechanics: 1 new patent application; Obtained 1 patent for headlight module products ≧ • Photo-Mechanical Engineering: Established internal research projects for vertical packaging to further achieve the 5% energy saving and carbon reduction target • Obtained one patent ≧ for automotive lighting module products. • Each year, there is > one new patent application. • New projects will 100% adopt imposition and burning. • The packaging design process for each automotive product project achieves at least a 5% carbon reduction target. • Every year, high-efficiency products increase LED brightness by 5%. • All automotive products have passed AEC-Q101 and AEC-Q102 testing certifications.	EOI Holding • Within three years, automotive LED components were sold in more than 10 countries. • LED components have become one of the world's leading automotive LED component suppliers. • Automotive products have passed AEC-Q101, AEC-Q102, and USCAR-33 testing and certification. • The packaging design process achieves energy saving and carbon reduction targets of over 5%. • Optimize PCB layout and utilization by more than 5%, and reduce carbon emissions by more than 5%. • Boost production efficiency through massive transfer. • Annual energy consumption per square meter is reduced by 5%. • Architecture of Robust development processes and production management. • Research on new technology for headlight modules ≧ 2 pieces annually • The quality target for display modules is less than 50 DPPM. • Collaborate to develop state-owned brand control systems

oo. Preface

EOI SDGs implementation blueprint

The United Nations Sustainable Development Goals (SDGs) include 17 Goals and 169 specific targets and will be the main global development focus for 2016~2030. EOI Holdings' sustainability initiatives concretely align with 13 of the United Nations Sustainable Development Goals (SDGs).



- By 2025, the company will actively fulfill its social responsibilities. In addition to monetary donations, it will also expand its social impact through material provision, educational support, cultural participation, and emergency relief activities. (See section 6.2 on giving back to society.)



- Complying with international toxic substance control regulations and product safety standards and conducting regular annual product toxic substance and safety inspections to ensure that EOI Holding provides customers with products and services that are safe and healthy. In 2025, there have been no incidents of products or services violating international laws or health and safety regulations.
- Received the Ministry of Health and Welfare's Health Promotion Administration's 'Healthy Workplace Certification Mark' for seven consecutive years



- By 2025, board members will participate in a total of 90.5 hours of continuing education courses, enabling them to continuously update their knowledge and keep pace with the challenges facing the company. For detailed training details, please refer to pages 43~45 of the annual report.
- In 2025, EOI headquarters will offer 152 training courses, with a total of 617 trainees and 4,089 training hours, averaging 43.19 hours per person



- By 2025, there will be 9 directors, including 2 female directors, accounting for 22%.
- To promote female employees' awareness of a friendly and inclusive workplace, EOI headquarters held two women-friendly workplace forums. In addition to listening to female colleagues' difficulties or challenges in the workplace to find solutions, the company also assisted female employees who were eager for career advancement to properly plan their career development within the company. In 2025, 10 female employees were promoted.

- A complaint and reporting channel is provided to provide internal and external personnel with reports on dishonesty or improper behavior.
- 215 hours of human rights norms education and training.
- The total hours of sexual harassment prevention training reached 215 hours.



- EOI's headquarters is located in a medium- to low-risk water resource area, with a 0% water intake rate from high/extremely high stress areas.
- The 2025 pure water system recycling plan not only reduces water usage but also decreases discharge, with a total reduction of 24,979 tons of water resources in 2025, accounting for 47.45% of annual water consumption.
- By 2025, the average process water recovery rate for the entire year is expected to reach 86.1%, reducing water usage by 3,827 tons, accounting for 7.39% of annual water usage.



- In November 2023 and December 2024, green energy and certificates were purchased from Taipower, with 5-year terms of 50,000 kWh and 240,000 kWh for 5-year terms, totaling 290,000 kWh.
- In 2024, ISO 50001 certification was obtained, enabling analysis of electricity usage rationality and effective management of energy resources

CONTENTS

00 PREFACE
01 CONNECTING SUSTAINABILITY
02 GOVERNANCE THROUGH PRAISE
03 LIGHT CHAIN FOOTPRINTS
04 LIVING IN GREEN ELECTRICITY
05 CO-CREATING A HAPPY WORKPLACE
06 CREATING GOOD TOGETHER
07 APPENDIX

oo. Preface

CONTENTS

00 PREFACE
01 CONNECTING SUSTAINABILITY
02 GOVERNANCE THROUGH PRAISE
03 LIGHT CHAIN FOOTPRINTS
04 LIVING IN GREEN ELECTRICITY
05 CO-CREATING A HAPPY WORKPLACE
06 CREATING GOOD TOGETHER
07 APPENDIX

	• Based on the principle of equal employment opportunities and human rights, we provide equal job opportunities to all job seekers and fully comply with the relevant provisions of the Labor Standards Act, the Employment Service Act, and the Gender Equality in Employment Act. • The operational goals are "Customer Satisfaction, Employee Comfort, Shareholder Satisfaction, and Social Welfare," reflecting the company's long-standing emphasis on employee care and the establishment of an Employee Welfare Committee to build a comprehensive welfare system. • Depending on different production lines and stations and based on the operation guidelines established by the engineering department, classes are divided into new training and refresher training. Through gradual refresher training, employees maintain their work abilities, ensuring they meet the professional knowledge and skills required for their jobs, achieve training objectives, and enhance overall competitiveness.
	• EOI Holding's manufacturing sites are EOI headquarters, Dongguan EOI, Shenzhen Lianxinfeng, and Michigan, USA. They have established a diverse recruitment plan regardless of gender, religion, race, class, or political affiliation, ensuring equality and hiring local employees. • At EOI headquarters, 2 men and 156 women held non-managerial positions as foreign nationals. • EOI headquarters employs 7 indigenous staff; Dongguan EOI employs 86 ethnic minority employees; Shenzhen Lianxinfeng employs 7 ethnic minority staff.
	• Implement ISO 14064-1 and TCFD to implement climate governance and disclosure, and establish management policies for climate risks and opportunities to build corporate resilience. • By 2025, the greenhouse gas inventory, disclosure, and verification procedures will be completed, and the report will be publicly disclosed. • Forms have been fully digitized, with a total of 161,376 documents, equivalent to a reduction of 10,328 kg of carbon dioxide emissions. • By 2025, the total amount of industrial waste generated will be 272.36 tons, with 89.175 tons of waste generated through recycling and reuse, accounting for 32.74% of the total weight. Reducing energy consumption and costs in waste treatment. • By simultaneously promoting the "Cargo Turnover Box" and the "Packaging Material Recycling and Reuse Program," the goal of reducing packaging and carbon emissions is achieved. • In 2025, regular pollution source monitoring will be conducted without violating environmental laws. Lien Chia Investment Holdings will continue to strive to balance environmental protection with company output value.
	• By 2025, 258 companies signed the Green Product Guarantee Letter, achieving 100% of raw material suppliers (including documents related to manufacturers' self-declarations). • By 2025, 265 companies have signed the Conflict-Free Metal Declaration, achieving 100% of raw material supplier signatures (including documents related to manufacturers' self-declaration). • By 2025, 52 new suppliers will be introduced, and a questionnaire survey on social responsibility and ethics will be conducted, with all requiring a score of above 80 points and a 100% completion rate.
	• Developing Mini LED direct-view products can use fewer electronic components and materials compared to LCD displays, reducing environmental impact. • Developing high-performance LED application products to reduce energy consumption can save a large amount of electricity, helping to lower greenhouse gas emissions and lessen the impact on climate change. • The Display department has set a carbon reduction target, saving >5% in power consumption per square meter.
	• In 2025, six labor-management meetings were held, giving employees opportunities to directly participate in communication and feedback. • Information about EOI Holding can be found on our official website and the Market Observation Post System. We also provide channels for stakeholder complaints. (See the Stakeholder Consultation section for details).
	• Suppliers are encouraged to pursue carbon reduction and environmental sustainability goals and actively obtain ESG-related certifications. At the same time, by guiding suppliers to complete relevant certifications, we ensure that the EOI supply chain aligns with customers' sustainability goals. • Jointly set sustainability goals with suppliers, establish supplier evaluation standards, and enhance supply chain transparency and traceability.

CONTENTS

00 PREFACE
01 CONNECTING SUSTAINABILITY
02 GOVERNANCE THROUGH PRAISE
03 LIGHT CHAIN FOOTPRINTS
04 LIVING IN GREEN ELECTRICITY
05 CO-CREATING A HAPPY WORKPLACE
06 CREATING GOOD TOGETHER
07 APPENDIX

oo. Preface

Meet EOI

◆Company Profile

Excellence Optoelectronics Inc. (EOI) was established in 1995 and is located in the Hsinchu Science Park, Taiwan. It has been operating for over 30 years. Since 1996, we have obtained multiple patents and awards for LED and laser-related products. We guarantee to provide customers with high-quality and high-performance products.

Our company uses AlInGaP and InGaN chips to produce high-quality, ultra-high-brightness LED components. We also have leading teams in optics, electrical engineering, circuit design, mechanical, thermal dissipation, precision inspection technology, and LED application product design, continuously providing customers with modules and products with the best quality assurance and cost-effectiveness. With precision testing technology and a high-standard optical measurement laboratory certified by the National Certification Foundation and internationally accredited, we possess outstanding optical simulation, design, and inspection capabilities, offering industry-leading technical strength, making us a trustworthy long-term partner.

To meet the company's diversified development and long-term sustainable operation needs, Excellence Optoelectronics Inc. has officially transitioned to a holding structure with August 15, 2025, as the share conversion record date, establishing "Excellence Optoelectronics Holding Co., Inc.". Through the holding management mechanism, Linker Investment Holdings strengthens strategic integration, resource allocation, and risk management effectiveness, enhancing overall operational flexibility and international competitiveness, and continuously advancing toward diversification and sustainable development goals.

Basic Information of EOI Holding

Company name
Excellence Optoelectronics Holding Co., Inc.

Date of establishment
August 15, 2025 (Data prior to the organizational restructuring refers to Excellence Optoelectronics Inc. (EOI).)

By industry
Automotive industry

Business scope
Design, development, testing, manufacturing, and sales of automotive LED component packaging, OEM/ODM LED modules and light guides, LED traffic signals, LED energy-saving street lights, and industrial lighting products

Chairman
Dr. Kuohsin Huang

President
Dr. Fanny Huang

Paid-in capital (NTD).
2,078,454,450

Headquarters location
No. 2, Ke Dong 1st Road, Zhunan Township, Hsinchu Science Industrial Park, Taiwan

Other operational locations

- Dongguan EOI Optoelectronics Co., Ltd.: No. 45 Haibin Road, Wusha Community, Chang'an Town, Dongguan City
- Lianxinfeng Optoelectronics (Shenzhen) Co., Ltd.: Floors 1-3, Building 5, Aohua Industrial Zone, Factory Building 5, No. 148 Huarong Road, Gaofeng Community, Dalang Office, Longhua New District, Shenzhen
- Pioneer INC. (Michigan, USA): 110 Research Parkway, Dundee, MI 48131, U.S.A.
- EOI ELECTRONICS LLC (DELAWARE, USA): 300 Delaware Ave, ST 210F, WILMINGTON, DE 19801
- EOI Mexico Plant: New industrial zone established in Queretaro



CONTENTS

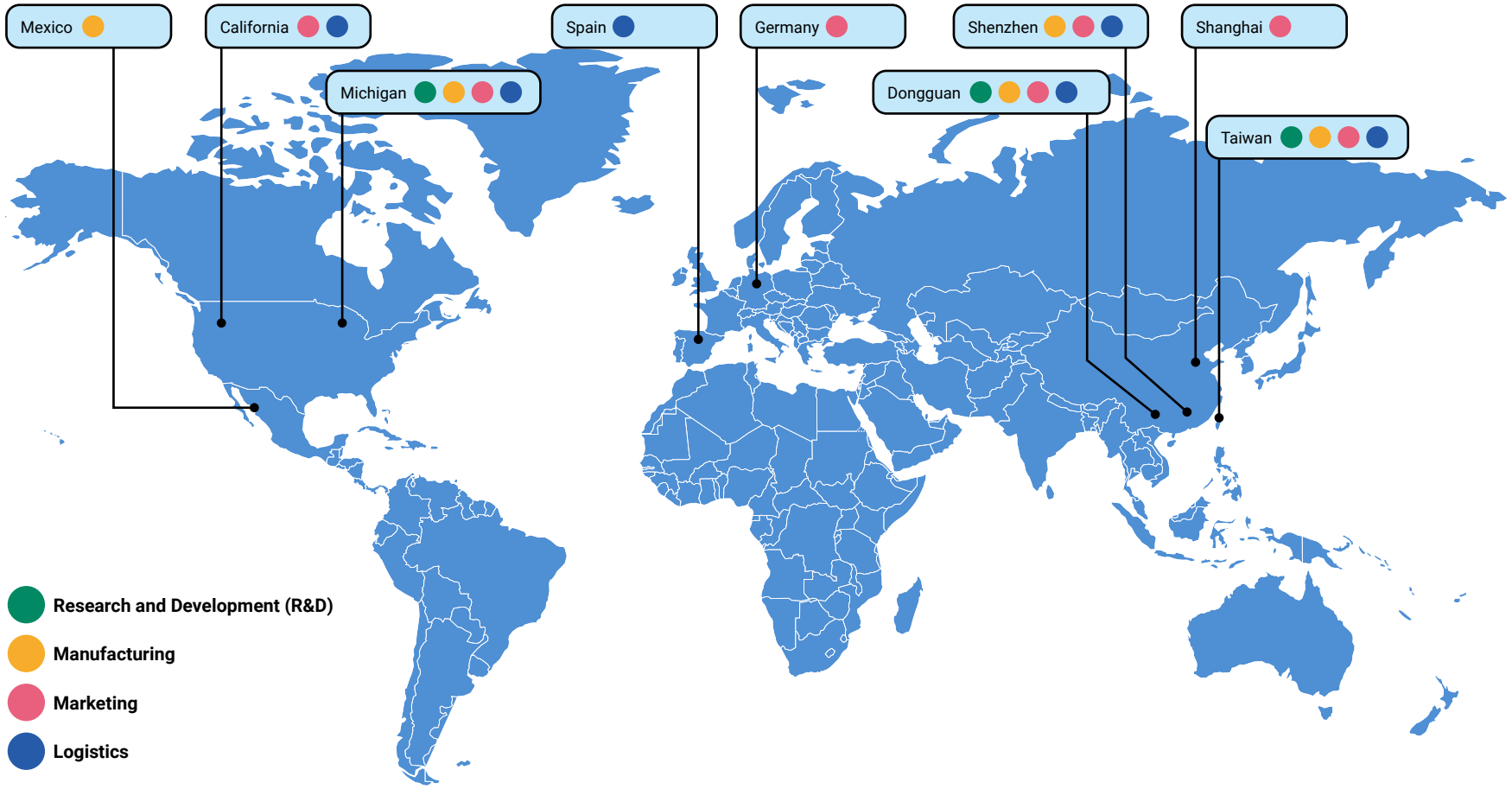
00 PREFACE
01 CONNECTING SUSTAINABILITY
02 GOVERNANCE THROUGH PRAISE
03 LIGHT CHAIN FOOTPRINTS
04 LIVING IN GREEN ELECTRICITY
05 CO-CREATING A HAPPY WORKPLACE
06 CREATING GOOD TOGETHER
07 APPENDIX

oo. Preface

◆Operating locations

EOI Holding's operational headquarters is located in Zhunan Science Park, Taiwan. The headquarters integrates R&D, production, and sales service functions, responsible for coordinating customer needs and resource management at global locations. The company's main manufacturing sites are Zhunan Science Park in Taiwan, Dongguan EOI in Guangdong Province, China, Lianxinfeng in Shenzhen, and Michigan, USA.

To provide comprehensive solutions and local support to global clients, EOI Holding has ten marketing service locations in the United States, Spain, Germany, Beijing, and Shanghai in China. All business activities are conducted in accordance with national laws and regulations, and comply with national and international standards, agreements, or relevant policy agendas, so there has been no "significant indirect economic impact."



oo. Preface

CONTENTS

00 PREFACE
01 CONNECTING SUSTAINABILITY
02 GOVERNANCE THROUGH PRAISE
03 LIGHT CHAIN FOOTPRINTS
04 LIVING IN GREEN ELECTRICITY
05 CO-CREATING A HAPPY WORKPLACE
06 CREATING GOOD TOGETHER
07 APPENDIX



EXCELLENCE OPTO., INC. (Taiwan Headquarters).

Address: No. 2, Kedong 1st Road, Zhunan Township, Zhunan Township, Hsinchu Science Industrial Park, Taiwan 35053, Taiwan
Phone: +886-37-539000
Fax: +886-37-585566
Email: service@eoi.com.tw



EXCELLENCE OPTO., INC. (Michigan, USA).

Address: 5730 Eagle Drive, SE, Grand Rapids, Michigan 49512, U.S.A
Phone: +1-616-284-3450
Fax: +1-616-301-1072
Email: sales@eoius.com



EXCELLENCE OPTO., INC. (California, USA).

Address: 21858 Garcia Lane, City of Industry, CA 91789, U.S.A
Phone: +1-909-468-0550
Fax: +1-909-468-0554
Email: sales@eoius.com



Dongguan EOI Optoelectronics Co., Ltd

Address: No. 45 Haibin Road, Wusha Community, Chang'an Town, Dongguan City, 523857
Phone: +86-769-8923-6999
Fax: +86-769-8923-6688
Email: service@eoi.com.tw



EOI PIONEER., INC(Michigan, USA).

Address: 110 Research Parkway, Dundee, MI 48131, U.S.A
Phone: +734-770-6671
Email: sales@eoius.com



Lianxinfeng Optoelectronics (Shenzhen) Co., Ltd

Address: 1st Floor, Building 5, Aohua Industrial Zone, No. 168 Huarong Road, Gaofeng Community, Dalang Office, Longhua New District, Shenzhen
Phone: +86-755-2814-0029
Fax: +86-755-2814-0027
Email: service@eoi.com.tw



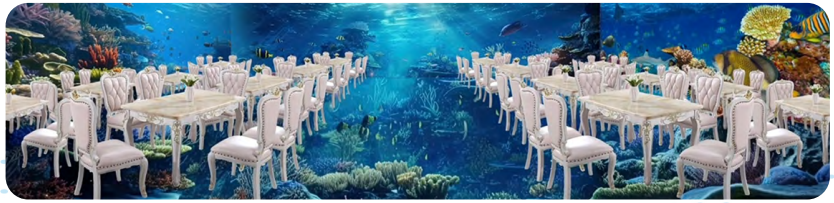
EXCELLENCE OPTO., INC. (Mexico factory)

Address: Queretaro, newly established industrial zone
Phone: TBD
Fax: TBD
Email: TBD



Grand House Co., Ltd.

Address: 9F-8, No. 130, Siwei Road, North District, Hsinchu City, 300046
Phone: +886-37-539000
Fax: +886-37-585566
Email: service@eoi.com.tw



eoi Dining Group

Address: 2F, No. 89, Songren Road, Xinyi District, Taipei City
Phone: 02-2345-2000 ext. 9
Email: eoidining@eoi.com.tw

CONTENTS

00 PREFACE
01 CONNECTING SUSTAINABILITY
02 GOVERNANCE THROUGH PRAISE
03 LIGHT CHAIN FOOTPRINTS
04 LIVING IN GREEN ELECTRICITY
05 CO-CREATING A HAPPY WORKPLACE
06 CREATING GOOD TOGETHER
07 APPENDIX

oo. Preface

◆Recent Company Milestones

1995
The Company was established in Hsinchu City, Taiwan, with its primary business activities encompassing LED testing equipment, laser testing equipment, red laser diodes, and energy-efficient LED signage.

1997
- Relocated to the Hsinchu Science Park.
- Became the largest supplier of red laser modules and red laser pointers in Taiwan.

1998
- Became the world's largest ODM supplier of LED Christmas lights.
- The green laser module received the SME Innovation Research Award from the Republic of China (Taiwan).

2000
- Received the SME Innovation Research Award from the Republic of China (Taiwan).
- Successfully implemented the Data Systems (Digiwin) ERP system.

2001
Obtained QS 9000 Quality Management System certification, marking the Company's official entry into the automotive industry.

2003
- Established a U.S. subsidiary and obtained TS 16949 Quality Management System certification.

2008
Became the world's largest supplier of LED traffic signals.

2010
The Company's shares were registered for trading on the Emerging Stock Market.

2011
- The Company's operational headquarters building officially commenced operations at the Zhunan Science Park.
- Strengthened corporate governance by appointing three independent directors and establishing the Remuneration Committee.

2012
Established Excellence Optoelectronics (Dongguan) Ltd.

2013
The Company's street lighting product received the Next Generation Luminaires (NGL) Award in the outdoor lighting competition organized by the U.S. Department of Energy (DOE).

2014
Established a subsidiary in Spain.

2016
- Obtained the UniFlex patent.
- Obtained the Quadra LED patent.

2018
- Established a new manufacturing facility in Dundee, Michigan, USA.
- The Company's shares were listed on the Taiwan Stock Exchange (TWSE).
- Successfully implemented the SAP ERP system.
- Commenced mass production for the Tesla Model 3.

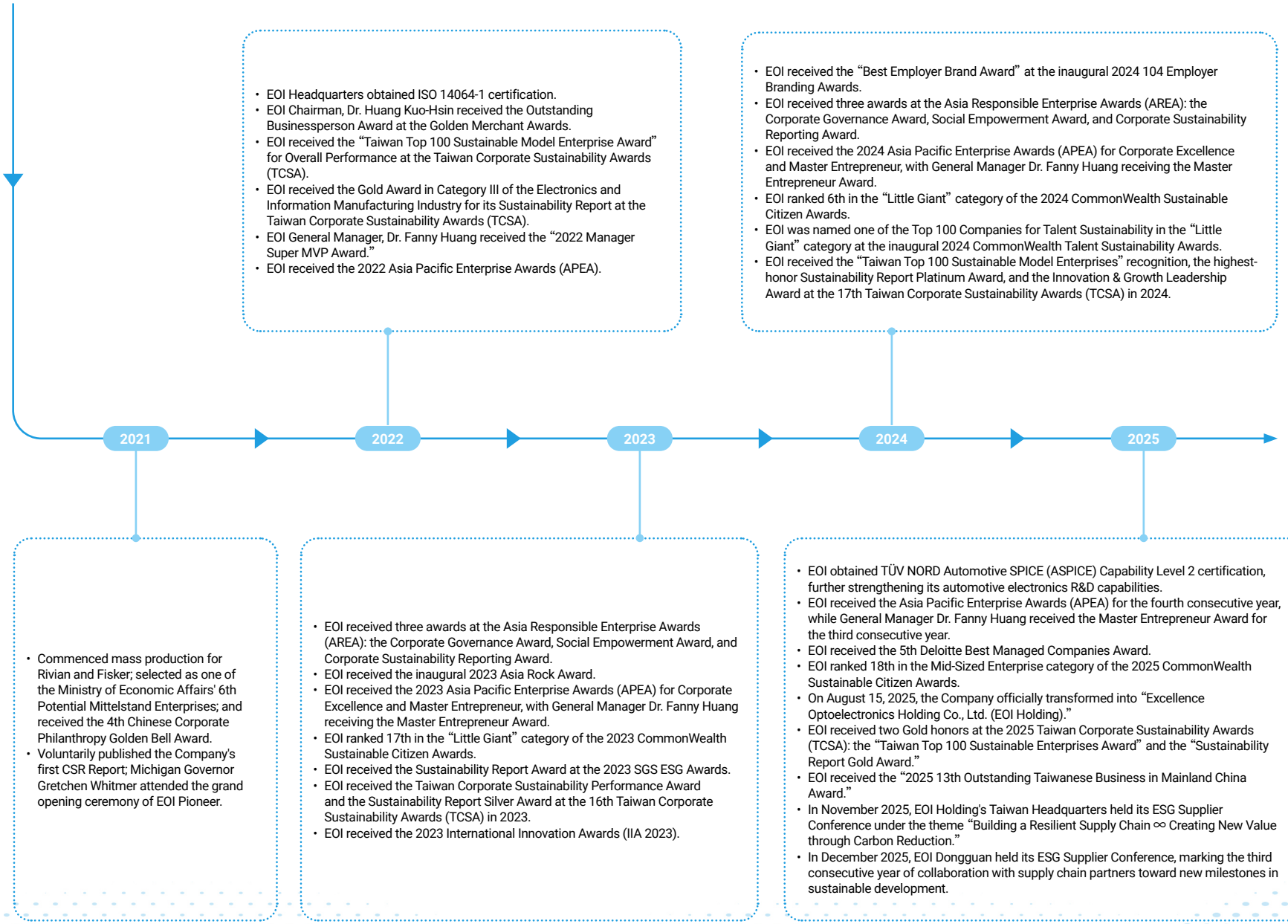
2019
- EOI Headquarters obtained ISO 26262 Functional Safety Management System certification.
- To expand production capacity, a new manufacturing facility in Michigan, USA, was completed at the end of 2019.
- Received the 15th Golden Torch Award for Top Ten Outstanding Enterprises.

2020
- Commenced Phase II expansion of EOI's operational headquarters.
- Established a subsidiary in Germany.
- Ranked 42nd among Taiwan's Top 100 Fastest-Growing Companies by CommonWealth Magazine and received the 20th Golden Peak Award in the Large Enterprise Category.

oo. Preface

CONTENTS

00 PREFACE
01 CONNECTING SUSTAINABILITY
02 GOVERNANCE THROUGH PRAISE
03 LIGHT CHAIN FOOTPRINTS
04 LIVING IN GREEN ELECTRICITY
05 CO-CREATING A HAPPY WORKPLACE
06 CREATING GOOD TOGETHER
07 APPENDIX



CONTENTS

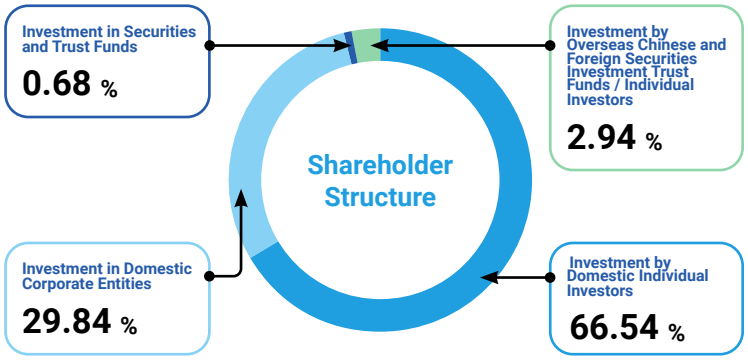
00 PREFACE
01 CONNECTING SUSTAINABILITY
02 GOVERNANCE THROUGH PRAISE
03 LIGHT CHAIN FOOTPRINTS
04 LIVING IN GREEN ELECTRICITY
05 CO-CREATING A HAPPY WORKPLACE
06 CREATING GOOD TOGETHER
07 APPENDIX

oo. Preface

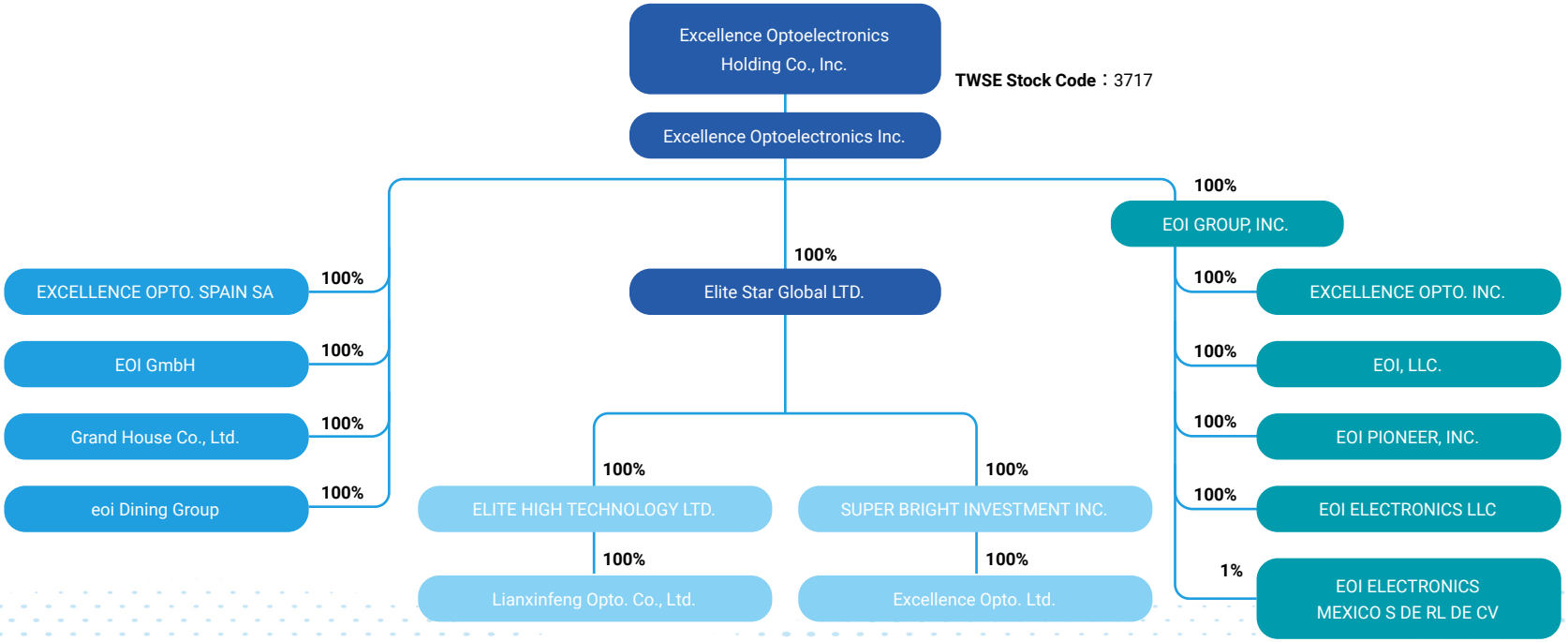
◆Shareholder structure

EOI Holding's shareholders are primarily individual investors, followed by corporate investors and securities trust funds. The detailed shareholder structure is explained in the table below:

Shareholder structure		Deadline：2026/3/30
Shareholders	Amount (NTD).	Percentage (%)
Domestic natural person investment	1,382,788,740	66.54
Domestic corporate investment	620,262,760	29.84
Securities trust fund investment	14,290,200	0.68
Overseas Chinese Securities Investment Trust Fund / Natural Person Investment	61,112,750	2.94
In total	2,078,454,450	100



Affiliated companies and shareholding status



oo. Preface

◆Main products

Our company is a professional manufacturer of automotive LED components and module light sources, providing design, development, and manufacturing services for global automotive customers and LED energy-saving products (streetlights and traffic signals). We have obtained ISO 9001, ISO 14000, ISO 45001, IATF 16949, ISO 26262, ISO27001, ISO17025, and other quality certifications. Additionally, it has obtained certifications from globally renowned automotive lighting manufacturers, accumulating service experience with over 45 world-renowned automotive manufacturers to date. It is a supplier to major electric vehicle and automotive manufacturers such as TESLA, Ford, GM, Chrysler, and Rivian, becoming an important member of the global automotive OEM headlight supply chain.

To meet the group's diversified development and long-term sustainable operation needs, the company officially transitioned to a holding structure management model on August 15, 2025, with August 15, 2025, establishing Excellence Optoelectronics Holding Co., Inc. (EOI Holding)". Through the holding management mechanism, the company strengthens the group's strategic integration, resource allocation, and risk management effectiveness, enhancing overall operational flexibility and international competitiveness, continuously moving toward diversification and sustainable development goals.

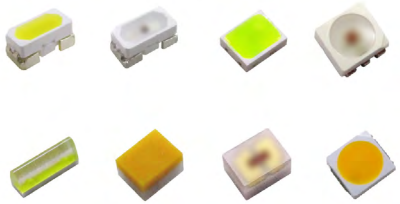
We also integrate the group's resources and manage strategic investments through EOI Holding, strengthening overall operational layout and sustainable development momentum. Beyond its core automotive optoelectronics business, the group actively promotes diversified business strategies to expand its innovative business landscape. Its subsidiary, 'eoi Ultimate Catering,' combines Mini LED immersive light and shadow technology with innovative dining experiences, continuously implementing concepts of food safety, customer experience, and sustainable dining; 'Grand House Co., Ltd.' is actively investing in smart transportation, AI edge computing, smart light poles, and smart city applications, leveraging the group's optoelectronic technology strengths to develop innovative solutions that create new growth momentum for the group, while promoting energy conservation, carbon reduction, and sustainable development through technological innovation.



Main product (service) items



LED Automotive Lighting



Light Emitting Diode Device、High Power LED



LED Traffic Signal



LED Lighting & Luminaires

CONTENTS

00 PREFACE
01 CONNECTING SUSTAINABILITY
02 GOVERNANCE THROUGH PRAISE
03 LIGHT CHAIN FOOTPRINTS
04 LIVING IN GREEN ELECTRICITY
05 CO-CREATING A HAPPY WORKPLACE
06 CREATING GOOD TOGETHER
07 APPENDIX

CONTENTS

00 PREFACE
01 CONNECTING SUSTAINABILITY
02 GOVERNANCE THROUGH PRAISE
03 LIGHT CHAIN FOOTPRINTS
04 LIVING IN GREEN ELECTRICITY
05 CO-CREATING A HAPPY WORKPLACE
06 CREATING GOOD TOGETHER
07 APPENDIX

oo. Preface

◆EOI Holding' business philosophy and corporate culture

EOI Holding adheres to the company's mission of "Continuous Innovation and Breakthroughs to Create a Better Future for the World." While pursuing outstanding business performance and sustainable development, it prioritizes customer satisfaction, employee satisfaction, shareholder satisfaction, and social welfare as its main goals, aiming to achieve sustainable corporate operations and fulfill corporate social responsibility.

Business philosophy

Building a Strong Corporate Culture People-Oriented / Putting People First

- Institutionalization / Governance Based on the Rule of Law
- Rationalization / Establishing Systems Based on Rational Principles
- Internationalization / Embracing the Global Stage

Establishing an Internal Entrepreneurship System

- Employees as Shareholders
- Employee Contributions and Loyalty
- Profit Sharing / Employee Profit-Sharing Bonuses

Establishing a Culture of Delegated Authority and Accountability

- Clear Division of Authority and Responsibility / Authority Comes with Accountability
- Clearly Defined Roles and Responsibilities for Every Employee
- Empowering Individuals with the Competence to Assume Responsibility

Establishing Employee Welfare Policies

- Employee Welfare Committee
- Employee Education and Training System
- Internal Career Advancement Opportunities

Corporate culture

INTEGRITY AND RESPONSIBILITY, CUSTOMER FIRST X GRATITUDE AND CHERISHING BLESSINGS, RESPECTING OTHERS X MISSION ACCOMPLISHED, UNITED IN PURPOSE



◆The Public Association Association participated

EOI Holding works closely with related industries, exchanging and collaborating to obtain the latest industry developments and technical information. This enables us to stay informed about the latest industry developments and trends, and through in-depth exchanges with peers, further enhances EOI's professional capabilities. This has laid an excellent foundation, enabling us to formulate more comprehensive operational plans and secure a place in a highly competitive market.

Factory area	the name of the association and organization	Qualification
EOI Headquarters	Taiwan Electrical and Electronic Manufacturers' Association	Member
	Taiwan Electrical Engineering Industry Association	Member
	Taiwan Science Park Association of Science Industries	Director
	Taipei Computer Business Association (5G Smart Pole Standard Promotion Alliance).	Member
	Taiwan LED Lighting Industry Alliance (TLLIA).	Member
	Chinese Traffic Signal Association	Member
Dongguan EOI	Chinese Traffic Signal Association	Member
	Taiwan Science Park Association of Science Industries	Safety and Health Committee / Member Environmental Protection Committee / Member
	IPC International Electronics Industry Connectivity Association	Member