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Business Philosophy

Creating Good Together

Care and Support for Disadvantaged Organizations

Organizing and Participating in Community Engagement Activities

EOI Headquarters

Community Investment

NTD 413,507

EOI Headquarters

Beneficiary Visits

3,095

EOI Headquarters

Student Beneficiary Visits

788

EOI Headquarters

Beneficiary Organizations

61

EOI Dongguan

Community Investment

Approximately RMB 20,000

EOI Dongguan

Beneficiary Visits

Approximately 620

EOI Dongguan

Beneficiary Organizations

40

Shenzhen Lianxinfeng

Community Investment

RMB1,500

Shenzhen Lianxinfeng

Beneficiary Visits

22

Shenzhen Lianxinfeng

Beneficiary Organizations

1

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6.1 Living Well at EOI Holding

EOI Headquarters

While EOI Headquarters currently does not have a labor union, the Company actively supports employees' freedom of association and encourages participation in employee clubs. The EOI Volunteer Club brings employees together to support environmental sustainability and community well-being through volunteer activities, putting the spirit of social inclusion and shared prosperity into action. EOI Holding also provides financial support for employee clubs to promote work-life balance and physical and mental well-being. Through diverse recreational, cultural, artistic, and sports activities, the Company encourages healthy lifestyles and provides employees with opportunities to enrich their lives beyond the workplace.

EOI Dongguan

EOI Dongguan actively encourages employees to form and participate in employee clubs to promote social interaction, physical well-being, and community engagement. Clubs such as the Hiking Club (Volunteer Team) provide opportunities for employees to enjoy recreational activities, participate in volunteer services, strengthen interpersonal connections, and enrich their lives. The Company also provides financial support for employee clubs and promotes a variety of sports, recreational, cultural, and artistic activities to support work-life balance and enhance employees' physical and mental well-being.

Shenzhen Lianxinfeng

Lianxinfeng (Shenzhen) established a Volunteer Club to promote social responsibility and community engagement. Employees participate in activities such as visits to elderly care facilities, environmental cleanups, and tree planting, bringing care and support to local communities. Through these initiatives, the Company also strengthens teamwork and shared values among employees while encouraging them to make a positive contribution to the communities in which it operates

EOI Volunteer Club Activities





Hiking Club (Volunteer Team) Activitie





Volunteer Club







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6.2 Giving Back to Society

Guided by the principle of "giving back to society" and a corporate culture of gratitude and appreciation, EOI Holding has long supported industry-government-academia collaboration, environmental sustainability, disadvantaged communities, and cultural initiatives. Our actions include cultivating future talent, donating educational resources to children in rural communities, providing meal support for disadvantaged children during school holidays, participating in beach and mountain cleanups, protecting local ecosystems, and supporting social welfare organizations. Through these initiatives, EOI Holding puts corporate social responsibility into action and extends care to communities in need.

With the vision of becoming a global leader in innovative automotive lighting solutions, EOI Holding continues to uphold its business philosophy of Innovation and Breakthrough, Customer Orientation, Giving Back to Society, and Sustainable Profitability, creating long-term value for shareholders, employees, and other stakeholders.

Looking ahead, EOI Holding will continue to align with the United Nations Sustainable Development Goals (SDGs) and other internationally recognized sustainability frameworks, further integrating sustainability into its core business strategies and operations. Through innovative technologies and products, the Company aims to contribute to a greener environment, improve quality of life, and build a sustainable and thriving enterprise for generations to come.

The following table presents the 2025 social engagement achievements of EOI Headquarters, EOI Dongguan, and Lianxinfeng (Shenzhen).

EOI Headquarters – Community Engagement Achievements	
Community Investment	NTD 1,413,507 Including monetary donations and in-kind contributions such as donated goods
Beneficiary Visits	3,095
Student Beneficiary Visits	788
Volunteer Participations	12
Volunteer Hours	45
Beneficiary Organizations	61

Community Engagement Achievements	EOI Dongguan	Shenzhen Lianxinfeng
Community Investment	Approximately RMB 20,000	RMB 1,500
Beneficiary Visits	Approximately 620 people	Approximately 22 people
Student Beneficiary Visits	246	22
Volunteer Participations	652	48
Volunteer Hours	40	1

Caring for Disadvantaged Communities and Sharing Warmth

EOI Holding encourages employees to actively participate in community initiatives. By combining employee engagement with corporate resources, the Company seeks to amplify its positive social impact and contribute to shared prosperity.

EOI Headquarters

2024 Year-End Gathering – Charity Performance

For the seventh consecutive year, EOI Holding invited partners from the Taiwan Foundation for Rare Disorders to perform at its year-end gathering, providing a stage to showcase their resilience and diverse talents through the arts. This year's performances featured Tao Yung-Hsin from "Rare Voices" and the Angel Percussion Ensemble from the Hsinchu Chen-Hsi Development Center, whose heartfelt singing and percussion performances conveyed messages of hope and positivity. The initiative enriched the event while further demonstrating EOI Holding's commitment to diversity, inclusion, and social care.




2025 Lantern Festival Donation

To share the warmth and spirit of togetherness during the Lantern Festival, EOI Holding donated 150 hand-painted lanterns to the Chen-Hsi Development Center of the Hsinchu Jen-Ai Foundation in 2025. Symbolizing light and blessings, the lanterns brought festive joy to the participants and enriched their holiday experience. Through this initiative, EOI Holding extended care and support to diverse communities while promoting social inclusion through meaningful community engagement.




Supporting the "Love in the World Children and Youth Literature Award"

In March 2025, EOI Holding supported the "Love in the World Children and Youth Literature Award" organized by the Taiwan Love in the World SME Mutual Assistance Association. The program encouraged children and young people to express themselves through creative writing and explore their life experiences and potential. Primarily serving young people from the Taoyuan Youth Home, including those lacking parental or family support or affected by domestic violence, the program used writing to help participants build confidence and strengthen emotional expression. EOI Headquarters donated NTD20,000, benefiting 41 participants across two organizations. By extending its community engagement beyond its operating locations, EOI Holding continued to broaden its positive social impact.




Supporting the Contemporary Legend Cultural Arts Foundation in Advancing Arts and Cultural Sustainability

In March 2025, EOI Headquarters donated NTD 20,000 to the Contemporary Legend Cultural Arts Foundation's "Passing the Legacy, Sustaining the Dream" project, supporting local performing arts and the preservation of cultural heritage. Founded by Wu Hsing-Kuo, the Foundation revitalizes traditional culture through contemporary interpretations of classic works, while cultivating a new generation of artistic talent and promoting the adaptive reuse of heritage spaces. EOI Holding's support contributes to theatrical performances, talent development, and cultural revitalization, demonstrating its continued commitment to arts and cultural sustainability.




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2025 Children's Dream Fulfillment Program

In April 2025, EOI Holding partnered with the World Peace Association to launch the "Children's Dream Fulfillment: Building Dreams Together, Sharing Love" initiative. Employees and their families adopted nearly 150 wish cards from disadvantaged children, with all wishes successfully fulfilled. The initiative also provided sports equipment to the Daping Branch of Sanwan Elementary School in Miaoli County, helping improve sports resources for students in rural communities. Overall, the program supported 275 students across 18 schools, with approximately NTD118,000 in contributions. Through both material and educational support, EOI Holding continues to expand opportunities and care for children in need.





Partnering with the World Peace Association – Rural Youth Baseball Dream Program

In April 2025, EOI Holding partnered with the World Peace Association to support the Dream Baseball Team, formed by students from Tianmei Elementary School in Nanzhuang Township and Chengzhong Elementary School in Tongxiao Township, Miaoli County. The Company donated professional sports shoes and stationery kits to help the students prepare for national competition. The team won first place in the Miaoli County Tee-Ball Finals, demonstrating strong athletic performance and teamwork. With approximately NTD 31,000 in donations, the initiative benefited 31 students from two rural elementary schools, providing additional resources for both athletic training and learning while supporting their confidence and development.




2025 Mother's Day Dual-Impact Charity Initiative

In April 2025, EOI Holding supported the Osmanthus Music Festival and Rare Disease Family Day organized by the Taiwan Foundation for Rare Disorders. The Company purchased 200 handcrafted Mother's Day gift boxes from a sheltered workshop operated by the Down Syndrome Foundation and presented them to mothers of children with rare diseases, recognizing their dedication and care. The initiative created a dual social impact, supporting 200 mothers from rare disease families while also providing employment opportunities for 40 people with intellectual disabilities at the sheltered workshop. Through cross-organizational collaboration, EOI Holding expanded its support for disadvantaged groups while promoting inclusive employment and social inclusion.




2025 Massage for a Cause

In June 2025, EOI Holding organized a "Massage for a Cause" event, inviting five professional massage therapists with visual impairments to provide shoulder and neck massage services for employees. The event attracted 80 participants and achieved a 96% satisfaction rate. In addition to promoting employee well-being and stress relief, the initiative provided employment opportunities for people with visual impairments and enhanced employees' understanding of diversity and inclusion, creating positive value for both employees and the wider community.





2025 Cinema Experience Program for Rural Students

In July 2025, EOI Holding partnered with the World Peace Association to organize a cinema experience for 26 students and teachers from Penglai Elementary School in Nanzhuang, Miaoli County. Through an animated film, students were encouraged to explore self-awareness, emotional expression, and broader perspectives. The program also included a store visit incorporating environmental education, helping students understand sustainability and environmentally friendly practices through everyday experiences. By combining cultural exposure with experiential learning, the initiative helped strengthen students' confidence, learning motivation, and opportunities for diverse learning.




Supporting Miaoli County Government's Emergency Assistance Program

In September 2025, EOI Holding donated NTD 20,000 to the Miaoli County Government's Emergency Assistance Program, providing timely financial support to families facing unexpected hardship. Through the government's resource coordination and rapid assistance mechanism, the program helps ensure that support reaches those in need promptly. EOI Holding's contribution strengthened local emergency relief capacity and supported vulnerable families in overcoming short-term financial difficulties.





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2025 Winter Care Initiative – Supporting the Miaoli Family Support Center

In September 2025, EOI Holding donated NTD 20,000 to the Miaoli Family Support Center's Winter Care Program, providing essential supplies and holiday support to disadvantaged families. The event brought together approximately 250 households and 700 family members and included recognition of self-reliant youth and community contributors, as well as cultural performances. Through financial support and community engagement, EOI Holding helped provide both practical assistance and encouragement to disadvantaged children and families while fostering a positive cycle of social care.





Food and Agriculture Education Carnival – Promoting Sustainability and Social Inclusion

In October 2025, EOI Holding participated in the Greater Hsinchu Food and Agriculture Education Carnival and Regional Co-Prosperity Forum, promoting sustainable food and agriculture education and community inclusion through industry-government-academia collaboration. The event featured hands-on activities, interactive learning, a local food market, and ESG seminars. A total of 33 employees and family members participated, while 43 members of local social welfare organizations were invited to attend free of charge, expanding access for diverse groups. Overall, the initiative benefited 76 participants, strengthening local connections while raising awareness of food and agriculture education, social inclusion, and sustainable development.





Partnering with Rainbow Family Life Education Association – Bringing Love and Care to the Hsinchu Rare Disease Home

In December 2025, EOI Holding partnered with the Rainbow Family Life Education Association to present the original musical "The Best Teacher" at the Hsinchu Rare Disease Home, contributing NTD 100,000 to support life education through the performing arts. The event brought together people affected by rare diseases, their families, local residents, employees, and their families. Through music, drama, and interactive activities, the program conveyed positive values such as gratitude, courage, and resilience while promoting greater understanding of life education and social care. Approximately 180 people participated in the event. Through cross-sector collaboration and arts-based engagement, EOI Holding expanded its positive social impact while fostering diversity, inclusion, and stronger community connections.





EOI Dongguan

2025 Supporting People with Disabilities, Sowing Hope – Community Farming Initiative

Under the leadership of Chairwoman Dr. Fanny Huang, EOI Dongguan continues to support disadvantaged groups and give back to the community. In March 2025, employees volunteered at the Chang'an Farm for People with Disabilities as part of the Company's commitment to corporate social responsibility. Through land preparation, soil cultivation, planting, and farm beautification, employees helped improve the farm's growing environment while experiencing the value of teamwork and community service.





2025 "Protecting the Maozhou River, Building a Greener Community" Initiative

In April 2025, EOI Dongguan organized a river conservation initiative to improve the local environment for employees and surrounding communities. More than 10 employees joined the volunteer river protection team and carried out environmental conservation activities along the Maozhou River near Xin'an Bridge in Chang'an Town. Through employee participation and community engagement, the initiative demonstrated EOI Dongguan's commitment to protecting local ecosystems and promoting environmental sustainability.





2025 "Walking with Love, Sharing Warmth, Supporting Growth" – Caring for Children with Special Needs

In celebration of International Children's Day, EOI Dongguan organized the "Walking with Love, Sharing Warmth, Supporting Growth" community initiative to provide care and support for children with special needs. Six employee volunteers participated in the activity, sharing warmth and companionship with the children. (To protect the children's privacy, all photographs used in this Report have been appropriately anonymized.)





06. Creating Good Together

2025 “Breakfast with Love, Warmth for Chang'an” Community Initiative

In June 2025, EOI Dongguan employees organized the “Breakfast with Love, Warmth for Chang'an” community initiative to show appreciation for local sanitation workers. Employees prepared and distributed freshly made breakfasts, including steamed buns, congee, and eggs, providing a warm start to the day for those who work tirelessly to keep the local community clean.





2025 “Giving Clothes New Life, Delivering Hope through Books” Donation Campaign

In July 2025, EOI Dongguan organized the “Giving Clothes New Life, Delivering Hope through Books” donation campaign. More than 45 employees participated, donating a total of 513 items of clothing and 114 books. The donated items were distributed by the Dongguan Social Donation Reception Center to communities and schools in need. The initiative promoted resource reuse while supporting educational opportunities and community well-being.





2025 “Harvesting with Love, Sharing Warmth” – Supporting People with Disabilities

Following the vegetable planting initiative at the Chang'an Farm for People with Disabilities in March 2025, the crops entered the harvest season in August. Eight EOI Dongguan employees, together with volunteers from Changqing Charity, returned to the farm to harvest vegetables and fertilize the fields.

The harvested produce and other supplies were distributed to people with disabilities from Dongguan and surrounding areas, extending practical support and care to the community. The initiative also strengthened employee engagement, teamwork, and awareness of social responsibility, creating a meaningful cycle from planting and harvesting to giving back.









2025 “Breakfast with Love – Salute to Sanitation Workers” Community Initiative (Phase II)

In September 2025, EOI Dongguan organized the second “Breakfast with Love” initiative to recognize the contributions of local sanitation workers. The activity also received positive recognition from the local village committee. Through this initiative, EOI Dongguan sought to raise awareness of the important work performed by frontline sanitation workers and promote greater respect for their contributions. The Company will continue collaborating with local communities to support frontline workers and fulfill its social responsibility through ongoing community engagement.





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2025 “Summer Family Carnival – Creating a Greener Future Together” Community Initiative

In August 2025, EOI Dongguan organized a summer family community initiative at Binhai Bay Park, bringing together nearly 10 employee families for a weekend of environmental action and family engagement. Guided by their parents, children became “young environmental guardians,” collecting litter such as paper and plastic bottles along the park's boardwalk. Through hands-on participation, the activity encouraged children and families to develop greater environmental awareness and put the values of environmental protection and community responsibility into practice.





2025 “Warmth at the Start of Winter – Salute to Sanitation Workers” Community Initiative (Phase III)

In November 2025, marking the Start of Winter, EOI Dongguan organized the third community initiative to recognize local sanitation workers. Employee volunteers prepared and served freshly cooked dumplings to frontline sanitation workers near the Company's premises.

Volunteers began preparations early in the morning to ensure that workers could enjoy a warm meal during their shift change. Through this simple yet meaningful gesture, EOI Dongguan expressed its appreciation for sanitation workers and continued its ongoing commitment to supporting frontline workers in the local community.





2025 “Warmth for the Double Ninth Festival, Care for the Elderly” Community Initiative

In October 2025, ahead of the Double Ninth Festival, EOI Dongguan partnered with the Chang'an Volunteer Association to organize a community initiative supporting local elderly residents and promoting the traditional value of respecting and caring for older people. Volunteers accompanied participants in making mugwort wellness massage hammers, listened to their life stories, and sang familiar classic songs together. Through companionship and meaningful interaction, the activity brought warmth and care to elderly residents while strengthening intergenerational connections and community engagement.





2025 “First Aid for Everyone, Everyone for First Aid” Community Initiative

In December 2025, EOI Dongguan organized a first aid training initiative to raise awareness and strengthen emergency response skills. More than 30 employees participated, learning essential techniques including cardiopulmonary resuscitation (CPR), automated external defibrillator (AED) operation, and the Heimlich maneuver. Through this initiative, EOI Dongguan encouraged broader participation in first aid education, enhanced emergency preparedness, and contributed to building a safer and more resilient community.





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Environmental Sustainability Starts with EOI

Environmental sustainability is a shared responsibility. EOI Holding actively fulfills its corporate social responsibility by protecting local ecosystems and promoting environmental education within the Company. Employees and their families are encouraged to participate in environmental initiatives, turning awareness into action and helping preserve a greener, healthier environment for future generations.

Green Sustainability in Action – Lianhua Mountain Cleanup

In February 2025, EOI Dongguan organized its first environmental hiking and mountain cleanup initiative of the year at Lianhua Mountain Country Park. Participants collected litter along the hiking trails while enjoying the natural surroundings, helping preserve the cleanliness and beauty of the local environment. The initiative also attracted positive attention from other hikers, some of whom expressed interest in joining future cleanup activities. Through hands-on environmental action, EOI Dongguan encourages broader community participation and promotes a shared commitment to protecting local ecosystems.





Green Sustainability in Action – Luotian Forest Park Cleanup

In March 2025, the EOI Dongguan Hiking Club (Volunteer Team) organized a mountain cleanup at Luotian Forest Park in Shenzhen, with more than 10 employees participating. Volunteers collected litter along the hiking trails while promoting environmental awareness and encouraging visitors to practice Leave No Trace principles. The initiative inspired other hikers to take greater responsibility for their own waste and demonstrated how employee volunteerism can encourage broader community participation in environmental protection.




Green Sustainability in Action – Yangtai Mountain Cleanup

In May 2025, the EOI Dongguan Hiking Club (Volunteer Team) organized its third environmental hiking and mountain cleanup initiative of the year at Yangtai Mountain in Shenzhen. Six employee volunteers collected litter along the trails while promoting responsible outdoor practices and environmental awareness. During the cleanup, several hikers voluntarily joined the team after seeing the employees in action, further extending the initiative's positive influence. Through hands-on participation, EOI Dongguan continues to encourage employees and the wider community to protect natural environments and embrace Leave No Trace principles.




Green Sustainability in Action – Tongsha Ecological Park Cleanup

In July 2025, EOI Dongguan volunteers organized an environmental hiking and cleanup initiative at Tongsha Ecological Park in Dongguan. Combining outdoor recreation with environmental action, volunteers collected litter throughout the park and helped preserve the cleanliness of this important urban green space. Through hands-on participation, EOI Dongguan continues to promote environmental awareness, employee volunteerism, and shared responsibility for protecting local ecosystems.




Green Sustainability in Action – Yinping Mountain Cleanup

On September 13, 2025, EOI Dongguan organized an environmental hiking and mountain cleanup initiative at Yinping Mountain Forest Park in Dongguan. Volunteers collected plastic bottles, food packaging, and other litter along the trails while promoting environmental awareness and responsible outdoor practices.

After nearly three hours of hiking and cleanup activities, the collected waste was consolidated at the summit and handed over to park sanitation personnel for proper disposal. Through this initiative, EOI Dongguan continued to put environmental responsibility into action and contribute to the protection of local ecosystems.




Green Sustainability in Action – Dapingzhang Forest Park Cleanup

In November 2025, the EOI Dongguan Volunteer Team organized an environmental hiking and cleanup initiative at Dapingzhang Forest Park in Dongguan. Working in pairs, participants collected plastic bottles, bags, and other litter along the trails while enjoying the natural surroundings.

Employees' family members and children also joined the activity, extending environmental education beyond the workplace. Through hands-on participation, the initiative encouraged younger generations to develop environmental awareness, appreciate nature, and embrace responsibility for protecting local ecosystems.


