

department	2025 ESG KPI Setting
Optomechanical Technology Department	1) Structural optimization: Improve product heat dissipation efficiency and indirectly reduce material usage.
	2) Material improvement: Reduce the need for molds and inventory by using material sharing planning.
	3) Recyclable materials: Select materials that can be recycled.
	4) Low-impact components: Materials comply with green product standards (RoHS, REACH, SASB disclosure based on IEC 62474).
	5) Product safety: The product meets the specifications of each customer to whom it is delivered.
	6) Friendly Packaging: Environmentally friendly and recyclable materials, packaging design with less plastic and more paper.
	7) Packaging reduction: Increase carton capacity and reuse packaging in areas with specific characteristics.
	8) Efficient delivery: Improve container load capacity and stacking efficiency.
	9) High-efficiency products: Optimize product performance design and improve product cost-effectiveness.
	10) Product lifespan: Optimize product lifespan design.
Advanced Technology Department	1) Optimization of the headlight module structure
	2) Improvement of materials for automotive lighting modules
	3) Materials compliant with RoHS/REACH regulations
	4) Improve product safety
	5) Improved energy efficiency of automotive lighting modules
	6) Improved lifespan of automotive lighting modules
Electronics Technology Department	1) Structural optimization (circuit board structure optimization)
	2) Material improvement (reduction of parts)
	3) Low-impact components (component materials comply with green product standards)
	4) Product safety (complies with road vehicle safety function standards)
	5) High-efficiency products (improved power efficiency and reduced power consumption)
	6) Product lifespan (increasing the product's service life)
	7) Firmware Functionality (Improved firmware functionality, reduced power consumption)
Component Technology Department	1) Structural optimization: Develop LEDs that meet the requirements of automotive modules.
	2) Packaging reduction
	3) High-efficiency products: Improve LED brightness (with the same power consumption) (in addition to the selection of materials, the goal is to improve the process).
	4) Low-impact components: Materials comply with green product standards (RoHS, REACH, SASB disclosure based on IEC 62474).
	5) Product safety: The product complies with reliability verification standards AEC-Q10x and USCAR 33. Product lifespan: Extends LED lifespan.
	1) Innovative Research and Development

Module Engineering Department	2) Automation
	3) Improved production efficiency
	4) Quotation system optimization
Manufacturing Department	1) Education and training: Emphasize the recruitment (selection, training, and retention) and management skills training of organizational personnel to increase the company's profits.
	2) A safe and comfortable working environment.
	3) Equipment (repair/maintenance).
Component Quality Assurance Section, Quality Assurance Department	1) Continuous improvement of CIP (LED).
	2) Continuous improvement of CIP (energy-saving products).
	3) Timeliness of response to customer complaint 8D reports.
Quality Assurance Department Module Quality Assurance Section	1) CIP continues to improve.
	2) Timeliness of response to customer complaint 8D reports.
	3) Supplier's acceptance rate for automotive materials.
	4) Supplier annual audit completion rate.
	5) Obtain 17025 reliability laboratory certification.
Customer Service Department	1) Follow green product standards.
	2) Coordinate with various departments to improve the self-assessment scores of customer self-assessment forms.
	3) Annual customer satisfaction survey and continuous improvement of customer feedback.
	4) Promote the digitalization of management system programs and forms.
Production Management Department	1) Reduce the number of times the line is changed.
	2) Optimize transportation modes during off-season (railway > sea freight > truck > air freight).
	3) Material input ratio.
Purchasing Department	1) Reduce overall supply chain resource waste, reduce carbon emissions, and improve environmental protection, recycling, and resource reuse.
	2) Incorporate ESG management into the new supplier review and evaluation system.
	3) If conflicting mineral metals are used in the materials, a conflict-free metal declaration certificate from the supplier must be obtained 100%.
	4) Implement supplier tiered management and audit key suppliers.
	5) Integrate and implement ESG management practices into the annual supplier audit and evaluation system.
	6) Continuously increase the proportion of local procurement.
Materials Department	1) Reduced number of feeding trips
	2) Increase material preparation capacity

Materials Department	3) Reduce the number of shipments for domestic VIP customers.
	4) Work environment management
Business Department, Europe and America Business Section	1) Increase gross profit contribution
	2) Improve the success rate of RFQ cases related to vehicle lights.
	3) Completeness of customer-supplied information
	4) Accuracy of internal data
	5) Revenue Contribution
	6) Customer satisfaction
Business Department, Asia Business Section	1) Improve customer satisfaction
	2) Improve the success rate of RFQ cases related to vehicle lights.
	3) Performance achievement rate
	4) Develop cross-industry alliance cooperation models to reduce redundant development costs and manpower waste.
Northeast Asia Business Section, Business Department	1) Enhance the department's contribution to the company and improve revenue growth rate.
	2) Make good use of company resources and maximize their benefits to increase efficiency.
	3) Customer satisfaction survey
	4) Increase new customers
Project Technology Department	1) Product Development Timeline (E/Innovation & R&D)
	2) Reduce resource waste (E/Innovation and R&D)
	3) Improve customer satisfaction (G/Improve customer satisfaction)
Management Department	1) Strengthen the integrity management of corporate employees
	2) Fulfilling corporate social responsibility
	3) Improve human resource efficiency
	4) Saves on labor and personnel management costs (employment stabilization fees).
	5) Stabilize staff turnover rate
	6) Promote work-life balance among employees
	7) Inclusivity
	8) Promote employee professional skills
	9) The minimum wage must be higher than the local statutory minimum wage.
	10) Improve employee satisfaction
	11) Overall average salary adjustment for employees

	<p>12) Rate of Added Value</p> <p>13) Course offering rate for education and training</p> <p>14) Training test results</p> <p>15) Education and training satisfaction rate</p> <p>16) Establish a labor-management communication platform</p> <p>17) Review and optimize the management system annually.</p> <p>18) Hold quarterly employee welfare meetings to discuss welfare matters.</p>
Information Department	<p>1) System stability</p> <p>2) The reaction rate of the main system</p> <p>3) Upgrading of the company's hardware and software equipment</p> <p>4) Cybersecurity Management Architecture</p> <p>5) Enhanced antivirus and cyberattack protection mechanisms (especially against social media attacks caused by ransomware).</p> <p>6) Electronic Forms</p> <p>7) Updates to ESG-related information on the EOI website</p> <p>8) Information service satisfaction</p>
Factory Affairs Department	<p>1) Continuously improve energy efficiency and reduce electricity consumption.</p> <p>2) Recover heat energy within the plant to save electricity.</p> <p>3) Continuously improve water efficiency and process recovery rate.</p> <p>4) Greenhouse gas inventory (ISO 14064-1) and verification.</p> <p>5) Systematized energy management (operation conforming to ISO 50001 energy management system / verified).</p>
Labor Safety Room	<p>1) Implement the ISO 45001 Occupational Safety and Health Management System (including overseas factories).</p> <p>2) Participate in park organization and promote exchanges.</p> <p>3) Employee health management, abnormality tracking, and health promotion.</p> <p>4) Introduce professional visually impaired massage therapists to provide stress relief services for employees.</p> <p>5) Prevention and improvement of disability injuries (continuously reducing the risk of work-related injuries).</p> <p>6) Implementation of regulations-driven projects (chemical management, human hazard, maternal health protection, abnormal workload, illegal infringement during the performance of duties, monitoring of the working environment of workers, etc.).</p>

	7) Reduce waste within the factory and collaborate with procurement to promote the reduction or recycling of materials and packaging.
	8) Cross-industry cooperation transforms waste from the factory into input materials for other enterprises.
Finance and Accounting Department	Corporate Governance Assessment Enhancement Project Timeline
Section Office	The department is responsible for assisting in the completion of the corporate governance assessment.
Audit Office	Include ESG in routine internal audit projects.