

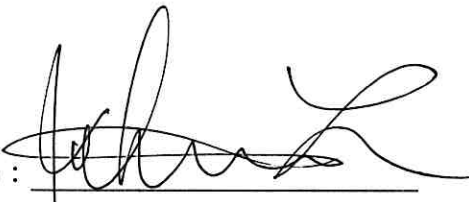
E Ink Holdings believes that respecting human rights and promoting a decent work environment are important throughout the Company and its supply chain. E Ink Holdings abides by local laws and regulations in all countries and regions where we operate, and upholds the human rights of all workers, including regular, contract and temporary employees, and interns. We also invite our partners to act in the same fashion, as addressing human rights issue in complex supply chains is a shared responsibility. This policy applies to E Ink Holdings and its affiliated companies.

We support the UN Universal Declaration of Human Rights (UDHR), and are committed to treating all workers with dignity and respect as understood by international human rights standards, including The International Bill of Human Rights, The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, The UN Guiding Principles on Business and Human Rights (UNGPs), The OECD Guidelines for Multinational Enterprises and The Ten Principles of The United Nations Global Compact (UNGC). We also align our actions with the Responsible Business Alliance (RBA) Code of Conduct.

### Guiding Principles :

1. Incorporate respect for economic, social, cultural, civil, political rights and development in our operations.
2. Provide a safe and healthy working environment with zero harassment; eliminate unlawful discrimination and ensure equal job opportunities.
3. Child labor is prohibited; forced labor is prohibited; any form of human trafficking or illegal behavior is prohibited.
4. Commitment to responsible mineral procurement.
5. No one shall be discriminated against due to race, color, nationality, sexual orientation, religion, disability, age, political opinion, pregnancy, marital or family status, or similar factors; and protect indigenous people, women, migrant workers, and contract personnel Work rights with disadvantaged or marginalized groups such as people with disabilities.

6. Abide by all applicable salary and working hours laws and regulations, pay attention to equal pay for equal work; pay a fair and full living wage on time, and state the legal deductions with the salary slip.
7. Create an environment that is willing to communicate and establish an open management model; support and assist employees in maintaining physical and mental health and work-life balance.
8. Freedom of association is permitted under legal regulations, and dialogue is conducted through various open dialogue channels.
9. Provide multiple open dialogue channels including anonymous reporting methods, so that suppliers, business partners, and other stakeholders can give feedback to the company or report suspected violations.
10. In response to changing circumstances and the needs of stakeholders, it is necessary to review and evaluate related risks, practices and impacts.

CEO :   
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