

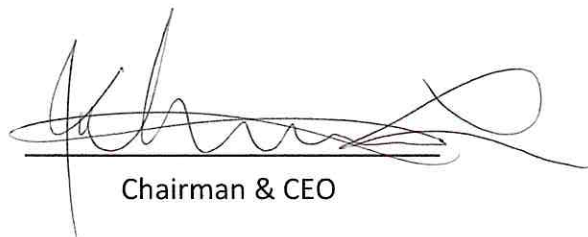
E Ink Holdings Human Rights Policy

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. Addressing human rights issue in complex supply chains is a shared responsibility. This policy applies to E Ink's own operation, affiliated companies, and requires its suppliers and partners to follow the same standards.

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.

Implementation guidelines:

1. We integrate the respect to the economy, society, culture, citizen, political right, and development in our operations.
2. We provide safe, healthy and harassment-free (including sexual and non-sexual harassment) work environment, prohibit illegal discrimination, and assure equal work opportunities.
3. We prohibit child labor, forced/compulsory labor, and human trafficking or illegal acts in any form.
4. We are committed to responsible procurement of minerals.
5. We shall not discriminate any one due to race, color, nationality, sexual orientation, religion, disability, age, political opinion, pregnancy, marriage or family status, or other similar factors. We shall protect the labor rights of the indigenous peoples, women, foreign workers, contracted employees, people with disabilities, and other disadvantaged or marginalized groups.
6. We comply with all the applicable regulations on the wages and working hours, attach importance to the equal pay for equal work, fair pay, punctual paydays, and disclose the legally required deductions on the pay sheet.
7. We build an environment favorable for communication, develop an open management model, support and help employees maintain their physical and mental health, and ensure the balance of their work and life.
8. We allow the freedom of association subject to relevant regulations and conduct dialogue through different open channels.
9. We provide multiple open dialogue channels including whistleblowing mechanisms to ensure that the suppliers, partners and other stakeholders can give feedback to the Company or report suspected illegal acts.
10. We may review and assess related risks, practices and effects to cope with changing situations and meet the requirement of the stakeholders.



Chairman & CEO