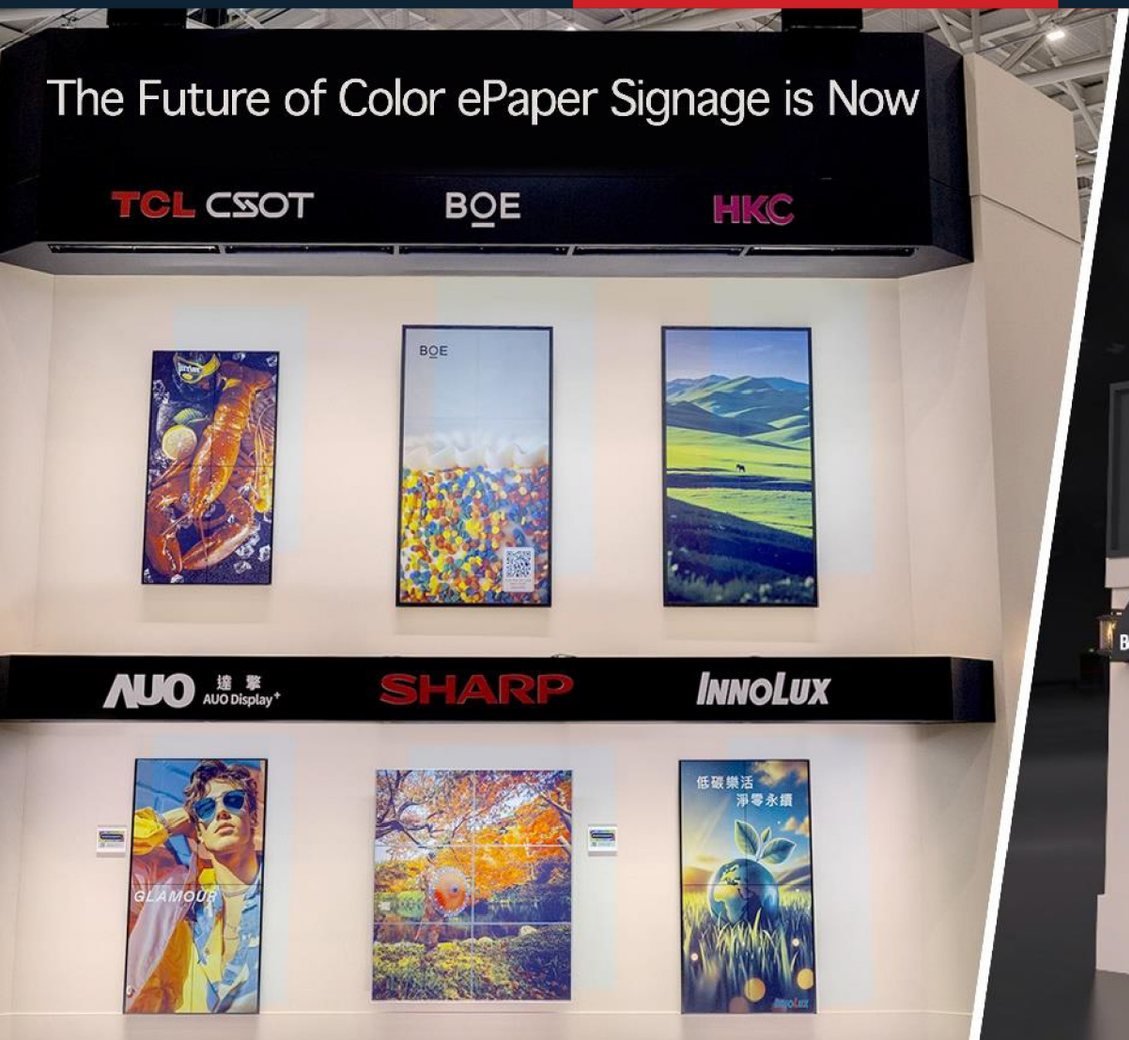
2024 CORPORATE SUSTAINABILITY REPORT





About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

About this Report

Editing Principles

This report is the Corporate Sustainability Report of E Ink Holdings Inc. (referred to as E Ink in the report). It is abbreviated as the E Ink Corporate Sustainability Report and is available in Chinese and English versions. The digital version of this report can be downloaded from the E Ink Corporate Sustainability website. The report covers the operations, production, and sales locations of E Ink and the Company's subsidiaries as listed in the consolidated income statement. The scope of reporting on corporate governance, environmental, and social aspects primarily focuses on Taiwan (Hsinchu, Linkou, Zhongli), China (Yangzhou), and the USA (Billerica, Fremont, and South Hadley). Sales offices in other regions, including Tokyo, Japan; Seoul, South Korea; Shenzhen, China; and Eindhoven, Netherlands, do not have significant impacts on the company's economic, environmental, and social aspects and therefore are not comprehensively covered in this report. Any additional information from other regions will be specifically noted in the report.

Through this Corporate Sustainability Report, E Ink aims to disclose the Company's significant actions and achievements in corporate governance, product sustainability, green production, sustainable supply chain, enterprise care, and social inclusion. This report seeks to provide a deeper understanding of E Ink's sustainability efforts and environmentally friendly products. E Ink also welcomes feedback from all stakeholders to continuously improve the Company's sustainable development and advance towards becoming a world-class enterprise.

All monetary amounts disclosed in this report are presented in New Taiwan Dollars (NTD). If the monetary amount is reported in other currencies, a separate note will be provided for clarification.

Reporting Period

This report discloses E Ink's various corporate sustainability management policies, material issues, responses, and performance information for the year 2024 (from January 1 to December 31, 2024). Some content is traced back to 2020 to enhance the reader's understanding of the report's information.

Reporting Cycle

This report discloses E Ink's various corporate sustainability management policies, material issues, responses, and performance information for the year 2024 (from January 1 to December 31, 2024). Some content is traced back to 2020 to enhance the reader's understanding of the report's information.

- E Ink first published its Corporate Social Responsibility Report in 2015, which was renamed the Corporate Sustainability Report in 2021. It will be published annually.
- Previous Edition: The Chinese version was published in August 2024, and the English version was published in August 2024.
- Current Edition: The Chinese version published in August 2025, and the English version was published in August 2025.
- Next Edition: The Chinese version will be published in August 2026, and the English version will be published in August 2026.

Reporting Compilation Guidelines

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Standards, 2021 edition. It also follows the Sustainability Accounting Standards Board (SASB) Standards issued by the IFRS Foundation for disclosure. In addition, the report identifies and discloses nature- and climate-related risks and opportunities in accordance with the frameworks of the Task Force on Climate-Related Financial Disclosures (TCFD) established by the Financial Stability Board (FSB), and the Taskforce on Nature-Related Financial Disclosures (TNFD).

Reporting Information Compilation Process

The information presented in this report is collected by respective departments and reviewed by department heads, then submitted to the E Ink Corporate Sustainability Committee for data consolidation, compilation, and internal auditing and external verification. Upon completion, the report undergoes final review and approval by the board of directors before publishing.

Sustainability Contacts

For any inquiries regarding the report, please contact Corporate Sustainability Committee of E Ink Holdings

Phone: +886-3-564-3200 Email: esg@eink.com

E Ink Official website

DOWNLOAD the REPORT

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Verification and Assurance of the Report

This report has been verified by BSI Taiwan, a subsidiary of the British Standards Institution, in accordance with the AA 1000 Assurance Standard, Type 2 - Moderate Assurance level. The financial information mentioned in the report is consistent with E Ink's 2024 consolidated financial statements and has been audited and certified by Deloitte Taiwan.

Verification/ Assurance Item	Standard Followed	Coverage	Verification/ Assurance Institutes	Disclosed Location
The Sustainability Report	AA1000AS v3 Type 2 Assurance	Global Site	BSI Taiwan	Appendix VIII: Third-Party Verification and Assurance Statement
Financial Information	Audited Financial Statements and Generally Accepted Auditing Standards	Global sites	Deloitte Taiwan	Official webpage-financial information
Product Quality	ISO 9001:2015 Quality Management System	Global sites	DQS, SGS, NSAI	Official ESG webpage-quality policy
	ISO 37001:2016 Anti-bribery Management Systems	Taiwan sites	BSI Taiwan	Chapter 2-1 Integrity and Sustainable Governance
	ISO 20400:2017 Sustainable Procurement-Guidance	Taiwan sites	SGS	Chapter 5-1 Supply Chain Management
Environmental Management	ISO 14001:2015 Environmental Management System	Global sites[Note]	SGS, BV	Official ESG webpage-Environmental protection
	ISO 14064-1:2018 Greenhouse Gases	Global sites	DNV	
	ISO 14067:2018 Product Carbon Footprint	Global sites	BSI Taiwan	
	ISO 50001:2018 Energy Management System	Hsinchu site and Linkou site	DNV	
	UL 2799 Environmental Claim Validation Procedure	Hsinchu site, Linkou site and Yangzhou sites	UL Solutions	Chapter 4-5 Resource Circularity
Information Management	ISO/IEC 27001:2022 Information Security Management System	Hsinchu site and Linkou site	SGS	Chapter 2-3 Information and Cyber Security
Occupational Health and Safety	ISO 45001:2018 Occupational Health and Safety Management Systems	Hsinchu site, Linkou site and Yangzhou sites	SGS, BV	Official ESG webpage-Creating a Secure and Healthy Work Environment
	TOSHMS Taiwan Occupational Health and Safety Management System	Hsinchu site and Linkou site	SGS	

Note: The US sites completed the external ISO 14001 certification audit in March 2025.

E Ink 2024 CORPORATE SUSTAINABILITY REPORT

About this Report
Table of Contents
CEO' s Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Table of Contents

About this Report 2

Table of Contents 4

CEO' s Message 5

Sustainability Column (1)
We Make Surfaces Smart and Green 7

Sustainability Column (2)
Green Transformation: Advancing Zero-Carbon, Zero-Waste Manufacturing Management 8

Sustainability Column (3)
E Ink Joins Hands with Volunteers to Spread Love with Technology 9

Sustainability Performance Summary of E Ink 10

01 Sustainable Management
Implementing Sustainable Management with PESG

1-1 Company Overview 12

1-2 Business Performance and Strategy 19

1-3 Sustainable Operations 23

1-4 Material Topics and Stakeholders 28

02 Corporate Governance
Effective Governance for Business Growth

2-1 Integrity and Sustainable Governance 38

2-2 Risk Management 49

2-3 Information and Cyber Security 57

03 Product Sustainability
Innovation for Low-Carbon Sustainable Products

3-1 Green and Sustainable Product 65

3-2 Research and Development Innovation 69

3-3 Low-Carbon Sustainability 74

04 Green Production
Operation and Production for Low-Carbon and Energy Efficiency

4-1 Transformation to Net Zero 87

4- 2 Comprehensive Environmental Management System 90

4-3 Energy and Greenhouse Gas Management 93

4-4 Environmental Impact Mitigation 99

4-5 Resource Circularity 103

05 Sustainable Supply Chain
Sustainable and Value-Added Supply Chain

5-1 Supply Chain Management 109

5-2 Commitment to Quality 116

5-3 Customer Relationship Management 121

06 Enterprise Care
Creating a Healthy and Safe Workplace for Employees

6-1 People Overview 126

6-2 Talent Attraction and Retention 132

6-3 Development and Growth of Employees 139

6-4 Health and Safety at E Ink 145

07 Social Engagement
Local Engagement Aligned with Core Business

7-1 Concepts of Social Engagement 147

7-2 Educational and Cultural Initiatives 149

7-3 Philanthropic Initiatives 155

7-4 Environmental Conservation 157

Appendix

Appendix I: E Ink Sustainability Performance Indicators 173

Appendix II: GRI Standards 179

Appendix III: SASB Standards 182

Appendix IV: Comparison Table of Preparation and Filing of Sustainability Reports by TPEx Listed Companies 184

Appendix V: Supply Chain Information 187

Appendix VI: Environmental Information 188

Appendix VII: Social Information 190

Appendix VIII: Third-Party Verification and Assurance Statement 195

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

CEO's Message

Amidst the global trend where governments, organizations, and corporations actively promote sustainable development, a company's long-term competitiveness depends not only on financial performance but also on comprehensive progress in environmental sustainability, social value, innovation-driven development, and transparent governance. Over a decade ago, E Ink took a forward-looking approach, evolving from the practice of Corporate Social Responsibility (CSR) to the implementation of a holistic sustainability strategy. The Company continues to make steady progress through ongoing learning, optimization, and innovation.

Green Products Driving a Low-Carbon Future

E Ink's ePaper technology possesses inherent advantages as an energy-efficient, low-carbon green product. According to assessments by FTSE Russell, 100% of E Ink's revenue qualifies as green revenue, further affirming the profound environmental and societal impact of its ePaper technology.

To support ongoing innovation in green products, deepen research and development in ePaper technology, expand its applications, and drive the creation of low-carbon solutions, E Ink secured a green loan in 2024. This financing was accompanied by a Second Party Opinion (SPO) issued by Moody's Ratings, a leading global credit rating agency, validating E Ink's sustainability performance. The Company received a Sustainability Quality Score (SQS) of "Very Good" (SQS 2), signifying that the green financing makes a significant contribution to sustainability. Furthermore, Moody's confirmed that E Ink's low-carbon ePaper products, which are highly energy-efficient, align with the EU Taxonomy Regulation and make a substantial contribution to climate change mitigation. This green loan was also recognized by the prestigious The Asset magazine, which awarded it the 2025 The Asset Triple A Awards for "Best Green Consumer Electronics Loan in Taiwan."

Accelerating RE100 Progress Toward Net-Zero Carbon Emissions

E Ink is dedicated to global environmental sustainability, anchoring its commitment in its core green ePaper technologies and products. From operations management and product design to social inclusion, the Company integrates sustainability across all dimensions and has set ambitious targets of achieving RE 100 by 2030 and Net Zero by 2040. By the end of 2024, E Ink had already reached RE 58 across its global operations, meaning 58% of its electricity consumption came from renewable sources, which was well ahead of its initial RE30 target for 2024.

In terms of renewable energy adoption by location, all of E Ink's global sites outside Taiwan have reached RE 100, using 100% renewable energy. At Hsinchu and Linkou sites, the adoption rate of renewable energy also continues to rise, with both exceeding RE 20. Due to this accelerated progress, E Ink has raised its 2025 year-end renewable energy target to RE65, aiming to achieve RE100 across all global sites as swiftly as possible.

Advancing Low-Carbon Production and Enhancing Energy Management and Waste Reduction

E Ink is committed to transforming its manufacturing processes by phasing out outdated, energy-intensive equipment, optimizing process parameters, and strengthening energy management practices. Through the implementation of the ISO 50001 Energy Management System, the Company nearly doubled its energy productivity in 2024 compared to the 2018 baseline year, maintaining its commitment to the Energy Productivity (EP 100) initiative. As a result of proactive adoption of renewable energy and the execution of carbon reduction measures, E Ink achieved a 53% reduction in carbon emissions compared to a scenario without mitigation actions, and a 42% decrease relative to the 2021 decarbonization baseline.

In its efforts to reduce waste, E Ink achieved UL 2799 Zero Waste to Landfill Environmental Claim Platinum Validation in Hsinchu site, Linkou site, and Yangzhou sites in 2025. This milestone underscores the Company's dedication to enhancing its recycling and reuse capabilities, aiming to establish a more sustainable and circular approach to waste management.

Global Sustainability Recognition Highlights Outstanding Achievements

With the collective efforts of all employees in advancing sustainability, E Ink was honored to once again be listed in the Dow Jones Sustainability World Index (DJSI-World) and the Dow Jones Sustainability Emerging Markets Index (DJSI-Emerging Markets) in 2024. In the S&P Global Corporate Sustainability Assessment (CSA), E Ink achieved an outstanding score of 92 out of 100, ranking highest in the Electronic Equipment, Instruments & Components sector for two consecutive years. As a result, the Company was recognized among the top 1% of global enterprises in the 2024 Sustainability Yearbook. This recognition not only affirms E Ink's exceptional performance in sustainability but also highlights its pivotal role in promoting global sustainability initiatives.

In the assessment published by the global environmental disclosure organization CDP, E Ink reached Leadership Level in both Climate Change and Water Security categories. It received an A List rating for Climate Change, the highest possible grade, recognizing the Company's concrete actions and dedicated efforts in climate governance, carbon management, and water resource stewardship.

In the Taiwan Corporate Sustainability Assessment, E Ink maintained an AAA rating, ranking among the top 5% of 372 evaluated companies in the electronics industry. In the 2024 CommonWealth Magazine Excellence in Corporate Social Responsibility Awards Large Enterprise – Manufacturing Sector, E Ink secured fifth place in the manufacturing category for large enterprises, marking its best performance to date. The Company also received the TCSA Sustainability Award for the seventh consecutive year, earning a place among The Top 10 Most Prestigious Sustainability Award in Taiwan.

In terms of green procurement, E Ink passed the ISO 20400 Sustainable Procurement Guidance performance assessment in 2024 and received an "Advanced" rating, the highest level awarded to companies, demonstrating E Ink's outstanding performance in promoting sustainable procurement and supply chain responsibility.

Enhancing Corporate Governance and Upholding Ethical Business Practices

Integrity, transparency, and accountability serve as the foundation of E Ink's sustainable development and continuous growth. In the 2024 Corporate Governance Evaluation of Taiwan-listed companies, E Ink once again ranked among the top 5% of OTC-listed companies, demonstrating its commitment to maintaining and improving governance practices.

E Ink also obtained ISO 37001 Anti-Bribery Management System certification, becoming the first company in the display industry to receive this recognition. This achievement reflects the Company's

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

firm commitment to ethical business conduct and sustainable development. By implementing the ISO 37001 system, E Ink strengthens both its internal and external risk control and auditing mechanisms, reinforcing operational resilience, deepening its culture of integrity, and effectively reducing legal and reputational risks.

Leveraging Core Technologies to Foster Social Engagement

E Ink promotes social inclusion through education and culture, philanthropy, and environmental conservation. The Company strategically applies its core technologies to deliver local care initiatives, which in turn have evolved into various social inclusion projects.

In the realm of education and culture, E Ink launched the eRead for the Future project. From 2017 to 2024, it successfully established mobile libraries equipped with eReaders in eight counties and cities across Taiwan. In 2024, the initiative expanded to Yunlin County, with the support of 21 ecosystem partners, including Netronix Technology, Readmoo, Ubright Optronics- Chunan, Fitipower, Xuan-Tong System Integration, G-Tech Optoelectronics, Corning Taiwan, Marketech International Corporation, L&L Interiors, Kuen Yuh Machinery Engineering, Himax Technologies, Global Lighting Technologies, Jhen Jhuan Corporation, Solomon Systech, Innolux, ELAN Microelectronics, Dar Shen Mechanical Engineering, Integrated Solutions Technology, Ushine, Lien Chan Transport and Lee Ming. With assistance from the Yunlin County Education Department, the project delivered color eReaders and high-quality children's eBooks to 40 rural elementary schools and schools actively promoting reading literacy, helping to foster a culture of digital reading.

The project donated 1, 024 color eReaders, each preloaded with 108 high-quality selected books for students from lower to upper elementary levels, totaling over 110,000 eBooks. The donation, valued at nearly NTD 30 million, benefited more than 15,000 students in Yunlin County.

E Ink's core ePaper technology has also gradually been adopted in the arts and cultural sectors to promote paperless solutions in public spaces. In collaboration with the Kaohsiung Museum of Fine Arts, E Ink deployed ePaper displays at various exhibitions. During the 2024 special exhibition "In a Moment", color ePaper displays were introduced for the first time to provide exhibition information, enhancing the visitor experience. These displays blended naturally into the exhibition space as navigational tools, delivering clear visuals and real-time updates while promoting energy conservation and reducing paper waste.

In philanthropy, E Ink combines corporate resources with employee volunteer club efforts to support local social welfare organizations. It has established long-term and diverse support models tailored to meet the specific needs of these institutions. For exam ple, in partnership with the Chuhsin Comprehensive Human Life Education and Care Association, E Ink initiated the "Nutrition Donation Project" to provide eggs and meal subsidies for underprivileged children through contributions from employees and the Company. Additionally, in collaboration with the Man Fair's Shelter Workshop, operated by the Ai-Heng Development Center in Hsinchu, E Ink supported employment opportunities for individuals with disabilities by encouraging staff to purchase their handmade goods, helping them move toward independent living.

In support of ecological restoration and environmental stewardship, E Ink continues to sponsor the Trust in Nature Foundation to help protect natural habitats and promote biodiversity. Leveraging the low-carbon and non-light-polluting features of ePaper, the Company partnered with the Hsinchu City Government to install ePaper displays around the Siangshan Wetland. Powered by solar panels and capable of updating information in real time, these displays provide dynamic environmental data and warning messages, supporting the conservation of protected areas and surrounding biodiversity.

Moving Forward Together for a Sustainable Future

With green ePaper technology and products at its core, E Ink advances under a strategy of balancing profitability with sustainability. The Company embeds sustainability principles into every operational dimension—product design, green manufacturing, supply chain management, corporate governance, employee care, and social engagement. Even when facing external challenges, E Ink remains firmly committed to its values, steadily driving its sustainability transformation, aligning with global sustainable development goals, and collaborating with partners to co-create a sustainable future.



CEO

Johnson Lee

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Sustainable Column 01

We Make Surfaces Smart and Green



In alignment with the 17 Sustainable Development Goals (SDGs) established by the United Nations, E Ink aligns its environmentally and eye-friendly ePaper products with three specific SDGs, setting sustainability goals for its core technologies and products. As ePaper technology continues to advance and diversify its applications, and as the industry ecosystem expands, ePaper's bistable and low-power characteristics support the creation of low-carbon, environmentally friendly smart IoT devices across various smart application fields, promoting the development of sustainable smart cities.

Goals of SDGs	Targets of SDGs	The contribution of E Ink's ePaper products
 SDG 13 Climate Action	13.3 Improve education, awareness raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	• ePaper features low power consumption and a bi-stable display that requires no power to maintain an image when not being refreshed. The widespread and long-term use of ePaper products as replacements for other display technologies can significantly reduce energy consumption and carbon emissions, thereby mitigating the impact of greenhouse gases on climate change. • For example, in logistics application, the power-free display characteristic of ePaper makes it ideal for use as a reusable package information display interface. This can replace single-use paper shipping labels, achieving benefits such as digital transformation of information, low-carbon environmental protection, and zero-contact, all of which contribute to the realization of smart green logistics.
 SDG 3 Good Health & Well-Being	3.9 Significantly reduce the number of deaths and illnesses caused by hazardous chemicals, air pollution, water pollution, soil contamination, and other forms of pollution by 2030.	• According to study by the Harvard School of Public Health, the primary cause of retinal cell stress is the spectrum of backlight and front light used in displays. Under blue light exposure, retinal cells produce Reactive Oxygen Species (ROS), which can accumulate over time and potentially lead to photo-oxidative damage. ePaper devices without front light emit no blue light, thus avoiding retinal cell stimulation; devices equipped with E Ink ComfortGaze™ front light exert three times less stress on retinal cells compared to Liquid-Crystal Display (LCD) devices. As a result, eReaders utilizing ePaper technology offer a safer and more eye-friendly reading environment. • E Ink's ePaper is the first display technology to receive Dark Sky certification from the International Dark-Sky Association (IDA). ePaper displays use ambient light reflection rather than self-illuminating, which reduces light pollution, making it an environmentally and ecologically friendly display solution.
 SDG 4 Quality Education	4.5 Eliminate gender disparities in education by 2030 and ensure that underprivileged groups, including individuals with disabilities, indigenous peoples, and vulnerable children, have equal access to all levels of education and vocational training.	• eReaders that use ePaper as their display interface convert printed book content into eBooks, allowing knowledge to be shared around the world and providing children with educational opportunities, thereby bridging educational gaps. • Due to its paper-like benefit, ease of writing, and eye-friendly characteristics, ePaper is increasingly being adopted as part of next-generation educational solutions. Color eReaders and color eNote are ideal for digital reading and writing, making these devices powerful tools for distance learning applications..

Note: For more information on environmentally and visually friendly ePaper, please refer to Chapter 3 Product Sustainability of this report.

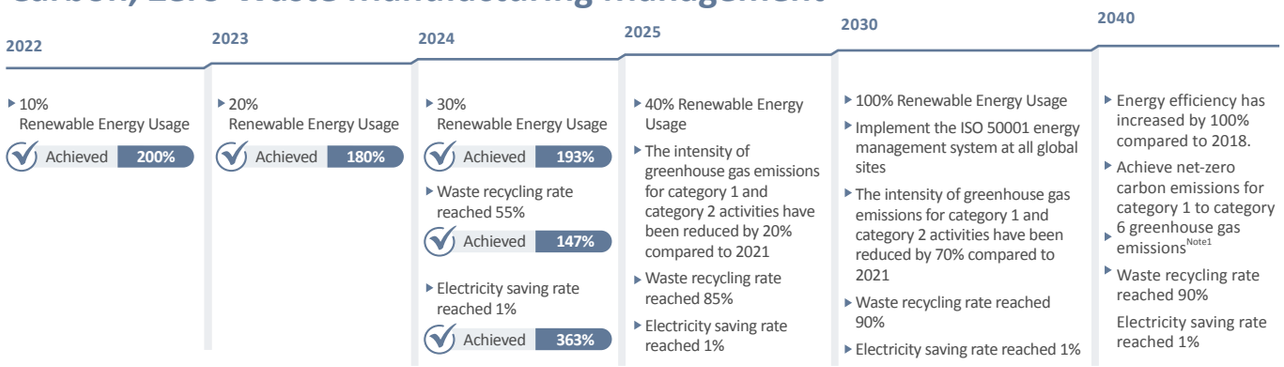
About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Sustainable Column 02

Green Transformation: Advancing Zero-Carbon, Zero-Waste Manufacturing Management

As the climate crisis intensifies and resource consumption becomes increasingly severe, companies are confronted not only with the pressure to transform, but also with a responsibility to the environment and future generations. The overexploitation of global natural resources, coupled with rising intensity in the use of water and energy, has exacerbated ecological imbalance and increased the risk of extreme climate events. As a leader in green display technology, E Ink fully understands that technological innovation must go hand in hand with environmental sustainability. Therefore, from product development and manufacturing processes to corporate governance, E Ink comprehensively implements energy conservation and carbon reduction, waste reduction and resource circularity, as well as sustainable energy generation. The Company actively responds to the global net-zero movement and sustainability initiatives, demonstrating a strong commitment to climate and environmental responsibility through concrete achievements.



Commitment to 100% Renewable Energy and Progress Toward Net-Zero Emissions

E Ink Corporate Sustainability Committee has launched a renewable energy project. Following the "Five Major Strategies for Net-Zero Actions," the project operates through a cycle of planning, implementation, audit, and verification. It involves analyzing green electricity regulations in each site' s jurisdiction, and collecting information on supply sources, types, acquisition methods, and pricing. This approach enables the Company to adapt to fluctuations in renewable energy supply and demand, optimizing procurement strategies accordingly. E Ink places particular emphasis on the "additionality" and "diversity" of renewable energy sources to accelerate the addition of new renewable capacity and enhance overall environmental sustainability. The Company procures renewable electricity from a range of sources to promote the development of the renewable energy industry. In addition to purchasing solar and wind energy, E Ink recently acquired Taiwan Renewable Energy Certificates (T-RECs) from Chung Hwa Pulp Corporation, Taiwan' s largest biomass energy provider. This marked the largest T-REC transaction since the company began offering renewable energy certificates.

Through its continued efforts, E Ink achieved RE 58 across its global operations as of December 2024, surpassing its original RE40 target set for 2025 and approaching the RE60 target initially planned for 2026. Among its locations, E Ink has maintained 100% renewable energy usage (RE 100) at it' s the US sites and its business offices in China, Japan, South Korea, and the Netherlands. In addition, the Yangzhou sites in China reached 100% renewable energy use in 2024, while the renewable energy usage rate in Taiwan rose to 21% (RE21).

Furthermore, E Ink has established a carbon reduction roadmap and targets that have been reviewed and validated by the Science Based Targets initiative (SBTi), the world's leading authority on climate action. These targets include near-term, long-term, and net-zero emission goals. SBTi has also recognized E Ink' s net-zero target as the most ambitious among those validated through its process to date. In 2024, E Ink was awarded the highest distinction, an A List rating in the Climate Change category of the environmental disclosure organization CDP, highlighting its achievements in carbon management, emission reduction, and transparent climate-related disclosures.

Note 1: According to ISO 14064- 1: 2018, direct and indirect greenhouse gas emissions are categorized from Category 1 to Category 6.
Note 2: For more details on E Ink's environmental protection efforts, net-zero transformation roadmap, energy and water resource management, and resource circularity, please refer to Chapter 4 Green Production of this report.
Note 3: Chung Hwa Pulp Corporation owns Taiwan's only, earliest and largest lignin biomass energy generation capability. By converting lignin by-products from the pulping process into energy, it exemplifies a green circular economy and is a prime example of sustainable biomass energy.

Enhancing Energy Productivity to Create Greater Value

In September 2022, E Ink joined the EP100 initiative, committing to implement the ISO 50001 Energy Management System across all global sites by 2030 and to double its energy productivity by 2040 compared to the 2018 baseline. To achieve this goal, E Ink has continued to implement energy-saving and carbon reduction measures, including upgrading outdated equipment, optimizing equipment parameters, and improving manufacturing processes to effectively reduce energy consumption.

Even during the expansion of its Taiwan sites from 2022 to 2024, E Ink steadily advanced its energy efficiency programs. From 2015 to 2024, the Company achieved an average electricity savings rate of 2. 18%. In 2024 alone, enhanced energy-saving strategies led to a reduction of 2. 024 million kilowatt-hours of electricity consumption at its Taiwan sites, equivalent to a decrease of 1, 000 metric tons of carbon emissions.

Through these continuous efforts, E Ink reached its energy productivity doubling target ahead of schedule in 2022 and aims to maintain this performance, demonstrating its strong results in driving transformation and energy efficiency within the ePaper industry.

2024 Achievements

Sites	Certification Level	Diversion Rate (%)	WTE (%)	Economic Benefit (NTD)	Carbon Reduction Benefit (ton CO_2e)
Yangzhou Site	Gold Note	98.7	4.8	1,402,220	179.6
Hsinchu Site	Platinum	100	10	5,741,850	321.9
Linkou Site	Platinum	100	9	1,638,518	57.7

Note: The Yangzhou site was upgraded to Platinum validation in June 2025.

Circular Regeneration as a Foundation for Zero-Waste Manufacturing

Since 2023, E Ink has progressively implemented the UL 2799 Environmental Claim Validation for Zero Waste to Landfill at its Taiwan sites and the Yangzhou site. Initial assessments showed a favorable waste diversion rate; however, the high proportion of waste-to-energy (WtE) posed a challenge. Reducing the WtE ratio to increase reuse and recycling rates became a key objective. In 2024, the company conducted waste analysis and reclassification to identify opportunities for reuse and recycling within existing waste streams. This included reassessing waste recycling vendors, collaborating with raw material suppliers to recycle packaging materials, and collecting supporting data and documentation. As a result, E Ink maintained a cumulative diversion rate of over 95%. The Yangzhou site achieved Gold validation in November 2024 and, through continuous improvement, was upgraded to Platinum validation in June 2025. Additionally, the Linkou and Hsinchu sites in Taiwan obtained Platinum validation in January and March 2025, respectively.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Sustainable Column 03

E Ink Joins Hands with Volunteers to Spread Love with Technology

On the path of technological innovation, E Ink firmly believes that the true value of a company lies not only in technological breakthroughs and market achievements but also in its care for society and fulfillment of responsibility. From Taiwan to the US and China, the Company has taken actions to demonstrate how technology can not only transform lives but also become a warm force in the world. These actions are supporting children' s growth, caring for individuals with physical and mental disabilities, and protecting stray animals. Furthermore, through the active engagement of corporate volunteer clubs and the integration of corporate resources, E Ink has amplified the power of love, delivering warmth and hope to those in need.









E Ink has collaborated with the Chuhsin Comprehensive Human Life Education and Care Association for many years, providing after-school tutoring and meal subsidies to underprivileged children in the community. Through the "Nutrition Donation Project" initiative, the Company encourages employees to pledge donations of eggs and funds to provide nourishing foods for children, with the Company matching these donations to ensure children receive consistent nutritional support. During the Christmas season, E Ink launches the "Wishing Tree" campaign, allowing employees to become Santa Claus for the children, delivering long-awaited gifts, lighting up their innocent smiles, and spreading love during the winter months.

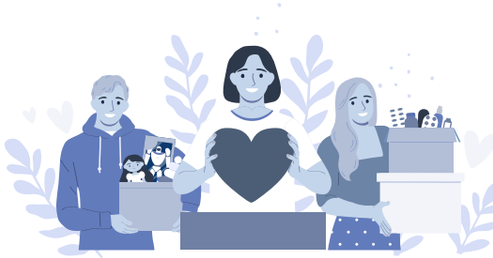
E Ink' s care extends beyond children to also support individuals with disabilities. Partnering with Man Fair's Shelter Workshop, the Company invites them to participate in the Company events to set up stall to sell their products that provided business opportunity for Man Fair's Shelter Workshop to earn operation funds. This initiative helps these individuals build confidence and realize their dreams of financial independence.

E Ink's compassion also reaches the realm of animal protection. Through the "Stray Animal Food and Warmth Drive," the Company works with volunteers to collect food and cold-weather supplies, improving the living conditions of stray animals and ensuring they have enough to eat and stay warm during winter.

This passion for philanthropy transcends borders to China and the US. In Yangzhou, China, E Ink supports educational resources for children in rural areas through scholarship programs that help economically disadvantaged students complete their studies. The company also provides internship opportunities for students to experience to the workplace early for potential development. The scholarship initiative, conducted in partnership with Yangzhou Television, reaches deep into local schools to deliver resources directly to the children who need them most, ensuring every child eager to learn has access to education.

In the US, E Ink has long supported child and youth development, participating in local after-school education and sports programs in Boston. These initiatives provide children with a safe environment in which to learn and grow. Additionally, the company has supported fundraising activities for Amyotrophic Lateral Sclerosis (ALS) for 22 consecutive years, offering donations and volunteer services to support patients and their families, bringing warmth and care as they face the challenges of illness. E Ink' s commitment to environmental sustainability is also reflected in its partnership with Goodwill Industries. Employees actively participate in used clothing donation campaigns, having collected over 13 tonnes of clothing to date. These efforts support low-income families, reduce resource waste, and promote material recycling and reuse.

From Taiwan to the world, E Ink continues to weave a bridge of warmth through love and technology, turning each philanthropic initiative into a starting point for change. Moving forward, the Company will continue to unite the power of businesses, employees, and society, expanding this care and bringing more kindness and hope to build a more friendly and sustainable future for the world.













About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Summary of 2024 E Ink Sustainable Performances

Corporate Governance (G)

Corporate Governance

Top 5 %
The 11th TWSE Corporate Governance Evaluation

100 %
Attendance Ratio of the Board of Directors, Audit, and Compensation Committees

0 incident
Zero incident of significant compliance violation c reported

0 incident
Zero incident of significant information security breaches or virus incidents

Sustainable Supply Chain

A
Leadership rating from the CDP Supplier Engagement Assessment (SEA) for two consecutive years

Advanced level
Leadership rating from the CDP Supplier Engagement Assessment (SEA) for two consecutive years

⇓1,065 metric tons of CO_2e
Greenhouse gas emissions reduced through the Packaging Materials Recycling Project and Low-Carbon Logistics Management

100 %
Significant suppliers set renewable energy usage and carbon reduction targets

Product Sustainability (P)

100%
Green Revenue

>7,000
Effective patents worldwide

⇓200 thousand times
CO_2 emission from ePaper bus stop compare TFT-LCD

>71%
Revenue contribution from new product developed in past 3 years

>110
New technology and product developed

⇓50 times
CO_2 emission from eReader compare TFT-LCD tablets

>15
Sustainable Products

9 projects
Open innovation with external organization or enterprise

⇓12 thousand times
CO_2 emission from 10" ESLs compare 10" TFT-LCD labels

A-level
Certification of Taiwan Intellectual Property Management System (TIPS) in Taiwan sites

Social Engagement (S)

Enterprise Care

>81 points
Score of employee engagement survey

>7,855 participants
Participating in professional skills training programs

10
Consecutive years of salary raise

Social Engagement (S)

NTD 40.08 million
of investment on social engagement projects, including charitable donations, community investments, and commercial initiatives

13 years
Yangzhou sites have been continuously participating in the "Maitian Project" by donating resources to schools in rural areas. The cumulative donation amount has exceeded TWD 5.41million benefiting over 20 rural schools

21 ecosystem partners
collaborated to promote the "eRead for the Future" project

5events
"Environmental Protection Festival" with approximately 200 participants.

1,371 hours
Global volunteering commitment

Environmental Sustainability (E)

Green Production

1,000 NTD
Internal carbon pricing per metric ton of CO_2e at Taiwan sites in 2024

A leadership level
In the climate change and water security section of the CDP questionnaire

⇓40%
Greenhouse gas emission reduced compared to 2021

⇓33%
Water intensity reduced compared to 2021

58% RE58
Utilized 58% renewable energy globally

⇓63%
Greenhouse gas emission intensity reduced compared to 2021

100%
Waste conversion rate in Taiwan sites

Note: Includes voluntary participation during holidays.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
1-1 Company Overview
1-2 Business Performance and Strategy
1-3 Sustainable Operations
1-4 Material Topics and Stakeholders
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

01 Sustainable Management

Implementing Sustainable Management with PESG



About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
1-1 Company Overview
1-2 Business Performance and Strategy
1-3 Sustainable Operations
1-4 Material Topics and Stakeholders
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

1-1 Company Overview

1-1-1 About E Ink

E Ink, founded in 1992, is located in the Hsinchu Science Park in Taiwan. E Ink was the first Thin Film Transistor Liquid Crystal Display (TFT-LCD) manufacturing company in Taiwan. In 2002, E Ink established Transcend Optronics in Yangzhou, China, specializing in the production of backend of panel modules for the end-device manufacturers.

In the 1990s, during the early stages of digital publishing, the concept of the emerging display technology known as "ePaper" came into existence. E Ink, with its foresight in ePaper's future development, invested in research and production, becoming the leading manufacturer in ePaper technology. In 2005, E Ink acquired the ePaper division of Philips, becoming the largest producer globally. In 2009, E Ink further acquired E Ink Corporation, a US company producing the crucial Microcapsule-based electronic ink film. In 2012, E Ink acquired SiPix, a company based in Linkou that specialized in microcup-based electronic ink film production. These acquisitions enabled E Ink to integrate the ePaper production chain, covering the production and manufacturing of electronic ink to ePaper panels and modules.

E Ink has continuously cultivated ePaper display technology, emerging as a global leader in the ePaper industry. ePaper utilizes bi-stable and reflective technology principles, offering a paper-like reading experience that is easy on the eyes and has ultra-low power consumption and high visibility in sunlight. These environmentally sustainable and visually friendly features make ePaper an ideal smart display interface, promoting both environmental sustainability and eye comfort.

With the growth of the Internet of Things (IoT), there has been a proliferation of related products. The demand for low-power consumption in outdoor smart IoT devices has highlighted the distinct advantages of ePaper technology, including ultra-low power consumption, high visibility in sunlight or bright environments, and continuous display without power consumption. As a leading player in the ePaper industry, E Ink collaborates with supply chain partners, vertical application sectors, and brand customers to establish an ePaper ecosystem in various fields such as smart education, smart retail, smart transportation, smart offices, smart logistics, smart manufacturing, smart healthcare, smart buildings, and smart homes. Together with ecosystem partners, E Ink develops diverse product applications like eReaders, eNotes, Electronic Shelf Label (ESL), signage, logistic tags, and ePaper bus stops.

In addition to actively expanding the application of diverse ePaper products, E Ink continues to invest in research and development. The Company's team of researchers, specializing in materials, chemistry, electronics, and mechanical engineering, continually enhances ePaper technology capabilities. Since declaring 2019 as the year of color ePaper, E Ink has consistently upgraded its three major color ePaper technology platforms, including E Ink Gallery™ (Advanced Color ePaper), E Ink Kaleido™ (Print Color ePaper), and the E Ink Spectra™ series. To broaden the application scope of ePaper, E Ink has been enhancing its color ePaper technology to provide suitable solutions for various applications and visual experiences. In 2024, the E Ink Kaleido 3 technology platform ushered in a new era of fully colorized eReaders, driving a wave of device upgrades across the market. Meanwhile, E Ink Spectra 6 was adopted by several signage system integrators, marking the beginning of the large-format color ePaper era in 2025. With growing global awareness around net-zero carbon and sustainability, the benefits of ePaper, such as its ultra-low or even zero power consumption are becoming increasingly prominent. In response to market trends and demand, E Ink is also expanding its product lineup with larger-sized ePaper modules to further meet evolving application needs

Company Name	E Ink Holdings Inc.
Headquarter	Hsinchu Science Park, Taiwan (No. 3, Lixing 1st Rd., Hsinchu Science Park, Hsinchu City, Taiwan)
Product and Service	Research, development, manufacturing, and sales of materials and display products related to ePaper technology, such as ePaper Films and ePaper Displays.
Major Countries or Market Served	The US, Europe, Japan, China
Nature of Ownership and Legal Form of Company	E Ink is a company limited by shares founded in Taiwan in June 1992 and was officially listed on the Taipei Stock Exchange (TPEx: 8069) in March, 2004
Number of Global Employees	2,898 people
Total Assets	Total Equity NTD 57.74 billion Total Liabilities NTD 33.41 billion Total Assets NTD 91.15 billion
Product Shipment	Domestic 864 thousand units Export 35,959 thousand units

In addition to assisting customers in achieving their environmental sustainability goals through its ultra-low power ePaper technology, in 2021, E Ink announced its commitment to achieving 100% renewable energy (RE100) by 2030, net-zero emissions by 2040, and double energy productivity. [Note1] By the end of 2024, E Ink had already achieved the goal of using 58% renewable energy (RE58),[Note 2] demonstrating its dedication to promoting low-carbon and sustainable environmental development through electronic paper technology and applications.[Note3]

Note 1: Energy productivity compared to the baseline year of 2018.
Note 2: For details on E Ink's Net Zero Carbon Emission goals and plan, please refer to Chapter 4, Green Production, of this report.
Note 3: For details on E Ink's development history, please refer to 2024 Annual Report.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
1-1 Company Overview
1-2 Business Performance and Strategy
1-3 Sustainable Operations
1-4 Material Topics and Stakeholders
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

1-1-2 Worldwide Presence



Sales Center ● | Sales Center/Operation Center | Operation Center ●

For more information, please visit Eink website

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
1-1 Company Overview
1-2 Business Performance and Strategy
1-3 Sustainable Operations
1-4 Material Topics and Stakeholders
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

1-1-3 Honors, Recognitions, and Initiatives

Awards Recognitions

2024

1 January

Taiwan Golden Roots and Special Contribution Award

4月 April

E Ink Spectra™ 6 color ePaper display received the following honors at the 2024 Gold Panel Awards:
Best Technology Award –
Display Component Technology Category
Outstanding Product Award –
Panel Module Category

Smart Display Application Awards
Smart Health Care- Medical ePaper eNote

Presidential Innovation Award

Touch Taiwan
Green Building Design Award- Golden Award

5 May

Global Views Monthly' s ESG Award
The Excellence of Comprehensive Performance in Electronic Technology Industry

8 August

Taipei Golden Eagle Micro Movie Festival-Bronze Award

The 3rd APSAA Asia-Pacific Sustainability Action Award

SDG03 Good Health and Well-being
Healthier Screen Time
SDG04 Quality Education
Empowering Visual Friendly Digital Reading in Keelung-2023 "eRead for the Future" eReader Library

The 4th TSAA Taiwan Sustainability Action Award
SDG03 Good Health and Well-being

Supporting Little Elephants, the Child Care Center
SDG13 Climate Action
Enhancing Efficiency, Reducing Waste, and Advancing Green Solutions Toward Net Zero

2024 Awards

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
1-1 Company Overview
1-2 Business Performance and Strategy
1-3 Sustainable Operations
1-4 Material Topics and Stakeholders
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Awards Recognitions

9 September

Recognized for three consecutive years in the CommonWealth Sustainability Award, ranking 5th in the manufacturing sector.

Silver Award in Advanced Technology of 2024 SDIA Award
E Ink Spectra™ 6 Plus



The 9th Best Manufacturer Award in Massachusetts, USA

11 November



Taiwan Corporate Sustainability Awards
- **Sustainability Report Platinum Award**
- **Manufacturing Sector-Taiwan Top 10 Sustainable Enterprise Award**
- **5 Individual Performance Awards-Talent Development Leadership Award, Sustainable Supply Chain Leadership Award, Climate Leadership Award, Innovation and Growth Leadership Award, Workplace Well-being Leadership Award**



Global Corporate Sustainability Awards
Sustainability Report Bronze Award

12 December

Best Taiwan Global Brands-Ranked 22nd

2024 Awards

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
1-1 Company Overview
1-2 Business Performance and Strategy
1-3 Sustainable Operations
1-4 Material Topics and Stakeholders
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Certification and Evaluation

Member of
Dow Jones Sustainability Indices
Powered by the S&P Global CSA

Member of Dow Jones Sustainability Indices, 2024
- DJSI-World
- DJSI-Emerging Markets

MSCI

Included in MSCI Global Standard Indexes
- ACWI Low Carbon Target Index
- ACWI Low Carbon Leaders Index
- ACWI Climate Action Index
- ACWI Climate Change Index
- ACWI Paris Aligned Index
- ACWI ESG Screened Index
- ACWI ESG Universal Index
- EM Top ESG Select

FTSE Russell / FTSE4Good

A constituent company in the FTSE4Good Index Series
A constituent of the FTSE4Good Emerging Index

MSCI ESG RATINGS — AA
CCC | B | BB | BBB | A | AA | AAA

MSCI ESG Rating
AA

SUSTAINALYTICS
Negligible | Low | Medium | High | Severe

SUSTAINALYTICS ESG Rating
Low ESG Risk

S&P Global — E Ink Holdings Inc. Electronic Equipment, Instruments & Components — Top 1% — Corporate Sustainability Assessment (CSA) 2024 Score 92/100

The Sustainability Yearbook 2024, S&P Global
Top 1% in Electronic Equipment, Instruments & Components

Supplier Engagement Leader CDP 2024 / Climate Water CDP A List 2024

2024 Carbon Disclosure Project (CDP)
- **Leadership A List, Climate Change**
- **Leadership A List, Supplier Engagement Assessment (SEA)**

SILVER | Top 15% ecovadis Sustainability Rating JAN 2024

Ecovadis Sustainability Rating
Silver

UL VALIDATED — E INK HAS ACHIEVED ZERO WASTE TO LANDFILL PLATINUM OPERATIONS, 100% DIVERSION UL.COM/ECV UL2799 — PLATINUM

UL 2799 Zero Waste to Landfill Validation
- **Taiwan region: Hsinchu and Linkou sites have achieved Platinum-level certification**
- **China region: Yangzhou site has achieved Platinum-level certification**

TAIWAN STOCK EXCHANGE

The Corporate Governance Evaluation by Taiwan Stock Exchange's Corporate Governance Center
Top 5% of OTC-listed companies in 2024

Taiwan Ratings — An S&P Global Company

Rated as "twA-" for The long-Term Issuer Credit Rating Taiwan Ratings

D | CCC | B | BB | BBB | A | AA | AAA

Taiwan Sustainability Assessment
AAA

TÜVRheinland CERTIFIED

Paper Like Display Quality-mark and China-mark
E Ink Kaleido™ Plus

ida DARK SKY APPROVED by the International Dark-Sky Association darksky.org

International Dark Sky Association
Dark Sky Certification

TIPS

Taiwan Intellectual Property Management System
A-Level



ISO 14067:2018 Product Carbon Footprint International Standard Certification
- The 6.8-inch eReader module
- The 2. 9-inch electronic shelf label (ESL) module

Accreditation

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
1-1 Company Overview
1-2 Business Performance and Strategy
1-3 Sustainable Operations
1-4 Material Topics and Stakeholders
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Sustainability Initiative

The Climate Pledge
nitiative to achieve net zero carbon emissions before 2040.
The world's first display manufacturer to join this initiative.

RE100
The Global Renewable Energy initiative has committed to achieving 100% use of green energy before 2050.
E Ink has committed to achieving 100% use of renewable energy (RE100) by 2030.

EP100
E Ink has joined the EP100 (Energy Productivity) climate action initiative launched by the Climate Group.
The first company to join the initiative in electronics industry in Taiwan.

Science Based Targets initiative (SBTi)
Setting carbon reduction targets and achieving net-zero carbon emissions in a scenario where global temperature rise is limited to 1.5° C.

Business For Nature
A global alliance of influential organizations and forward-thinking businesses, pooling efforts to advocate for ambitious policies and urging governments to take action to halt and reverse the loss of nature by 2030.

Science Based Targets Network (SBTN)
Corporate Engagement Program.
Early access into cutting-edge science and approaches to science-based targets for nature.

TCFD Supporter
Initiative for voluntary Climate-Related Financial Disclosures.

Taskforce on Nature-related Financial Disclosures (TNFD) Early Adopter
Adopt the TNFD framework to manage and disclose nature-related risks and opportunities.

The United Nations Global Compact, UNGC
The world's largest corporate sustainability initiative follows the ten principles set by the United Nations as guidelines for corporate operations, covering areas such as human rights, labor, environmental protection, and anticorruption.
Since 2018, the US sites have joined the organization as signatories for their commitments to sustainable development and outstanding performance.

TALENT, in Taiwan
E Ink committed to the six key indicators of the commitment to sustainable talent development, including "Meaning and Value," "Diversity and Inclusion," "Organizational Communication," "Reward and Incentives," "Physical and Mental Health," and "Talent Development," to maintain sustainable competitiveness.

Temperature Rising Index for Pathways
In cooperation with industry and academia, CommonWealth Magazine has launched Taiwan's first carbon disclosure platform.
E Ink is a collaborative partner committed to carbon reduction targets.

Initiative

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
1-1 Company Overview
1-2 Business Performance and Strategy
1-3 Sustainable Operations
1-4 Material Topics and Stakeholders
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Industry Initiative

E Ink leverages its core ePaper technology, collaborating with ecosystem partners to develop diverse, environmentally friendly ePaper devices, making a positive contribution to the global display industry. To maintain the Company' s industry influence, E Ink focuses on global sustainability, economic growth, and technological development, actively participating in various industrial, sustainable, and business cross-sector alliances. These efforts foster industry and interdisciplinary exchanges and are dedicated to achieving net-zero carbon emissions.

Promotion of Industry and Participation in Establishing of Standard

Smart Display Industrial Alliance (SDIA) of the Industrial Development Bureau, Ministry of Economic Affairs

Status of Participation

Serving as the convener of the Committee of Intelligent Healthcare, promoting cross-industry, cross-unit, and cross disciplinary collaboration in display technology to enhance industry competitiveness.

The Digital Nation and Innovative Economic Development Program (DIGI+) of the Executive Yuan

Status of Participation

Serving as a member of the Civilian Advisory Committee, providing suggestions and recommendations for the development of information and communication technology strategies, acting as a communication bridge between the government and industry.

Taiwan Electrical and Electronic Manufacturers' Association (TEEMA)

Status of Participation

Serving as an industry member, E Ink advises on various issues related to the carbon pricing system from the ePaper industry perspective, jointly leading the industry towards a net-zero carbon transformation.

Taiwan Panel & Solution Association (TPSA)

Status of Participation

Serving as an executive director, E Ink participates in climate change management consultations and providing recommendations on amendments to relevant environmental regulations.

Participation in Associations

Under the development of IoT and Smart City, E Ink actively participates in international public associations, advocating for technology policies to promote ePaper as the ideal low-carbon display technology for digital reading and writing, as well as IoT applications. The Company participates in different types of committees and alliances to further these goals.

Vice Chairman | Director | Chairman | Executive Director | Council | Member

Type	Name	Roles
Industry Initiative	The Allied Association for Science Park Industries	Member
	E-paper Industry Alliance (EPIA)	Council
	Intelligent Transportation Society of Taiwan (ITS)	Member
	Photonics Industry & Technology Development Association (PIDA)	Director
	Society for Information Display[Note1] (SID)	Member
	Taipei Computer Association (TCA)	Member
	Taiwan Display Union Association (TDUA)	Member
	Taiwan Elderly Care Industry Association (TECIA)	Member
	Taiwan Electrical and Electronic Manufacturers' Association (TEEMA)	Member
	Taiwan Institute of Directors (TWIOD)	Member
	Taiwan Panel & Solution Association (TPSA)	Executive Director
	Taiwan Telematics Industry Association (TTIA)	Member
Sustainable and ESG Initiative	CommonWealth Sustainability League (CWS)	Member
	EP100	Member
	The Institute of Internal Auditors-Chinese Taiwan (IIA)	Member
	International Dark Sky Association (IDA)	Member
	RE100	Member
Technical Standard Establishment	Digital Signage Multimedia Alliance Taiwan (DSMA Taiwan)	Member
	Digital Stationery Consortium [Note2] (DSC)	Member
	Flexible Hybrid Electronics Standards Committee (SEMI FHE)	Vice Chairman
	Taiwan Digital Publishing Forum (TDPF)	Member

Note 1: E Ink is a longstanding sponsor of the Innovation Zone (I-Zone) at SID, encouraging the display industry to continuously pursue innovation and technological breakthroughs.
Note 2: Promoting digital ink and handwriting identified technologies, actively working to establish common standards that will accelerate the dissemination of digital handwriting technology.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
1-1 Company Overview
1-2 Business Performance and Strategy
1-3 Sustainable Operations
1-4 Material Topics and Stakeholders
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

1-2 Business Performance and Strategy

1-2-1 Business Performance

In 2024, the global economy faced significant challenges due to escalating geopolitical tensions, adjustments in trade policies, supply chain restructuring, persistent inflationary pressures, and frequent extreme weather events. These factors collectively impacted the stability of economic growth. Despite the turbulent external environment, E Ink, through the concerted efforts of its management team and all employees, achieved record-breaking revenue in 2024-the highest since its strategic focus on the ePaper business began in 2016.

In 2024, E Ink's consolidated annual revenue reached NTD 321.6 billion, with an operating profit margin of 23.7% and a net profit margin of 27.6%. Net profit after tax amounted to NTD 8.87 billion, and earnings per share (EPS) stood at NTD 7.8. Both revenue and net profit after tax grew compared to 2023, marking the second-highest performance in the Company's history.

Business and Operations Review

Despite the ever-changing external environment, E Ink has remained steadfast in its commitment to the sustainable development of low-carbon ePaper, continuously launching innovative technologies and application products to achieve its core objective of advancing profitability and sustainability in tandem.

Consumer Electronic (CE) Applications

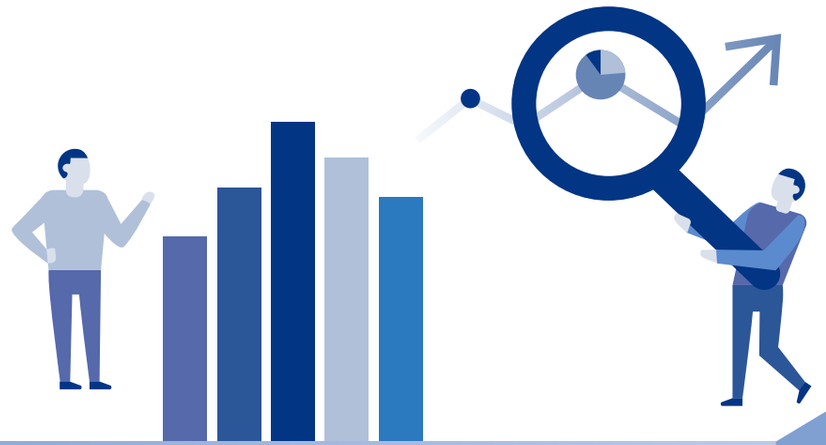
Color ePaper technology has been successfully applied to eReader and eNote, with mass production officially launched. Several global brand customers have successfully adopted these new products. In addition to the advancement of color display, a variety of larger-sized models have been introduced to meet consumer demand for enhanced color presentation and larger screen sizes. This has driven a wave of product upgrades in the market, leading to significant growth in the consumer electronics sector.

Internet of Things (IoT) Applications

The technology transition of Electronic Shelf Labels (ESL) has been successfully completed. Although growth momentum was impacted in the first half of the year due to product transitions and customer inventory adjustments, the market gradually stabilized thereafter. The development of color-changing ePaper (E Ink Prism™) technology has introduced diverse and innovative applications to the market. In addition, large-size ePaper signage offers an ultra-low-carbon dynamic display solution as an alternative to traditional paper posters, emerging as a high-potential application that has attracted significant market attention.

Driving Sustainability, Creating Lasting Value Together

E Ink upholds the core objective that "profitability and sustainability are equally important," demonstrating its long-term commitment to shareholders and stakeholders. The Company is dedicated to the research, development, and promotion of ePaper products that are inherently sustainable, while comprehensively assessing short, medium, and long-term sustainability risks and opportunities from both internal and external environments to ensure thorough planning and governance. E Ink also prioritizes the well-being of its employees and their families, fosters mutual prosperity with partners across the value chain, and actively gives back to society. By fulfilling its corporate social responsibilities, the Company strives to play its role as a global citizen and co-create a sustainable future.

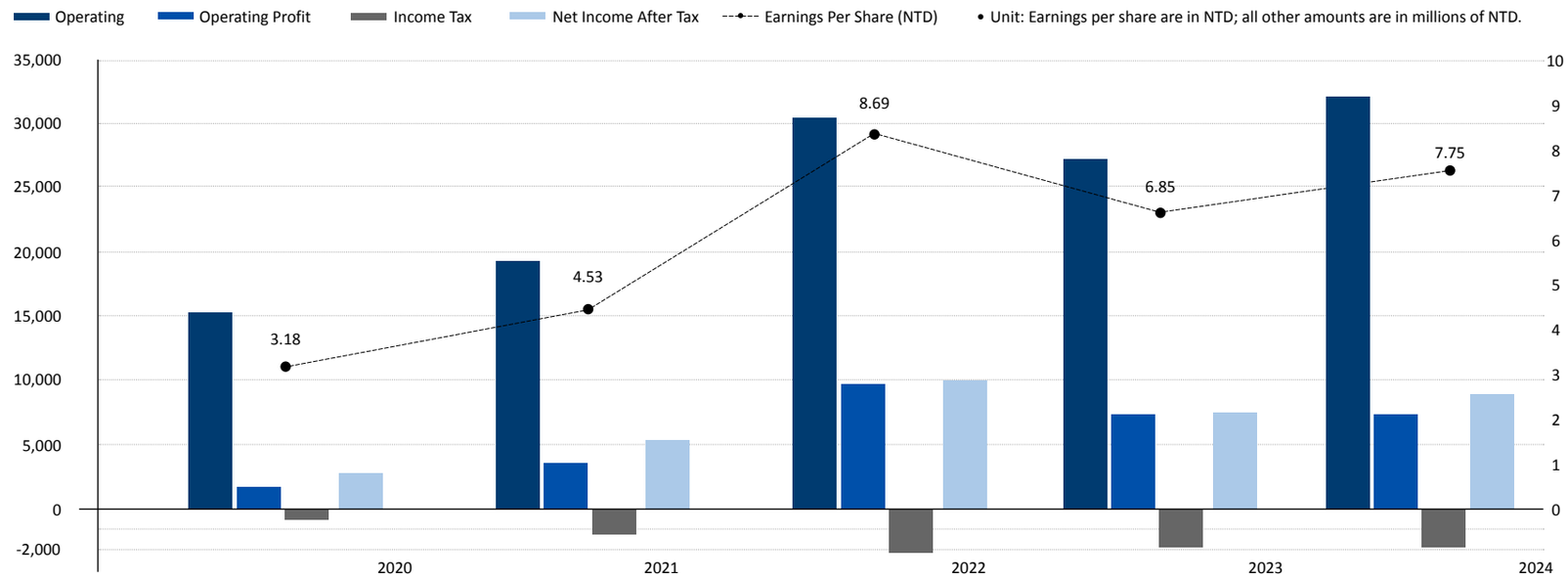


About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
1-1 Company Overview
1-2 Business Performance and Strategy
1-3 Sustainable Operations
1-4 Material Topics and Stakeholders
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Financial Performance

Financial Performance in the Past 5 Years[Note 1-4]



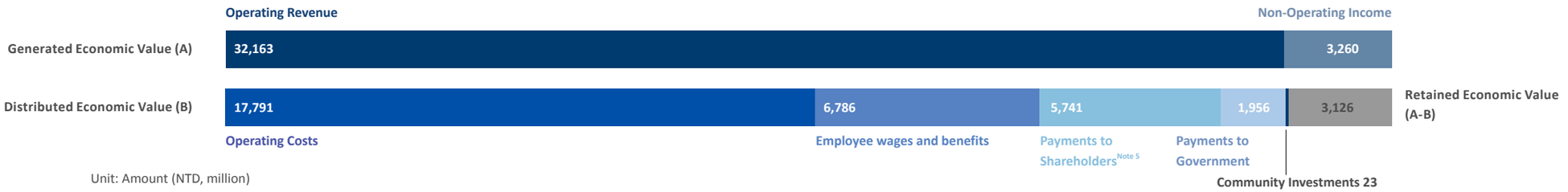
Note 1: Financial data is sourced from the 2023 consolidated financial statements of E Ink Holdings Inc. and its subsidiaries, audited by Deloitte & Touche Taiwan.
Note 2: In 2024, the Company applied for R&D investment tax credits amounting to NTD 1. 28 billion in Taiwan under the "Company Research and Development Expenditure Applicable Investment Tax Credit Measures." Applications in China amounted to NTD 340 million and in the United States to NTD 250 million, totaling NTD 1.87 billion.
Note 3: The Company did not make any political donations or engage in any political/policy-influenced donations or activities from 2020 to 2024.
Note 4: For detailed financial information and performance, please refer to the 2024 annual report.

Annual Penalties

From 2020 to 2024, E Ink incurred no significant penalties[Note].

Note: Significant penalties refer to violations resulting in fines exceeding NTD 1 million.

Direct Economic Value Generated and Distributed



Unit: Amount (NTD, million)
Note 5: Cash dividends distributed in the current year.

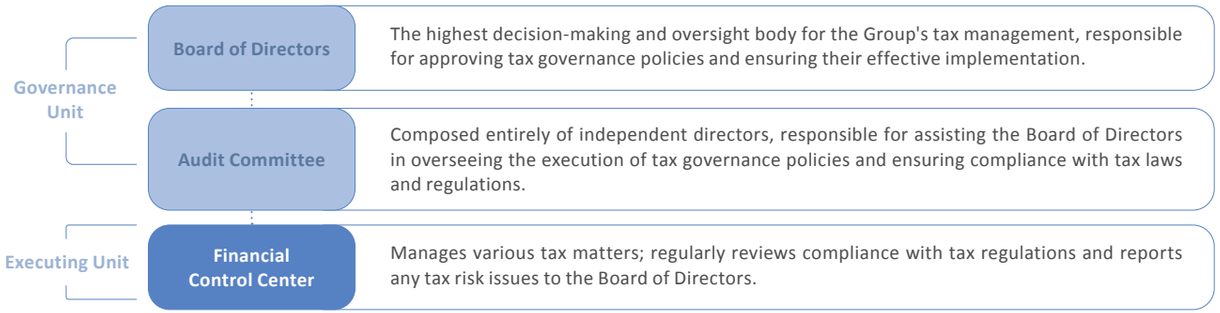
About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
1-1 Company Overview
1-2 Business Performance and Strategy
1-3 Sustainable Operations
1-4 Material Topics and Stakeholders
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Tax governance

In response to international tax governance trends and the Company's tax management policies for sustainable development, E Ink revised the "Group Tax Policy and Management Regulations" in 2023. This revision aims to ensure legal compliance, effectively manage tax risks, enhance shareholder value, and fulfill corporate social responsibility.

Tax Management Structure and Responsibility



Tax Policy and Management Regulations of E Ink

Distributed Regions	Tax Management Policy		Main Risk Contents
Taiwan, US, Japan, China, South Korea, Netherlands [Note]	Tax Compliance	• Comply with local tax laws and regulations, accurately calculate tax amounts, and fulfill tax obligations to ensure social responsibility. • Process tax-related matters in accordance with ethical principles. • Comply with internationally recognized transfer pricing guidelines and disclosure requirements published by the Organization for Economic Cooperation and Development (OECD). • Support government policies that promote industrial innovation, research and development, and sustainable development investments. • Plan tax structures in line with economic substance and avoid using tax havens for tax avoidance. • Do not shift profits to low-tax regions or tax havens.	• Ambiguities in tax regulations leading to tax disputes. • Changes in tax laws may adversely affect business performance and increase corporate tax costs. • Modifications to tax laws or tax incentives may impact corporate tax planning. • Engaging in cross-border investments and international trade activities can lead to diverse transaction types, each subject to different tax reporting and payment requirements based on various national tax laws. • National tax authorities actively responding to anti-tax avoidance regulations promoted by the Organization for OECD and strengthening anti-tax avoidance measures and enforcement efforts may increase compliance costs for taxpayers. • The dynamic economic environment, such as the trade tariff tensions between the US and China, influences international investment competition and changes in investment locations, accompanied by tax implications.
	Tax Risk Management	• Consider tax risks and impacts in daily business activities and major business decisions. • Carefully assess the impact of changes in local tax laws on the Company, establish responsive measures, and strengthen internal communication.	
	Stakeholder Engagement	• Maintain a cooperative relationship with tax authorities based on mutual trust and honest communication, ensuring efficient and effective cooperation.	
	Information Disclosure	• Disclose tax information in financial reports in accordance with relevant regulations and guidelines.	

Note: The aforementioned regions include the parent company and subsidiaries.

Fiscal Year	Income Before Income Tax[Note1]	Income Tax Expense[Note1]	Effective Tax Rate (Before Adjustment)	Adjustment[Note1]	Effective Tax Rate (After Adjustment)	Income Tax Paid[Note1]	Cash Tax Rate
2024	10,879	1,956	17.98%	(450)	22.12%	1,781	16.37%
2023	9,824	1,958	19.93%	(192)	21.89%	2,665	27.13%
2022	12,084	2,145	17.75%	57	17.28%	1,151	9.53%
2021	6,548	1,336	20.41%	(135)	22.49%	915	13.99%
2020	4,239	566	13.36%	(565)	26.69%	233	5.51%

Note 1: Unit in millions of NTD.
Note 2: E Ink has long been committed to investing in the research and development of significant or unique technologies while fulfilling its social responsibility as a taxpayer. The company annually declares its related R&D achievements for tax credits, resulting in a cash tax rate lower than the industry average.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
1-1 Company Overview
1-2 Business Performance and Strategy
1-3 Sustainable Operations
1-4 Material Topics and Stakeholders
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Honored with the 6th Presidential Innovation Award

E Ink Leads a Sustainable Future with ePaper Technology

With continuous innovation in ePaper technology, E Ink has been honored with the 6th Presidential Innovation Award, recognizing its global leadership in ePaper technology and its contributions to sustainable innovation. Presented by the Office of the President and held biennially, this prestigious award celebrates innovative achievements in fields such as products, technology, management, services, education, and culture that have a profound impact on the nation's economy, society, and the public.

Founded in 1992, E Ink initially focused on the manufacturing of small and medium-sized display panels. In response to the increasingly competitive display technology market, the Company embarked on a strategic transformation in 2016, dedicating itself to the research, development, and manufacturing of ePaper technology. Over the years, E Ink has invested an average of 13% of its annual revenue in R&D and has accumulated over 6, 600 active patents worldwide. With green technologies centered on energy efficiency and reduced material usage, the Company continues to deepen its technological innovation, expand diverse smart ePaper applications, and drive the development of a sustainable society, maintaining its global leadership position.

According to the FTSE Russell evaluation, E Ink has achieved an impressive 100% green revenue ratio, further demonstrating the profound environmental and social impact of its ePaper technology. Unlike traditional LCD displays, ePaper reflects ambient light to present content and consumes virtually no power when the display remains static. This significantly reduces





energy consumption and delivers substantial carbon reduction benefits across a range of fields including smart cities, retail, and healthcare-making ePaper the most energy-efficient and low-carbon display solution in the era of the Internet of Things. In terms of environmental performance, the carbon emissions of E Ink's ePaper products are only about one-third that of LCD panels of the same size, underscoring the Company's strong commitment to environmental sustainability.

On the business front, E Ink is actively expanding the ecosystem of critical ePaper components. The Company has co-founded the "ePaper Industry Alliance" (EPIA) alongside industry partners, bringing together upstream component suppliers, system integrators, and brand manufacturers to collaborate on innovation and jointly explore new blue ocean opportunities for ePaper applications.

Being honored with the Presidential Innovation Award is a strong affirmation of E Ink's technological innovation and long-term sustainability vision. It also signifies the continued critical influence of ePaper technology in driving the global transition toward green display solutions.

1-2-2 Business Strategy

In 2025, amidst heightened global political and economic uncertainties and rising geopolitical tensions, the E Ink team will continue to navigate market challenges with prudence, striving to drive steady growth for the Company.

Operational Aspects	Key Development Focus
Business Development	• **Consumer Electronics (CE):** Color ePaper products continue to gain traction among brand customers, not only sustaining the wave of device upgrades but also attracting new customers. Development is advancing toward larger-sized eReaders and ePaper notebooks. • **Internet of Things (IoT) Applications:** The transition of electronic shelf label (ESL) products has been completed, with gradual growth anticipated. Full-color ePaper signage is particularly well-suited for commercial applications such as retail stores, with retail signage moving toward larger formats. E Ink is co-developing large-format color signage with brand partners, covering both indoor and outdoor applications, and launching even larger-sized products to meet the urgent needs for energy conservation, carbon reduction, and net-zero cities. In addition to a recovery-driven growth in the European market, the Company remains optimistic about development prospects in the U.S. market.
Technology Development	• E Ink continues to deepen its research and development in ePaper display technology, focusing on vertical integration and the advancement of technologies with ecosystem partners. In addition to enhancing color display performance, faster page-turning and refresh speeds, larger sizes, and wider temperature ranges, the Company is also committed to low-power design and carbon footprint reduction. At the same time, E Ink is developing materials for vertically integrated ePaper applications and collaborating with ecosystem partners to explore diverse applications and next-generation advanced technologies, building momentum for long-term development.
Operation Management	• To support future business growth, E Ink will continue expanding production capacity and optimizing manufacturing processes. The new office and factory building at the Hsinchu site has officially been inaugurated, with new production lines now operational. These lines focus on building production capacity for large-sized products and related materials, continuously enhancing the efficiency of ePaper manufacturing, ensuring stable quality supply, and strengthening cost competitiveness. At the same time, to deepen and reinforce operational resilience, the Company continues to streamline its foundational management systems, advancing toward production automation and smart manufacturing, integrating global resource allocation, and driving continuous improvement in operational efficiency and effectiveness.
Prospects	• ePaper, inherently sustainable by design, serves as a key technology in building display interfaces for net-zero cities. Regardless of changes in social, economic, or political conditions, E Ink embraces the mission of challenging itself and; overcoming existing and potential obstacles. The Company is committed to seizing market opportunities, achieving steady growth, and giving back to society. Looking ahead, E Ink will remain grounded in its core values of innovation and sustainability, continuing to expand the ePaper ecosystem and accelerating its applications in reading, education, signage, retail, transportation, and logistic. E Ink is dedicated to pioneering a new chapter in smart surface displays-transforming the world with ePaper.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
1-1 Company Overview
1-2 Business Performance and Strategy
1-3 Sustainable Operations
1-4 Material Topics and Stakeholders
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

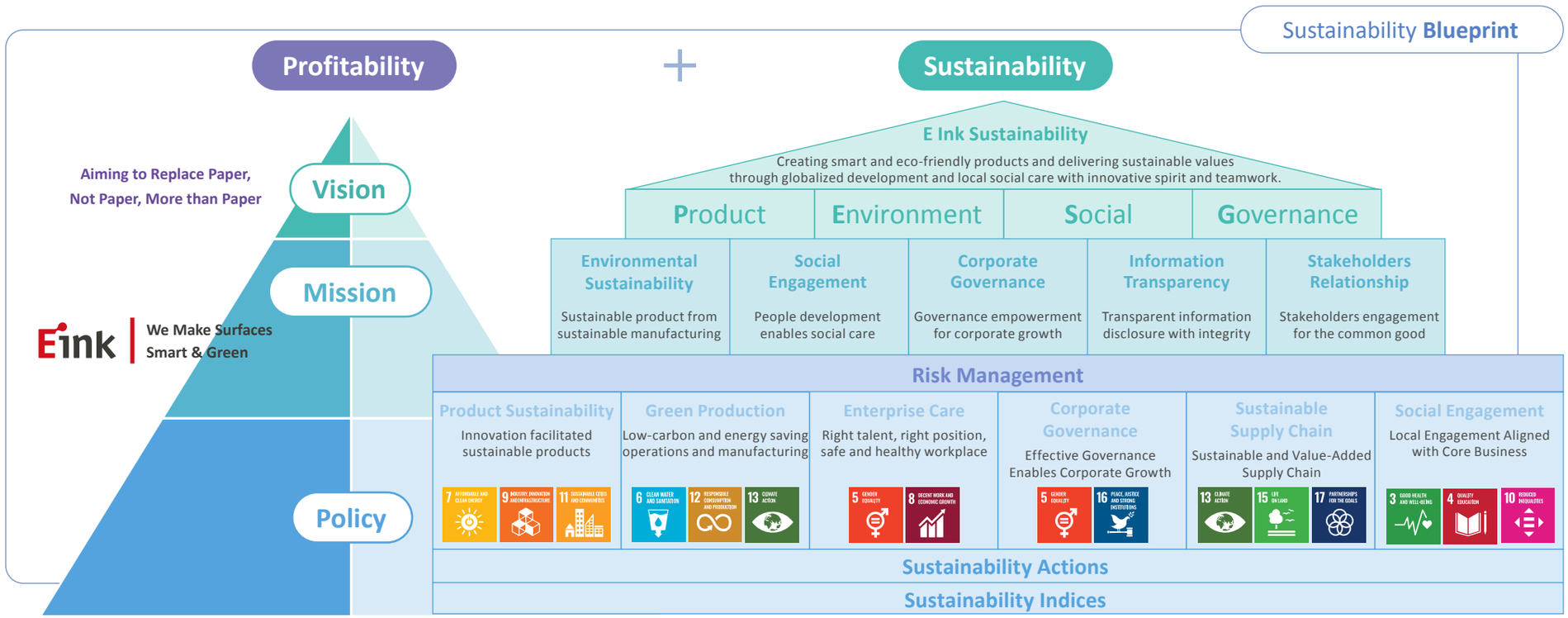
1-3 Sustainable Operations

1-3-1 Sustainable Vision, Mission and Policy

E Ink firmly believes that sustainable development and corporate profitability are equally important missions. In the process of corporate survival, growth, and sustainable development, "profitability" and "sustainability" are inseparable. The Company must pursue profitability to be responsible to shareholders and investors, and also pursue sustainable development to be responsible to employees, society, and the environment in which the Company operates. Therefore, E Ink has set "Profitability and Sustainability" as its strategic goal, transforming the Company's brand vision from "E Ink on Every Smart Surface" to "We Make Surfaces Smart and Green."This demonstrates the Company's commitment to advancing both profitability and sustainability, driving continuous growth and implementing sustainable development.

E Ink embraces a sustainable development vision of "Creating smart and eco-friendly products and delivering sustainable values through globalized development and local social care with innovative spirit and teamwork." This aligns with the corporate vision of "Aiming to Replace Paper, Not Paper, More than Paper," E Ink aims to lead continuous growth and profitability while delivering on its commitment to environmentally-friendly products. With a focus on innovation and collaborative teamwork, E Ink deepens sustainable value by consistently benefiting the company, society, and the environment.

E Ink's commitment to its sustainable vision encompasses various missions, including "Sustainable Products and Environmental Protection," "Human Resource Development and Social Engagement," "Governance Empowerment for Corporate Growth," "Transparent Information Disclosure with Integrity," and "Stakeholders Engagement for the Common Good."Through policies focused on "Innovation for Low-Carbon Sustainable Products," "Low-carbon and Energy Saving Operations and Manufacturing," " Creating a Healthy and Safe Workplace for Employees," " Effective Governance Enables Corporate Growth," "Sustainable and Value-Added Supply Chain," and "Local Engagement Aligned with Core Business,"E Ink strives to achieve sustainable development goals.



About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
1-1 Company Overview
1-2 Business Performance and Strategy
1-3 Sustainable Operations
1-4 Material Topics and Stakeholders
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

4Scopes

E Ink integrates ESG aspects into its core of sustainable products, forming a comprehensive approach for corporate sustainability. This encompasses the environment, social, and governance dimensions, known as "PESG," the four scopes of sustainable development.

E Ink P·ESG RE 100 2030 · Net Zero 2040

18 Actions
54 Indices

Following the six foundations of sustainability, E Ink implements 18 sustainable actions and further defines 54 sustainability indices. Through the establishment, execution, and follow-up of practical action plans and indicators, the Company strive for the complete realization of E Ink's sustainability efforts. For detailed information on the actions and indicators, please refer to the "Management Approach to Sustainable Topics" in each chapter and "Appendix I: E Ink Sustainability Performance Indicators."

5Pillars

In addition to the pillars of "Environmental Sustainability" focused on sustainable products and environmental protection, "Social Engagement" aimed at human development and social care, and "Corporate Governance" ensuring effective governance and corporate growth, the pillars of "Integrity and Transparency" for honest and responsible information disclosure, and "Stakeholder Engagement" for actively fostering harmonious relationships with stakeholders are also significant. These five pillars are fundamental to achieving corporate sustainability.

6 Foundations

To effectively implement sustainability policy objectives, E Ink focuses on six key pillars: "Product Sustainability" for innovative, low-carbon products, "Green Production" for energy-efficient operations, "Enterprise Care" for the right talent, the right position, and a safe and healthy workplace, "Corporate Governance" for effective management, "Supply Chain" for value-added sustainability, and "Social Engagement" for aligned with core business for inclusive society. Additionally, "Risk Management" spans across all pillars, identifying and mitigating risks to ensure successful execution of the six pillars.

Product Sustainability
novation facilitated sustainable produc

Product Realization & Technology Innovation
IP & Trade Secret, New Product & Technology, Development Resource, IP Management, Open Collaboratio 5

Expansion of Low Carbon Products
Sustainable Products, Green Revenue, Green Certification 3

Green Production
Low-carbon and energy saving operations and MFG

Response to climate change
SHEE Policy, Risk & Opportunity, Internal Carbon Pricing 3

Transformation to Net Zero
GHG, Energy & Electricity, Renewable Energy, Energy Storage, Environmental Initiatives 5

Environmental Impact Mitigation
Environmental Management, Water Resource, Waste, Air Pollution, Manufacturing & Waste 5

Enterprise Care
Right talent, right position, safe and healthy workplace

Facilitation of Workers' Human Right
Human Right Policy, Diversity & Equity & Inclusion 2

Talent Attraction & Retention
Employee Compensation, Communication & Identity, Talent Retention, Employee Care, Employee Engagement 5

Employee Development
Learning Motivation, Talent Reserve 2

Ensuring Occupational Health & Safety
Safety Culture, Working Environment, Occupational Health 5

Corporate Governance
Effective Governance for Business Growth

Strong Corporate Governance Structure
Board Structure, Corporate Governance Evaluation 2

Intensifying the Operation of Risk Management
Risk Identification, Risk Analysis, Risk Response, Risk Monitoring & Review 4

Implementing Business Integrity
Compliance with Laws & Regulations, Ethics & integrity, Information Security Management, Privacy 4

Sustainable Supply Chain
Suppliers engaged sustainable supply chain

Building for Low Carbon Supply Chain
Local Procurement, Low Carbon Energy, Sustainable Collaboration 3

Control & Mitigation Sustainable Risks
Supplier Behavior, Supply Chain Risk 2

Advancement of Supply Chain Resilience
Sustainable Procurement, Resilience Strategy, Customer Satisfaction 3

Social Engagement
Local Engagement Aligned with Core Business

Investing in Education & Cultural Diversity
Educational Collaboration Cultural Education 2

Caring for Underserved Groups with Philanthropic Initiative
Philanthropic Initiative 1

Caring for Ecological Restoration & Friendly Environments
Environmental conservation 1

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
1-1 Company Overview
1-2 Business Performance and Strategy
1-3 Sustainable Operations
1-4 Material Topics and Stakeholders
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

1-3-2 Sustainable Development and Corporate Sustainability Committee

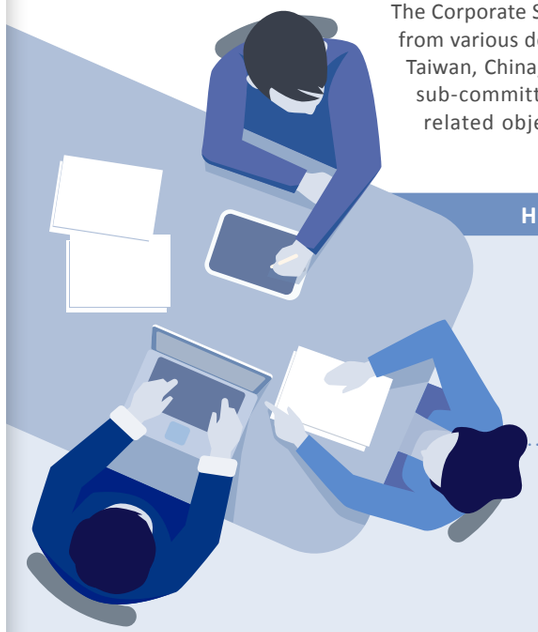
In accordance with the sustainable development vision and blueprint, E Ink has established a functional "Sustainability Development Committee[Note 1]" at the board level to strengthen governance, oversight, and the advancement of sustainability progress and performance. This committee coordinates with the operational-level "Corporate Sustainability Committee" to oversee the implementation of sustainability initiatives across various dimensions, including Product Sustainability, Green Production, Enterprise Care, Corporate Governance, Sustainable Supply Chain, Social Engagement[Note2], and Risk Management.

The "Corporate Sustainability Committee," which operates at the operational level, is composed of members from various functional departments who serve in a part-time capacity. The committee is overseen by the Chairman of the Board, who provides direct supervision, and led by the Chief Financial Officer as the Director. The committee establishes operational sustainability sub-committee to implement the pillars of the "Sustainable E Ink" framework, including "Product Sustainability," "Green Production," "Enterprise Care," "Corporate Governance," "Sustainable Supply Chain," "Social Engagement," and "Risk Management." Each sub-committee is led by a director or above. Additionally, the committee has a "Secretary" and a dedicated "Sustainability Management Department" to coordinate and drive relevant affairs, as well as an "Advisory Committee" composed of senior executives to provide guidance and assistance as needed.

The Corporate Sustainability Committee consists of 40-50 members from various departments across E Ink's global locations, including Taiwan, China, the US, Japan, and South Korea. The sustainability sub-committee holds monthly meetings to plan sustainability-related objectives and plans, and to confirm the progress of implementation. They report to the Chairman on a quarterly basis and to the Sustainability Development Committee every six months. Additionally, in accordance with E Ink's "Sustainability and Social Responsibility Principles," the Corporate Sustainability Committee reports to the Board of Directors every six months.

To strengthen E Ink' s sustainability management and governance, the Sustainability Development Committee convened 2 meetings[Note 3] in 2024, during which a total of 17 agenda items were reviewed. These included the progress of goals and indicators related to green production, product sustainability, corporate governance, sustainable supply chain, enterprise care, and social engagement, as well as the results of stakeholder engagement on relevant issues. Additionally, during two Board of Directors meetings, the Committee presented six report items and one discussion item Note 4 , which included the results of greenhouse gas inventory and verification, the status of achieving sustainability development goals and indicators, the operation and outcomes of risk management policies and procedures, Sustainable Product Management Policy, along with the results of stakeholder engagement on related issues.

Note 1: The Sustainability Development Committee is a functional committee under the Board of Directors. For more information about the Sustainability Development Committee, please refer to Chapter 2, Corporate Governance, of this report.
Note 2: The Social Engagement sub-committee was originally the Project and Stakeholder sub-committee. It was renamed in 2023 to focus on philanthropic initiatives and related projects.
Note 3: For detailed information on the operation of the Sustainability Development Committee, please refer to the Functional Committees section on the Corporate Governance page of the E Ink official website.
Note 4: For details on the reports presented by the Sustainability Development Committee to the Board of Directors, please refer to Chapter 2, Corporate Governance, of this report.



History

2016
The Company established the "Corporate Social Responsibility Committee" to organize and promote the realization of the Company's sustainable development vision.

2019
The Board of Directors approved the "Sustainability and Social Responsibility Guidelines" and received regular reports on them annually.

2021
In response to the increasing importance of sustainability issues to corporate operations, E Ink has actively enhanced its sustainable development efforts. The "Corporate Social Responsibility Committee" has been upgraded and renamed as the "Corporate Sustainability Committee."

2022
A functional "Sustainability Development Committee" was established at the board level to strengthen governance and oversight of sustainability performance.

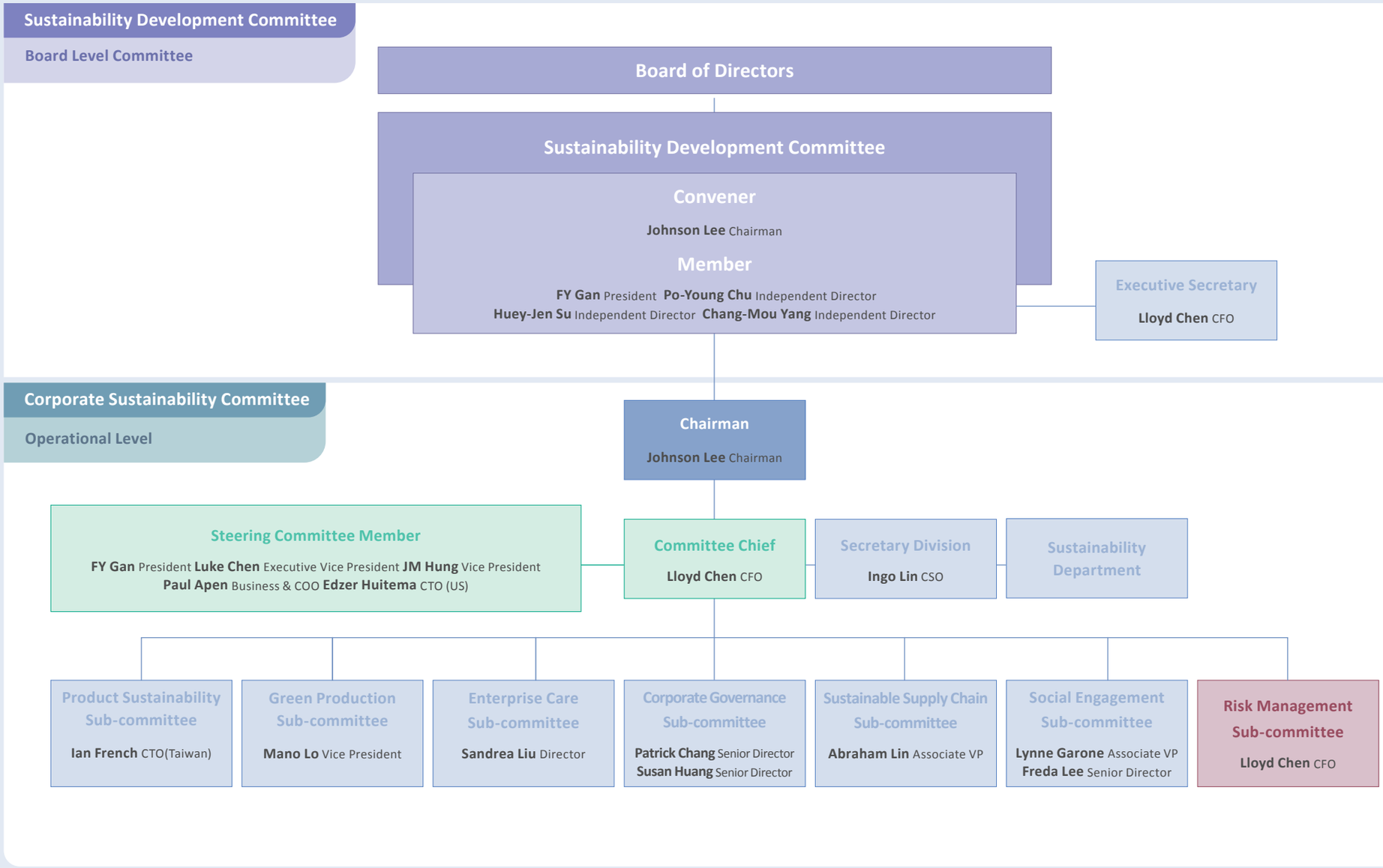
2023
The Sustainability Development Committee held 2 meetings, addressing a total of 8 agenda items including reports, approvals, and discussion topics. Additionally, specific issues were presented at 3 Board of Directors meetings.

2024
The Sustainability Development Committee held 2 meetings, addressing a total of 17 agenda items including reports, approvals, and discussion topics. Additionally, specific issues were presented at 2 Board of Directors meetings.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
1-1 Company Overview
1-2 Business Performance and Strategy
1-3 Sustainable Operations
1-4 Material Topics and Stakeholders
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Sustainability Committee Structure



About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
1-1 Company Overview
1-2 Business Performance and Strategy
1-3 Sustainable Operations
1-4 Material Topics and Stakeholders
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

1-3-3 Sustainable Approaches and Goals

In accordance with E Ink's sustainability policy and framework, the Corporate Sustainability Committee has formulated sustainability action plans, goals, and long-term strategic directionsNote. These efforts align with the Company's significant topics and the United Nations Sustainable Development Goals (SDGs).

Sustainability Sub-Committee	Material Topics	2024 Goals	Mid-to-Long-Term Strategy	SDGs	Chapters
Product Sustainability	• Market Expansion • Product Research, Development and • Innovation • Green and Sustainable Product Development	• Continuous increase in new patents and technological breakthroughs • Maintain energy in new technologies and products, ensuring revenue contributions from new products • Sustain contributions from energy-saving products and reduce product carbon footprints • Enhance product environmental indicators and plan product life cycle analysis	Innovation for Low-Carbon Sustainable Products		3-1 Green Sustainable Products 3-2 Research, Development and Innovation 3-3 Low Carbon Sustainability
Green Production	• Climate Change Mitigation and Adaptation • Energy and Greenhouse Gas Management • Resource Management and Circular Economy	• Achieve 58% usage of renewable energy • Continuously promote energy-saving projects across sites, enhancing overall energy-saving rates • Expand Scope 3 inventory, continually reduce greenhouse gas emissions, and explore negative emissions technologies • Continuously identify climate-related risks and opportunities	Low-Carbon and Energy Saving Operations and Manufacturing		4-1 Transformation to Net Zero 4-2 Comprehensive Environmental Management System 4-3 Energy and Greenhouse Gas Management 4-5 Resource Circularity
Enterprise Care	• Talent Attraction and Retention • Occupational Health and Safety • Talent Training and Career Development	• Enhance employee skills and increase training hours • Launch employee engagement surveys and assistance programs • Plan the new Hsinchu office building to obtain EEWH and LEED green building certifications	Creating a Healthy and Safe Workplace for Employees		6-2 Talent Attraction and Retention 6-3 Development and Growth of Employees 6-4 Employee Health and Safety Protection
Corporate Governance	• Corporate Governance • Ethics and Integrity • Information and Cyber Security	• Strengthen board structure and operations, enhance risk management mechanisms, and increase transparency for investors • Continuously define stakeholder needs and enhance stakeholder communication	Effective Governance to Promote Business Growth		2-1 Integrity and Sustainable Governance 2-3 Information and Cyber Security
Sustainable Supply Chain	• Sustainable Supply Chain Management	• Continuously deepen and optimize sustainable supply chain management systems	Sustainable and Value-Added Supply Chain		5-1 Supply Chain Management
Social Engagement	-	• Ongoing social engagement • Collaboration with ecosystem partners to evaluate and plan the "eRead for the Future" mobile library project • Promote environmental conservation projects linked to core business	Local Engagement Linked to Core Business		7-1 Social Engagement Concepts 7-2 Education and Culture 7-3 Philanthropic Activities 7-4 Environmental Conservation
Risk Management	-	• Identify and analyze short, medium, and long-term risks and opportunities in response to external environmental changes and internal operational conditions	Comprehensive Proactive Governance of Operational Risks and Opportunities		2-2 Risk Management

Note: The short, medium, and long-term goals of each sustainability sub-committee within the Corporate Sustainability Committee, please refer to Appendix I of this report.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
1-1 Company Overview
1-2 Business Performance and Strategy
1-3 Sustainable Operations
1-4 Material Topics and Stakeholders
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

1-4 Material Topics and Stakeholders

1-4-1 Stakeholder Communication Effectiveness

Stakeholder Identification

E Ink values the expectations and needs of its stakeholders. By referring to the AA 1000 Stakeholder Engagement Standard (AA 1000 SES) principles of "Responsibility, Influence, Tension, Diverse Perspectives, and Dependency," the Corporate Sustainability Committee convenes representatives from various departments to identify six main categories of stakeholders. These include customers, employees, supply chain, government agencies/industry associations, society (community/ media/ non-profit organizations/ educational institutions), and shareholders.



Stakeholder Engagement Effectiveness

Representatives from E Ink's various departments identify and compile the concerns of different stakeholders based on their daily interactions. This report addresses the concerns and expectations of stakeholders in different chapters, responding to the relevant issues according to the GRI standards covered. It also provides clear and comprehensive information on special topics.

Customers

Significance to E Ink

E Ink is committed to maintaining product quality and service, aiming to provide customers with the best solutions and to explore markets together, achieving mutual growth.

Material Topics	E Ink's Responses	Communication Methods and Frequency	2024 Outcomes and Engagement Results
• Product Innovation and Development • Market Expansion • Green and Sustainable Product Development • Energy and Greenhouse Gas Management	• Establish sustainable product management policies focused on innovation and green products, enhancing new technologies and product development to continuously offer advanced ePaper technology. Collaborate with customers to develop environmentally and eye-friendly ePaper products. • Expand the application market of technology and products through value chain ecosystem partnerships, ensuring mutual growth with ecosystem partners. • Incorporate environmental indicators in the development of new technologies and products. Conduct comprehensive product carbon footprint inventories for ePaper products, refining new product development based on these findings.	• New product development meetings (irregular) • New technology exchange meetings (irregular) • Customer site audits (irregular) • Customer satisfaction surveys and responses (annually) • Customer environmental requirements meetings (irregular)	• Domestic and international customer visits and meetings exceeded 10, 000, covering topics such as new technology exchanges and new product project initiation. • Collaborated with over 250 ecosystem partners across the ePaper value chain, accomplishing over 110 new technology applications and product developments, and developed 15 product technologies incorporating sustainable product design concepts. • Integrated renewable energy benefits to enable more accurate carbon footprint calculations for the "6.8-inch eReader module" and "2.9-inch Electronic Shelf Label (ESL) module. "Compared to 2022, the carbon footprint of the same eReader model was reduced by 45%, and the ESL module by 54%. • Held 4 customer meetings to discuss net-zero carbon emissions, renewable energy usage, and waste management.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
1-1 Company Overview
1-2 Business Performance and Strategy
1-3 Sustainable Operations
1-4 Material Topics and Stakeholders
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Employees

Significance to E Ink

Employees are significant assets for E Ink' s ongoing innovation and progress. Establishing good labor relations is essential for creating sustained value.

Material Topics	E Ink's Responses	Communication Methods and Frequency	2024 Outcomes and Engagement Results
• Talent Attraction and Retention • Talent Training and Career Development • Occupational Safety and Health	• Comprehensive salary and benefits policies providing industry-competitive compensation along with diverse and comprehensive healthcare and support to assist employees in balancing work and life. • Extensive and systematic training programs based on job level and responsibilities, covering core, management, and professional competencies. Established the Acceleration Program of Potential Leaders (APPLE) to cultivate talent for the ePaper industry. • Implementation of occupational safety policies, management systems, and stringent monitoring of safety conditions across all sites and offices to exceed regulatory requirements and reduce employee exposure to hazardous environments.	• Employee dialogue meetings (annually) • Employee engagement surveys (annually) • Investigation of unlawful infringement (every three years) • Labor-management meetings (quarterly) • Employee welfare committee/union meetings (quarterly) • Employee suggestion boxes (irregular) • Employee training (irregular) • Performance evaluations (annually) • Internal communications and announcements (irregular)	• For 10 consecutive years, salary increases have been implemented. The average employee compensation and benefits rose by approximately 2. 5% compared to the previous year. In terms of indicators such as the average and median salary of full-time non-managerial employees, the Company ranks first among OTC-listed optoelectronics companies and within the top 5% of all listed optoelectronics companies. • A total of 16 labor-management engagement meetings were held globally to foster labor-management relations, including 7 employee town hall meetings conducted worldwide. • Global employee engagement survey average score of 81.8, with 8 improvement action plans defined across 3 main operational areas. Received 3 suggestions for lifestyle improvements and addressed 6 employee grievances. • Conducted 29 core competency training sessions, 51 management competency training sessions, and 479 professional competency training sessions. • The overall retention rate of the APPLE program reached 100%. Among them, the promotion rate was 31% for supervisor-level trainees and 24% for managerial-level trainees. • 8 Occupational Safety and Health Committee meetings were held in Taiwan.

Supply Chain

Significance to E Ink

Suppliers and contractors in the supply chain are crucial partners for E Ink. Through continuous management and interaction, we aim to build a more sustainable value chain.

Material Topics	E Ink's Responses	Communication Methods and Frequency	2024 Outcomes and Engagement Results
• Sustainable Supply Chain Management • Corporate Governance • Ethics and Integrity • Occupational Health and Safety • Climate Change Mitigation and Adaptation	• Established a 'Sustainable Procurement Management Policy' that incorporates sustainability elements into procurement practices to enhance the performance of sustainable supply chain management. • Beyond raising internal awareness of ethical business practices, E Ink reviews procurement contracts with integrity and fairness. Suppliers are audited annually following the "Qualified Supplier Regular Evaluation Method," covering ESG aspects. • New product introduction meetings with customers include discussions on green, environmentally friendly materials and equipment to explore feasibility. • Through training, E Ink encourages suppliers to jointly achieve the 2040 net-zero carbon target.	• Supplier visits (irregular) • Quarterly Business Review (QBR) and Quarterly Technical Review (QTR) project meetings (annually) • Supplier support and audits (annually) • Quality meetings (weekly) • Supplier training (irregular) • Supplier surveys (irregular)	• 100% of new suppliers signed the Supplier Code of Conduct. • Approximately 2 to 3 suppliers visit the Taiwan and Yangzhou sites monthly for business visits or work meetings. • Held eight QBR/QTR meetings and 1 Annual Supplier Conference. • Conducted monthly audits and visits for 3 suppliers, audited the quality systems of 7 new suppliers, and audited the quality processes of 24 existing critical material suppliers. • Held weekly quality meetings with 10 key material suppliers. • Arranged on-site personnel from 6 suppliers to the Yangzhou sites to address raw material issues. • 100% of significant suppliers completed ESG training.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
1-1 Company Overview
1-2 Business Performance and Strategy
1-3 Sustainable Operations
1-4 Material Topics and Stakeholders
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Government Agencies / Industry Associations

Significance to E Ink

E Ink continuously engages with industry peers and associations to promote industry development. E Ink strictly complies with government regulations and policies, actively cooperating with and promoting policies to fulfill its corporate social responsibility.

Material Topics	E Ink's Responses	Communication Methods and Frequency	2024 Outcomes and Engagement Results
• Corporate Governance • Ethics and Integrity • Energy and Greenhouse Gas Management • Green and Sustainable Product Development • Occupational Health and Safety • Information Security Management • Resource Management and Circular Economy • Climate Change Mitigation and Adaptation	• Timely response to government agencies and industry associations on industrial regulations, environmental protection, pollution prevention, and greenhouse gas policies. • Actively participate in industry-related associations and promote inter-industry exchanges, including but not limited to carbon reduction and net zero topics. For example, participating in the Taiwan Panel & Solution Association (TPSA) Occupational Safety and Environmental Protection Committee to draft carbon fee levies and rates, carbon trading issues, and provide recommendations to regulatory authorities. Collaborate with the Industrial Development Administration Ministry of Economic Affairs, to execute the "Panel Industry Carbon Reduction Promotion and Guidance Application Plan." • Strengthen employees' awareness of anti-corruption, antitrust, and anti-insider trading through systematic ethics-related education and advocacy, strictly complying with relevant laws and regulations to become a trusted enterprise among external stakeholders. • Conduct research and enhancements on information security issues.	• Official correspondence (irregular) • Market Observation Post System (upload/ disclose related content as required) • Participation in government regulatory advocacy, including pollution prevention and regulatory briefings (at least twice a year) • Greenhouse gas reporting (annually) • Collection of information from government websites (quarterly) • Project meetings, including but not limited to consultations with regulatory authorities or industry associations on relevant policies (as per project schedule) • Government routine and special audit (irregular)	• Participated in over 12 regulatory advocacy briefings organized by government agencies. • Underwent 6 on-site occupational safety and environmental protection inspections by the government, with no major violations. • Attended 6 TPSA Occupational Safety and Environmental Protection Committee meetings. • Participated in over 12 industry association meetings on occupational safety and environmental protection in Taiwan. • Participated in 1 conference organized by the Taiwan Renewable Energy Certificate Industry Development and Promotion Association.

Society (Community/ Media/ Non-Profit Organizations/ Educational Institutions)

Significance to E Ink

E Ink continues to care for local communities, underserved groups, and schools, demonstrating corporate responsibility and making positive contributions to society. In addition, E Ink strives for information transparency through active responses to the public.

Material Topics	E Ink's Responses	Communication Methods and Frequency	2024 Outcomes and Engagement Results
• Talent Attraction and Retention • Talent Training and Career Development	• Actively cultivated the employer brand to enhance E Ink's image among young talents, while ensuring equal employment and career development opportunities for all job seekers. • Bridging industry and academia through cooperative projects to develop a talent pool.	• Campus recruitment activities (irregular) • Industry-academia cooperation projects (irregular, based on project schedule)	• Held 3 campus recruitment activities. • Engaged in industry-academia cooperation with 5 universities, both domestically and internationally.
• Product Research and Development Innovation • Market Expansion • Green and Sustainable Product Development • Corporate Governance	• Publishing the latest news on ePaper technology and applications, corporate performance, through press releases, media events, and interviews, responding promptly and actively to media requests to enhance external stakeholders' understanding of E Ink.	• Press releases, media interviews, and media events (irregular) • Timely response to media needs (irregular)	• Released 42 press releases and conducted 10 media interviews. • Held 7 media events, including 2 press conferences, 4 investor conferences, 1 shareholder meeting.

Shareholders

Significance to E Ink

E Ink values opinions from shareholders and considers these insights an important reference for the Company's continuous improvement.

Material Topics	E Ink's Responses	Communication Methods and Frequency	2024 Outcomes and Engagement Results
• Product Research and Innovation • Market Expansion • Talent Attraction and Retention	• The Company interacts with shareholders through multiple channels, listens to their suggestions for future strategic development, and maintains transparency on its official website and public information platforms. These include financial reports, annual reports, new technologies, and customer collaborations.	• Shareholders' meeting (annually) • Investor conferences (quarterly) • Investor interviews, meetings, and forums (irregular) • Real-time responses to shareholder inquiries (irregular)	• Held 1 shareholder meeting with an attendance rate of 89. 9% of all issued shares. • Issued 43 significant announcements. • Held 4 corporate briefings and participated in 7 corporate briefings upon invitation, providing financial and business information to investors through physical meeting or conference calls.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
1-1 Company Overview
1-2 Business Performance and Strategy
1-3 Sustainable Operations
1-4 Material Topics and Stakeholders
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

1-4-2 Material Topics Identification



Material Topics Identification Process

Based on the stakeholder identification results, E Ink follows the principles of GRI 3 and double materiality analysis to plan the re-identification of material topics every three years. Additionally, the Company conducts an annual review to assess the impact of its operations on the environment, society (including human rights), and governance (ESG). This includes evaluating the financial and non-financial impacts of sustainability issues on business operations and considering stakeholder concerns and feedback. Based on this analysis, E Ink sets corresponding short, medium, and long-term sustainability goals, which are linked to senior management remuneration to ensure effective implementation of these goals.

Note: For detailed policies on senior management remuneration, please refer to Chapter 2 on remuneration policies; for sustainability indicators linked to senior management remuneration, please refer to Appendix 1.



Step 1

Identification of Sustainability Issues

25 Sustainability Issues

By referencing both domestic and international industry issues, global sustainability frameworks, evaluations, and initiatives—such as MSCI, the S&P Global Corporate Sustainability Assessment (CSA), SASB, the Task Force on Climate-related Financial Disclosures (TCFD), grievance mechanisms, and GRI sector standards—along with internal departmental feedback, E Ink identified the positive, negative, actual, and potential impacts of its operations on environmental, social, and governance (ESG) aspects, compiling a total of 91 impact factors. In 2024, after evaluation, the 25 sustainability issues identified in the previous year were maintained.



Step 2

Evaluation of Sustainability Issues

181 Questionnaires

E Ink authorized responsible departments to distribute online questionnaires to internal and external stakeholders. Based on "Stakeholder Concern Levels" and "Company Impact on Sustainability Issues," high, medium, and low-intensity analyses were conducted to identify their importance. A total of 181 questionnaires were collected, including 173 from internal or external stakeholders and 8 from senior management. Moreover, through the double materiality analysis approach, assessing the financial impact and likelihood of occurrence of sustainability issues, E Ink used this data as a basis for adjusting the material topics to refine its potential impact assessments.



Step 3

Identification and Prioritization of Material Topics

13 Material Topics

E Ink, through expert consultations, internal meetings of the Sustainability Management Department, and the Risk Management Group, re-evaluates the items and impact levels of the previous year's material topics and secondary topics. Subsequently, the material topic assessment was integrated into the enterprise risk management (ERM) process, with the prioritization of material topics presented through a matrix chart. In 2024, E Ink maintained the 13 material topics, 11 secondary topics, and 1 tracking topic identified in the previous year. These topics were disclosed and reported following final approval by the Board of Directors.



Step 4

Disclosure and Reporting of Material Topics

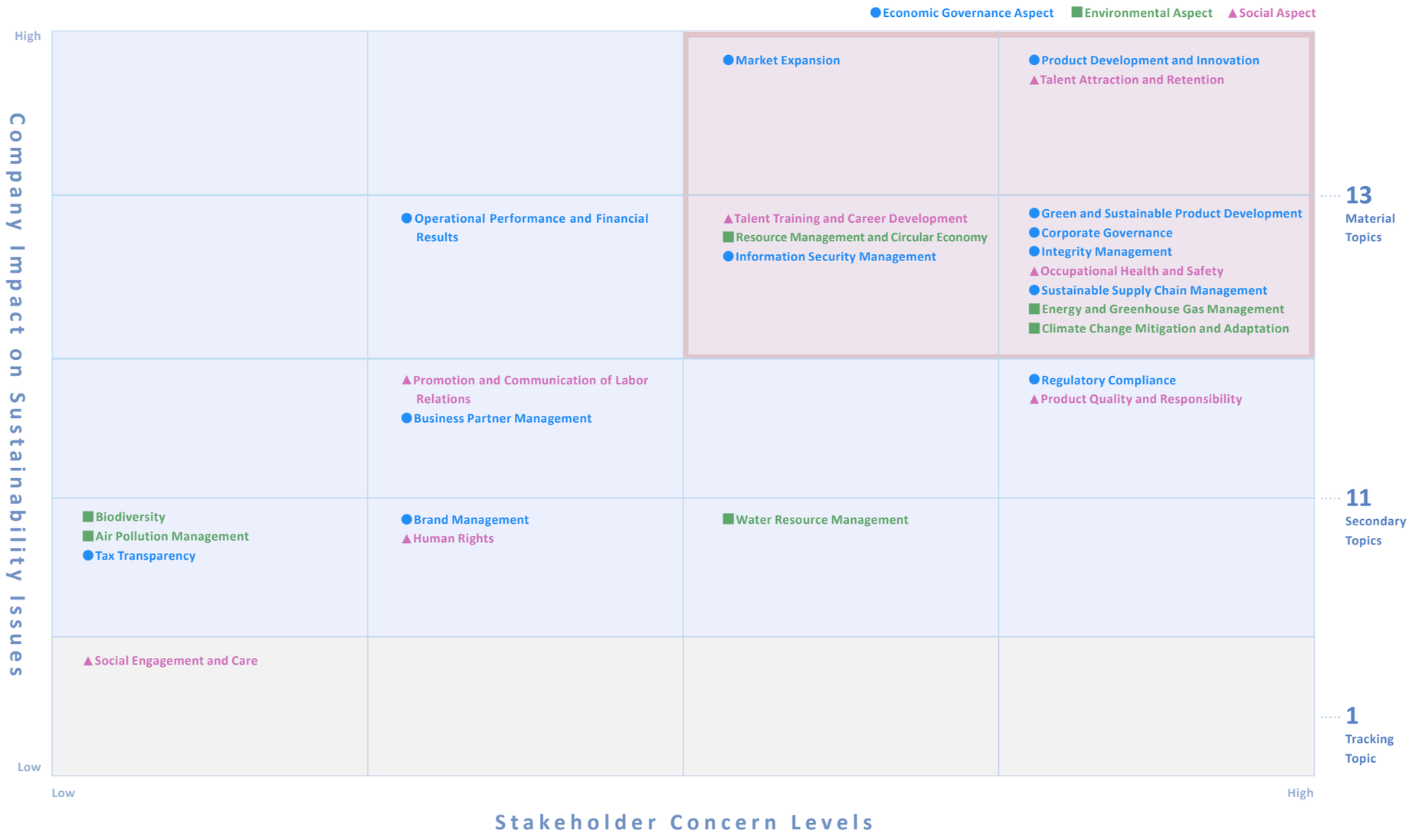
Continuous Communication and Response

The 13 material topics will be disclosed in this report in accordance with the recommendations of the GRI Standards. The 11 secondary topics will be continuously monitored for their impact by the Corporate Sustainability Committee, with progress explained through short, medium, and long-term goals. All information is comprehensively disclosed in this report to meet stakeholder expectations. Going forward, the Company will continue to review the significance of various sustainability issues and adjust the material topics as necessary based on valuable stakeholder feedback, ensuring the transparency, reasonableness, and balance of the report's disclosures.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
1-1 Company Overview
1-2 Business Performance and Strategy
1-3 Sustainable Operations
1-4 Material Topics and Stakeholders
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

E Ink's Material Topics Matrix



About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
1-1 Company Overview
1-2 Business Performance and Strategy
1-3 Sustainable Operations
1-4 Material Topics and Stakeholders
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Material Topics Impact Assessment and Value Chain Mapping

✚ Positive Impact ▬ Negative Impact ●● Actual ○○ Potential ➡ Contributing ▲ Being Directly Linked to Negative Impacts

Aspect	Material Topic	Impact Description	Corporate		Value Chain Impact			GRI Standards	Chapter	Material Topic Change
			Operational Financial Impact	Risk Classification	Upstream	Operations	Downstream			
Economic Governance	Product Research, Development and Innovation	Continuously optimize product functions and technologies to enhance competitiveness. ✚ Technology and product innovation ▬ Intellectual property infringement	High	Extremely High		➡		Custom Topic	3-2 Research, Development and Innovation	Maintained
	Market Expansion	Strategically plan product development to capture market revenue. ✚ Increased revenue ▬ Increased uncertainty	Medium	Extremely High		➡	▲	Custom Topic	3-1-3 Expanding ePaper Applications	Maintained
	Green and Sustainable Product Development	Develop energy-saving and carbon-reducing ePaper products to protect consumer health. ✚ Enhanced product environmental benefits ▬ Increased costs	Medium	High		➡	▲	Custom Topic	3-3 Low-Carbon Sustainability	Maintained
	Integrity Management	Establish and adhere to codes of ethics, internal controls, insider trading, IP management, personal data protection, and prohibit corruption and anti-competitive behavior. ▬ Damage to corporate reputation	Medium	Low		➡		205 Anti-corruption 206 Anti-competitive Behavior	2-1-2 Integrity Management	Maintained
	Sustainable Supply Chain Management	Integrate sustainability elements into supply chain management to ensure compliance with environmental and human rights standards. ✚ Stable supply ▬ Insufficient supply chain management	Medium	High	▲	➡		308 Supplier Environmental Assessment 414 Supplier Social Assessment	2-1-2 Integrity Management 5-1 Supply Chain Management	Maintained
	Information Security Management	Implement information security management systems to protect personal and company confidential data. ▬ Leakage of confidential information	High	Extremely High	▲	➡	▲	Custom Topic	2-3 Information and Cyber Security	Maintained
	Corporate Governance	Ensure transparent and robust board governance to enhance business ethics and operational stability. ✚ Enhanced corporate operations ▬ Inadequate internal control	Medium	Low		➡		Custom Topic	2-1-1 Board and Functional Committees	Maintained
Environmental	Energy and Greenhouse Gas Management	Comprehensive GHG inventory and actively engage in carbon reduction measures to improve energy efficiency and transition to low carbon. ✚ Diversified energy usage ▬ Resource consumption	Low	Low		➡	▲	302 Energy 305 Emissions	4-3 Energy and Greenhouse Gas Management	Maintained
	Climate Change Mitigation and Adaptation	Actively engage in climate governance and develop mitigation and adaptation strategies to strengthen corporate resilience. ▬ Failure in mitigation and adaptation actions	Medium	High		➡	▲	201-2 Financial implications and other risks and opportunities due to climate change	4-1 Transformation to Net Zero	Maintained
	Resource Management and Circular Economy	Actively manage process waste and integrate circular economy concepts in product design to enhance resource efficiency. ✚ Resource reutilization ▬ Waste disposal	Medium	Low		➡	▲	306 Waste	4-5 Resource Circulation	Maintained
Social	Talent Attraction and Retention	Attract professional talent and enhance overall compensation and benefits. ✚ Balanced talent retention ▬ Talent loss and gap	Medium	Extremely High		➡		401 Employment	6-2 Talent Attraction and Retention	Maintained
	Occupational Health and Safety	Ensure the health and safety of employees and non-employees, creating a safe and healthy workplace. ▬ Increase in occupational hazards	Low	Low		➡		403 Occupational Health and Safety	6-4 Employee Health and Safety Protection	Maintained
	Talent Training and Career Development	Focus on diverse talent development and performance, arranging training at various stages and performance evaluations. ✚ Enhanced human capital ▬ Decline in employee skills and satisfaction	Medium	Extremely High		➡		404 Training and Education	6-3 Development and Growth of Employees	Maintained

Note : The financial impact scale is defined as follows: "High" indicates a financial impact on the organization/company ranging from NTD1 billion to NTD 2 billion; "Medium" indicates an impact ranging from NTD 30 million to NTD 1 billion; "Low" refers to an impact between NTD 3 million and NTD30 million; "None" applies to financial impacts below NTD 3 million or where no financial connection exists.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
1-1 Company Overview
1-2 Business Performance and Strategy
1-3 Sustainable Operations
1-4 Material Topics and Stakeholders
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Explanation of Disclosure for Secondary Topics

In 2024, the 11 secondary topics from the previous year were maintained, with continued monitoring of their impacts. Partial disclosure of these topics was included in the report.



Secondary Topic	Impact Description	Chapter	Material Topic Change
Regulatory Compliance	Adhering to regulatory compliance as a fundamental principle, disclosing major penalties related to environmental, product, and labor regulations and providing responses.	1-2-1 Operational Performance	Maintained
Product Quality and Responsibility	Providing high-quality products and services, obtaining product quality and customer audit certifications.	5-2 Commitment to Quality	Maintained
Operational Performance and Financial Results	Annual operational results, financial data, and market forecasts.	1-2-1 Operational Performance	Maintained
Business Partner Management	Actively collaborating with upstream and downstream partners to establish the ePaper industry ecosystem.	3-1-4 ePaper Ecosystem	Maintained
Brand Management	Continuously investing in brand and image management activities to enhance stakeholder understanding and support.	Chapter 7 Social Engagement: Integrating Core Business into Local Care	Maintained
Water Resource Management	Managing water resource consumption, promoting water-saving initiatives and water quality management.	4-4-1 Water Resource Management	Maintained
Air Pollution Management	Managing the production process to control the emission of hazardous substances like volatile organic compounds (VOCs).	4-4-2 Air Pollution Prevention	Maintained
Biodiversity	Commitment to and targets for biodiversity, reducing impacts related to products and operational activities.	2-2-3 Nature and Climate-related Financial Disclosures 7-4 Environmental Conservation	Maintained
Human Rights	Establishing human rights policies, conducting regular human rights due diligence.	6-1-3 Respect for Human Rights	Maintained
Promotion and Communication of Labor-Management Relations	Promoting harmonious labor-management relations, establishing smooth communication channels and providing effective responses.	6-2-2 Labor-Management Relations and Communication	Maintained
Tax Transparency	Tax management, transparency, and communication with stakeholders.	1-2-1 Operational Performance	Maintained

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
2-0 Management Approach of Sustainable Topics
2-1 Integrity and Sustainable Governance
2-2 Risk Management
2-3 Information and Cyber Security
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

02 Corporate Governance

Effective Governance for Business Growth



Performance Achievements

The board of directors has a total of 7 seats, including

Independent Directors	Female Director	average age
3 seats	2 seats	62

The average meeting attendance rate of the board of directors was **100%**

Zero incidents of significant information security breaches or virus incidents caused any impact or loss to production operations.

Ranked in the top **5%** of the 10th Corporate Governance Evaluation of OTC companies.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
2-0 Management Approach of Sustainable Topics
2-1 Integrity and Sustainable Governance
2-2 Risk Management
2-3 Information and Cyber Security
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

2-0 Management Approach of Sustainable Topics

Strong corporate governance structure

Corporate Governance

◉Material Topics

GRI Sustainability Topics
3-3 Management of material topics

Policy Commitments
Adhering to the spirit of corporate governance practices and ensuring their implementation, we maintain operational and informational transparency, emphasizing the rights and interests of stakeholders.

Sustainability KPIs	Management Objectives	Short-term Goals (2024)	Result(2024)	Short-term Goals (2025)	Mid-term Goals (2030)	Long-term Goals (2035)
Sound and Diverse Board Structure	Policy Implementation	Clearly defines management objectives and implementation status regarding director diversity policies	Achieved	Clearly defines management objectives and implementation status regarding director diversity policies		
	The Proportion of Independent Directors[Note1]	40%	Achieved	40%		50%
	The Proportion of Female Directors[note2]	29%	Achieved	29%		40%
Corporate Governance Evaluation	Corporate Governance Evaluation	Ranked in the top 5%	Achieved	Ranked in the top 5%		

Note 1: Independent Director Ratio refers to the percentage of independent directors in relation to the total number of board seats.
Note 2: Female Director Ratio refers to the percentage of female directors in relation to the total number of board seats.

Implementing Business Integrity

Ethics and Integrity

◉Material Topics

GRI Sustainability Topics
2205-1 Operations assessed for risks related to corruption
205- 2 Communication and training about anti-corruption policies and procedures
205-3 Confirmed incidents of corruption and actions taken
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

Policy Commitments
E Ink understands the critical importance of integrity in business operations and adheres firmly to these principles. This includes the establishment and adherence to codes of professional ethics, internal controls, insider trading regulations, intellectual property management, and personal data protection. Furthermore, the company strictly prohibits corruption and anti-competitive behavior.

Sustainability KPIs	Management Objectives	Short-term Goals (2024)	Result(2024)	Short-term Goals (2025)	Mid-term Goals (2030)	Long-term Goals (2035)
Ethics and integrity	Number of Violations Related to Ethics and Integrity	Zero	Not achieved, 1	Zero		
	Cultivating Ethics and Integrity Awareness – Completion Rate of New Employee Training and Training Coverage	100%	Achieved	100%		
Privacy	Policy Implementation	Establishment of a group privacy policy for the overall data utilization and collection	Achieved	Conducting regular compliance reviews		
	Privacy Protection - Annual Privacy Violation Cases	Zero	Achieved	Zero		

Note: In 2024, E Ink received one case through its whistleblowing channel. Upon investigation, the case raised concerns regarding a potential violation of E Ink's Code of Ethical Conduct. For details, please refer to Chapter 2-1-2, Integrity and Sustainable Governance, of this report.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
2-0 Management Approach of Sustainable Topics
2-1 Integrity and Sustainable Governance
2-2 Risk Management
2-3 Information and Cyber Security
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Intensifying the Operation of Risk Management

Risk Management and Response

◎Secondary Topics

Sustainability KPIs	Management Objectives	Short-term Goals (2024)	Result(2024)	Short-term Goals (2025)	Mid-term Goals (2030)	Long-term Goals (2035)
Risk Identification	Risk Identification	Regularly identify, adjust and add new risk items according to international trends and industry changes, including emerging risk	Achieved	Regularly identify and adjust and add new risk items according to international trends and industry changes, including emerging risk		
	Fostering Risk Management Awareness-Coverage of Education and Training on Risk Courses	100%	Achieved	100%		
Risk Analysis	Risk Analysis	Evaluating the likelihood of risk items and operational impacts using a Risk Matrix	Achieved	Evaluating the likelihood of risk items and operational impacts using a risk matrix		
Risk Response	Risk Response	Establishing crisis management and business continuity plans	Achieved	Establishing crisis management and business continuity plans		
		Executing major crisis event response and drills		Executing major crisis event response and drills		
		Reducing the proportion of high-risk items		Reducing the proportion of high-risk items		
Risk Monitoring and Review	Risk Monitoring and Review	Summarizing the key points of risk management, risk assessments, and risk mitigation measures, and report to the Board of Directors twice per year	Achieved	Summarizing the key points of risk management, risk assessments, and risk mitigation measures, and reporting to the Board of Directors twice a year		

Implementing Business Integrity

Information and Cyber Security

◉Material Topics

GRI Sustainability Topics
Custom topics

Policy Commitments
To maintain the high availability of the company's information systems and ensure the security of the information environment, as well as to protect the company's trade secrets and prevent the improper use, leakage, alteration, or destruction of information systems and their data. These efforts aim to sustain the company's competitive advantage, gain the trust of customers, and ultimately achieve the primary goal of sustainable business operations.

Sustainability KPIs	Management Objectives	Short-term Goals (2024)	Result(2024)	Short-term Goals (2025)	Mid-term Goals (2030)	Long-term Goals (2035)
Information Security	Information Security Management	Transferring to ISO/IEC 27001:2022	Achieved	Passed ISO/IEC 27001:2022 certification	All major sites have implemented and operated the ISO/IEC 27001:2022 Information Security Management System	
	Information Security Risks				Ensuring information security insurance	

Compliance with Laws and Regulations

◎Secondary Topics

Sustainability KPIs	Management Objectives	Short-term Goals (2024)	Result(2024)	Short-term Goals (2025)	Mid-term Goals (2030)	Long-term Goals (2035)
Compliance with Laws and Regulations	Compliance with laws and regulations-Number of Incidents of Significant Violation Annually [Note]	Zero	Achieved	Zero		
	Human Rights Protection - Number of Incidents of Human Rights Policy (Employee Aspect) Violations Annually	Zero	Not achieved[Note2]	Zero		

Note 1: Significant fines refer to violations resulting in fines exceeding NTD 1 million.

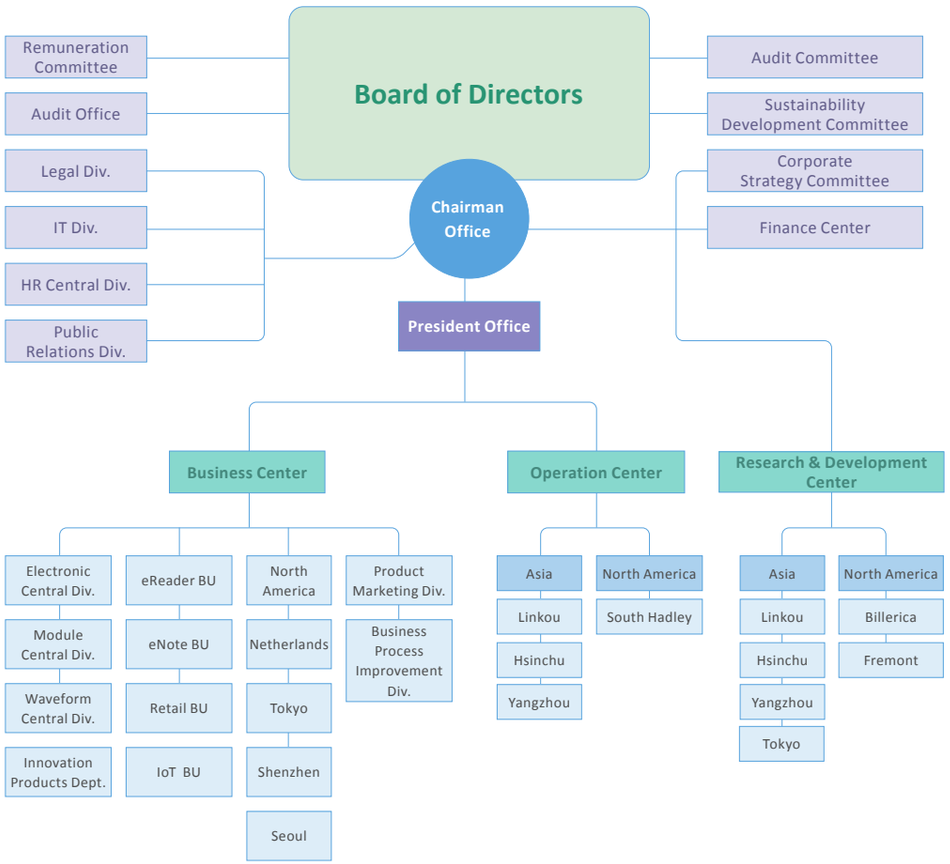
Note 2: For the reasons why the target was not achieved, please refer to Chapter 6: Enterprise Care.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
2-0 Management Approach of Sustainable Topics
2-1 Integrity and Sustainable Governance
2-2 Risk Management
2-3 Information and Cyber Security
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

2-1 Integrity and Sustainable Governance

2-1-1 Board of Directors and Functional Committees



Overview of Organizational Structure

Department	Function Units	Responsibility and Scope of Work
Chairman Office	Corporate Strategy Committee, Legal Division, IT Division, HR Central Division, Public Relations Division, Research and Development Center, Finance Center, President Office, included subordinate units of President Office	• Internal management: Planning and execution of internal control, overall planning and management of legal affairs and document control, master planning of the Company's finances. • External Relations: Building of the Company's external image and media liaison, overall planning and execution of PR activities such as international exhibitions and product promotion events. • Business planning: Planning the Company's business strategy, delegating authority to the President to carry out Board resolutions, planning and execution of human resource affairs, IT planning and introduction of new information technologies, and overseeing the direction of product R&D, design, and application.
President Office	Business Center and Operation Center	• Responsible for leading the Company's operational center, Business Center, Product Development Center, and Coordinate and operate subsidiary companies. • Lead the overall business development of the Company, making decisions, promoting policies and assessments, and establishing operating regulations.
Business Center	eReader BU, eNote BU, Retail BU, IoT (Internet of Things, IoT) BU, Global Sales Center, Product Marketing Division, Business Process Improvement Division, Electronic Central Division, Module Central Division and Innovation Products Department	• Responsible for strategic planning and management of global business and product. • Product Development- IC design, driving waveforms, panel development, touch/front light design, module processes, system development and application development. • Planning and execution of new products, new applications, new markets, new business models, and ecosystem establishment.
Operation Center	Operation Center based in Asia and North America	• Integrating and planning the global production sites, integrating processes, and expanding production capacity; effectively utilizing resources to achieve maximum efficiency. • Overall planning for and procurement of raw materials, equipment, and construction required by products. • Planning raw material requirements, bonded warehousing, and logistics management. • Ensuring the quality and reliability of raw materials and products. • Managing and executing production plans. • Responsible for planning and executing process analysis and production management throughout the product manufacturing process.
Research & Development Center	Research & Development centers based in Asia, North America and five laboratories	• Responsible for technological breakthroughs, expanding the scope of applications, and continuous improvement of ePaper products • Currently we have a large focus on expanding color in all application and developing signage products, particularly for the large but challenging outdoor market. • Patent portfolio and intellectual property management. • To support E Ink ESG targets all projects are now assessed for impact on sustainability in manufacturing and final product use. • Technologies, metrology, new platform construction and module production technology, as well as the introduction of key materials, components, and assemblies.
Finance Center	Accounting Division, Finance Division, Sustainable Operations Management Division, General Affair Department	• Accounting and Financial Statement • Capital management and project investment analysis • Sustainability Policy Development and Implementation, Promotion of Corporate Social Responsibility • Budgeting and Cost Management • Investor Relations • Planning and execution of public affairs

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
2-0 Management Approach of Sustainable Topics
2-1 Integrity and Sustainable Governance
2-2 Risk Management
2-3 Information and Cyber Security
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Composition and Operation of the Board of Directors

Composition of the Board of Directors

E Ink is committed to upholding sound and effectively implementing corporate governance practices, while prioritizing operational and informational transparency and placing great importance on shareholder rights. E Ink establishes Articles of Incorporation, governance framework, and implementation practices in accordance with relevant laws and regulations, including the Company Act, Securities and Exchange Act, regulations for listed and OTC companies, and regulatory interpretations and rules from competent authorities such as the Financial Supervisory Commission and Taiwan Stock Exchange. In addition, E Ink's Board Independence Statement complies with the rules of the Taiwan Stock Exchange. The Board of Directors of E Ink has established rules of procedure to ensure the proper functioning of the board and the exercise of its powers. The board convenes meetings in compliance with these rules, with a minimum of one meeting held each quarter. Its primary responsibilities include formulating Company strategies and policies, making decisions on significant business matters, as well as selecting, supervising, and providing guidance to the management team.

E Ink has established the "Director Election Policy," which clearly defines the process of electing directors through a candidate nomination system. The qualifications of director candidates are evaluated in accordance with the provisions of the "Corporate Governance Principles" and the final election is made by the Shareholders' meeting from the nomination list of board of directors. The current members of the Board of Directors were elected individually through a Shareholder meeting on June 29th, 2023, comprising a total of seven seats, including three independent directors and two female directors. The average age of the board members is 62 years old. The current director's term of office is three years, which began on June 29th, 2023 and will end on June 28th, 2026. The board will be reelected at the end of the term in 2026.

E Ink has established a policy for board member diversity, in accordance with the "Corporate Governance Principles". The composition of the board of directors should consider diversity, and it is recommended that the number of directors who also serve as Company executives should not exceed one-third of the total board seats. In 2025, the target is to have independent directors account for over 40% of the board, considering the Company's operations, business model, and development needs. In order to enhance the diversity of perspectives, expertise, and experiences within the board of directors, criteria are included but not limited.

Diversity Criteria and Considerations	Gender, age, nationality, ethnicity, culture, etc.
Professionalism	Professional background including business, technology, industry, law, finance, accounting, technical research, as well as professional skills and industry experience[Note].

Note: For more information regarding the board members' profiles and their professional backgrounds, please refer to E Ink's official website.



In addition, E Ink's business operations span display technologies, electronic products, electronic materials, chemical manufacturing, and business strategies. Therefore, based on E Ink's operational needs, at least one director shall be selected with a professional background in finance, investment, chemical technology, sustainability and environmental protection, business, corporate management, marketing, or other diverse disciplines related to the Company's operations. Other directors and independent directors should have diverse backgrounds that include experience in materials research and development, industrial manufacturing management, and technological development to meet the Company's needs in display technologies, electronic products, electronic materials, and chemical manufacturing. To leverage the experience of board members and ensure the full transfer of knowledge, the board should also include members from different age groups—senior, mid-career, and younger generations to achieve age diversity. E Ink also draws on the practical experience of board members who have held senior management roles in multinational corporations or are experts and scholars in relevant fields. Their insights into industry, government, academia, and research guide the Company's growth, placing it in a forward-looking position, advancing both R&D and business development, and fulfilling the goal of board diversity.

The Composition, Proportion, and Terms of the Board Members also Align with the Goal of Diversity Policy:

	Number of Directors	Number of Independent Directors	Director Concurrently Serving as a Company Officer	Female Director
Composition of seats	7	3	3	2
Proportion in the total number of board members	100%	43%[Note3]	43%	29%[Note4]
Diversity Policy	1. The basic requirements and values have been achieved. 2. All the directors have adequate experience and professional knowledge in relevant fields.			
Consecutive Tenure of Independent Directors	Independent director cannot serve more than three consecutive terms.			
Average Tenure of All Directors (As of Jan 22nd, 2025)	5.6 years			

Note 1: According to the Regulations Governing the Appointment of Independent Directors and Compliance Matters for Public Companies. Each independent director does not serve as an independent director concurrently for more than three listed companies.
Note 2: For more details on the independence status of the directors, please refer to E Ink's 2024 Annual Report.
Note 3: On June 29, 2023, E Ink elected the twelfth board of directors, comprising a total of 7 seats. Independent directors hold 3 of these seats, accounting for 43% of the total board seats, calculated as 3/7 = 43%.
Note 4: On June 29, 2023, E Ink elected the twelfth board of directors, comprising a total of 7 seats. Female directors hold 2 of these seats, accounting for 29% of the total board seats, calculated as 2/7 = 29%.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
2-0 Management Approach of Sustainable Topics
2-1 Integrity and Sustainable Governance
2-2 Risk Management
2-3 Information and Cyber Security
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Title	Name	Functional Committee Oversight and Governance Responsibilities	Professional Knowledge and Skills							Industry Experience Categorized by GICS Level 1[Note2]
			Leadership Decisions	Business and Operations Management	Industry Experience	Financial Management	Risk Management	Sustainability Governance	Information Security Management	
Chairman	Johnson Lee	Convener of Sustainability Development Committee. Governance of risk management, information and cyber security, and the natural environment	V	V	V	V	V	V	V	GICS 45 Information Technology
Director	FY Gan	Governance of climate change, human rights, occupational safety and health, and sustainable supply chain	V	V	V	-	V	V	V	GICS 45 Information Technology
Director	Luke Chen	-	V	V	V	-	-	V	-	GICS 45 Information Technology
Director	Sylvia Cheng	-	V	V	-	V	V	-	-	GICS 50 Communication Services
Independent Director	Po-Yong Chu	Convener of the Audit Committee Member of Remuneration Committee and Sustainability Committee	V	V	V	V	-	V	-	GICS 20 Industrials
Independent Director	Huey-Jen Su	Convener of Remuneration Committee Member of Audit Committee and Sustainability Committee	V	V	V	V	V	V	-	GICS 35 Health Care
Independent Director	Chang-Mou Yang	Member of Audit Committee, Remuneration and Sustainability Committee	V	V	V	-	V	V	-	GICS 45 Information Technology

Note 1: The professional and academic backgrounds of the Board members primarily include experience in executive roles, management, academia, consulting, and relevant research. Please refer to the Board of Directors section on the official E Ink Website - Board of Directors or 2024 Annual Report.
Note 2: The industry experience of directors is assessed based on the first-tier classification of the Global Industry Classification Standard (GICS). The industry definitions reference the classification standards available on the S&P GICS website.

Operation of the Board

To enhance the effectiveness and performance of the Board of Directors, E Ink has set a target for each director to achieve a minimum attendance rate of 75% in annual board meetings. Additionally, to ensure the attendance of directors and surpass the attendance standards required by regulations[Note 1], the meeting dates and times are arranged and scheduled in advance. In 2024, there were a total of 5 board meetings, 5 Audit Committee meetings, and 4 Compensation Committee/ Remuneration Committee meetings and 2 Sustainability Committee meetings. The average attendance rate of directors in the board meetings for 2024 reached 100%[Note 2]. There were 45 important decisions made in the 5 board meetings in 2024, including significant resolutions related to sustainability development. For detailed information regarding the attendance rate of directors and important decisions, please refer to "Operation of the Board of Director Meetings" in the 2024 Annual Report.

The average attendance rate of the Board of **100%**

Note 1: According to the "Company Act" and "Regulations Governing Procedure for Board of Directors Meetings of Public Companies," it is required that at least half of all directors be present for a meeting to be legally convened.
Note 2: The attendance rate mentioned above includes proxy attendance.

Sustainability Related Motions Reported to the Board of Directors in 2024[Note]	
Acknowledgement, Discussion, and Election Motions	Execution status
Report on the minutes of the second meeting of the second session of the Sustainability Development Committee	Reported
Report on the sustainability framework, strategic planning, related goals, indicators and achievement status, greenhouse gas inventory and verification results of E Ink and its subsidiaries, as well as stakeholders, concerned issues, and communication response outcomes.	Reported
Report on the "Risk Management Policy and Procedures" operating status and results	Reported
Report on the "Sustainable Product Management Policy"	Reported
Propose the adoption of the 2023 Corporate Sustainability Report	Complied
Report on the minutes of the third meeting of the second session of the Sustainability Development Committee	Reported
Report on sustainability-related planning, goals, indicators, risks, and achievement status	Reported

Note: The above is an excerpt of key reports and resolutions related to sustainability presented to the Board of Directors in 2024. For a comprehensive list of the key resolutions and decisions made by the Board of Directors in 2024, please refer to the 2024 Annual Report.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
2-0 Management Approach of Sustainable Topics
2-1 Integrity and Sustainable Governance
2-2 Risk Management
2-3 Information and Cyber Security
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Conflict of Interest Clause of Board of Directors

E Ink has provisions in its meeting regulations for the Board of Directors and Rules of the Audit Committee regarding the avoidance of conflicts of interest by directors. If a topic discussed during the meeting is deemed to be potentially detrimental to the Company's interests and is related to a director's personal interests or interests of their represented legal entity, the director must recuse themselves from the meeting for discussion and voting. They are also prohibited from acting as a proxy for other directors in exercising their voting rights.

The number of director recusal cases regarding to conflicts of interest in 2024 are as follows (for more detailed information, please refer to the 2024 Annual Report):

- Board of Directors: There were five recusal cases across three of the five meetings held in 2024.
- Audit Committee: None.

Note: For detailed implementation status, please refer to the 2024 Annual Report.

Implementation of Continuing Education of Board Members

To enhance the professional capabilities of the Board of Directors, E Ink ensures that each member of the Board participates in continuing professional education (CPE) related to corporate governance, management, and corporate sustainability development on an annual basis. These courses aim to provide an understanding of the latest international trends in line with E Ink's core business model and the four major sustainability dimensions of PESG. In 2024, each director exceeded 6 hours[Note] of continuing education, with a total of 74 hours of continuing education. For more details about CPE of the Board please refer to the 2024 Annual Report.

Note: According to Article 4 (Continuing Education Hours) of the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEx Listed Companies," directors and supervisors of such companies are obligated to undertake a minimum of 6 hours of educational training per year.

Implementation Rate of Continuing Education of Board Members

100%

Performance Evaluation of Board of Directors

E Ink has established "Rules for Board of Directors Performance Assessment", which stipulates that the Board of Directors conducts a regular self-assessment through a questionnaire every year. Furthermore, the policy requires the Company to commission an external professional and independent organization to perform an external evaluation every three years. The results of the 2024 internal performance evaluation of the Board of Directors and functional committees are listed as follows:

Scope	Evaluation Dimensions			Scores (Total Score 100)
Board of Directors	• Involvement in and advising on company operations • Improvement of the quality of decision-making of the board of directors	• Composition and structure of board • Selection and continuing education of directors	• Internal controls	97.0/100
Board Members	• Understanding of company goals and mission • Awareness of director responsibilities	• Involvement in and advising on company operations • Management of internal relationships and communication	• Professionalism and continuing education • of directors • Internal controls	97.2/100
Audit Committee	• Involvement in and advising on company operations • Awareness of the roles and responsibilities of the Audit Committee	• Improvement of the quality of decision-making of the Audit Committee • Audit Committee composition and member selection	• Internal controls	99.6/100
Remuneration Committee	• Involvement in and advising on company operations • Awareness of the roles and responsibilities of Remuneration Committee	• Improvement of the quality of the decision-making of the Remuneration Committee • Remuneration Committee composition and member selection		99.7/100
Sustainability Development Committee	• Involvement in and advising on company operations • Awareness of the roles and responsibilities of Sustainability Development Committee	• Improvement of the quality of the decision-making of the Sustainability Development Committee • Sustainability Development Committee composition and member selection		99.7/100



About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
2-0 Management Approach of Sustainable Topics
2-1 Integrity and Sustainable Governance
2-2 Risk Management
2-3 Information and Cyber Security
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Functional Committees

Functional Committees	Responsibility	Practices in 2024
Audit Committee	E Ink enhances its audit oversight function and strengthens its management capabilities through the assistance of the Audit Committee, which helps the Board of Directors fulfill its supervisory responsibilities and exercise powers in accordance with the "Securities and Exchange Act", "Company Act", and other applicable laws and regulations. The Audit Committee engages in regular communication and exchanges with the external auditors (Certified Public Accountant), and conducts reviews regarding their appointment, independence, and performance. Additionally, the internal audit office submits periodic audit summary reports to the Audit Committee based on the annual audit plan. The Audit Committee also conducts regular assessments of E Ink's internal control system, internal audit personnel, and related work. The objectives include ensuring the proper presentation of the Company' s financial statements, the appointment and independence of external auditors and evaluation of their performance, the effective implementation of internal control systems, compliance with applicable laws and regulations, and the management of existing or potential risks. The Audit Committee of E Ink is comprised of three independent directors, all of whom meet the professional, independent, experiential, and concurrent directorship requirements stipulated in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies ".	• A total of 6 meetings were held in 2024, with an average attendance rate of 100% by the Audit Committee. For more details, please refer to the 2024 Annual Report.
Remuneration Committee	The primary objective of the Remuneration Committee is to establish a fair, equitable, and competitive compensation strategy through the expertise of external professionals. This strategy considers factors such as the industry's competitive environment, benchmark market conditions, and the Company's operational performance. The committee aims to strengthen the Company's management strategy, operational performance, internal control, and auditing systems, and to collectively oversee the reasonable remuneration of directors and senior executives. By doing so, the committee expects to attract, retain, and motivate outstanding talent, ultimately enhancing the overall competitiveness of the Company.	• A total of 4 meetings were held in 2024, with an average attendance rate of 100% by the Remuneration Committee. For more details, please refer to the 2024 Annual Report.
Sustainability Development Committee	The Sustainability Development Committee governs and oversees the effectiveness of sustainability initiatives. Its scope of work includes the development of environmentally friendly products, green and eco-friendly production, climate change response, employee development and occupational safety and health, corporate governance and integrity management, sustainable supply chain development, stakeholder communication and social engagement, and the management of operational risks and opportunities. The Sustainability Development Committee, under the Board of Directors, connects with the existing operational-level "Corporate Sustainability Committee" to oversee the sustainability efforts and implementation of various sub-committees, including Product Sustainability, Green Manufacturing, Enterprise Care, Corporate Governance, Sustainable Supply Chain, Social Engagement, and Risk Management[Note].	• A total of 2 meetings were held in 2024, with an average attendance rate of 100% by the Sustainability Development Committee. For more details, please refer to the 2024 Annual Report.

Note: For details regarding the operation of Sustainability Development Committee, please refer to Chapter 1-3, Sustainability Development, in this report.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
2-0 Management Approach of Sustainable Topics
2-1 Integrity and Sustainable Governance
2-2 Risk Management
2-3 Information and Cyber Security
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Remuneration Policy

Senior Executive Remuneration Policy

The compensation of E Ink's Chairman, President, and Vice Presidents (senior executives) is directly correlated with the Company's business performance. In addition to "Guaranteed Compensation", the Company adopts a "Variable Compensation" system—such as employee remuneration and long-and short-term retention bonuses—as the main components of executive compensation proposals. These are closely tied to performance indicators, including financial, sustainability, and strategic outcomes. The Compensation Committee evaluates these indicators along with other relevant managerial considerations and submits recommendations to the Board of Directors for approval.For 2024, more than 60% of the total compensation for senior executives is in the form of variable compensation. Notably, over 30% of this variable compensation is structured as deferred bonuses, to be disbursed over the next one to two years.

Linkage Between Sustainability Performance and Executive Compensation

To fulfill the Company's sustainability commitments and implement key actions in sustainable management, the variable compensation of the Chairman, President, and senior executives is linked to sustainability performance indicators, with assigned weightings to incentivize senior management in achieving the Company's short-, medium-, and long-term goals.

Guaranteed Compensation		Based on the position held, scope of responsibilities, and contribution to the Company's operational goals, while also taking into consideration the Company's annual performance, future risks, and the prevailing compensation levels for similar positions within the industry.
Variable Compensation	**Financial Metrics 60%**	• Revenue, operating profit, earnings per share (EPS), return on equity (ROE), total shareholder return (TSR), etc.
	Sustainability Metrics 20%	• Achievement of various sustainability development indicators, including green production, net-zero commitment, renewable energy usage, and reduction in greenhouse gas emission intensity (10%) • Inclusion in the Dow Jones Sustainability Indices (DJSI), implementation of corporate governance, risk management, and information security management, as well as sustainability indicators set by individual departments (10%)
	Strategic Metrics 20%	• Development of sustainable ePaper products, aiming to be environmentally and visually friendly • Collaboration with ecosystem partners to initiate community investments, commercial initiatives, and related actions

Long-term Incentive Policy

Every year, E Ink sets goals for organizational performance and operational projects, focusing not only on shareholder interests but also incorporating comprehensive environmental, social, and corporate governance (sustainability) indicators. The Company issues Employee Stock Options (ESOP) or Employee Restricted Stock, granting them to team members based on the strategic responsibilities of managers and their impact on organizational performance. The performance period is set for a maximum of 3 years, employees are eligible to exercise the stock options after vesting based on a predetermined proportion and schedule. The total vesting period spans five years. Additionally, to attract and retain senior executives and to lead the team with performance-oriented approaches, the Company provides bonuses equivalent to approximately 20% of their annual salary or compensation, deferred for 1- 2 years after achieving the Company's operational goals. Through various incentive compensation mechanism over different timeframes, E Ink aims to work hand in hand with the senior management team to achieve the Company's short, medium, and long-term operational goals, thereby creating greater value for the Company and its shareholders.

Clawback Policy

In cases where executive management members are involved in illegal activities, violate professional ethics, demonstrate negligence or misconduct, or engage in improper actions that result in business risks that cause financial or reputational losses to the Company, the Board of Directors may approve adjustments to the distribution proportion of rewards or initiate a clawback of previously granted incentives.

Senior Executives' Stock Ownership Policy

To enhance corporate governance and operational efficiency, as well as to strengthen the alignment between the performance, operational results of senior executives, and long-term interests of shareholders, a high-level executive stock ownership policy has been implemented. According to this policy, the Chairman and President are required to hold stocks with a value of at least 10 times their guaranteed compensation, while other senior executives must hold stocks with a value of at least 5 times their guaranteed compensation. As of 2024, the senior executives have successfully reached the targets.

Compensation Status

Ratio of the highest-paid individual's compensation to the employees' average compensation in 2024[Note 1]	Ratio of the highest-paid individual's compensation to the employees' median compensation in 2024[Note 2]	Ratio increased of the highest-paid individual's compensation to the employees' median compensation
27.4×	32.3×	-2.2

Note 1: (Annual Total Compensation of the Highest-paid Individual in the Company) / (Average Annual Total Compensation of all Employees, Excluding the Highest-paid Individual)
Note 2: (The Total Compensation of the Highest Individual in the Company) / (The median annual compensation of full-time non-managerial employees)
Note 3: (The Percentage Increase in the Annual Total Compensation of the Highest-paid Individual in the Company) / (The Median Percentage Increase in the Annual Total Compensation of all Non-managerial Employees). In 2024, the median employee compensation increased by 4. 95%, while the annual compensation of the highest-paid individual decreased by 10.8%.

Shareholding Status

Senior Executives[Note1]	Shareholding Value, Multiple of Guaranteed (Fixed) Compensation[Note3]
Johnson Lee, Chairman & CEO	31.4
FY Gan, President Luke Chen, Executive Vice President Lloyd Chen, Chief Finance Officer Ian French, Chief Technology Officer (Taiwan) YS Chang, Senior Vice President JM Hung, Vice President Mano Lo, Vice President Tung- Liang Lin, Vice President	16.0



Note 1: Senior Executives of E Ink (Taiwan Region)
Note 2: Shareholding value is calculated based on the closing stock price dated December 31, 2024.
Note 3: Multiple of Guaranteed (Fixed) Compensation=Average Stock Value held by Senior Executives/ Average Guaranteed (Fixed) compensation

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
2-0 Management Approach of Sustainable Topics
2-1 Integrity and Sustainable Governance
2-2 Risk Management
2-3 Information and Cyber Security
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

2-1-2 Ethics and Integrity

E Ink operates with integrity, adhering to principles of honesty and uprightness in all business activities. The Company maintains a zero-tolerance policy towards corruption, bribery, monopolistic practices, and unfair competition, continuously upholding the values of integrity, honesty, fairness, accuracy, and transparency in both word and deed. Under the framework of E Ink's operational guidelines, various policies and directives are established to comply with different regulatory areas, including business ethics, sexual harassment prevention, financial reporting, internal controls, insider trading, intellectual property management, and personal data and privacy protection. These specific policies and directives help enhance the efficiency and effectiveness of E Ink's operations, professional ethics, and regulatory compliance.

In addition to implementing integrity management through a "prevention, detection, and improvement and tracking" management cycle, E Ink also follows the ISO 37001 Anti-Bribery Management System, establishing a robust corporate governance and risk control mechanism to create a sustainable business environment.

Policies and Regulations of E Ink [Note]

- Corporate Governance Principles
- Business Integrity Code of Conduct
- Sustainability and Corporate Social Responsibility Principles
- Rules for Board of Directors
- Performance Assessment
- Organizational Regulations of the Audit Committee
- Human Rights Policy
- Procedures for Fund Lending and Endorsements/Guarantees
- Procedures for Acquisition or Disposal of Assets
- Internal Significant Information Processing Procedures
- Prevention of Insider Trading Management Procedures
- Anti-Corruption and Anti-Bribery Policy
- Group Tax Policy and Management Regulations
- Antitrust Compliance Guidelines
- Conflict of Interest Prevention Policy
- Operational Procedures for Financial and Business Transactions among Related Parties

Note: For detailed information regarding E Ink's Company policies and regulations, please refer to the "Company Policies and Regulations" section on the Company's official website.



Zero Tolerance for Bribery and Corruption

E Ink has been Certified for ISO 37001 Anti-Bribery Management System

In December 2024, E Ink was successfully certified for the ISO 37001 Anti-Bribery Management System, verified by the British Standards Institution (BSI), becoming the first Company in the display industry to receive this recognition. This milestone underscores E Ink' s unwavering commitment to integrity, ethical business practices, and sustainable development. The Company has implemented the standard across all departments, conducting regular assessments of employees and job-related bribery risks to identify high-risk areas. E Ink has also established and enforced a clear and transparent policy that includes guidelines for gifts and political and charitable contributions; established procedures for handling breaches and disciplinary actions on breach; provides regular training for anti-bribery and anti-corruption to enhance awareness of all employees; internal and external audit mechanisms to comprehensively analyze and ensure corporate compliance.

E Ink' s anti-corruption and anti-bribery management framework is governed by the Board of Directors, serving as the highest authority responsible for overseeing the effectiveness of the anti-corruption system. At the operational level, the Legal Department acts as the executive secretary of the Anti-Bribery Management System. To ensure a structured and effective approach, the Company has established the Anti-Corruption Compliance Audit Team, the Anti-Corruption Promotion Team, and the Management System Execution Unit, with the Anti-Bribery Promotion Team comprising representatives from all departments.

By implementing tiered responsibility management and defining different levels of decision-making authority, E Ink has developed a robust control mechanism for decision-making processes. Furthermore, the involvement of the highest governing body strengthens the supervisory and accountability framework, ensuring that authority is exercised appropriately and preventing conflicts of interest.

Anti-Corruption and Anti-Bribery Policy

- E Ink has established and implemented a clear and transparent guideline for gifts, ensuring that all giving and receiving of gifts, hospitality, and entertainment undergo a documented approval process. These transactions are recorded transparently to comply with ethical and legal standards, preventing potential bribery risks. To strengthen risk control, gift value and frequency thresholds have been set as reporting criteria. This approach effectively mitigates the risk of bribery and the misuse of gift exchanges, ensuring the Company' s full compliance with legal and regulatory requirements while enhancing employees' sense of corporate social responsibility and ethical awareness.
- To uphold a fair, just, and transparent corporate environment and prevent corruption, disciplinary actions are enforced based on the severity of misconduct, the level of involvement, and the extent of its impact. Internal supervisory procedures may result in warnings, demotions, or suspensions to minimize the impact on other employees or customers. In severe cases, termination may be considered, ensuring compliance with legal and regulatory requirements. If criminal offenses are involved, the Company may refer the case for legal prosecution.
- Both internal and external stakeholders can report violations through the Company' s whistleblowing channels. Upon receiving a report, all relevant stakeholders will be notified, and an investigation team will be formed to handle breaches by examining the alleged misconduct and documenting the findings. If the violation is confirmed, appropriate disciplinary actions will be taken, following the previously outlined measures. The Company will assess potential legal, financial, and reputational impacts and review the current policies for necessary improvements. The implementation of such improvements will be tracked to ensure continued compliance.

Building upon the ISO 37001 Anti-Bribery Management System, E Ink has further refined the standards governing all business interactions, ensuring comprehensive oversight of directors, executives, employees, suppliers, customers, and other business partners. By implementing the highest-level anti-corruption and anti-bribery measures, the Company upholds strict compliance with relevant regulations. To fortify risk management, E Ink employs a three-line defense framework, comprised of daily operational controls, compliance supervision, and audit governance, all aimed at minimizing integrity risks. The Company remains steadfast in its zero-tolerance policy towards bribery and corruption, integrating anti-bribery principles into corporate governance and operations. Through these efforts, E Ink is committed to fostering a transparent corporate culture aligned with international standards.

Management Framework

Board of Directors Chairman	• The Board of Directors supervises the implementation of the anti-corruption management system. • The Chairperson, as the highest level of management, ensures the effectiveness and compliance of the anti-corruption management system.
Anti-Bribery Compliance Audit Task Force Legal, Human Resources, Accounting, Procurement	• Report to the Board of Directors based on the implementation status and results • Conduct compliance audits to ensure effective execution of anti-corruption control mechanisms • Daily execution carried out on a rotational basis by members of the Promotion Task Force
Anti-Bribery Promotion Task Force Representatives Appointed by Each Department	• Conduct reviews of system operations • Serve as the promotion, planning, and consultation contact point for all departments
Management System Executing Unit Legal Department	• Responsible for managing bribery and extortion risk in daily operations • Monitor the implementation of related control mechanisms to ensure effective execution

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
2-0 Management Approach of Sustainable Topics
2-1 Integrity and Sustainable Governance
2-2 Risk Management
2-3 Information and Cyber Security
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Prevention Establishing a Culture of Business Integrity

Business Integrity Code of Conduct, Building the Foundation for Operations

To maintain a culture of business integrity and promote sustainable development, E Ink referenced the " Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies" to establish the "E Ink Business Integrity Code of Conduct", which applies to E Ink and its consolidated subsidiaries. With the core principle of operating with integrity, E Ink implements measures of anti-corruption, anti-bribery, anti-fraud, anti-competitive behavior, anti-trust, and anti-monopoly practices. In accordance with the "E Ink Business Integrity Code of Conduct," further preventive measures against dishonest behavior are established to analyze business activities with higher risks of such behavior within the scope of operations. Relevant preventive measures are strengthened to enhance a comprehensive management mechanism for prevention, detection, tracking, and improvement. The preventive measures against unethical behavior include, but are not limited to, the following:

- Offering and acceptance of bribes.
- Illegal political donations.
- Improper charitable donations or sponsorship.
- Offering or acceptance of unreasonable presents or hospitality, or other improper benefits.
- Misappropriation of trade secrets and infringement of trademark rights, patent rights, copyrights, and other intellectual property rights.
- Engaging in unfair competitive practices.
- Damage directly or indirectly caused to the rights or interests, health, or safety of consumers or other stakeholders in the course of research and development, procurement, manufacture, provision, or sale of products and services.

Building a Culture of Integrity by Training and Education

In alignment with the "E Ink Business Integrity Code of Conduct," E Ink upholds strict compliance among all employees while actively fostering awareness through training programs on anti-corruption, anti-competition, code of conduct regulations, responsibilities, whistleblowing procedures, and trade secret protection. The Company also reinforces ethical principles by sharing relevant information via internal websites, announcements, and other communication channels to deepen employees' understanding. Additionally, to ensure comprehensive oversight of ethical business practices, all relevant training programs include detailed explanations on the use of the whistleblowing mechanism and reporting channels. In 2024, all newly onboarded employees successfully completed the ethical business conduct training. Additionally, E Ink regularly communicates updates on legal and regulatory changes and reinforces the principles of ethical business conduct through internal websites, email notifications, and corporate announcements, ensuring the thorough implementation of its integrity policies. Furthermore, the Human Resources Division is responsible for managing integrity operations, promoting integrity policies, conducting education and training, and handling whistleblowing procedures. The operations and implementation status are reported annually to the Board of Directors.

Anti-Corruption Training Courses

In 2024, E Ink conducted an anti-corruption online training program across its global locations, including Taiwan, China, and the US. All employees were required to complete the online course and pass the anti-corruption online assessment. The online training courses on anti-corruption policies, through explaining corruption cases and regulations, reminds employees to adhere to anti-corruption principles in their business activities to reduce incidents of corruption. In 2024, a total of 1, 411 employees participated in anti-corruption-related training courses, amounting to 842 training hours. Communication on anti-corruption policies and procedures between management and employees in all major operating regions achieved a 100% completion rate.

Achievements of 2024 Business Integrity Related Training and Education

Course Topic	Business Integrity	Anti-Corruption	Anti-Bribery	Anti-Competition/ Antitrust	Prevention of Insider Trading	Protection of Trade Secrets
Training Completion (Number of People) Note	235	1,411	1,411	453	795	942
Training Hours (Hour) Note	169	842	842	193	779	488

Note: The total training completion number and hours include regular and new employee training.

The Results of E Ink's Training on Anti-Corruption Policies and Procedures Training Outcomes in 2024

Category	Management Level			Employees		
Region	Taiwan Sites	China Sites	US Sites	Taiwan Sites	China Sites	US Sites
Quantity (Number of People) Notev	155	56	4	649	508	32
%	88%	100%	8%	92%	53%	8%

Note: Management and Employees are counted by number of people.

To uphold anti-corruption principles, E Ink prioritizes requiring significant and new suppliers to sign the Supplier Code of Conduct and Clean Transaction Commitment, encouraging partners to adhere to the principles of ethical business conduct and ensuring that no corruption or illegal activities occur in business interactions. To further strengthen communication with suppliers, E Ink established a supply chain management system in 2024 as a platform to progressively promote anti-corruption policies among its global suppliers.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
2-0 Management Approach of Sustainable Topics
2-1 Integrity and Sustainable Governance
2-2 Risk Management
2-3 Information and Cyber Security
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Anti-Corruption and Anti-Bribery Risk Assessment

In 2024, E Ink conducted an anti-bribery and anti-corruption risk assessment of employee roles and operational processes in accordance with the ISO 37001 Anti-Bribery Management System. The results indicated a low level of corruption risk, demonstrating that internal operations and controls are effective and appropriate.

Anti-Trust Compliance Training and Education

As a leading global enterprise in ePaper technology, E Ink upholds principles of integrity and honesty, strictly adhering to antitrust laws. E Ink's compliance education and training program on antitrust laws covers all levels, from senior management to frontline employees, offering training on the fundamental concepts and conduct guidelines of antitrust laws. This training encompasses various roles and business responsibilities. Based on industry demand and legislative trends, E Ink arranges educational training sessions, aiming to provide the latest legal knowledge and practical experience. This training not only helps employees comply with the law but also enables them to gain a deeper understanding of the spirit of the law, empowering them to proactively avoid potential legal violations during business operations. In 2024, there were no incidents of anti-trust behavior involving E Ink.

Prohibition on Insider Trading and Anti-Insider Trading Declaration

In 2024, E Ink conducted an internal online training program on the prevention of insider trading within the organization. The program provided a clear and comprehensive introduction to the relevant regulations on insider trading and offered practical dos and don'ts. The objective was to ensure that employees understand the key aspects of insider trading to avoid legal violations. The training sessions used practical examples to explain the civil and criminal liabilities associated with insider trading, as well as instruct employees on how to prevent and avoid such activities.

Protection of Confidential Information and Date

As a global leader in ePaper display technology, E Ink firmly believes that the value and protection of confidential information are key factors in maintaining a competitive advantage in the industry. Therefore, E Ink continuously optimizes the effectiveness of key technologies, information management, and technology transfers. Additionally, the Company enhances awareness and vigilance regarding the protection of confidential information through comprehensive employee education and training, thereby reducing the risk of information leakage. For transactions with customers and suppliers, E Ink enforces the protection of confidential information through the signing of confidentiality agreements, ensuring the best interests of the Company, shareholders, employees, customers, and suppliers are preserved. E Ink currently implements a "Privacy Policy" to ensure that confidential information is appropriately and effectively protected. In 2024, there were no incidents of privacy violations involving E Ink.

To ensure the appropriate storage methods and related protection measures for the various levels of confidential documents, E Ink implemented the Taiwan Intellectual Property Management System (TIPS) in 2021. According to this standard, E Ink established confidential document management procedures, categorizing confidential documents into two levels: "Confidential" and "Highly Confidential." Responsible personnel manage these documents according to their confidentiality level to ensure clear compliance. Additionally, E Ink conducts annual internal audits based on TIPS guidelines to ensure that employees adhere to and protect the Company's trade secrets during the operations. In 2024, one internal audit and one external audit were conducted. The internal audit identified six improvement items and one observation, while the external audit identified one improvement item and six observations. All findings were addressed and resolved within the year. Besides strictly enforcing confidentiality agreements with employees, customers, and suppliers, E Ink also emphasizes trade secret-related obligations during the recruitment and resignation processes of employees. Furthermore, E Ink enhances the protection of confidential information through strict access control and rigorous management of confidential data.



Privacy Protection

E Ink recognizes the importance of personal data protection and has established the "E Ink Personal Data Protection Regulation" to ensure that all departments collect, process, and use personal data with adequate protection measures. In line with these procedures, E Ink has set up the Personal Data Protection Executive Team, with the Legal Division serving as the annual execution and consolidation unit. The executive team regularly request relevant departments, including Legal, General Affairs, Occupational Safety, Finance, IT, Human Resources, Document Management, Operations, and Audit, that handle personal data to provide feedback on data protection checklists. This process aims to review if the business processes involve personal data and to propose preliminary approaches for handling such data. This information is then consolidated by the executive team for further review and to develop improvement plans in accordance with the Personal Data Protection Executive Team's review process.

In compliance with the General Data Protection Regulation (GDPR) of the European Union and the California Consumer Privacy Act (CCPA), E Ink has updated the "E Ink Privacy Policy" and Terms of Use for both the Chinese and English versions on the Company's official website. The Company has also established a Cookie Policy and continuously monitors and plans for the control and management of internal and external personal data flows to ensure compliance with regulations. To date, there have been no instances of secondary use of customer data. In 2024, there were no incidents reported related to the breach of personal privacy.

E Ink places great emphasis on educating and training all employees regarding the responsibility and obligation to protect trade secrets and intellectual property. Employees are regularly required to sign the Code of Ethics and Confidentiality Agreement, affirming their commitment to confidentiality and intellectual property protection. The Company conducts group-wide online training on trade secrets and intellectual property protection, ensuring that employees understand their obligations and enhancing their awareness of the importance of protecting trade secrets and intellectual property rights to the Company. This ensures the implementation of relevant confidentiality agreements and measures. Furthermore, E Ink strengthens confidential data protection through strict access control and information security protocols.

In addition, to strengthen information security, personal data and privacy protection management, E Ink successfully completed the transition and received the ISO/IEC 27001: 2022 Information Security- Cybersecurity and Privacy Protection- Information Security Management System certification in 2024. This accomplishment not only demonstrates that E Ink's information security management system has reached the latest international standards but also expands its scope to include information security, network security, and privacy protection, aligning with contemporary information security management requirements and serving as a fundamental basis for personal data and privacy protection.

E Ink Privacy Policy

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
2-0 Management Approach of Sustainable Topics
2-1 Integrity and Sustainable Governance
2-2 Risk Management
2-3 Information and Cyber Security
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Detection Ensuring Compliance with Management Mechanisms

Internal Control and Audit Procedures

E Ink adheres to principles of integrity in corporate governance, with strict compliance with all relevant laws as the fundamental principle and spirit. Regarding regulatory adherence, each department of E Ink fulfills its respective responsibilities, aligning with the regulations of local authorities and internalizing those into the Company's operational guidelines and daily operational standards, ensuring strict conformity. E Ink's Audit Office is in charge of internal audits and conducts audit procedures annually based on regulations and internal operational standards, revising the scope and items of the audit as necessary to prevent any illegal activities and to ensure the Company's sustainable operation. Concurrently, each department periodically identifies regulations, assesses the applicability and impact risk on the Company, and takes corresponding actions to ensure regulatory adherence. In the event of any legal violations, E Ink will, in accordance with the Company regulations, the requirements and regulations of the competent authorities, transparently disclose the reasons for the violation with integrity, without any concealment.

Whistleblowing Channels

E Ink supports a culture of transparency and ethical conduct and provides public whistleblowing channels. Employees and external parties can report concerns via email (Appeal@eink.com), mail, or web portals. The whistleblower may choose to report either anonymously or with their identity disclosed. Upon receiving a whistleblowing report, E Ink will conduct an investigation to verify the case. The identity of the whistleblower and the details of the case will be kept strictly confidential, and the Company upholds a zero-tolerance policy for retaliation to ensure a secure and transparent reporting environment. If the report is substantiated, strict measures will be taken to prevent corruption and unfair practices.

Improvement and Tracking Continuous Refinement Measures for Improvement

E Ink utilizes internal control procedures and public whistleblowing channels to detect internal malpractices such as violations of integrity management, corruption, bribery, fraud, violation, and insider trading. In 2024, one case of integrity management violation was reported. Upon investigation, it was found to potentially violate E Ink Business Integrity Code of Conduct. The case was handled and rectified according to the Company' s regulations. Additionally, an internal announcement promoting integrity management was issued to enhance the awareness of integrity management among employees.

Note: This integrity management case was reported by a stakeholder through the public whistleblowing channel and was investigated and substantiated.

Corporate Governance Evaluation



In recent years, the Financial Supervisory Commission (FSC) has prioritized strengthening corporate governance and has included "Corporate Governance Evaluation" as a key initiative. This aligns with the long-standing goal of E Ink, which has implemented board meeting regulations established independent directors to enhance the functioning of the board. The establishment of an Audit Committee, which regularly convenes meetings with the participation of a certified public accountant and internal audit managers, ensures the effective oversight function of the committee and promotes sound corporate governance. In the 11th Corporate Governance Evaluation conducted by the TWSE and TPEx, a total of 1,754 listed and OTC companies underwent assessment. The evaluation criteria were categorized into four major dimensions for assessment.

E Ink has achieved an outstanding performance in the 11th Corporate Governance Evaluation, ranking among the top 5%. However, there are still dimensions for improvement that require continuous assessment to enhance feasibility and actively implement measures to improve scores, thereby enhancing the overall image of the Company. The priority dimensions and measures for enhancement are as follows:

The priority dimensions and measures for enhancement	The Results of the 11th Corporate Governance Assessment		Key Measures and Performance of Corporate Governance in 2024	Goals and Improvement Measures for 2025
1 .Implement the sustainability blueprint	Ranking of OTC Companies	Ranking Categories for Electronic Companies with a market capitalization of over NTD 10 Billion	• Hybrid Shareholders' Meeting with video conferencing support. • Comprehensive promotion of sustainable development	• Implement the sustainability blueprint • Formulate concrete measures to enhance corporate value • Disclose the implementation and details of the Personal Data Protection Act
2.Formulate concrete measures to enhance corporate value	Top5%	Top10%		
3.Disclose the implementation and details regarding the Personal Data Protection Act				

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
2-0 Management Approach of Sustainable Topics
2-1 Integrity and Sustainable Governance
2-2 Risk Management
2-3 Information and Cyber Security
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

2-1-3 Internal Audit

E Ink has established an Audit Office[Note] directly under the Board of Directors, responsible for internal auditing of E Ink and its subsidiaries in the areas of operations, finance, integrity management, and legal compliance.

E Ink's Audit Office annually assesses the Company's risks and formulates audit plans. To develop a risk-based plan, the internal audit supervisor consults with and seeks confirmation from senior management and the Board of Directors regarding the Company's strategies, objectives, risks, and management processes. The risk assessment considers the likelihood of events occurring, their impact on achieving objectives, and the effectiveness and priority of existing controls. The internal audit also includes operational audits to review the Company's operational activities and related management mechanisms, thereby identifying opportunities for operational improvements.

The Audit Office conducts project audits based on findings from operational audits, risk assessment results, and key items aligned with the Company's business strategies to thoroughly examine relevant operations. In response to changes in the Company's business, risks, operations, plans, systems, and controls, the internal audit supervisor reviews and adjusts the audit plan as necessary. The audits are executed according to the plan, with results reported periodically or as needed to the Board of Directors and the Audit Committee. This reporting ensures that management is informed, enabling the achievement of management objectives, and reasonably assuring the continued effectiveness of the internal control system.

Note: A dedicated team of seven audit professionals in the Audit Office.



Communication between Independent Directors and the Head of Internal Audit

In 2024, E Ink conducted 6 communication meetings, which were meticulously recorded and diligently implemented. For specific details and outcomes of these meetings, please refer to the 2024 Annual Report

Communication Focus

1. E Ink regularly prepares and submits reports on audit findings and improvement tracking to independent directors for review.
2. The internal audit supervisor of E Ink reports on audit activities to independent directors at quarterly Audit Committee meetings.
3. The independent directors and the internal audit supervisor of E Ink attend quarterly board meetings and the audit supervisor reports on audit operations.
4. The external auditors attend audit committee and board meetings during financial report review to communicate and explain audit findings, scope, and relevant regulatory updates with independent directors and board members.
5. The internal audit supervisor and the external auditors maintain smooth communication channels with the independent directors.

Internal Audit Execution Status

In 2024, E Ink conducted a total of 42 audits across its Taiwan sites, Yangzhou site, and the US sites. Within the 5 major systems of internal audits, a total of 46 deficiencies or recommendations were identified, with a subsequent improvement rate of 72%[Note]. Moving forward, E Ink will continue to monitor the status of improvements on these deficiencies or recommendations to further mitigate potential risks in the operational process.

Note: The improvement rate refers to the proportion of deficiencies or recommendations that have been addressed. Uncompleted improvements may be addressed in the following year.

Audit Scope	Audit Aspects	Risk Assessment Summary	Number of Findings or Recommendations (A)	Number of Improvements Completed Regarding Finding or Recommendations[Note] (B)	Ratio of Finding Improvement (B/A)
Operations Management	Procurement and Payment, Sales and Payment, Information Security, Production, Payroll and Personnel, Research and Development	Procurement, Purchase, Sales Orders, Sales, Inventory Management, Personnel, Responsibility Assignment, Information Security Checks	35	22	63%
Financial Management	Financing, Investment, Procedures for Fund Lending, Endorsements/Guarantees, Procedures for Acquisition or Disposal of Assets, Related Party Transactions, Preparation of Financial Statements	Loan, Guarantees, Funds, Compliance with Legal Regulations, Public Information Checks	4	4	100%
Business Integrity	Anti-Corruption, Prevention of Insider Trading	Letter of Integrity and Integrity Commitment, Prevention of Insider Trading	1	1	100%
Legal Compliance	Personal Data Protection, Audit Committee Operations, Board of Directors Operations, Remuneration Committee Operations	Compliance with Legal Regulations	5	5	100%
Subsidiary Supervision	Subsidiary Procurement and Payment, Production, Financing, Information Security, Procedures for Acquisition or Disposal of Assets, Payroll and Personnel	Procurement, Purchase, Inventory Management, Personnel, Responsibility Assignment, Information Security Checks	1	1	100%
Sustainability Information	The management of sustainability information	Monitoring and compilation of sustainability information.	0	0	-
Risk Management	Risk Management Policy and Procedure	The risk identification, analysis, assessment, response, monitoring and review	0	0	-

Note: The number of Improvements Completed Regarding Finding or Recommendation is counted to January 20, 2025.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
2-0 Management Approach of Sustainable Topics
2-1 Integrity and Sustainable Governance
2-2 Risk Management
2-3 Information and Cyber Security
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

2-2 Risk Management

The high and rapid volatility of the global economy and politics, coupled with the increasing severity of climate change, presents environmental, social, and governance risks for businesses. To strengthen corporate governance and implement effective risk management throughout its operational processes, E Ink follows the principles and guidelines of the "ISO 31000 Risk Management System" and the "Practical Guidelines for Risk Management in Listed and OTC Companies" issued by the Financial Supervisory Commission. E Ink has established a comprehensive "Risk Management Policy and Procedure," that was approved by the Board of Directors in November 2022. By integrating risk management into operational activities and daily management processes, E Ink aims to enhance operational resilience and management performance, allocate resources effectively, and achieve the goal of sustainable corporate operations.

2-2-1 Risk Governance and Management

In response to the dynamic changes in the environment, E Ink implements a cyclical risk management process encompassing five steps: risk identification, risk analysis, risk assessment, risk response, and risk monitoring and review[Note1] .

E Ink identifies potential risk events that may prevent the Company from achieving its goals or cause losses or negative impacts. This identification process covers macro aspects such as the economy, industry, politics, regulations, and the natural environment. It is integrated with the Company's sustainability goals, material topics in sustainable management, past business experiences, and the focus of stakeholders. The identified risk items classified into six risk categories: strategic, operational, financial, information security, compliance of laws, regulations and ethics, and emerging risks.

During the risk analysis phase, risk items are further analyzed for the short, medium, and long-term likelihood and the associated financial and non-financial impact levels. Qualitative or quantitative measurement standards are used to calculate the risk value (R). The risk matrix is then used to compare, filter, and rank the risk values of risk items to identify and determine material risk items that need management. For material risk items, including financial and non-financial items, impact assessments are conducted through stress analysis and sensitivity testing. In the risk response phase, response plans and performance indicators are established and continuously monitored. The response plans consider the Company's strategic objectives, internal and external stakeholder perspectives, and available resources to mitigate and adapt to material risks. This ensures continuous control, mitigation, or elimination of risks and necessary adaptations to enhance the Company's risk management tolerance and resilience. The process and results of risk management are documented to provide a basis for review and reporting.

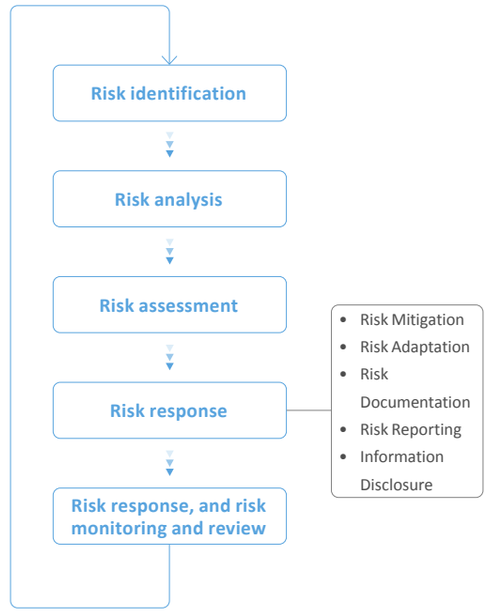
E Ink regularly identifies[Note2], analyzes, and assesses risks and opportunities impacting operations through continuous review of internal and external operations, external environments, and changing issues. The Company formulates business continuity plans to manage risks and crises, aiming to control, mitigate, or eliminate material risk items, increase risk tolerance and resilience, and reduce the ratio of high-risk items. This approach ensures the implementation of risk governance and management, fulfilling the Company's commitment to sustainable operations. Additionally, considering the specific information needs and requirements of different stakeholders, the frequency and timeliness of reporting, reporting methods, and the relevance of information to the Company's goals and decisions, E Ink conducts risk reporting and disclosure to provide external stakeholders with comprehensive information, ensuring their best interests are fully protected.

Note 1: For detailed information on the risk management process, please refer to the "Risk Management Policy and Procedures."

Note 2: At least twice a year



Risk Management Procedure



Risk Management Procedures Audit

E Ink has established Risk Management Policies and Procedures through a systematic and institutionalized risk management process. The Company built its mechanism to identify operational risks and assess the feasibility of risk mitigation and risk adaptation. Based on the self-assessment results of the relevant accountable business units, the audit department has initially evaluated the design and execution of E Ink Risk Management Policies and Procedures and confirmed the effectiveness.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
2-0 Management Approach of Sustainable Topics
2-1 Integrity and Sustainable Governance
2-2 Risk Management
2-3 Information and Cyber Security
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

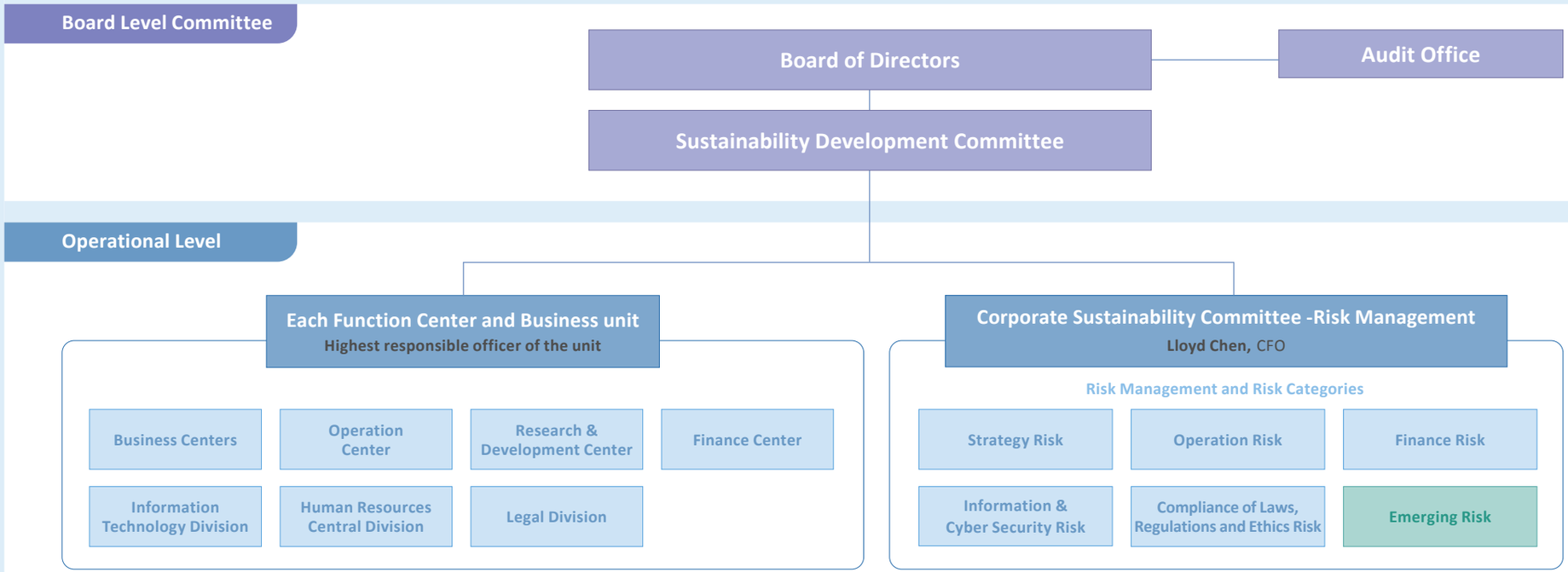
Risk Management Organization

E Ink structures its risk management organization based on the Three Lines of Defense Model. The Board of Directors serves as the highest governing body of risk management and is responsible for risk oversight, with the Chairman supervising risk governance. At the operational level, each risk issue is linked to organizational functions. Each function center and business unit serve as the First Line of Defense, where the highest responsible officer of the unit manages and responds to risk issues. They implement mitigation and adaptation strategies to reduce the potential impact of risks on operations, ensuring the achievement of operational objectives.

The Second Line of Defense is managed by the Risk Management sub-committee of the Corporate Sustainability Committee, which is independent of the operational units. This sub-committee supervises the implementation of risk management and provides risk-related expertise and assistance to the operational business units to ensure the achievement of risk management objectives. The Chief Financial Officer oversees and manages this process. The responsible operational units and the Risk Management sub-committee of the Corporate Sustainability Committee hold quarterly cross-departmental and cross-regional meetings to conduct risk sensitivity analysis and stress tests, maintaining a proactive and comprehensive risk management mechanism. The Sustainability Development Committee of the Board of Directors regularly reviews the risk management implementation status, offers necessary improvement suggestions, and periodically reports the effectiveness of risk management to the Board.

The Third Line of Defense is the Audit Office, responsible for the internal audit of E Ink's risk management. Following the risk management procedures, the Audit Office conducts annual risk management audits, performing independent and objective audits according to the Risk Management Policy. This ensures the effectiveness and adequacy of the risk management, control, and governance processes, thereby enhancing the value of the organization's risk management.

Note: At least twice a year.



About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
2-0 Management Approach of Sustainable Topics
2-1 Integrity and Sustainable Governance
2-2 Risk Management
2-3 Information and Cyber Security
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

2-2-2 Identification of Corporate Risk

Risk Identification and Review

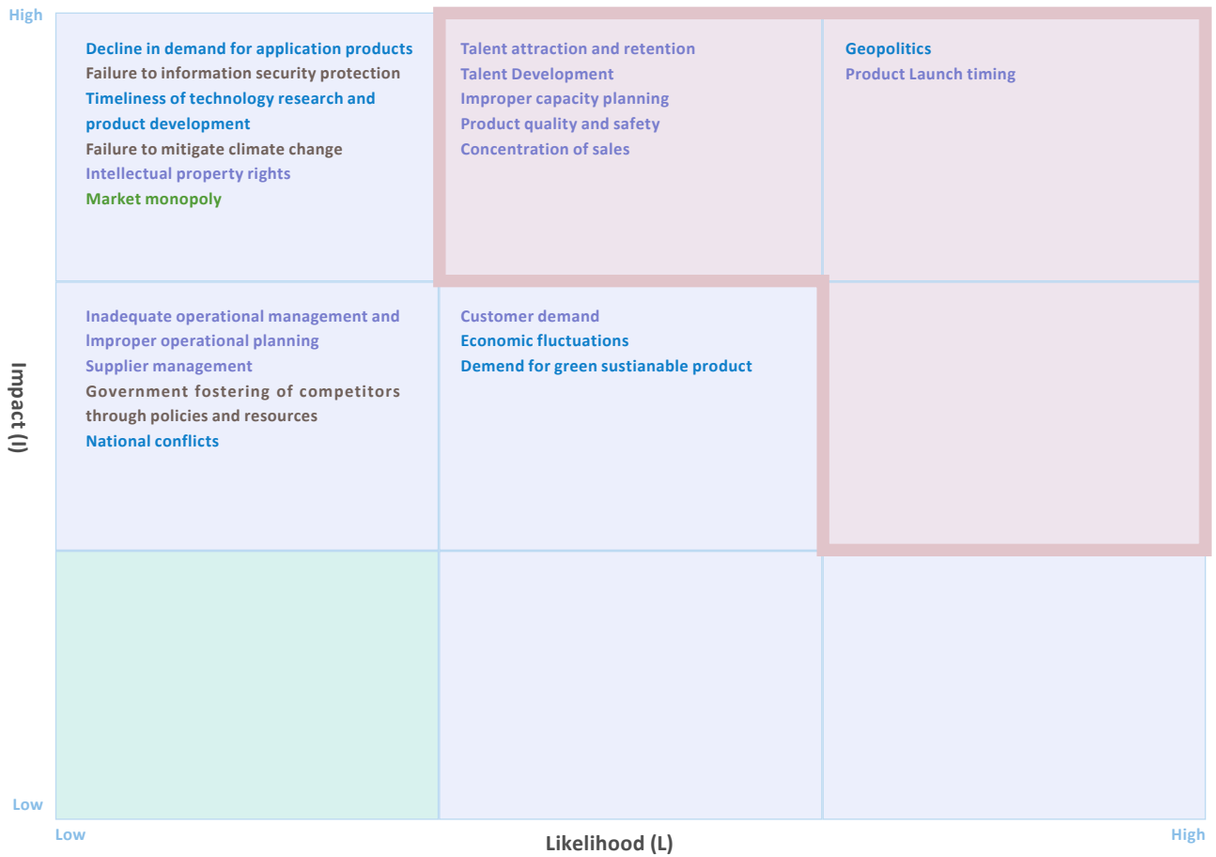
In accordance with the Risk Management Policy and Procedures, E Ink has identified 65 potential risk items, including strategic risks, operational risks, financial risks, information security risks, compliance and integrity risks, and emerging risks. These risks have been comprehensively identified as potentially hindering the Company's goal achievement or causing losses or negative impacts. Although emerging risks currently have no significant impact on operations, potential medium to long-term effects are expected. E Ink has referred to the World Economic Forum's " 2024 Global Risk Report" and " 2025 Global Risk Report" to identify three emerging risks closely related to its operations.

E Ink uses impact (I) and likelihood (L) as risk quantification metrics to identify and review risk exposure. The risk identification survey was completed by the global function center heads and Associate Vice Presidents and above, assessing the risk exposure based on the likelihood and impact of financial, strategic, operational, and other financial and non-financial indicators within their scope of duties. These items were then categorized into three levels of risk with corresponding management measures, including:

- Low Risk Items: These are within the interval of risk appetite, indicating that E Ink is willing to accept these identified risk items. Appropriate management strategies are needed to monitor and maintain risks at this level.
- High Risk Items: These fall within the interval of risk tolerance, necessitating proactive management strategies to ensure risks are controlled within acceptable limits.
- Extreme High Risk Items: These are within the interval of risk treatment, indicating that the risk level extremely exceeds E Ink's risk appetite. This requires necessary mitigating actions with designated responsible functions to conduct risk treatment measures and reduce the risks to a controllable level.

In 2025, a total of 20 significant risk items were identified, including 7 extremely high-risk items and 13 high-risk items. These were further consolidated and classified into 2 major risk themes, strategic and operational, and 7 risk categories for critical risk management. Compared to the risk identification results of 2024, the number of extremely high-risk items decreased from 13 to 7, achieving the target reduction rate for high-risk items. However, due to factors such as economic, industry, and geopolitical changes, as well as the expansion of operational scale, E Ink will continue to control, mitigate, or eliminate risks to enhance risk tolerance and resilience.

Risk Matrix



Risk Categories
Strategy
Operation
Information technology
Finance
Compliance and Integrity
Emerging risk

Risk Level	Risk Management Type
Extreme High Risk Items	Risk Treatment
High Risk Items	Risk Tolerance
Low Risk Items	Risk Appetite

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
2-0 Management Approach of Sustainable Topics
2-1 Integrity and Sustainable Governance
2-2 Risk Management
2-3 Information and Cyber Security
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Risk Identification and Mitigating Actions of Strategic, Operational and Financial Risks

Risk Categories		Risk Items	Descriptions	Mitigating Actions
Strategy	Economic fluctuations and geopolitical conflicts	Economic fluctuations	The overall economic environment can impact the electronics industry, leading to a decline in sales, affecting the Company's revenue and profitability.	To address these challenges, E Ink closely collaborates with customers to monitor market conditions and develop appropriate strategies. Cost control measures and efforts to reduce production costs are implemented to mitigate the impact of economic uncertainties on operations.
		Geopolitical	Geopolitical tensions, particularly between the US and China, create uncertainties for future operations. Increased tariffs, for example, can affect production costs and end-user demand.	E Ink maintains a proactive approach by monitoring external changes, including global regulations, political dynamics, and economic conditions. This allows the Company to make timely adjustments to production allocation and capacity expansion plans to mitigate potential risks associated with geopolitical factors.
	Market sales fluctuations	Declining demand for applications and products	Declining demand for certain application products can pose risks to E Ink's operations. The risk of a global economic downturn in 2024 due to inflationary pressures may lead to a decline in the consumer electronics market, impacting sales of products such as eReader and eNote, and creating price pressures.	Despite the impact on consumer electronics, the Electronic Shelf Label (ESL) market continues to grow. E Ink aims to compensate for the decline in eReaders and eNote sales by strengthening sales in the retail sector through enhanced applications.
		Concentration of sales	Sales concentration on a few customers accounts for a significant portion of sales, can significantly impact the Company's operations if their demands change.	To mitigate this risk, E Ink seeks to expand ePaper ecosystem partnerships and develop a broader range of applications for ePaper products. This includes targeting potential customers beyond the existing customer base, diversifying the customer portfolio by developing more potential customers, and reducing reliance on a few key customers.
	Research and development of products and technologies	Product quality and safety	Abnormal product quality can lead to recalls, impacting both customers and Company operations.	Strengthen quality control, assess risks, and establish a rapid response mechanism. Maintain transparent communication with Customers, provide quality training for Employees, and regularly review and improve quality processes to ensure product compliance with standards.
		Product launch timing	Overly optimistic predictions or misjudgments of market demand for new products lead to lower-than-expected acceptance and sales.	Enhance market research and product testing, adjusting launch plans based on feedback. Develop a diversified product portfolio and strengthen effective communication to increase product awareness and acceptance, ensuring the market success of new products.
Operation	Supply chain management	Supplier management	Risks from an inability to obtain products at low cost or poor quality lead to delivery delays and other issues.	Evaluate alternative materials and establish a multi-source supply chain system to reduce material and transportation costs.
	Production Supply and Planning, Green production	Improper capacity planning	Expanding capacity raises costs and may hurt finances if sales don't grow accordingly. Improper capacity planning can lead to underutilization and impact revenue.	Implement flexible capacity management by establishing phased capacity plans and monitoring mechanisms, exercising strict cost control, and enhancing capacity efficiency through market and product diversification to ensure reasonable operating costs and strong financial performance.
		Inadequate operational management and Improper operational planning	Lack of disaster preparedness and response can delay recovery and disrupt operations. Poor planning may also lead to resource misallocation or missed market opportunities.	Enhance disaster preparedness and response plans to ensure the rapid recovery of critical operations. Establish flexible resource allocation, implement strategic operational planning, and conduct regular monitoring and evaluation of operational efficiency to strengthen adaptability to market changes and ensure business continuity.
	Human resources	Talent attraction and retention	The timely recruitment and retention of high-quality talent is essential for the Company's success.	E Ink actively invests in talent development, competitive compensation and benefits, and creating a supportive work environment to attract and retain top talent.
		Talent development	Keeping pace with evolving skills and knowledge is crucial to maintain the Company's competitive advantage and growth momentum.	Since 2020, E Ink has established E Ink University, which offers diverse and foundational training programs. These initiatives ensure continuous on-the-job training and certification systems that enable employees to enhance their job skills and stay up-to-date with the latest industry developments.
	Information Security	Cyber espionage and warfare, failure to information security protection	Major cyberattacks can compromise data and disrupt operations, affecting stability and competitiveness.	Strengthen cybersecurity infrastructure, conduct regular security audits, and risk assessments, provide information security training for employees, implement multi-layered security measures, and establish emergency response plans. Collaborate with professional firms to ensure compliance and safeguard system operations and data security.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
2-0 Management Approach of Sustainable Topics
2-1 Integrity and Sustainable Governance
2-2 Risk Management
2-3 Information and Cyber Security
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Identification of Emerging Risks and Mitigation Actions

Emerging Risk	Description	Potential Impact to E Ink	Mitigating Actions
 **Extreme weather events and failure to mitigate climate change**	The increasing intensity and frequency of natural disasters may result in water scarcity, infrastructure damage, or disruptions in energy resource supply, causing operational interruptions and losses for the Company	• Severe natural disasters such as typhoons, floods, and storms occur annually, leading to flooding of factories and power outages, resulting in operational disruptions. • In response to international trends, the electricity market strongly advocates in favor of renewable energy generation. In the domestic market, large electricity consumers are required to install renewable energy with a contracted capacity of 10% within five years. Failure to meet the capacity requirements may result in E Ink facing substantial penalty payments.	• Continuous analysis of the risks posed by natural disasters and the development of appropriate response strategies, including disaster response plans for highly impactful events such as typhoons and chemical leaks, are in place to mitigate potential risks. • Actively utilizing renewable energy sources and considering the diversification and decentralization provided by renewable energy options, such as rooftop solar power, onshore wind power, and biomass energy generation. The Company has already achieved the goal of 58% renewable energy usage (RE58) by 2024. • Implementing the Task Force on Climate-related Financial Disclosures (TCFD) framework and conducting scenario analysis to address future climate risks and identify opportunities for sustainable development in the face of climate change. For more information on TCFD, please refer to chapter 2-2-3, Nature and Climate-related Financial Disclosures, of this report.
 **Cyber espionage and warfare, failure to protect and secure information**	Cyberattacks and ransomware not only disrupt business operations but also lead to the leaking of trade secrets, technical patents, and customer data, exposing companies to financial losses and reputational damage. This affects its operational development and competitiveness.	• Failure in information and cyber security management may lead to the leakage of trade secrets and technical patents. E Ink holds over 7, 000 valid patents worldwide, and any breach could undermine its core ePaper advantage. Unauthorized disclosure of customer product development details would erode client trust, resulting in customer loss, business disruption, and legal disputes, ultimately jeopardizing the company's operations and reputation. • If Information Security firewalls fail to block ransomware and phishing attacks, E Ink could face not only hacker intrusions into internal data centers but also the risk of substantial ransom payments.	• Implement ISO/IEC 27001: 2022 Information Security Management System to establish a high-security information protection network based on five major information security strategies: "Identify," "Protect," "Detect," "Respond," and "Recover." Additionally, continuously monitor external cyberattack behaviors and use external intelligence rating systems to understand E Ink's information security risk index, thereby optimizing information security management measures. • Introduce Intellectual Property Management Standards (TIPS) to establish a systematic intellectual property management mechanism. • Develop a Business Continuity Plan (BCP) to ensure that significant disaster events do not lead to operational termination risks. Each year, select 1- 2 projects for emergency response drills for information security incidents, ensuring that in the event of a major cybersecurity incident, operations can be promptly restored to achieve the goal of uninterrupted operations. • Regularly conduct information security advocacy, education, training, and drills, and enhance employee awareness of phishing emails and ransomware, thereby strengthening information security protection awareness. For more details on information security management policies and related re
 **Biodiversity loss and ecosystem collapse**	Human and business activities can disrupt biodiversity and ecosystems, causing ecological imbalances and biodiversity loss. The long-term negative impacts of these activities may lead to food shortages, water scarcity, and climate disasters, adversely affecting human health and living environments.	• The site selection and construction process of E Ink's new facilities may impact local wildlife habitats, posing a risk of biodiversity loss. • E Ink's sourcing of renewable energy may cause damage to natural habitats and biodiversity, leading to long-term negative effects on ecosystems. • Maintaining ecological balance and sourcing eco-friendly renewable energy will increase E Ink's operational costs related to natural management. • Ecological imbalances resulting E Ink in water shortages can affect the supply of water resources.	• Implement the "Biodiversity and Non-Deforestation Commitment" to ensure that the energy sources at operational sites do not impact biodiversity. • Set a goal to achieve a net positive impact on the environment and ecosystems by 2030. • Construct new facilities as green buildings and increase the revenue ratio of environmentally friendly products. The Hsinchu site is scheduled to be completed as a green building, aiming to meet LEED Gold certification standards. • Ensure that the renewable energy sources acquired by the supply chain (or value chain) do not impact biodiversity and that operational sites do not affect ecosystems. Due diligence is conducted for newly acquired renewable energy sources. For more detail, please refer to chapter 7-4 Environmnetal Convervation. • Introduce the Taskforce on Nature-related Financial Disclosures (TNFD) framework to assess the risk management items required for the natural environment in operations and supply chains. For more details, please refer to chapter 2-2-3, Nature and Climate-related Financial Disclosures, of this report.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
2-0 Management Approach of Sustainable Topics
2-1 Integrity and Sustainable Governance
2-2 Risk Management
2-3 Information and Cyber Security
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Risk Culture and Awareness



Enhancing risk culture and awareness at all levels is crucial for effectively implementing risk management. Integrating the concepts of risk management, prevention, mitigation, and adaptation into daily operations and decision-making processes will help achieve this goal. E Ink adopts two strategies—shaping a risk culture and fostering risk awareness—to assist all employees in developing a strong sense of risk. These strategies help in identifying potential risks in daily workflows and taking appropriate measures to prevent or mitigate them, thereby avoiding potential losses. By identifying risks from within, E Ink can seize development opportunities, promoting innovation and sustainable growth.

Shaping Risk Culture

Establishment of Risk Culture

E Ink establishes a comprehensive risk culture from the board level to the operational level.

- The Sustainability Development Committee, under the Board of Directors, oversees the implementation of risk management, as well as the management and response strategies for material risk items. The committee promotes various risk management activities in accordance with the scope, organization, responsibilities, and procedures defined in the "Risk Management Policy and Procedures."
- The management of material risk items is discussed at the annual strategic meeting, chaired by the senior management team. Senior executives responsible for material risk items explain the management and response strategies for each risk. Through a cross-departmental meetings, risk response strategies are collectively focused and adjusted, thereby substantively linking these strategies to the work goals and content of the relevant departments.

Linking Risk Management with Goals and Performance Indicators

E Ink incorporates risk management concepts into its operations and evaluations. The Company has established internal reward systems, such as the Intellectual Property Management and Reward Program and the Employee Reward Program, to encourage employees to propose new technologies and patents with both innovative and risk-mitigation perspectives. These proposals are evaluated according to specific criteria, and approved submissions are awarded bonuses accordingly.
Additionally, risk management outcomes are included in the annual performance evaluations of senior executives, making it one of the assessment indicators for their compensation. Through the goal management of senior executives, risk management practices are promoted, thereby strengthening the Company's overall risk culture awareness.

Note: For more detail, please refer to Remuneration Policy of this chapter.

Incorporating Risk Assessment into New Product and Technology Development

As a leader in the ePaper industry, E Ink continuously develops advanced ePaper technologies to solidify the company's market position. Through the "Sustainable Product Management Policy," innovation and R&D integrate intellectual property rights and product risk management. The development of new technologies and products considers minimizing internal and external risks associated with the product lifecycle, including technology, research and development, production, use, and disposal/recycling. This approach helps maintain the intellectual property management system, focus on patent deployment, and align with technology and product implementation and target markets.
Additionally, within the internal regulations of the "New Product Development Procedure," E Ink stipulates that during the new product development and design process, risks related to cost, feature and performance, restricted environmental substances, sales, and market should be assessed. This evaluation aims to prevent or reduce potential risks arising from the transition of new technologies to production and manufacturing, thereby optimizing R&D benefits.

Cultivating Risk Awareness

Through risk management and specific risk items related training courses, E Ink cultivate risk awareness across the organization. Members of the Board of Directors, the highest governing body strengthen their capability of oversight and review enterprise risk through continuous education in risk-related courses[Note]. In operation level, E Ink not only planed risk management courses, but also planed courses on significant risk items such as information security and product technology development but also addresses potential operational risks. These include topics on integrity management and regulatory compliance, employee health and safety, and climate change risks, with training arranged for all employees to comprehensively enhance knowledge of various risk items.

In 2024, E Ink held a risk management training program themed "Risk Management from the Perspective of Corporate Crisis Management," targeting all managers at the department-head level and above to deepen awareness of risk in daily operations. In the same year, E Ink achieved a 100% coverage rate in risk management awareness training. Establishing a robust risk culture and increasing risk awareness are crucial for enhancing corporate competitiveness and ensuring long-term success.

Overview of Risk Management Topic Course

Risk Categories	Risk Items	Training Course Content	Training Course Topic/Risk Content	Target Audience
Comprehensive	Risk Management	Risk Management	Risk Management from the Perspective of Corporate Crisis Management	Division-level and above supervisors
Strategy	Product technology development	Product Patent Protection	Confidentiality Data Protection	All Employee
Operation	Integrity management and regulatory compliance	Integrity management and regulatory compliance	Anti-Corruption	
			Antitrust	
			Prevention of Insider Trading	
Operation	Employee health and safety	Workplace Safety	Occupational Safety and Health Related Courses	
Emerging risk	Information Security	Information Security	Information Security Related Courses	
Emerging risk	Failure to mitigate climate change	Climate Change and Greenhouse Gas Management	ISO 14001、ISO 14064-1、ISO 50001	Environmental and related personnel

Note: For more details, please refer to the 2024 Annual Report.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
2-0 Management Approach of Sustainable Topics
2-1 Integrity and Sustainable Governance
2-2 Risk Management
2-3 Information and Cyber Security
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

2-2-3 Nature and Climate-Related Financial Disclosures

E Ink identifies nature and climate risks and opportunities based on the frameworks of the Taskforce on Nature-Related Financial Disclosures (TNFD)[Note] and the Task Force on Climate-Related Financial Disclosures (TCFD). By deepening its understanding and response to the impacts of nature and climate change, E Ink uses risk and opportunity assessment tools. Relevant responsible units analyze risks and opportunities from various aspects, including policies and regulations, international initiatives and trends, technological developments and market changes, reputational risks, and short, medium, and long-term material risks. Scenario analysis is introduced to develop effective management measures, adaptation, and mitigation strategies, with the support and participation of senior executives to enhance resilience to nature and climate change. The key elements of E Ink's nature and climate-related financial disclosures are summarized below. For detailed information, please refer to E Ink's "2024 Nature and Climate Report".

Note: Adopting the TNFD Version 1.0 framework released in September 2023.

Download Nature and Climate Report

Governance

Board of Directors and Functional Committees

The Board of Directors of E Ink is the highest governing body responsible for risk management. It regularly approves the management strategies for nature and climate-related risks and opportunities and oversees the overall effectiveness of the risk management mechanism. This includes reviewing and approving policies and procedures related to nature and climate change risks, making decisions on significant nature and climate issues, resource allocation, and evaluating the linkage between executive remuneration and climate-related topics.

Corporate Sustainability Committee

The Corporate Sustainability Committee at the operational management level is responsible for reviewing strategies, goals, and performance tracking related to nature and climate-related risks.

Risk Management Sub-Committee

Following the risk management policies and procedures, the Risk Management Sub-Committee defines the risk control order and supervises the management of nature and climate-related risks.

Green Production Sub-Committee

The Green Production Sub-Committee implements and manages actions related to nature and climate change risks and opportunities. Their responsibilities include identifying and evaluating nature and climate change risks and opportunities, analyzing strategic and financial impacts, formulating management guidelines based on significant nature and climate-related risk items, setting objectives and indicators, and reviewing execution status and future. Additionally, significant nature and climate-related risks and opportunities will be integrated into the Company's risk management mechanism to facilitate comprehensive risk management by the Risk Management Sub-Committee.

Strategy

E Ink identifies natural and climate-related risks and opportunities through the TNFD and TCFD frameworks, peer assessments, existing and emerging climate change regulations, and cross-departmental communications. Material risks and opportunities are integrated into the Company's risk management mechanism. The Green Production Sub-committee is responsible for developing adaptation and mitigation strategies and reviews significant natural and climate-related risks and the financial impacts every six months, reporting annually to the Corporate Sustainability Committee.

In accordance with TNFD and TCFD recommendations, corresponding methodologies and analytical tools are utilized to identify and summarize material risks related to nature and climate change. Seven material natural risks—water scarcity, air quality, landslides, fire hazard, extreme heat, tropical cyclones, and pollution—are integrated with material climate risks and opportunities. These are managed within the domains of "Net Zero Emissions Energy Transition," "Low-Carbon Product R&D," and "Building a Sustainable Supply Chain." Strategies include planning for net-zero carbon pathways, improving energy efficiency, increasing the proportion of renewable energy use, enhancing low-carbon product development capabilities, collaborating with the government, industry, and academia to develop energy-saving products, and managing the supply chain to mitigate the impacts of climate change.

Natural Related

- E Ink uses the LEAP (Locate, Evaluate, Assess, and Prepare) analytical methodology to identify the correlation between E Ink's global operational sites, 52 significant suppliers, and major customers representing 90% of revenue, to assess their correlation with biodiversity-sensitive areas and protected zones. The results show that none of E Ink's global operational sites or significant supplier locations are situated in biodiversity-sensitive areas. E Ink carefully manages operations near biodiversity-sensitive areas and significant suppliers, including enhanced monitoring, developing conservation plans, providing personnel training, and offering guidance to ensure that business activities align with principles of natural sustainability, reflecting E Ink's commitment to ecological conservation.
- E Ink used the World Wide Fund for Nature (WWF) Biodiversity Risk Filter and the Exploring Natural Capital Opportunities, Risks, and Exposure (ENCORE) tool to identify nature-related risks associated with its business activities. The analysis identified nine major nature-related dependencies and impact factors for E Ink.
- Based on the analysis, water scarcity, air quality, landslides, wildfire hazards, extreme heat, tropical cyclones, pollution, and labor/human rights factors were assessed under the scenarios of "Natural Ecosystem Services" and "Trend Regulatory Requirements" are used. Four different natural scenarios are considered to evaluate E Ink's impact, potential risks and opportunities, potential financial impacts, risk and opportunity management strategies, and stakeholders related to these scenarios.

Climate Change Related

- E Ink uses a cross-departmental approach to evaluate climate change risks and opportunities, applying assessment tools to analyze the Company's value chain (operations, upstream, and downstream) for short-term (within 5 years), medium-term (5- 10 years), and long-term (beyond 10 years) risks, opportunities, and potential financial impacts. The analysis includes the impact of significant climate-related risks and opportunities on business operations, strategies, and financial planning. In 2024, five material climate-related risks were identified: low-carbon technology and process transition, net-zero carbon emissions, low-carbon product competitiveness, rising raw material (including electricity) costs, and increased severity of extreme weather events (such as typhoons, flooding, landslides, etc.). The opportunities include four factors: expanding new market applications for ePaper products, increasing market demand for environmentally friendly products, driving low-carbon green production, and enhancing low-carbon product development capabilities.
- Assess the impact on the Company's value chain and the specific financial impacts by applying both transition risks (e.g., carbon pricing) and physical risks (e.g., flooding and landslides) under best- and worst-case scenarios, such as IEA NZE 2050, IEA STEPS, SSP1-2.6, and SSP5-8.5.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
2-0 Management Approach of Sustainable Topics
2-1 Integrity and Sustainable Governance
2-2 Risk Management
2-3 Information and Cyber Security
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Risk Management

- E Ink's risk management mechanism includes risk governance, risk identification and assessment, risk mitigation and adaptation, and risk disclosure and reporting.
- E Ink plans to evaluate natural and climate-related risks and opportunities every three years based on the TNFD and TCFD frameworks, peer assessments, existing and emerging climate change regulations, and cross-departmental communications.
- The Green Production Sub-committee conducts an annual risk assessment of natural and climate change risks and opportunities. Material risks and opportunities are integrated into the Company's risk management mechanism. The Green Production Sub-committee develops adaptation and mitigation strategies and reviews the financial impacts of significant natural and climate-related risks every six months, reporting annually to the Corporate Sustainability Committee.

Metrics and Targets

- In accordance with the "Kunming-Montreal Global Biodiversity Framework" 2030 action targets, E Ink aims to ensure that by 2030, at least 30% of degraded terrestrial, inland water, marine, and coastal ecosystems are effectively restored to enhance biodiversity and ecosystem functions and services. This includes improving ecological integrity and connectivity, and preventing, reducing, and eliminating pollution impacts on nature and ecosystems. E Ink integrates these goals with significant nature-related risks to develop relevant indicators and targets.
- Based on scenarios published by the Intergovernmental Panel on Climate Change (IPCC) to limit average warming to 1.5° C or more stringent temperatures, E Ink initially sets annual targets for Taiwan sites, with plans to extend these goals to major global production bases, collaborating internationally to mitigate the impacts of climate change.
- Nature-related indicators include the ratio of sustainable raw materials used in products, the ratio of recycled raw materials used in products, water use intensity, collaborations with government, industry, and academia, and the promotion of environmental conservation.
- Climate change-related indicators include carbon emission intensity, the proportion of renewable energy used, the recycling rate of waste, investment in R&D, and the number of suppliers using renewable energy.
- E Ink also links manager performance bonuses to nature and climate-related risk and opportunity indicators to strengthen the Company's management in these areas.



About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
2-0 Management Approach of Sustainable Topics
2-1 Integrity and Sustainable Governance
2-2 Risk Management
2-3 Information and Cyber Security
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

2-3 Information Security

2-3-1 Information Security Management

No official penalties or fines were imposed in 2024

With the rapid evolution of information technology and the widespread use of networks and various information applications, Information Security faces significant challenges, particularly from external malicious attacks that may result in data breaches, ransomware incidents, and operational disruptions, potentially causing substantial losses to the Company. To enhance Information Security management, E Ink adopted ISO/IEC 27001: 2013 Information Technology – Security Techniques – Information Security Management Systems in 2022. In 2024, both the Hsinchu and Linkou sites successfully completed the transition to the ISO/IEC 27001:2022 standard – Information Security, Cybersecurity, and Privacy Protection – Information Security Management Systems. This achievement demonstrates that E Ink' s Information Security framework meets the latest international standards and has expanded its scope to include Information Security, Cybersecurity, and Privacy Protection. It aligns with modern Information Security management requirements and reflects E Ink' s commitment to treating Information Security as a critical component of sustainable governance. Moving forward, E Ink will implement Information Security Management Systems in its U.S. and China operations following the ISO/IEC 27001 framework to strengthen its global Information Security protection network.



Certificate of ISO 27001

Information Security Management Strategies and Procedures

E Ink aims to maintain the confidentiality, integrity, and availability of its corporate information systems. Its information security governance adheres to the international standard ISO/IEC 27001: 2022 and is driven by three key dimensions: governance, participation, and execution. The Company implements four major information security management strategies, following the PDCA (Plan-Do-Check-Act) cycle to continuously establish, implement, review, and improve its information security management processes.

In 2024, E Ink did not receive any official penalties or fines and experienced no information security incident. As a result, no customers or employees were affected by such risks.

Three Key Dimensions

Governance	The highest governing body for Information Security provides guidance and recommendations for Information Security management.
Participation	The Information Security Committee is composed of senior executives and holds meetings every six months to review, discuss, and make decisions on Information Security policies. The governance results of Information Security are reported to the Board of Directors annually.
Execution	The dedicated "Information Security Department" is responsible for planning Information Security policies, implementation, risk management, and audits.

Information Security Management Strategies

Information Security Identification	Monitor and analyze internal and external information security vulnerabilities, conduct regular security assessments and incident simulation drills; and identify the risk levels of information systems through periodic vulnerability scans and penetration tests.
Information Security Protection	Conduct information security education and training, set up and maintain firewalls, encrypt, and control access to servers and endpoint hard drives, control access to networks and mobile devices, ensure secure VPN connections, manage email, and file security and encryption, and perform cybersecurity insurance evaluations.
Information Security Detection and Response	System monitoring alarms, information security joint defense and external information security information collection
Information Security Recovery	Perform regular backups of emails, data, and systems, manage offsite servers, and conduct backup restoration drills.

Information Security Escalation

Information security protection is critical to ensuring business continuity. To comprehensively prevent information security risks, E Ink has established a robust Information Security Escalation Process, enabling employees to report discovered security vulnerabilities, incidents, or suspicious activities. E Ink categorizes reported security incidents based on three core principles: confidentiality, integrity, and availability. Further classification is conducted according to the level of impact of each incident. In 2024, the Company received three security incident reports from employees, all of which were appropriately addressed and resolved.

Information Security Escalation Process

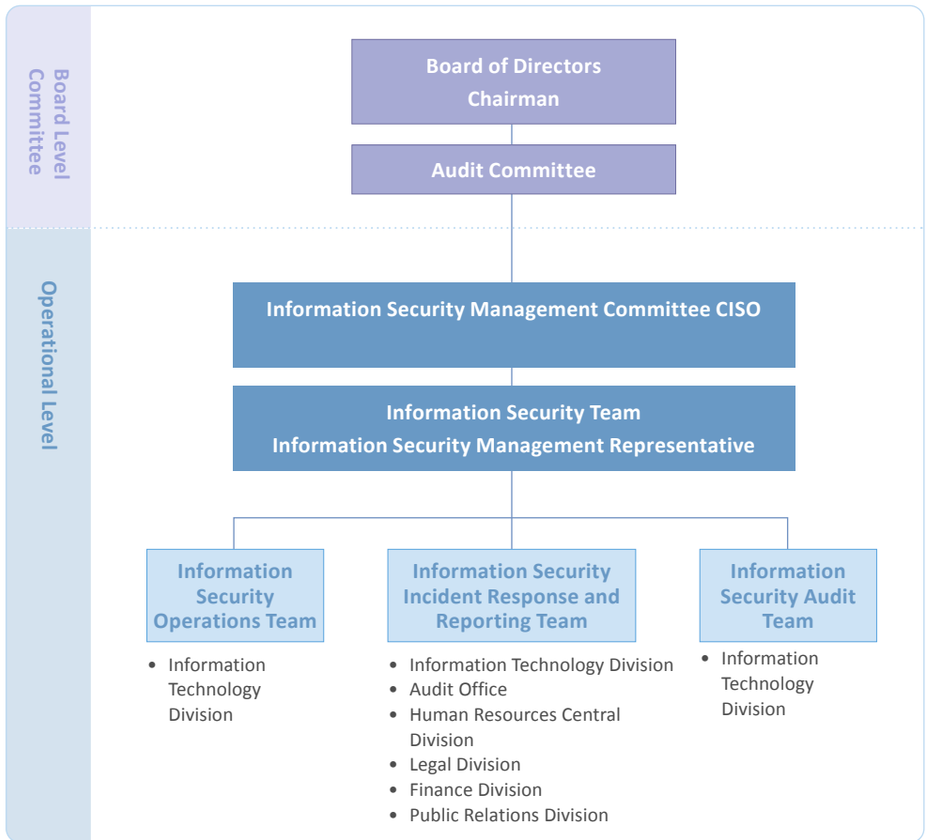
Receive Report	Employees report abnormal events to the response team through channels such as phone, instant messaging, email, system processes, etc.
Contingency respons	The Emergency Response Team is based on the principles of priority processing, damage control, recovery operations, and track preservation, and reports to CISO.
Classification & grading	The Information Security Department classifies the category and impact level of the abnormal event, and reports it to the supervisors by level for decision and public announcement or apply for resources etc.
Update progress	Continuously report and update the emergency response progress to 資安應變/通報小組.
Review & improve	Analyze root causes, adjust preventive measures, and record reports.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
2-0 Management Approach of Sustainable Topics
2-1 Integrity and Sustainable Governance
2-2 Risk Management
2-3 Information and Cyber Security
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Organization and Responsibilities of the Information Security Management Committee

The application of emerging technologies, personal data protection, intellectual property rights protection, and ethical risks are becoming increasingly difficult to defend against. To prevent information security-related risks and comprehensively enhance information security management and protection capabilities, E Ink established the "Information Security Management Committee" in 2022. The committee is overseen and supervised by the Board of Directors, with the Chairman serving as the Chief Committee Member [Note 1]. The committee is comprised of senior executives from various cross-departmental functional units, including the General Manager, Chief Financial Officer, Vice President of the Operations Center, and Vice President of the Product Development Center. In the same year, a dedicated information security unit, the "Information Security Department," and an "Emergency Response Team" were also established. These units are led and overseen by the Chief Information Security Officer (CISO)[Note 2] within the Company, who is responsible for information security protection efforts.



Units		Job Duties
Board of Directors		• Information Security governance and guidance
Audit Committee		• Oversight of the Company's Information Security management
Information Security Management Committee (CISO)		• Decision-making on Information Security governance and strategic direction • The Chief Information Security Officer (CISO) serves as the highest authority responsible for Information Security governance
Information Security Team	Management Representative	• Planning, monitoring, and execution of Information Security systems • Evaluation of control solutions for systems and information technology • Response and handling of Information Security incidents • Coordination of external evaluation processes
Information Security Operations Team	Information Technology Division	• Operation and management of information systems and equipment • Identification, monitoring, detection, and improvement of Information Security risks • Management of Information Security procedures and records
Information Security Incident Response and Reporting Team	Information Technology Division	• Real-time response, reporting, and handling of Information Security incidents • Securing and providing logs and records of information systems and equipment
	Audit Office	• Supervision and auditing of Information Security governance implementation
	Human Resources Central Division	• Scheduling and promotion of training and awareness programs • Guidance on personnel regulations and disciplinary actions related to Information Security violations
	Legal Division	• Consultation on regulatory Information Security issues • Interpretation of legal provisions
	Finance Division	• Disclosure of material Information Security incidents
	Public Relations Division	• External news releases
Information Security Audit Team	Information Technology Division	• Audit of the Information Security Management System and improvement of deficiencies • Assistance to external stakeholders in conducting Information Security audits

Note 1: Since 2019, E Ink Chairman Johnson Lee has led the Information Division of E Ink Group, which oversees the Information Security Department, Infrastructure Systems Department, Application Systems Department, ERP Systems Department, and Manufacturing Systems Department. During the tenure, he has led and supervised the strengthening of information security management at E Ink. This includes the establishment and supervision of the Emergency Response Team in 2020 and the formation of the Board-level "Information Security Management Committee" in 2022. Additionally, a dedicated "Information Security Department" has been established, responsible for managing information security management, preventing information security-related risks, and comprehensively enhancing information security management and protection capabilities.

Note 2: The Chief Information Security Officer (CISO) of E Ink is James Huang, who serves as the Associate Vice President of the Information Technology Dept.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
2-0 Management Approach of Sustainable Topics
2-1 Integrity and Sustainable Governance
2-2 Risk Management
2-3 Information and Cyber Security
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

2-3-2 Information and Security Risk Impact and Response Strategies

Business Continuity Management

E Ink has established a "Business Continuity Management Procedure" to systematically protect the Company's critical processes and systems from being disrupted by significant incidents, disasters, or information security attacks. Through business impact analysis and drills, E Ink comprehensively identifies the risks associated with the interruption of critical resources and systems. Annual emergency drills for information security incidents ensure that in the event of a major cybersecurity incident, operations can be promptly restored to achieve uninterrupted business continuity. In 2024, E Ink conducted information security disaster drills for key information operational systems, including the Firewall and AD System, as detailed below:

Key Systems	Information Security Incident Emergency Drill Description	2024 Achievements
Firewall	Simulate the failure of the Internet Firewall to cause the High Availability (HA) mechanism to fail, causing the external network to be interrupted, and perform emergency backup system file restoration operations.	• Recovery Point Objective (RPO): 24 hours • Recovery Time Objective (RTO): 6 hours
AD System	Simulated an emergency response and recovery operation for the theft of an Active Directory (AD) Golden Ticket.	• Recovery Point Objective (RPO): 24 hours • Recovery Time Objective (RTO): 4 hours

A well-established management procedure is in place for handling abnormal incidents, ensuring that employees know how to report and respond when encountering information system anomalies or major Information Security incidents. In 2022, E Ink adopted ISO/IEC 27001 certification, establishing incident response procedures based on international standards. An Information Security Reporting Team was formed to define reporting protocols and personnel for various levels of incidents. In 2024, the Company completed the updated Business Continuity Management Procedures and Information Security Incident Management Procedures, along with the implementation of the Business Continuity Drill Plan.

Information Security Insurance

External information threats are becoming increasingly severe, with many companies experiencing varying degrees of malicious attacks. As cyber-attack tools become more readily accessible, the frequency of intentional or unintentional malicious activities targeting enterprises has seen a sharp rise. If a company suffers a business interruption due to external malicious attacks, the resulting losses can be immeasurable. E Ink aims to minimize the losses incurred during significant information security incidents, enhance information security resilience, and ensure that external support is available when needed to mitigate the impact. E Ink continuously evaluates investing in information security insurance.

Information and Security Risk Impact and Response Strategies

To mitigate the impact of information security risks on operations, E Ink conducts an annual information security risk management drill. This includes asset inventory, risk identification and assessment, and the development of risk treatment strategies. Additionally, monitoring and review mechanisms are established, assessment of information security related monitoring mechanisms and a dedicated security monitoring team. Regular reviews and updates of information security policies and measures are carried out to address new threats and risks, ensuring information security and business continuity. Emergency response plans are in place to handle potential information security incidents and disasters. Furthermore, information security awareness is enhanced through targeted educational training courses for employees. In 2024, no major information security incidents occurred.

1. **Asset Inventory :** Comprehensive identification and classification of E Ink's information assets, including hardware, systems, software, data, and processes. A detailed asset list is maintained, recording each asset's owner, value, and sensitivity, with protection priorities assigned based on their importance.
2. **Risk Identification:** In-depth analysis and assessment of potential risks across information assets, from hardware and software to data and processes, ensuring a thorough risk identification process.
3. **Risk Assessment:** Conduct risk assessments for each asset, considering threats, vulnerabilities, and risk impacts. High-risk items are prioritized, and quantitative analysis is performed using a risk matrix.
4. **Risk Treatment:** Develop risk response strategies, selecting options to accept, transfer, mitigate, or avoid risks. Based on the assessment results, specific improvement measures are planned, such as patching vulnerabilities, enhancing security defenses, establishing emergency plans, or obtaining cybersecurity insurance.
5. **Monitoring and Review:** Establish monitoring systems to regularly track system performance and security incidents. SIEM tools are used to analyze logs, and periodic security reviews ensure the effectiveness of implemented measures.
6. **Emergency Response Plan:** Develop response plans for handling information security incidents and disasters, covering scenarios from data breaches and ransomware attacks to natural disasters. Ensure plans include contact information, recovery steps, and testing procedures.
7. **Employee Education and Training:** Implement information and cyber security education and training programs to enhance employee awareness and recognition of security risks. Employees are trained on identifying social engineering attacks, spam, and malicious attachments.
8. **Regular Review and Improvement:** Periodically review information security policies, procedures, and control measures. Adjust and optimize based on review findings to address emerging threats and risks.



About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
2-0 Management Approach of Sustainable Topics
2-1 Integrity and Sustainable Governance
2-2 Risk Management
2-3 Information and Cyber Security
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

2-3-3 Enhancing Protection of Information Security

Enhancing Information Security Awareness

The Information Technology Division regularly conducts Information Security awareness campaigns and training programs, and clearly communicates employees' obligations to maintain Information Security and confidentiality through contract clauses. These efforts aim to enhance the Information Security awareness of all employees and IT personnel. In the fourth quarter of 2024, an Information Security Week was held, featuring a series of activities to raise employee awareness. In addition, eight awareness articles/posters were released periodically to provide the latest Information Security protection updates to employees, helping to prevent potential threats.

Training Course	Trainees	Performance in 2024	
		Number of trainees	Completion rate
ISO 27001 Information Security Awareness Training Course	All Information Technology Division employees and colleagues from departments involved in ISO/IEC 27001	67	100%
ISO 27001 Information Asset and Risk Assessment Training Course	All Information Technology Division employees and colleagues from departments involved in ISO/IEC 27001	67	100%
New Employee Orientation Training	New indirect employees in Taiwan and China sites	95	99.0%
Information Security Education and Training	All employees in Taiwan and China sites	3,727	99.4%
Social Engineering Drill	Employees in Taiwan, China, US, and other overseas sites	708	96.5%

Information Security Management

Project	Implementation Details	Implementation Results in 2024
Network Security	• Implement endpoint and wireless network security control systems to prevent non-company devices from connecting to the corporate intranet. • Regularly update firewall firmware and promptly patch software security vulnerabilities to prevent hackers from infiltrating, stealing Company confidential data, or causing damage. • Integrate with Windows AD authentication to identify various user online activities and malicious threats, facilitating network forensics and audit tracking records. • Control access to the Company's intranet from external networks via secure connections. • Control access and transmission permissions of endpoint devices to the external Internet.	• Control unauthorized information devices from entering the Company's internal network to avoid the risk of system hacking or data leakage, reduce the risk of possible cyber-attacks. • Update and patch in a timely manner to reduce the risk that vulnerabilities may be exploited, invaded, or destroyed. • Implement management and authentication requirements for users and resources, and configure permissions to avoid unauthorized access. • Provide encrypted channels to ensure secure data transmission when accessing internal resources from external networks. This helps prevent unauthorized connections, data leakage, and reduces the risk of malware threats from malicious websites. Prevent Company data leakage due to unauthorized connections and reduce the risk of malware threats caused by connecting to malicious websites.
Device Security	• Install fully functional antivirus software on both personal computers and servers • All endpoint devices are installed with security control software for effective information management and protection. • Deploy mobile device management systems on smartphones to provide secure and real-time access to internal Company resources.	• By integrating cloud-based big data analytics and machine learning with a malware threat intelligence database, the Company implements global joint defense mechanisms to counter various attacks in real time. • OA computers are equipped with anti-virus software, with a coverage rate is 100%. • Deploy the security policies, protection the security management of Company information assets and the against information leakage and loss. • OA computers are equipped with information management and control software, with a coverage rate is 100%. • Reduce the risk of data leakage caused by using or losing the smartphones.

(Next Page)

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
2-0 Management Approach of Sustainable Topics
2-1 Integrity and Sustainable Governance
2-2 Risk Management
2-3 Information and Cyber Security
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Project	Implementation Details	Implementation Results in 2024
Email Security	• Adopt an advanced email protection system with features such as external reputation analysis and sandbox simulation to enhance the group's ability to filter and defend against emerging business email compromise, multi-layered phishing links, and diverse malicious email attachments.	• Effectively block external malicious emails, achieving zero cybersecurity incidents caused by external emails in 2024.
Information System Backup, Verification and Restoration	• Implement an appropriate backup system and monitoring mechanism to regularly back up all information systems and provide status reports. • Establish effective disaster recovery drills and data verification mechanisms to ensure the accuracy of backup data and enhance staff familiarity with procedures. • Deploy off-site backup systems for critical information systems, such as SAP ERP and key databases.	• The existing backup system and monitoring mechanisms are effectively achieving current requirements. Annual backup and restoration drills are conducted for critical systems to ensure efficient recovery in the event of unexpected incidents affecting the Company's information systems. The target execution rate for 2024 is set at 100%. • Establish an off-site backup system for critical information systems, such as SAP ERP and key databases. This ensures the Company's operations can continue smoothly through the off-site backup system in the event of a cybersecurity incident.
Cyber Rating	• Implement the external Cyber Rating system, Global external threat information control, continuous and effective understanding of external threats and information security protection status, and reduction of external exposure risks.	• Understand the Company's external threat level through the external Cyber Rating system, and track the Company's risk level, risk coefficient, various exposure monitoring, detection, and repair operations. • In 2024, the risk coefficient is 94 points, and the risk level is A.
Penetration Testing	• Simulate attackers' penetration testing of external target websites, simulate hacker intrusions, and conduct security strength tests to detect possible vulnerabilities and reduce the risk of being invaded.	• Carry out website security strengthening, patching, and re-scanning and optimize information security protection measures. • In 2024, the completion rate of the external website penetration testing and patching is 100%.
Vulnerability Scanning for Security Monitoring	• Implement Vulnerability Scanning system, Continuous scan and repair the vulnerabilities of the entire global information system and equipment, collect information, and analyze possible risks, and reduce the risk of horizontal diffusion within the intranet.	• Plan regular or irregular scans according to risk levels, conduct vulnerability scanning, analysis, mitigation, patching, and re-scan operations to increase protection capabilities and visibility, and reduce the risk of lateral proliferation of internal networks. • In 2024, global completion rate of patching system and equipment vulnerabilities is 78%. • In 2024, a total of three information security incidents occurred. None of these incidents were classified as major security breaches, nor did have a significant impact on operations.



Audits of the Information Security Management Systems

Through internal and external audits, E Ink evaluates the effectiveness of its information security management system. These assessments not only provide critical insights for continuous improvement in policies, objectives, and operations but also strengthen customer and supplier trust in E Ink's information security measures.

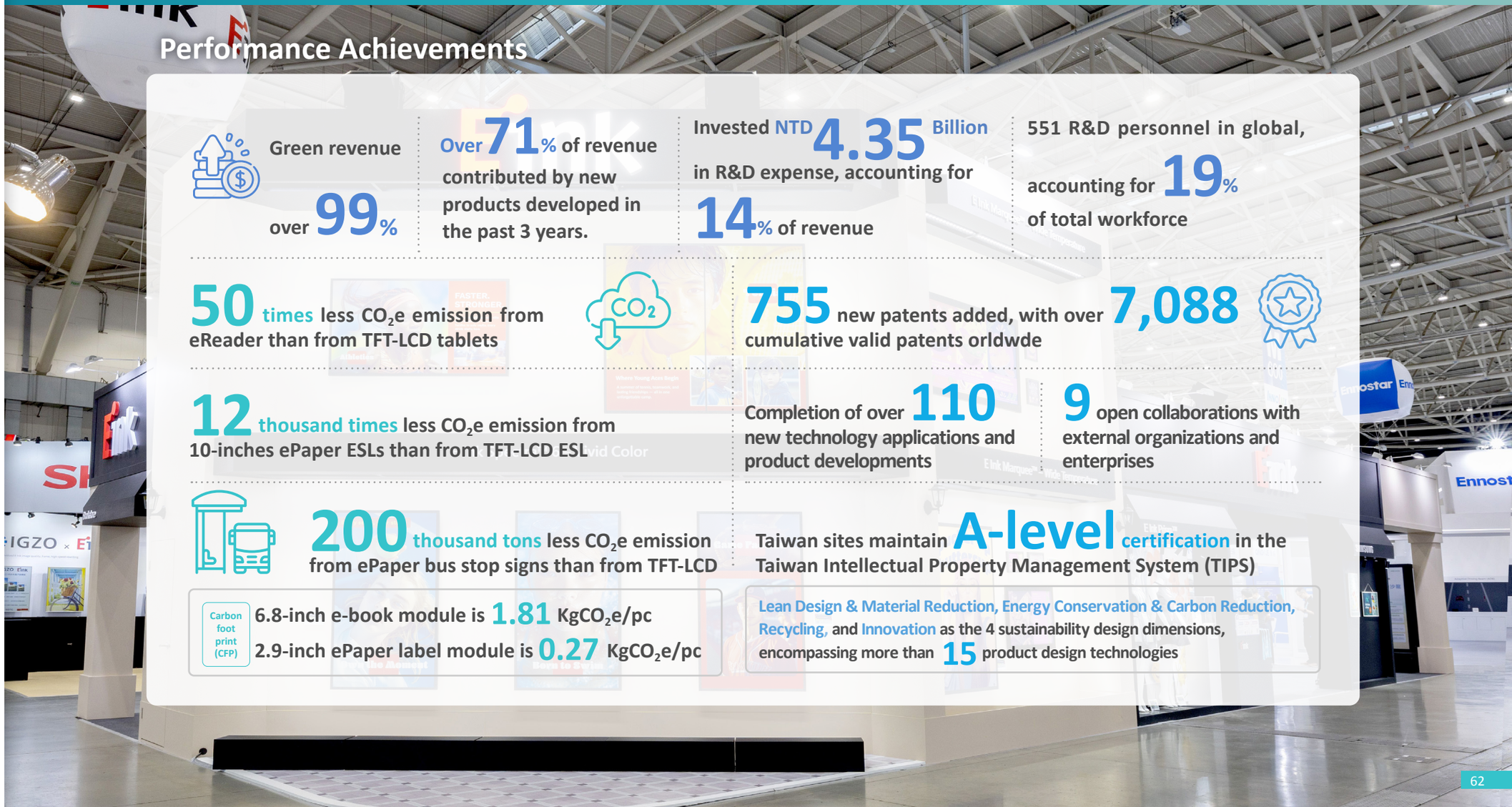
In Q3 2024, E Ink completed its internal audit of the information security management systems, identifying 12 areas for improvement based on the audit findings. As of Q1 2025, 9 issues have been resolved, while corrective actions for the remaining 3 are ongoing. In Q4 2024, E Ink successfully passed an external audit conducted by SGS Taiwan, certifying the transition and upgrade of the ISO/IEC 27001:2022 Information Security Management System. The external audit highlighted 1 area of excellence and identified 6 areas for observation, which E Ink is actively addressing to further enhance its information security framework.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
3-0 Management Approach of Sustainable Topics
3-1 Green and Sustainable Product
3-2 Research and Development Innovation
3-3 Low-Carbon Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

03 Product Sustainability

Innovation for Low-Carbon Sustainable Products



Performance Achievements

Green revenue over **99%**

Over **71%** of revenue contributed by new products developed in the past 3 years.

Invested NTD **4.35** Billion in R&D expense, accounting for **14%** of revenue

551 R&D personnel in global, accounting for **19%** of total workforce

50 times less CO_2e emission from eReader than from TFT-LCD tablets

12 thousand times less CO_2e emission from 10-inches ePaper ESLs than from TFT-LCD ESL

755 new patents added, with over **7,088** cumulative valid patents orldwde

Completion of over **110** new technology applications and product developments

9 open collaborations with external organizations and enterprises

200 thousand tons less CO_2e emission from ePaper bus stop signs than from TFT-LCD

Taiwan sites maintain **A-level** certification in the Taiwan Intellectual Property Management System (TIPS)

Carbon foot print (CFP)

6.8-inch e-book module is **1.81** $KgCO_2e/pc$

2.9-inch ePaper label module is **0.27** $KgCO_2e/pc$

Lean Design & Material Reduction, Energy Conservation & Carbon Reduction, Recycling, and Innovation as the 4 sustainability design dimensions, encompassing more than **15** product design technologies

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
3-0 Management Approach of
3-0 Management Approach of Sustainable Topics
3-1 Green and Sustainable Product
3-2 Research and Development Innovation
3-3 Low-Carbon Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

3-0Management Approach of Sustainable Topics

Product realization and technology innovation

Market Expansions

◉Material Topics

GRI Sustainability Topics
Custom topics

Policy Commitments
E Ink aims to replace single-used printing paper with its environmentally-friendly and visually-friendly ePaper technology. Collaborating with ecosystem partners, E Ink is actively developing and innovating various ePaper applications in retail, healthcare, education, office, transportation, aviation, industrial, logistics, and consumer electronics. These applications include Electronic Shelf Labels (ESL), eNote, logistics tag, and signage, among others.

Sustainability KPIs	Management Objectives	▸Short-term Goals (2024)	▸Results (2024)	▸Short-term Goals (2025)	▸Mid-term Goals (2030)	▸Long-term Goals (2035)
New Product and Technology	Proportion of New Product Developed in Past 3 Years to Revenue	>3%	Achieved	>60%	>65%	>70%

Product Research, Development and Innovation

◉Material Topics

GRI Sustainability Topics
Custom topics

Policy Commitments
E Ink actively produces ePaper as its primary product, which stands out from similar display technologies due to its sustainability features. It contributes to energy conservation, carbon reduction, and promotes healthy eyesight. Moving forward, E Ink will continue to prioritize sustainability in its product design, aiming to minimize any adverse environmental impact caused by its products.

Sustainability KPIs	Management Objectives	▸Short-term Goals (2024)	▸Results (2024)	▸Short-term Goals (2025)	▸Mid-term Goals (2030)	▸Long-term Goals (2035)
IP and Trade Secret	Number of New Active Patents Annually	300	Surpass by 755 new effective patents	300		
	Accumulated Number of Active Patents	6,000	Surpass by 7,088 active patents	6,000	5,000	
	Number of Trade Secret Proposals	170	Surpass by 282 trade secret proposals	220	280	280
Intellectual Property Management	Taiwan Intellectual Property Management System (TIPS)	Maintaining A-evel certification	Achieved	Maintaining A-level certification		
Development Resource	Proportion of R&D Workforce to Total Workforce	22-27%	Not achieved by 19%[Note]	22-27%		
	Proportion of R&D Expense to Revenue	10-15%	Achieved	10-15%		

Note: The total number of R&D employees globally increased in 2024 compared to 2022, but the target was not met due to challenges such as a shortage of global technology professionals and high demand.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
3-0 Management Approach of Sustainable Topics
3-1 Green and Sustainable Product
3-2 Research and Development Innovation
3-3 Low-Carbon Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Product realization and technology innovation

Business Partnership Management

◎Secondary Topics

GRI Sustainability Topics
Custom topics

Sustainability KPIs	Management Objectives	Short-term Goals (2024)	Results (2024)	Short-term Goals (2025)	Mid-term Goals (2030)	Long-term Goals (2035)
Industry-Government-Academia Collaboratio	Promoting Industry-Government-Academia Collaboration - Annual Number of New Collaboration	1 collaboration project	Surpass by 9 collaborative projects		1 collaboration project	

Expansion of low carbon products

Green and Sustainable Product Development

◉Material Topics

GRI Sustainability Topics
Custom topics

Policy Commitments
E Ink has established a "Sustainable Product Management Policy," integrating the concepts of product life cycle, ecodesign assessment, and 4R green sustainability product inspection standards into the design and development process. This approach emphasizes lean design and material reduction, energy conservation and carbon reduction, recycling and circular utilization, and green certification. By applying these strategies across the entire product lifecycle --from raw material selection and manufacturing to distribution, sales, usage, and end-of-life recycling --E Ink enhances the low-carbon sustainability feature of ePaper products, significantly reducing overall environmental impact.

Sustainability KPIs	Management Objectives	Short-term Goals (2024)	Results (2024)	Short-term Goals (2025)	Mid-term Goals (2030)	Long-term Goals (2035)
Sustainable Products	Sustainable Product Development - Annual Number of New Projects	1 project	Achieved	2-3 projects	3-5 projects	5-10 projects
	Upgrading Existing Products for Sustainability - Annual Number of New Projects	1 project	Achieved	1-2 projects	2-3 projects	3-5 projects
	Optimization of Product Packaging Materials - Reduction Raw Material Usage of Packaging Usage	13% (compared to 2023)	Achieved	5% (compared to 2024)	5% (compared to 2025)	3-5% (compared to 2030)
	Proportion of Sustainable Raw Materials Used in Specified Products (% by weight)	10%	Achieved	>10-15%	>15-20%	>20-30%
	Proportion of Recycled Raw Materials Used in Light Guides/ Touch Panels for Specified ePaper Modules (% by weight)	3%	Achieved	5%	10%	30%
Green Revenue	Proportion of FTSE Russell Green Revenue to Revenue	>99%	Achieved	>99%		
Ecosystem	Value Chain of Ecosystem-Accumulated Number of Partners Annually	190	Achieved	150	200	250

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
3-0 Management Approach of Sustainable Topics
3-1 Green and Sustainable Product
3-2 Research and Development Innovation
3-3 Low-Carbon Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

3-1 Green and Sustainable Product

3-1-1 Green and Sustainable Product Management

E Ink, a global leader in ePaper display technology, centers its sustainable product management on "Product Sustainability-Innovation for Low-Carbon Sustainable Products." E Ink established the "Sustainable Product Management Policy" through two major strategies, "Research and Development Innovation" and "Green Products," leveraging its competitiveness in sustainability and low carbon.

By actively investing in the development and innovation of advanced technologies, E Ink continuously provides products that positively impact the environment and human eye health. Through collaboration with ecosystem partners and cross-disciplinary cooperation, E Ink expand the application fields of technology and products, thereby spreading the positive sustainable influence of green technology and products on the environment, society, and the economy.







Research and Development Innovation

In the process of transforming new technology research and development into commercial products, E Ink focuses on intellectual property and product risk management, the expansion of diverse ePaper product applications, the active operation and expansion of the ePaper ecosystem, and cross-disciplinary collaboration with industry, government, universities, and institutes. This approach deepens internal R&D innovation and stimulates sustainable technology and product design momentum through external interdisciplinary cooperation.

Green Products

By focusing on "Lean Design & Material Reduction," "Energy Conservation & Carbon Reduction," "Recycling," and "Green Certification," E Ink enhances the low-carbon sustainability of ePaper products throughout the processes of raw material selection, production and manufacturing, distribution and sales, usage, disposal, and recycling.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
3-0 Management Approach of Sustainable Topics
3-1 Green and Sustainable Product
3-2 Research and Development Innovation
3-3 Low-Carbon Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

3-1-2 ePaper Technology Principal Overview

E Ink's core product, ePaper, derives its inherent advantages from the "reflective display technology" and "bistable principle," which enable features such as ultra-low power consumption, outdoor visibility, absence of backlighting and blue light emission, as well as a comfortable reading experience.

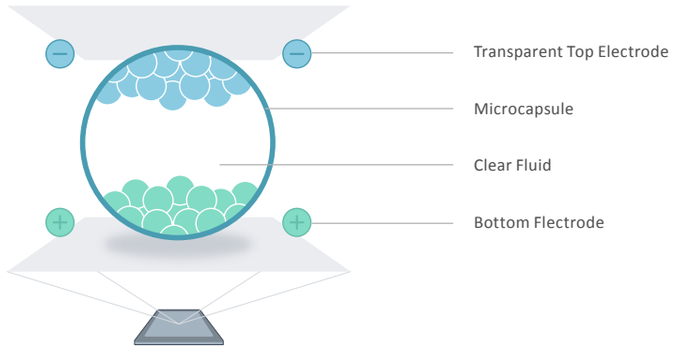
The Operating Principle of ePaper	
Reflective Display Technology	• The light source comes from the environment or external sources, eliminating the need for continuous backlighting, which reduces power consumption and lowers carbon emissions, making it environmentally friendly. • It does not emit light and does not cause blue light harm, providing a comfortable reading experience without straining the eyes. • It is readable in sunlight; the stronger the external light source, the better the display effect.
Bi-stable Principle	• The black-and-white or color electronic ink in ePaper, driven by an electric field, moves to a designated point and remains stable without consuming power. • ePaper consumes only a minimal amount of power when changing images, and maintaining a static display uses no power at all, making it more energy-efficient and environmentally friendly compared to conventional displays.

Bi-Stable / Reflective / Flexible



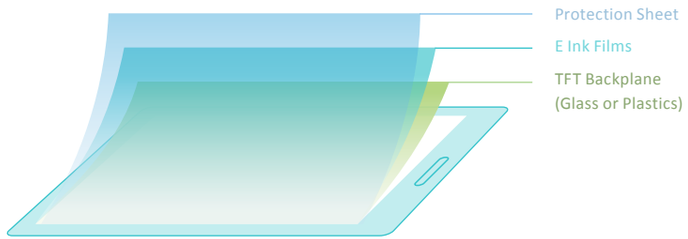
more info in video

Technology Principle of Electronic Ink



ePaper, the Paper Like Dispaly

The ePaper module is composed of E Ink Film, thin-film transistor (TFT) backplane, and protective film (PS).



more info in video

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

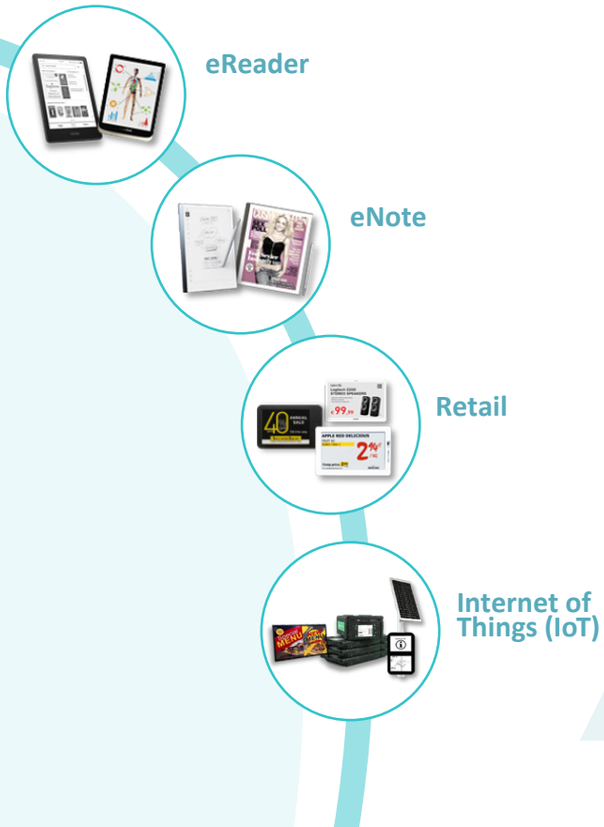
01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
3-0 Management Approach of Sustainable Topics
3-1 Green and Sustainable Product
3-2 Research and Development Innovation
3-3 Low-Carbon Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

3-1-3 Expandinge ePaper Applications

Utilizing the environmentally and visually friendly display features of ePaper, it is suitable for various Internet of Things (IoT) display applications, including retail, transportation, hospitals, logistics, and home life. This enables customers to integrate ePaper as the primary display interface in various fields. Currently available market applications include eReader, eNote, Electronic Shelf Label (ESL), Signage, and wearable ePaper devices. E Ink will continue to invest in the development of ePaper display technology and product applications to expand the global application market.

Guided by its brand vision, "We Make Surfaces Smart and Green," E Ink focuses on the trends of Artificial Intelligence of Things (AIoT) and sustainable development. By leveraging the environmentally and visually friendly nature of ePaper, the Company is expanding its applications across smart education, smart signage, smart retail, smart transportation, and smart logistics. These efforts aim to drive steady profitability while fulfilling its long-term commitment to sustainability.

Note: For details on ePaper applications, please refer to Chapter 3-2, Research and Development Innovation, of this report.



3-1-4 ePaper Ecosystem

E Ink continues to innovate and expand its ePaper technology and product applications. E Ink is committed to partnering with software and hardware manufacturers, as well as the upstream and downstream supply chain of various application industries, with the goal of mutual prosperity. By building an ePaper ecosystem, E Ink aims to accelerate solving end-user pain points and realizing diverse smart applications, continuously moving towards the vision of smart living and sustainable cities. To accelerate the widespread adoption and diverse development of low-carbon ePaper applications, E Ink collaborated with ecosystem partners to establish the E-paper Industry Alliance (EPIA) in December 2020, with Johnson Lee, Chairman of E Ink Holdings Inc., serving as the chairman of the alliance. As of December 2024, the alliance has reached over 250 members, marking a new milestone in the ePaper industry. Centered on green, low-carbon ePaper, the alliance demonstrates the cohesion and unity of industry ecosystem companies, aligning with the strategic needs of digital economy development and driving industry growth. E Ink will continue to work with ecosystem partners to deepen ePaper applications in digital reading, new retail, education, transportation, healthcare, industrial, aviation, logistics, and office solutions.





2024 3rd Annual ePaper Industry Ecosystem Development Summit Forum



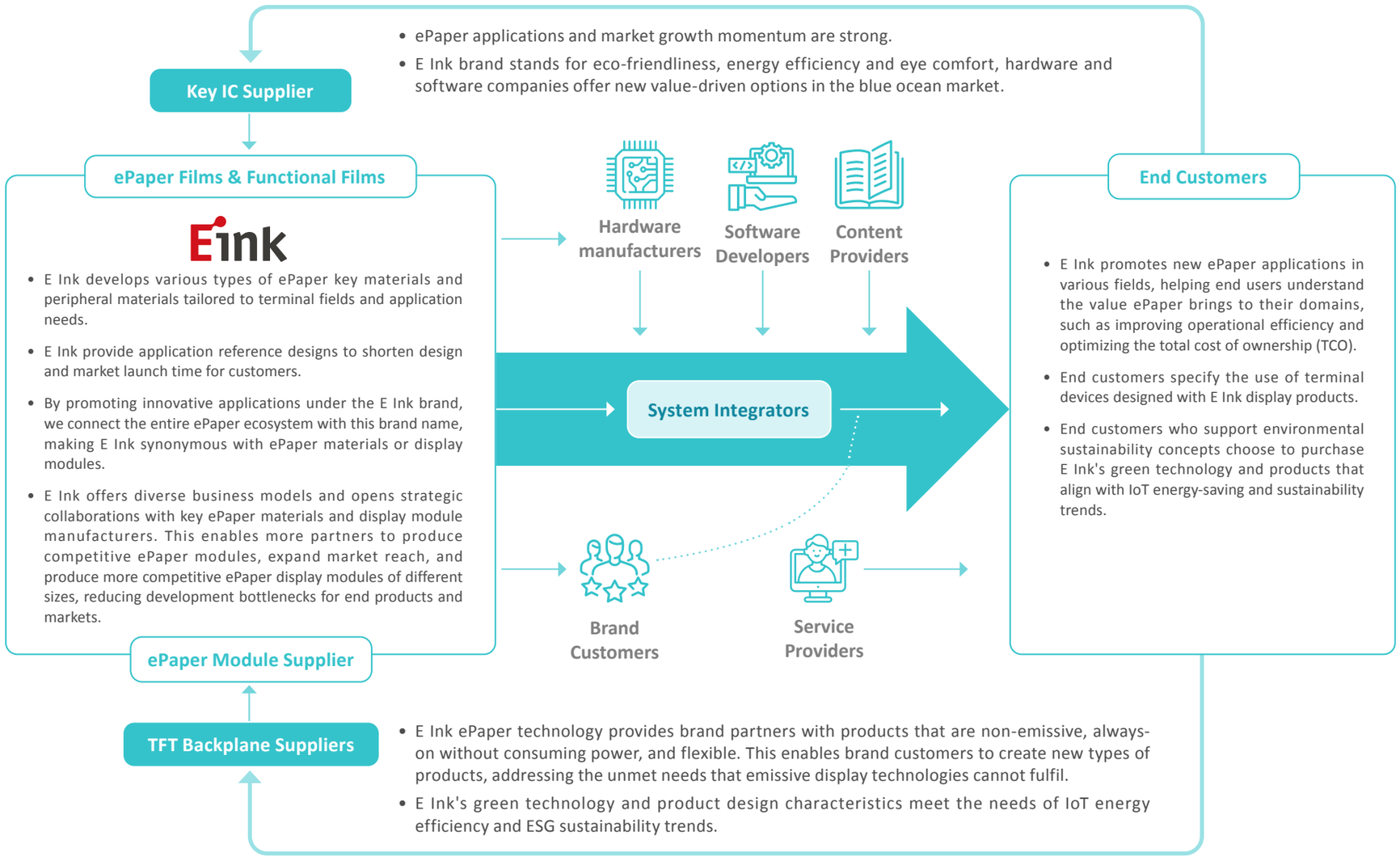


CINNO·ePaper Insight and IOTE IoT Exhibition Co-host the 2024 "New Vision, Paperless Realm" 2nd Annual ePaper Industry Innovation Application Forum

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
3-0 Management Approach of Sustainable Topics
3-1 Green and Sustainable Product
3-2 Research and Development Innovation
3-3 Low-Carbon Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Overview of E Ink's ePaper Ecosystem



About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
3-0 Management Approach of Sustainable Topics
3-1 Green and Sustainable Product
3-2 Research and Development Innovation
3-3 Low-Carbon Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

3-2 Research and Development Innovation

3-2-1 Intellectual Property

E Ink's competitive advantage is grounded in its advanced ePaper technology and products. Through solid intellectual property management, patent protection, and comprehensive risk management strategies, E Ink maintains an intellectual property management system, focusing on patent deployment for core and related technologies, product implementation, and target markets. Additionally, E Ink considers the entire product life cycle (Life Cycle Assessment, LCA) in technological research and development. This includes the selection of product materials, production and manufacturing, distribution and transportation, usage, and disposal and recycling, to minimize internal and external risks. These efforts aim to achieve the development of innovative and green products, cementing E Ink's industry leadership position.

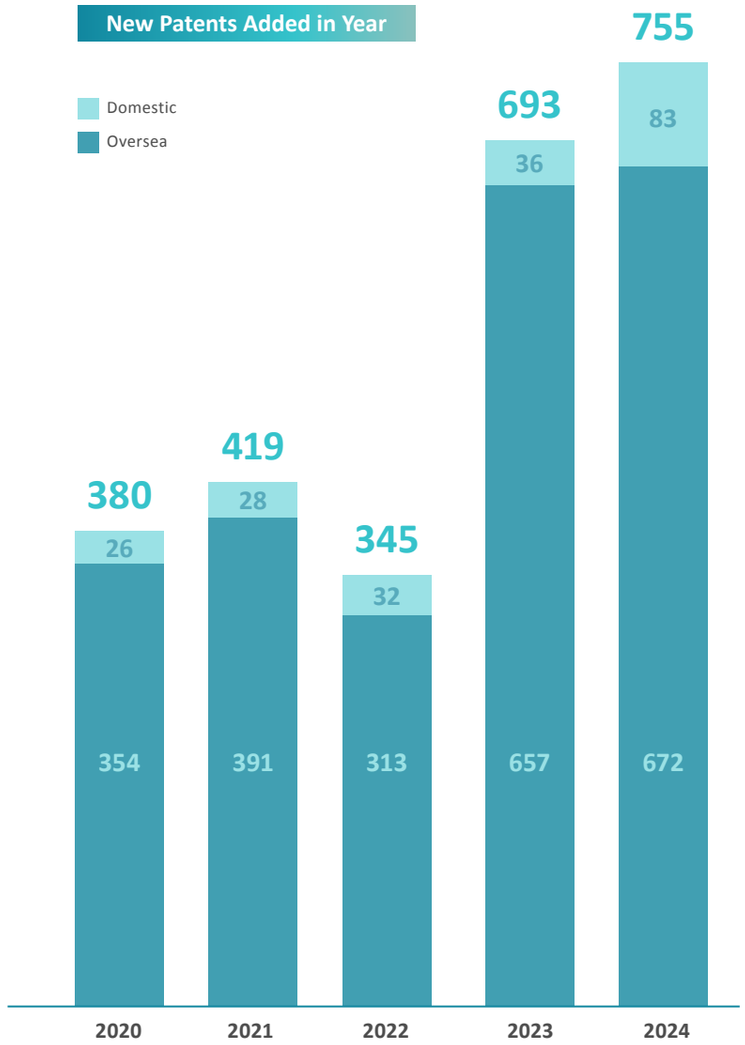
Patent and Intellectual Property Strategy

E Ink's patent portfolio extensively covers various aspects of ePaper technology, including Basic Principle, Optical Layers and Imaging Film, Electrical and Layer, Display Module Design and Manufacturing, Driving Algorithms and Waveforms, and Device and Application. In 2024, E Ink added 755 new patents, bringing the total number of active patents globally to 7, 088. This robust patent portfolio reinforces E Ink's continued leadership position in the ePaper industry.

E Ink's global patent management is overseen by the Patent Committee, which comprises directors and above from the R&D departments. The Company has established a reward system for patents and trade secrets and regularly holds patent review meetings to select high-value patent and trade secret proposals. Approved proposals are awarded monetary incentives, and patent firms assist in filing applications externally. In 2024, E Ink maintained the A-Level Certification under the Taiwan Intellectual Property Management System (TIPS) in Taiwan. E Ink plans to sustain this A-level certification in the medium and long term to ensure comprehensive intellectual property management.


台灣智慧財產管理規範
驗 證 通 過 證 書
元太科技工業股份有限公司
E INK HOLDINGS INC.
A

A-Level Certification



About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
3-0 Management Approach of Sustainable Topics
3-1 Green and Sustainable Product
3-2 Research and Development Innovation
3-3 Low-Carbon Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

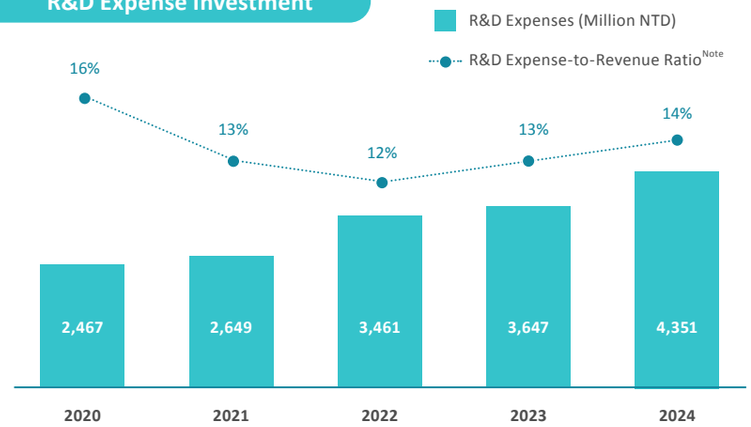
Investment In Research and Development Resources

E Ink continues to dedicate itself to the research and development of ePaper technology and related products. In addition to advancing black-and-white ePaper modules, color ePaper films, and ePaper driving waveforms technology, the Company also focuses on developing related technologies such as ePaper timing controller integrated circuits (TCON IC), wireless power, and digital handwriting. E Ink consistently launches new products in the ePaper field, receiving favorable market responses.

To meet the Company's long-term growth and planning needs, E Ink has been increasing its investment in R&D expenses and personnel annually. This growth in resources fuels the momentum for technological and product innovation, providing the market with advanced, innovative, and environmentally and vision-friendly products. This solidifies E Ink's leading position in the ePaper market and ensures sustainable and leading development in the highly competitive display industry.

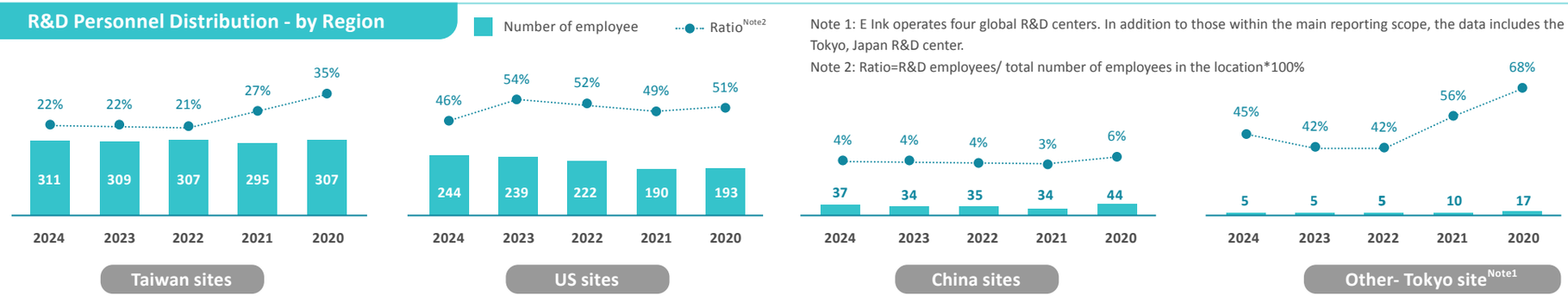
- In 2024, E Ink invested approximately NTD4.35 billion in research and development, accounting for 14% of revenue.
- In 2024, E Ink had 551 R&D personnel worldwide, making up 19% of the total number of employees.
- E Ink's R&D personnel are distributed across sites in Taiwan, the US, China, and Japan, contributing to global R&D synergy through the diverse and specialized expertise of regional talent.
- At the Taiwan sites, 7% of employees hold doctoral degrees and 57% hold master's degrees, demonstrating the Company's reliance on highly educated professionals to drive excellence in technological innovation.

R&D Expense Investment



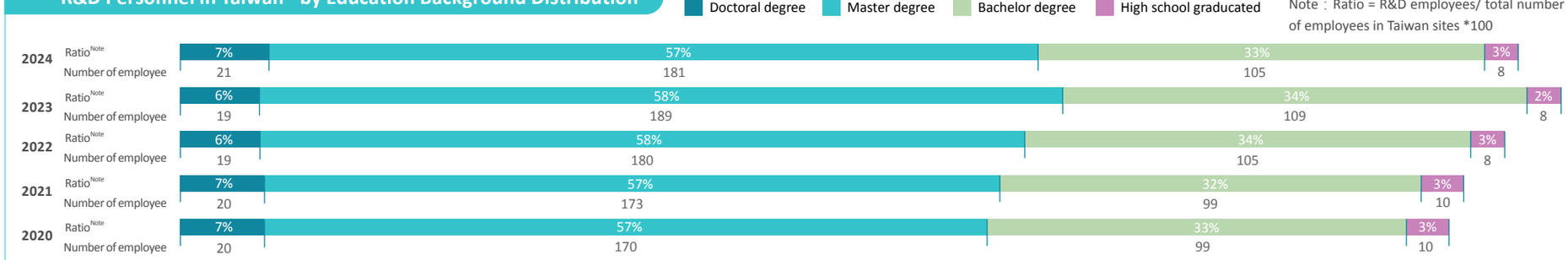
Note: As E Ink's revenue has steadily grown in recent years, the proportion of R&D expenses to revenue has correspondingly decreased.

R&D Personnel Distribution - by Region



Note 1: E Ink operates four global R&D centers. In addition to those within the main reporting scope, the data includes the Tokyo, Japan R&D center.
Note 2: Ratio=R&D employees/ total number of employees in the location*100%

R&D Personnel in Taiwan - by Education Background Distribution



Note：Ratio = R&D employees/ total number of employees in Taiwan sites *100

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

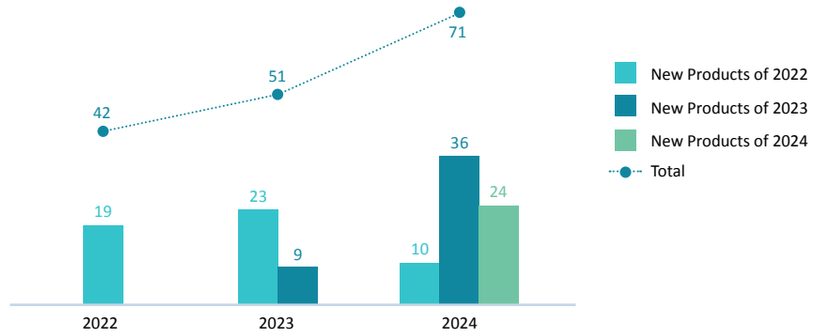
01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
3-0 Management Approach of Sustainable Topics
3-1 Green and Sustainable Product
3-2 Research and Development Innovation
3-3 Low-Carbon Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

3-2-2 Research and Development Achievements

In 2024, E Ink developed over 110 new technologies and product applications, focusing on three types of color ePaper technologies, ePaper films, ePaper modules, and related application technologies. Some of these technologies take between one and five years to transition from research and development to commercialization. The development of new products is key to driving E Ink's growth, with 71% of 2024 revenue derived from products launched within the past three years, underscoring the critical contribution of new products to overall revenue.

Looking ahead, E Ink remains committed to investing in R&D, with a focus on developing innovative, low-power reflective display technologies. The core of E Ink' s research and development will be ePaper film, with further integration of thin-film transistor (TFT) backplanes, display driver chips, and ePaper driving waveforms. By building a comprehensive ePaper ecosystem, E Ink will collaborate with partners across industry, government, universities, and institutes to drive innovation and development. In parallel, E Ink will collaborate with customers to explore new applications, continuously expanding its innovation landscape and driving sustained revenue growth.

New Products Contribution to Revenue (%)



Key Technologies and R&D Achievements

E Ink Marquee™



Technology Overview

E Ink Marquee adopts a new four-particle color display system, delivering more vivid color performance and supporting a wide operating temperature range. It is specifically designed for outdoor and digital out-of-home advertising signage applications.

Technology Advantages

E Ink Marquee features exceptional energy efficiency and thermal performance. Unlike traditional LCD or LED displays, it can operate without the need for a cooling system, significantly reducing system costs and offering a more cost-effective display solution for outdoor environments. Its capability to seamlessly switch images greatly enhances the flexibility of applications such as interactive street installations and dynamic advertising platforms, further meeting the demands of integrated brand marketing and programmatic advertising. The display supports an operating temperature range from -20° C to 65° C, with a development target of up to 75 inches and a refresh time between 5 to 7 seconds.

Applications

- Advertising Signage and Public Information Displays

E Ink Spectra™ 6



Technology Overview

E Ink Spectra 6 enhances the color spectrum and incorporates an advanced color imaging algorithm, delivering saturated and vibrant full-color displays to elevate the effectiveness of advertising and marketing.

Technology Advantages

- Rich and saturated colors with high contrast, providing color effects comparable to advanced color printed paper.
- Available in various display sizes, allowing customers to select the appropriate size based on different application scenarios.
- Resolution: Up to 200 pixels per inch (PPI); Contrast ratio 30:1
- Operates in a temperature range of 0° C to 50° C.
- E Ink Spectra 6 enables a partial image flashing effect, E Ink Sparkle™, which enhances the effect of advertising messages through motion that provide a more eye-catching way to enhance product promotion effectiveness.

Applications

- Advertising Signage and Public Information Displays

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
3-0 Management Approach of Sustainable Topics
3-1 Green and Sustainable Product
3-2 Research and Development Innovation
3-3 Low-Carbon Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

E Ink Kaleido™ 3 Outdoor



Technology Overview

E Ink Kaleido 3 Outdoor, based on Print Color ePaper Technology and utilizing the RGB color display principle, the black-and-white ePaper film presents a warm and rich color display, offering 4, 096 colors. The display effect is close to that of printed posters or signage. With wide temperature characteristics, it can be applied to Digital Out-of-Home (DOOH) signage, making it suitable for a broader range of outdoor temperatures. It features dynamic color display capabilities while maintaining the quality of poster texture. This technology provides colorful and rich information with low-carbon and environmentally friendly features for outdoor public information displays.

Technology Advantages

- Many European countries have introduced regulations limiting the operating hours of digital signage due to the energy crisis. E Ink Kaleido 3 Outdoor's ultra-low power consumption feature can be combined with solar panels to operate using renewable energy, bypassing power grid implementation, and replacing high-energy-consuming digital signage.
- When used for outdoor information displays, E Ink Kaleido 3 Outdoor color ePaper allows for rapid dynamic updates of information, significantly enhancing functionality and environmental benefits compared to traditional paper posters.
- The operating temperature range is between -15° C to 65° C, which allows it to operate in extremely cold or hot areas without the need for expensive, high-energy-consuming heating or cooling equipment, reducing additional power consumption.

Applications

- Transportation signage
- DOOH (Digital Out-of-Home) advertising signage

E Ink Gallery™ 3



Technology Overview

E Ink Gallery achieves a full-color display effect with four-color electronic inks: cyan, magenta, yellow, and white. This makes it suitable for displaying digital content with rich colors, such as picture books, textbooks, and magazines. E Ink Gallery 3 enables a digital handwriting function that allows writing not only in black and white but also in various colors. The latency of writing has been improved to as low as 30 milliseconds. E Ink Gallery 3 adopts the latest front light technology, E Ink ComfortGaze, which reduces the amount of blue light reflected from the display surface, providing a low blue light and visually healthy digital reading experience.

Technology Advantages

- The page-turning speed for black-and-white text has been improved to 350 milliseconds. The fast color display mode is as quick as 500 milliseconds, the standard mode ranges from 750 to 1,000 milliseconds, and the best color display mode is 1,500 milliseconds. Compared to the first-generation Gallery, which required 2 seconds for black-and-white display updates and 10 seconds for color, this represents a significant speed enhancement.
- The resolution has improved from 150ppi to 300ppi, with an operating temperature range of 0° C to 50° C, meeting the environmental and specification requirements of eReaders.

Applications

- eReader
- eNote

E Ink Kaleido™ 3



Technology Overview

E Ink Kaleido 3 enhances color printing technology and optimizes the ePaper module structure design to achieve superior 4, 096-color performance and printing effects. The color saturation is increased by 30% compared to the previous generation E Ink Kaleido Plus, which can display clearer fonts and more vivid colors. This offers a detailed and comfortable digital content reading experience, suitable for content that is rich in image information, such as charts, maps, pictures, textbooks, and advertisements. The E Ink Kaleido 3 ePaper module comes in various sizes, including 7.8 inches, 10.3 inches, and 13.3 inches, suitable for eReader and eNote. To cater to various reading and note-taking scenarios, E Ink Kaleido 3 is equipped with E Ink ComfortGaze front light technology, which reduces the amount of blue light reflected from the display surface, making reading more comfortable and reducing blue light harm.

Technology Advantages

- The display features 4, 096 colors and 16 grayscale levels, with a black-and-white resolution of up to 300 ppi and a color resolution of up to 150 ppi.
- The page-turning speed is the same as that of black-and-white ePaper.
- The operating temperature ranges between 0° C and 50° C.
- The colors are displayed with a warm and soft effect, making it suitable for eReaders and eNotes that display rich image information.

Applications

- eReader and eNote
- Monitor

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
3-0 Management Approach of Sustainable Topics
3-1 Green and Sustainable Product
3-2 Research and Development Innovation
3-3 Low-Carbon Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

E Ink Prism™ 3



Technology Overview

Prism 3 is a design material that enables dynamic color changes on surfaces encountered in everyday life, allowing for greater freedom in personal expression and design. As the next-generation product of Prism eInk film, Prism 3 bridges the gap between traditional static materials and digital technology. Fully programmable, Prism allows designers to integrate it with various materials to create dynamic color and pattern variations, transforming the appearance and expression of spaces or objects.

Technology Advantages

- The low-power E Ink Prism 3 can be powered by batteries or renewable energy sources, eliminating the need for power outlets.
- Customized designs: Designers can choose to combine intricate patterns and colors on the product surface to further enhance its features.
- Without the need for a TFT backplane, E Ink Prism 3 can display various 2D shapes such as circles, triangles, and irregular shapes.

Applications

- Consumer electronics
- Architectural appearance and residential space
- Fashion and Wearables
- Automotive Applications

3-2-3 Open Innovation

Embracing an open innovation mindset, E Ink has collaborated with various industries, government agencies, universities, and institutes to promote 9 interdisciplinary cooperation projects. These initiatives focus on the development of ePaper-related technologies, such as ePaper application products, driver ICs, and flexible backplanes. This accelerates the innovation and development of ePaper technology and application products, providing customers with superior ePaper technology and solutions. By leveraging diverse expertise from different fields, innovation and development in technology and products are implemented, stimulating sustainable technology and product design and implementation capabilities. The summary of the key open innovation projects is listed as follows:

Collaboration Partners	Academic Institutions	Achievements
Academic Institutions	Ambient Light Sensor	A newly developed Ambient Light Sensor (ALS) for front light modules can accurately detect changes in ambient lighting and, based on a self-developed algorithm, adjust and switch to the appropriate front light color temperature and brightness.
Research Institution	e-MooDress	Jointly launched the innovative wearable "e-MooDress," a color-changing ePaper fashion application that utilizes color-shifting ePaper to create dynamic visual effects of flowing colors and textures on a dress. The patterns change based on the wearer's physiological characteristics, such as heart rate variations. The e-MooDress integrates electronic fabric and ePaper materials into apparel, using textile electrodes to detect changes in the wearer's heart rate. While the data is uploaded to the cloud, it is also transmitted via flexible textile circuits to drive the movement of color pigments within the ePaper, forming dynamic pattern changes. This deepens the interaction between the user and the external environment, targeting the application of wearable products in the fashion and interactive design markets.
Corporation (Domestics)	New Material Development	Jointly developed thinner materials to simplify the manufacturing process of ePaper modules and reduce the use of single-use consumables.
	Development of New Display Driving Technology	Applied to small and medium-sized ePaper displays.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
3-0 Management Approach of Sustainable Topics
3-1 Green and Sustainable Product
3-2 Research and Development Innovation
3-3 Low-Carbon Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

3-3 Low-Carbon Sustainability

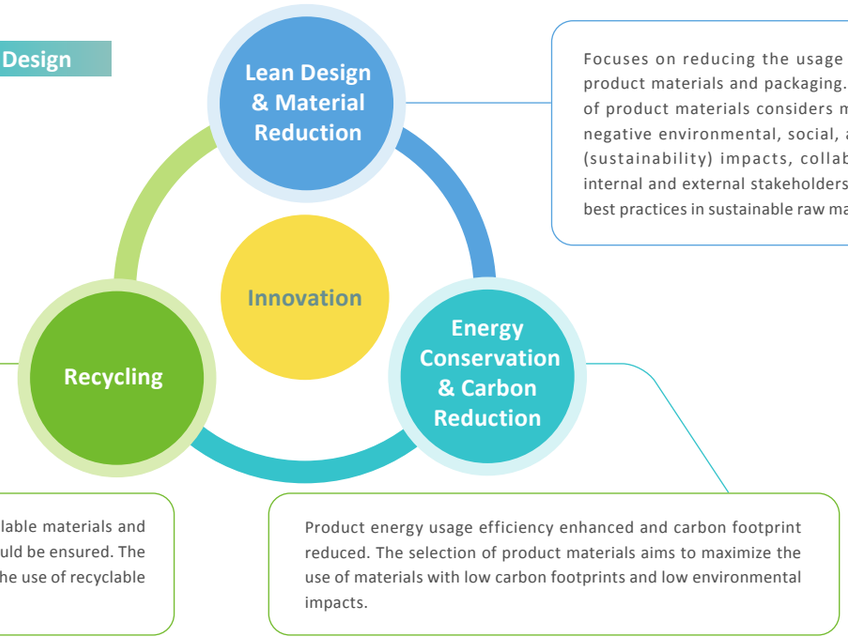
3-3-1 Positive Environmental Impact

Sustainable Products Design

Although E Ink's ePaper display products have been classified as environmentally friendly, energy-saving, and carbon-reducing green products (Green Product, GP), there is a continuous need to advance and provide even more environmentally friendly and superior products. This is aimed to achieve the goal of "innovation-based environmentally friendly ePaper products." Therefore, E Ink focuses on innovation and adheres to the three dimensions of "Lean Design & Material Reduction", " Energy Conservation & Carbon Reduction" and "Recycling". By integrating the product life cycle concept with the Eco-design Assessment method[Note 1], E Ink has established its green sustainable product inspection standards- 4R[Note 2], including Reuse, Repair, Recycle, and Regenerate. Over 20 products and technologies have been designed, continually improving the energy efficiency of products, reducing the carbon footprint in processes such as manufacturing, packaging, and shipping, and substantially minimizing environmental impact.

Additionally, to achieve the goal of increasing the share of sustainable raw materials and materials used in ePaper products, education and training are provided to internal stakeholders, including R&D, product development, manufacturing, and procurement. The training focuses on sustainable product design goals and processes, explaining the responsibilities of each unit at different stages of product development, design, and manufacturing. For example, operational employees from procurement division are required to include the purchase of sustainable raw materials and materials in their daily tasks and responsibilities concerning raw materials, thereby increasing the proportion of sustainable raw materials and materials used in products.

Dimensions of Sustainable Products Design





Note 1: Ecodesign Assessmen is conducted at the early stages of product design, considering the potential environmental and social impacts throughout the product's life cycle. This allows for the optimization of the product design to minimize its impact on the environment and society. Ecodesign Assessment considers and evaluates New Concept Development, Selection of Low Impact Materials, Reduction of Material Usage, Optimization of Production Techniques, Optimization of Distribution, Reduction of Impact During Use, Optimization of Initial Lifetime, and Optimization of End of Life System. For the materials used in products, risks related to environmental and social impacts are assessed to prioritize and select the most appropriate materials.
Note2: The 4R green sustainable product inspection standards are used to evaluate the degree to which materials and substances used in the life cycle stages of newly designed products conform to Reuse, Repair, Recycle, and Regenerate criteria. If the materials used in a product meet at least two of these criteria, it is internally assessed as a green sustainable product. Furthermore, product design teams are encouraged to ensure their designs align with the green sustainable product design principles.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
3-0 Management Approach of Sustainable Topics
3-1 Green and Sustainable Product
3-2 Research and Development Innovation
3-3 Low-Carbon Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Key Sustainable Products Design

	Technology/ Product	Features	Environmental Benefits
Lean Design & Material Reduction	Narrow Bezel Design and Material Performance Enhancement	ePaper modules require the application of bezel adhesive to protect the product. Through narrow bezel structural design and improved material performance, the amount of bezel adhesive used can be reduced.	Reduces the carbon footprint of bezel adhesive materials by 37% to 58%, depending on the product.
	Material and Process Improvement for ePaper Ink	By continuously improving the ePaper ink formulation and manufacturing process, not only has the solvent been replaced with a lower carbon footprint alternative, but the overall solvent usage in the process has also been reduced.	Reduces the material carbon footprint by 98% in certain ePaper inks.
	Integration of Film Materials in ePaper Modules	The integration of film materials in ePaper modules enhances product performance while reducing the amount of plastic film used.	Reduces the usage of plastic film materials by 48% to 55% in certain products.
	Integration of Components in ePaper Modules	Integrating the driver IC and TFT backplane in ePaper modules reduces the number of electronic components required.	Reduces the material carbon footprint of driver ICs by 30% in certain products.
	Integrated Power Control IC	Integrating functions of electronic component into a single power control IC to reduce the number of components used.	Reduces the number of electronic components by 40% in certain products.
Energy Conservation & Carbon Reduction	Passive Driving Technology	Leveraging the ultra-low power consumption of ePaper displays, a passive technology has been developed in which the micro-energy generated during wireless data transmission is sufficient to drive display updates, eliminating the need for an external power supply.	Display updates driven in passive environments consume virtually no power. In certain card products (such as EasyCard), an ePaper display film is embedded, allowing display information (e.g., EasyCard balance) to be updated via Near Field Communication (NFC) when the card is brought close to a reader.
	Idle Mode of Touch Panel	Implementing design of idle mode and sleep mode for touch panels to reduce power consumption when not in use.	Reduces power consumption by more than 70% in certain products equipped with touch panels, by enabling idle and sleep modes during inactive periods.
	Idle Mode with Low Voltage Gate	Utilizing gate driving technology with lower voltage during the display driving process to reduce energy consumption.	Achieves an energy reduction of 20–30% depending on the specific product.
	New Coating Materials	By applying special surface coating materials on the front light panel, light efficiency and brightness are enhanced, thereby reducing energy consumption.	Reduces energy consumption by 20% to 40% in certain products with front light panels.
	New Pixel Driving Method	Display pixels that can be driven at lower voltages help to further reduce power usage.	Reduces energy consumption by more than 30% in certain products.
	Solar Protective Case	Through the use of protective cases equipped with solar panels, solar energy can be recharged into the batteries of ePaper products, extending battery life.	Certain eNote products use renewable energy, reducing reliance on non-renewable sources and lowering carbon emissions.
Recycling	Improved Component Maintainability in the Manufacturing Process	New repairable materials have been adopted, and improvements have been made to the repair process to enhance component reliability and reuse rates.	During the repair process of defective products, the loss of electronic components is reduced, minimizing environmental pollution.
	Reinforced Structure of Packaging Materials	The structure of packaging trays has been reinforced to achieve the same level of product protection despite reduced thickness.	Reduces packaging tray usage by 13% in certain products.
	Simplified Structure of Packaging Materials	The structure of packaging trays has been simplified to reduce the use of cushioning and other materials.	Reduces plastic waste by 18.4 metric tons annually.
	Reuse of Sample Packaging Materials	Recyclable packaging materials are used for sample shipments, with packaging recovery and reuse being actively implemented.	Reducing the use of packaging materials lowers environmental impact.
	Use of Recyclable Packaging Materials for Incoming Materials	For incoming components, recyclable boards or trays are used to reduce the environmental impact caused by packaging material waste.	Reducing the use of packaging materials lowers environmental impact. The supply chain transportation packaging recycling and carbon reduction program has reduced 1,024.6 metric tons of CO_2e emissions annuallyNote.

Note: For detail, please refer to 5-1, Supply Chain Management, of this report.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
3-0 Management Approach of Sustainable Topics
3-1 Green and Sustainable Product
3-2 Research and Development Innovation
3-3 Low-Carbon Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Green Certification

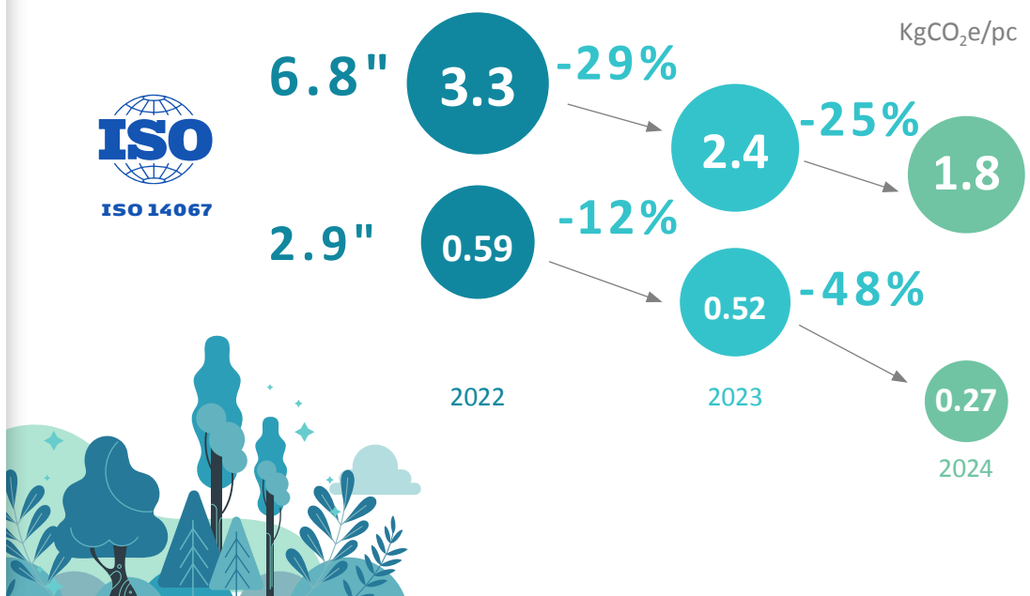
E Ink conducts green-related verification or certification for the materials and products of ePaper. The selection of product materials must comply with restricted Substance Management Regulations, Chemical Management Procedures, Biodiversity and No-Deforestation Commitments, and the No Conflict Minerals (Conflict Minerals, CM) Policy. In addition, E Ink actively strives to increase the use of materials that are third-party certified and traceable to their sources.

Assessment of Carbon Footprint of Products

In 2021, E Ink adopted a product life cycle management approach based on the concept of "Life Cycle Assessment (LCA)", and conducted a greenhouse gas inventory and evaluation for the "6.8-inch eReader module" and the "2.9-inch Electronic Shelf Label (ESL) module" in accordance with the "ISO 14067:2018 Product Carbon Footprint". In 2022, both products obtained certification under this standard, making them the world's first ePaper modules to be verified under the ISO 14067 carbon footprint standard.

In 2024, E Ink further enhanced the environmental benefits of its products. Compared to 2022, the carbon footprint of the same specification eReader module was reduced by 45%, while the ESL module achieved a 54% reduction. E Ink implements a systematic approach to carbon footprint management, encompassing inventory, evaluation, and action, to continuously optimize the environmental performance of its products. By adopting renewable energy and reducing the carbon footprint of materials, E Ink is actively driving down product carbon footprint[Note], demonstrating our strong commitment to and contribution toward environmental protection.

Note: For details, please refer to Chapter 4, Product Carbon Footprint, of this report.



Harvard School of Public Health Research: ePaper is three times healthier for the eyes compared to LCD screens

In March 2023, E Ink collaborated with the Harvard School of Public Health on a peer-reviewed study to examine the effects of display screens on human retinal cells. The research revealed:

- The light spectrum emitted by backlit or front-lit displays is a primary cause of stress on retinal cells.
- Retinal cells stressed by blue light produce reactive oxygen species (ROS), which accumulate during prolonged viewing, leading to photo-oxidative retinal damage.
- ePaper devices equipped with E Ink ComfortGaze™ front light exert three times less stress on retinal cells compared to LCD devices.
- Color temperature settings affect the stress levels on retinal cells, and adjusting the colors of LCD displays to daytime or nighttime modes is less effective than using spectrally optimized lighting solutions designed for eye safety.
- ePaper devices without front light do not emit blue light, thus avoiding retinal cell stimulation.

TÜV Rheinland Paper-like Screen

In 2021, the international testing and certification organization, TÜV Rheinland conducted scientific testing and evaluation in terms of reading comfort and visual health safety. It confirmed that ePaper is the display technology that most closely resembles paper and provides comfortable and eye-friendly reading experiences.

It achieved a high Paper-like Screen Index (PSI) score of 86[Note] and received the Quality-mark certification and the China-mark certification from TÜV Rheinland.

Note: On a scale of 0-100, with higher scores indicating a closer resemblance to the reading experience on paper.

ePaper, The World's First Display Technology Certified by the International Dark-Sky Association

In 2021, ePaper received the Dark Sky certification from the International Dark Sky Association (IDA), becoming the world's first display technology to earn this recognition. E Ink ePaper's reflective display technology utilizes ambient light to present screen content without self-illumination. When viewed at night, a small LED light bar is sufficient to illuminate the entire display, eliminating the need for excessive stray light that could waste energy and disrupt communities or the environment.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
3-0 Management Approach of Sustainable Topics
3-1 Green and Sustainable Product
3-2 Research and Development Innovation
3-3 Low-Carbon Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Green Revenue

E Ink's ePaper technology offers energy-efficient and low-carbon features, with strong potential for the development of applications that help reduce carbon emissions. According to the FTSE Russell Green Revenues Classification System (GRCS) 2.0 Data Model, 100% of E Ink's 2024 revenue is classified as green revenue, indicating a positive environmental impact. In addition to the environmental benefits offered by ePaper products, the technology also exhibits better energy efficiency and lower power consumption compared to conventional LCD displays. E Ink's green revenues are classified under the Energy Management & Efficiency category of the Information Technology (IT) sector, specifically falling under Code EM 5.0, which refers to revenue generated from activities directly related to the design, development, manufacture, or installation of energy-efficient information technology products and services. The analysis using the GRCS 2. 0 Data Model demonstrates that E Ink's 100% green revenues align with the EU Taxonomy Regulation for the Information and Communication Technology (ICT) sector as well as the Statistical Classification of Economic Activities in the European Community (NACE) under J63.1.1, which pertains to data-driven climate change monitoring solutions.

Furthermore, when E Ink secured a green loan in 2024, the sustainability performance of its products was affirmed by a Second Party Opinion (SPO) issued by Moody's Ratings, an international credit rating agency. In its assessment, Moody's assigned E Ink a Sustainability Quality Score (SQS) of SQS 2 (Very Good), recognizing the Company' s significant contribution to sustainability through its economic activities.

The SPO also confirmed that E Ink's energy-efficient, low-carbon ePaper products meet the criteria under the EU Taxonomy Regulation, specifically Category "3.6 Manufacture of Other Low Carbon Technologies", and make a Substantial Contribution to Climate Change Mitigation.

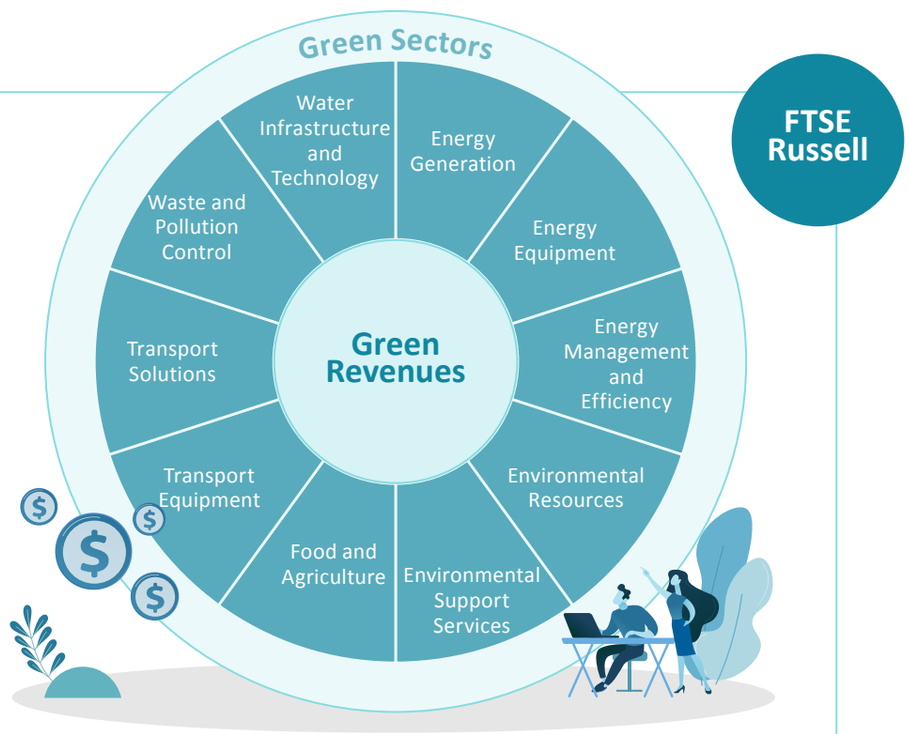
MOODY'S RATINGS

Moreover, the SPO concluded that E Ink's activities Do No Significant Harm (DNSH) [Note] to other EU environmental objectives, including Climate Change Adaptation, Sustainable Use and Protection of Water and Marine Resources, Transition to a Circular Economy, and Protection and Restoration of Biodiversity and Ecosystems, and that the Company complies with the Minimum Safeguards.

Note: E Ink's product manufacturing activities are located outside the European Union and are therefore not subject to the specific regulations under the Pollution Prevention and Control activity category. As a result, the Company does not meet the Do No Significant Harm (DNSH) criteria for this objective.

FTSE Russell Green Revenue 2.0 Data Model

- The FTSE Russell Green Revenues Classification System utilizes the Green Revenues 2.0 Data Model to evaluate companies and their value chains based on their adherence to green sustainability standards in providing products or services.
- The Green Revenues 2.0 Data Model categorizes industries into three levels: Clear Significant, Net Positive, and Limited, along with 10 categories, 64 subcategories, and 133 microcategories. It evaluates the environmental impact of a company's operations across 7 environmental sustainability themes.
- The 7 environmental sustainability themes used in the Green Revenues Classification System align with the framework of the 6 environmental objectives outlined in the EU Taxonomy Regulation. This demonstrates a high level of consistency between the model and the EU Taxonomy Regulation's sustainability classification standards. Specifically, Code EM 5.0 in the Green Revenues Classification System corresponds to the Information and Communication Technology (ICT) sector- NACE J63.1.1 under the EU Taxonomy Regulation.



About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
3-0 Management Approach of Sustainable Topics
3-1 Green and Sustainable Product
3-2 Research and Development Innovation
3-3 Low-Carbon Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

3-3-2 Sustainable Low-Carbon Product Value

ePaper, utilizing bistable and reflective display technology principles, has become an environmentally and visually friendly display interface. With its ultra-low power consumption, durability, and flexibility, ePaper has been widely developed into diverse green products across various fields, including eReaders, eNotes, Electronic Shelf Label (ESL), logistics tags, transportation, and signage. E Ink conducted a comparative study on carbon dioxide emissions of ePaper compared to paper, LCD, and other display media. The study results indicated that ePaper offers significant low-carbon benefits. The research results are as follows:

Green Products and Applications

01 eReaders

Replacing traditional paper reading, the more you read, the more you save.

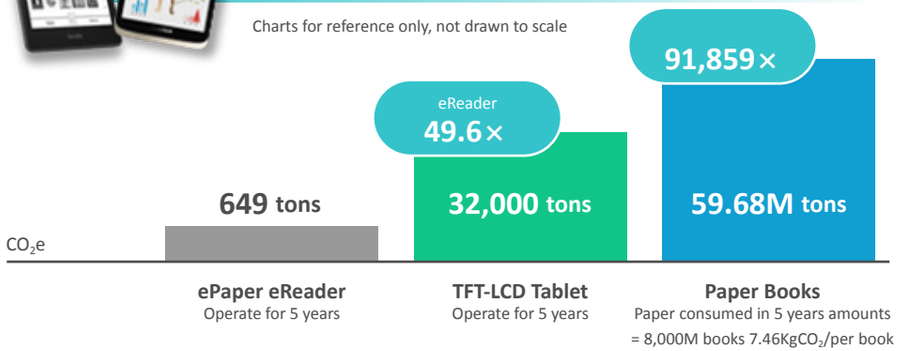
Assumption of Environmental Benefits

If 160 million eReaders worldwide download 50 eBooks each over a five-year period, this totals 8 billion eBooks. In comparison, if all these books were read in paper form, it would equate to 59.68 million metric tons of CO_2e, approximately equal to the annual carbon absorption of 246,001 Da' an Forest Parks. Compared to printed books, using eReaders can achieve a CO_2e emissions reduction equivalent to 1/ 91, 859 of that from paper books. Additionally, compared to reading on LCD tablets, eReaders can reduce CO2e emissions by approximately 49.6 times, equivalent to reducing 32,000 metric tons of CO_2e [Note].



160M eReaders operate for 5 years

Charts for reference only, not drawn to scale



Note: In a reading scenario, assuming the consumption of 10 books per year, each consisting of 300 pages, and considering the following energy consumption values: downloading via WiFi: Each book consumes 1.5×10^{-4} kWh; reading on a tablet: Each page consumes 2.68×10^{-5} kWh; reading on an eReader (ePaper): Each page consumes 0.005×10^{-5} kWh. Taking into account a carbon emission factor of 0.495 kg CO_2e/kWh. The carbon emissions from producing one book are equivalent to 7.46 kg CO_2e. The Da'an Forest Park absorbs approximately 242.6 metric tons CO_2e per year.

02 ESL

Replace paper price label, enable smart retail

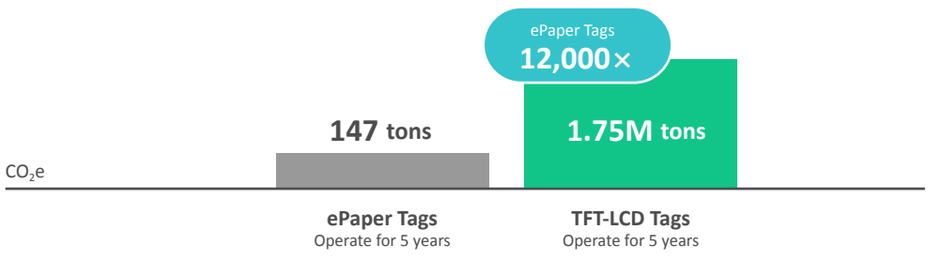
Assumption of Environmental Benefits

If there are 30 million 10-inch ePaper tags used as retail signage worldwide, with each tag updating its displayed image four times per day, using ePaper tags instead of TFT-LCD tags, it would further reduceCO_2e emissions by approximately 1.75 million tons, equivalent to a reduction of 12,000 times in CO_2e emissions[Note].



30M pcs 10" electronic tag operate for 5 years

Charts for reference only, not drawn to scale



Note: Scenario- 10-inch TFT-LCD shelf labels operates for 5 years, the total power consumption would be 118 kWh (based on a current of 450mA, operating for 12 hours per day, 365 days per year). However, in the case of using a 10-inch ePaper shelf labels, the power consumption over a 5-year battery lifespan would be 0.01 kWh. The carbon emission is 0.495 kg CO_2e/kWh (Energy Bureau Announcement - 2022 Carbon Emission Coefficient).

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

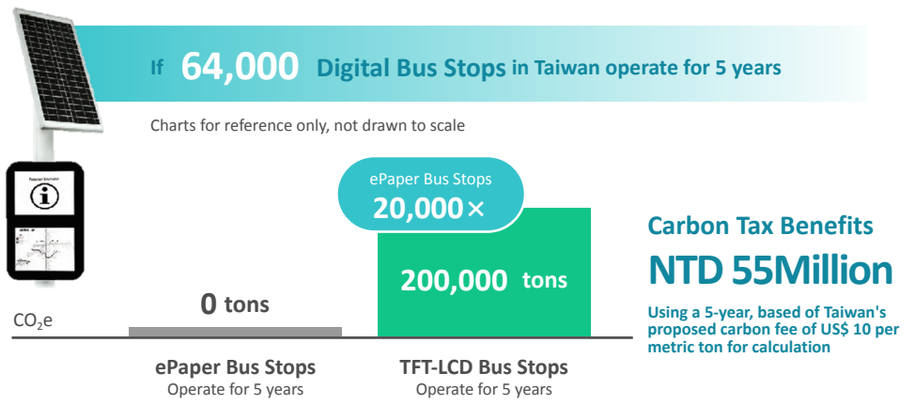
01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
3-0 Management Approach of Sustainable Topics
3-1 Green and Sustainable Product
3-2 Research and Development Innovation
3-3 Low-Carbon Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

03 ePaper Smart Bus Stop Displays

Replacing TFT-LCD displays to enable smart city transportation

Assumption of Environmental Benefits

According to the "Public Transport Integrated Information Flow Service Platform," it is estimated that there are 64, 437 bus stop signs across 22 counties and cities in Taiwan. If a 32-inch ePaper display is used as the interface for smart bus stop signs, compared to LCD 32-inch signs, it is estimated that over a minimum product lifespan of 5 years, approximately 200,000 metric tons of CO_2e emissions can be reduced [Note].



Carbon Tax Benefits

NTD 55Million

Using a 5-year, based of Taiwan's proposed carbon fee of US$ 10 per metric ton for calculation

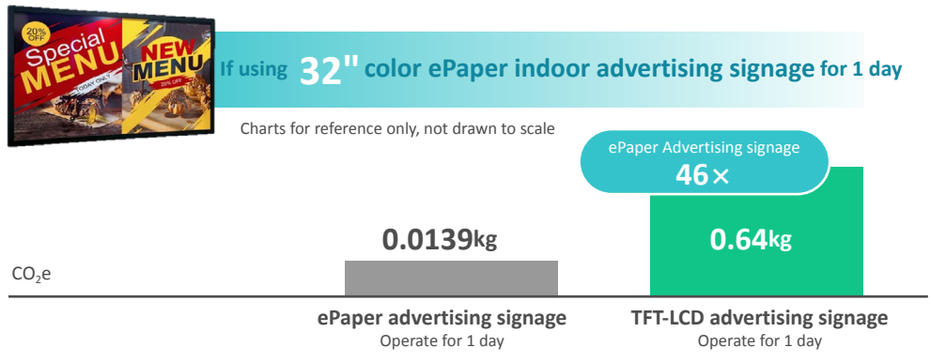
Note: Scenario, Power Consumption 3.4kWh/day (32-inch LCD), Carbon Emission 0.494 kg CO_2e/kWh (Energy Bureau Announcement - 2023 Carbon Emission Coefficient)

04 Indoor ePaper advertising signage

Replacing paper posters and TFT-LCD electronic signage

Assumption of Environmental Benefits

Calculate using a 32-inch color ePaper indoor advertising signage [Note1] that changes images every 6 hours, with each image change taking 20 seconds, it would change images 3 times per day, operate 18 hours per day, resulting in about 0. 0139 kg CO_2e emissions [Note 2]. Compared to using LCD signage, ePaper signage can reduce CO_2e emissions by approximately 46 times [Note3].



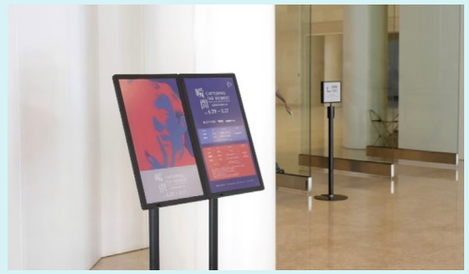
Note 1: The 32-inch Spectra 6 operates at 12V and refreshes the display every 6 hours (with a 6-hour interval between updates and a 20-second refresh time). With three display cycles per day, the power consumption for one day is 0.0281 kWh.
Note 2: The daily power consumption of a 32-inch Spectra 6 is 0.0281kWh; 0.494 kg CO_2e/kWh (Energy Bureau Announcement - 2023 Carbon Emission Coefficient); 0.0281 kWh x 0.494 kg CO_2e = 0.0139 kg CO_2e
Note 3: The daily (18 hours) power consumption of a 32-inch Samsung professional commercial display QMR-B series is 1.296kWh; 1.296 kWh x 0.494 kg CO_2e = 0.64 kg CO_2e; 0.64 kg CO_2e/ 0.0139 kg CO_2e = 46 times

2024 Introduction of ePaper Signage at the Kaohsiung Museum of Fine Arts

In 2024, the Kaohsiung Museum of Fine Arts (KMFA) introduced E Ink ePaper signage to replace some of its LCD screens and large printed posters, addressing issues such as high power consumption, heat generation, and glare associated with LCD displays. In the first phase, 14 ePaper signs (25. 3-inch and 13. 3-inch models) were deployed in public spaces, making KMFA the museum with the largest-scale adoption of ePaper signage in public areas among all museums in Taiwan.

Leveraging the ultra-low power consumption and wire-free flexibility of E Ink ePaper signage, the displays can be placed freely and operate with near-zero energy usage and zero carbon emissions. The ability to update content remotely and in real time makes ePaper an ideal solution for museums-meeting aesthetic, efficiency, and sustainability goals. In 2025, KMFA plans to proceed with a second phase, introducing more E Ink ePaper devices and integrating them into artist installations, opening new possibilities for educational public tours in the museum space.

There are an estimated 450 museumsNote across Taiwan's 22 counties and cities. Nearly all of them install noticeboards, promotional signage, and directional guides to better serve their visitors. If all 450 museums gradually adopt E Ink ePaper signage, like KMFA, to replace commercial LCD screens for public information displays-assuming each museum uses an average of 8 ePaper signs and comparing with 32-inch LCD screens with an average refresh rate of 0. 4 times per day (once every 3 days), amounting to over 1,000 updates per year, operating 6 days a week and 9 hours per day, and estimating a minimum product lifespan of 5 years—this transition could reduce Taiwan' s CO 2 emissions by approximately 1, 800 metric tons. Thanks to the ultra-low power consumption of ePaper, energy waste is virtually eliminated.



Note: According to the Chinese Association of Museums, Taiwan currently has over 450 registered museums.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
3-0 Management Approach of Sustainable Topics
3-1 Green and Sustainable Product
3-2 Research and Development Innovation
3-3 Low-Carbon Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

3-3-3 Environmentally and Visually Friendly - Green Product Development

ePaper Empowers the Development of Environmentally and Visually Friendly Products

Digital Reading and Education - Vision Care for Readers

Features

- ePaper features ultra-low power consumption and a paper-like texture, making it suitable for prolonged reading sessions.
- The display principle of ePaper differs from self-illuminating displays such as LCD and OLED. It is non-emissive and does not flicker during long reading sessions, reducing eye fatigue and the risk of eye-related ailments and physiological health issues associated with blue light. It offers the education sector a non-harmful smart learning and teaching experience.

Applications

- eReader
- eNote

Achivements

- The application market for eReaders and eNotes is experiencing steady growth, with numerous brand customers successively launching new products featuring E Ink Kaleido 3 and E Ink Gallery 3. These brands include mooInk, Bigme, BOOX, and Onyx, offering end users two different color interface options.
- The growth trend of eNotes with digital pen writing functionality is also evident. In 2023, brand customers continue to launch related products. For example, Rakuten Kobo is accelerating the evolution of eReaders, not only replacing paper books but also steadily moving towards the goal of replacing single-use paper.



Bigme Galy



Onyx BOOX Tab Ulta C

Kobo Rakuten's new release E Ink Kaleido™ 3 eNote

Kobo Libra Colour is Rakuten Kobo's first 7-inch eReader that supports color writing and highlighting annotations. It also introduces Dropbox and Google Drive cloud storage integration, enabling readers to conveniently manage and share their reading notes. With easy access to notes and annotations anytime, anywhere, it offers unparalleled convenience and a unique reading experience.

Kobo Clara Colour also displays colorful book covers and content, allowing users to highlight with various color blocks. Its lightweight and portable design makes it an ideal choice as an entry-level color-screen eReader.



reMarkable's first color eReader powered by E Ink Gallery™ 3 technology

The 11.8-inch "Canvas Color" ePaper display, featuring E Ink Gallery 3 technology, comes equipped with a front light for convenient use in various lighting conditions. Compared to the blue light from LCD backlights, the front light provides a more eye-friendly reading experience.



About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
3-0 Management Approach of Sustainable Topics
3-1 Green and Sustainable Product
3-2 Research and Development Innovation
3-3 Low-Carbon Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Smart Healthcare - Decentralized Healthcare Ecosystem

The future of smart healthcare is transitioning towards a decentralized model, extending medical care services beyond the confines of hospitals. Hospitals or medical centers will primarily focus on treating critically ill patients, while general disease treatment can be provided at local clinics, and chronic disease management relies on long-term care facilities or home-based care (Hospital at Home). To sustain this comprehensive healthcare system, healthcare professionals will rely on various digital healthcare display technologies and wearable devices integrated with IoT, big data, and artificial intelligence (AI) to monitor patients' health conditions in real-time.

Features

- ePaper, unlike LCD and OLED displays, consumes less energy, and can maintain information display even without power. It offers non-emissive display, eliminates blue light hazard, and minimizes disruption to patients' rest. Additionally, ePaper exhibits features such as easy installation, excellent visibility, lightweight design, durability, and effortless cleaning. These features position ePaper as an optimal display solution for IoT healthcare products, as well as wearable and portable smart medical devices.

Applications

- Smart Healthcare Management: Bedside cards, door access cards, medical care information displays, identification cards, mobile epidemic information displays, electronic medical records, and consent form signing systems.
- Telemedicine or wearable medical devices: Blood glucose monitors, physiological monitoring smartwatches, AI digital stethoscopes, and fall prevention systems.



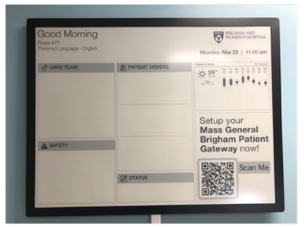


Brigham and Women's Hospital Introduces ePaper Patient Care Boards in Hospital Rooms

In healthcare institutions, patients value clear and timely care information. ePaper signage offers an effective solution, especially in emergency departments, where it can display patient status in real time and ensure equal access to information. These displays can be integrated with hospital systems and connected to central databases to accelerate information sharing and analysis.

Brigham and Women's Hospital in the US conducted a pilot study in its emergency department by installing 42-inch E Ink ePaper displays in four examination rooms. These displays provide real-time clinical information, helping patients better understand their health and medical conditions more quickly.



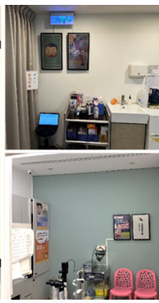


Ophthalmology Clinics Introduce Blue Light-Free, Eye-Friendly ePaper Signage

An ophthalmology clinic adopts blue-light-free, eye-friendly ePaper displays. The blue-light-free (or low blue light) and low power consumption features of ePaper make it the most eye-friendly display technology. E Ink, in collaboration with various partners, has introduced ePaper displays across sectors such as healthcare and reading. EyePlus Group has implemented ePaper displays in its ophthalmology clinics, ensuring that patients' eyes can receive adequate rest and care even in the consultation and medical environment.







ZEISS Taiwan Headquarters Introduces ePaper Information Signage

In 2024, ZEISS Taiwan Headquarters (Taipei) adopted E Ink Gallery™ 3 ePaper signage, allowing employees to receive company announcements in the workplace while avoiding excessive exposure to blue light.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
3-0 Management Approach of Sustainable Topics
3-1 Green and Sustainable Product
3-2 Research and Development Innovation
3-3 Low-Carbon Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Smart Retail Low - Carbon Digital Solutions

In response to advancements in internet technology and the shift in consumer behavior brought about by e-commerce, global retailers are accelerating their digital transformation, promoting the integration of online and offline channels into omnichannel retail marketing. ePaper Electronic Shelf Labels (ESLs) can dynamically display prices, replacing printed paper labels. This transition significantly enhances environmental friendliness, efficiency, and accuracy, helping retail stores expedite their goals of achieving net-zero carbon emissions and sustainability.

Features

- Among various types of displays used in similar applications, devices using ePaper as a display can save a significant amount of power compared to other display technologies.
- With a wide viewing angle of nearly 180 degrees, ePaper offers paper-like readability under various lighting conditions.
- Offering high contrast and vibrant colors, ePaper captures the attention of consumers and enhances visual appeal.
- ESLs integrated with software systems enable wireless and real-time content updates, reducing the need for manual updates, minimizing human contact, and lowering the error rate associated with manual label replacements.

Applications

- Black and white/ color ePaper Electronic Shelf Labels (ESLs)
- Black and white/ color ePaper advertising signage

Achivements

- As the retail industry's digitalization accelerates, the market size for digitalizing retail stores worldwide is set to further expand. Facing rising labor costs, hypermarkets are adopting digital labels to replace traditional paper labels, especially in Europe and US, effectively enhancing work efficiency and reducing management costs. New internet-enabled offline stores show high acceptance of ePaper Electronic Shelf Labels (ESLs), achieving online and offline integration and driving annual increases in adoption.



Simple Mart invested NT$450 million to implement ePaper Electronic Shelf Labels (ESLs)

In 2024, E Ink collaborated strategically with Machine-to-Machine Communication and Simple Mart Retail Co., Ltd. to integrate electronic paper from display modules to system connectivity, supporting the deployment of ePaper Electronic Shelf Labels (ESLs) across all Simple Mart stores in Taiwan. With a total investment exceeding NT$450 million, Simple Mart, under the Simple Mart Retail Co., Ltd., will become the retail chain with the most extensive adoption of ESLs.



Hanshow Technology introduce full-color ePaper displays to China's shopping mall in Changsha

In 2024, E Ink and Hanshow Technology Co., Ltd successfully collaborated to deploy the world' s first innovative product utilizing 13. 3-inch E Ink Spectra™ 6 ePaper technology at AEON China's new store in Changsha: the Polaris Max. With its richer and more vibrant color display, this breakthrough product not only delivers a fresh visual impact for POP (Point of Purchase) advertising in physical spaces but also creates a new digital retail environment, offering consumers a more engaging and vivid shopping experience while boosting retail sales growth.

This collaboration marks the first commercial application of full-color ePaper technology products in the retail sector, injecting new vitality and opportunities into retail operations amidst the demands of digital transformation.





About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
3-0 Management Approach of Sustainable Topics
3-1 Green and Sustainable Product
3-2 Research and Development Innovation
3-3 Low-Carbon Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Smart Aviation Paperless - Transportation Process

Implementing Smart Luggage Tags (Electronic Bag Tags, EBT) utilizes wireless transmission and updated battery-free ePaper technology, combined with flexible ePaper. Through the airline's app, electronic luggage tags are generated after obtaining authorization from the cloud. Using the built-in NFC sensor of smartphones, power is obtained to enable real-time data communication and message display updates. This technology reduces the use of single-use tags, enhances ground staff efficiency, focuses on improving passenger service quality, and promotes operational efficiency and environmental friendliness.

Features

- Wireless transmission and battery-free ePaper in conjunction with flexible ePaper.
- ePaper displays allow logistics information and barcodes to be clearly visible. Testing has shown that the barcode scanning error rate of ePaper EBT labels is less than 1%, lower than the 3% error rate of printed paper labels.

Applications

- Smart luggage tags

Achivements

- Using ePaper luggage tags not only allows passengers to expedite the check-in process for their luggage but also enables full-process tracking of their bags. Several airlines have already adopted EBTs, including Qatar Airways, British Airways, Air France-KLM, Alaska Airlines, Qantas, Lufthansa, Swiss International Air Lines, Austrian Airlines, China Eastern Airlines, and China Southern Airlines. According to estimates by market research firm ePaper Insight, the global market for ePaper luggage tags exceeds 600 million units and is expected to enter a period of rapid growth in the coming years.





Smart Transportation - Energy Saving Display

As smart cities continue to develop, providing the public with real-time information and convenient smart communication experiences while balancing ecological conservation and urban aesthetics becomes a key challenge for sustainable smart cities. Cities are committed to ensuring that the public can access information through safe and reliable modes. However, it is also important to consider the carbon footprint generated by smart city solutions and the power consumption for lighting. The use of ePaper displays has emerged as the optimal solution, achieving both effective information delivery and environmental sustainability.

Features

- Reflective ePaper exhibits features of non-emissive light and ultra-low power consumption. ePaper signage devices can be integrated with solar panels or renewable energy power systems, eliminating the need for additional electrical connections, and overcoming the limitations of wired installations. The ePaper signage is a digital solution that provides benefits of eco-friendly, non-light-polluting, and zero-carbon-emission.

Applications

- ePaper signage: Smart bus stop signs, public information display, parking fee displays, parking signage, fuel price boards, carriage information sign, crowd control smart display boards.

Achivements

- Collaborating with multiple companies, E Ink has introduced ePaper bus stop signs worldwide. As of December 2024, over 80 thousand ePaper bus stop signs have been introduced globally.





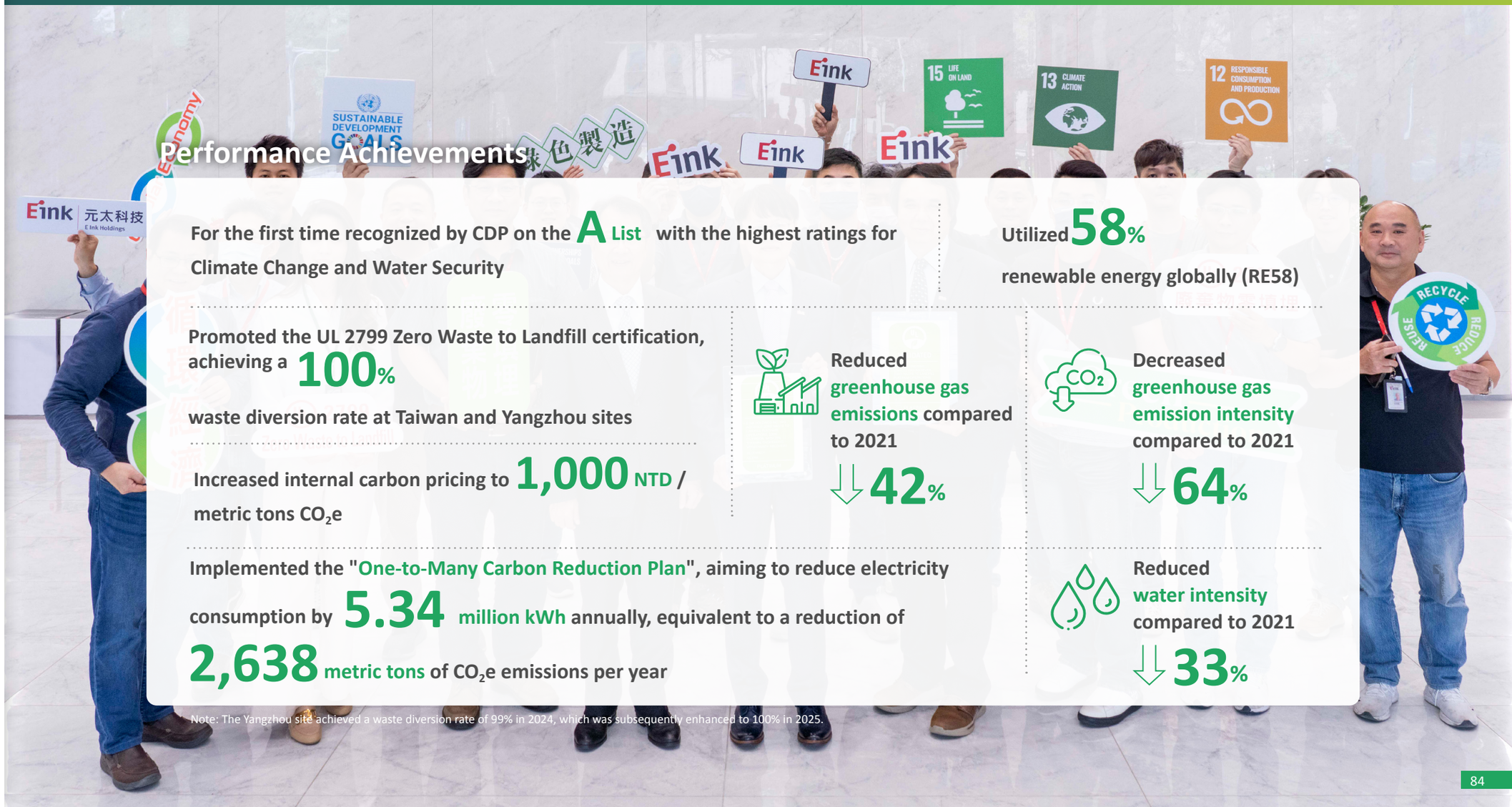


About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
4-0 Management Approach of Sustainable Topics
4-1 Transformation to Net Zero
4-2 Comprehensive Environmental Management System
4-3 Energy and Greenhouse Gas Management
4-4 Environmental Impact Mitigation
4-5 Resource Circularity
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

04 Green Production

Low-Carbon and Energy-Saving Operations and Manufacturing



Performance Achievements

For the first time recognized by CDP on the **A List** with the highest ratings for Climate Change and Water Security

Utilized **58%** renewable energy globally (RE58)

Promoted the UL 2799 Zero Waste to Landfill certification, achieving a **100%** waste diversion rate at Taiwan and Yangzhou sites

Reduced **greenhouse gas emissions** compared to 2021 **↓42%**

Decreased **greenhouse gas emission intensity** compared to 2021 **↓64%**

Increased internal carbon pricing to **1,000 NTD** / metric tons CO_2e

Implemented the "**One-to-Many Carbon Reduction Plan**", aiming to reduce electricity consumption by **5.34 million kWh** annually, equivalent to a reduction of **2,638 metric tons** of CO_2e emissions per year

Reduced **water intensity** compared to 2021 **↓33%**

Note: The Yangzhou site achieved a waste diversion rate of 99% in 2024, which was subsequently enhanced to 100% in 2025.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
4-0 Management Approach of Sustainable Topics
4-1 Transformation to Net Zero
4-2 Comprehensive Environmental Management System
4-3 Energy and Greenhouse Gas Management
4-4 Environmental Impact Mitigation
4-5 Resource Circularity
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

4-0Management Approach of Sustainable Topics

Response to Climate Change

Climate Change Mitigation and Adaption

◉ Material Topics

GRI Sustainability Topics
201- 2 Financial implications and other risks and opportunities due to climate change

Policy Commitment
E Ink established the "E Ink Policy on Safety, Health, Environment, and Energy Management" (referred to as " SHEE Management Policy) ") and adopted the Task Force on Climate-related Financial Disclosures (TCFD) to assess climate change risks and opportunities, set targets for reduction, and continuously promote energy-saving and carbon reduction measures.

Sustainability KPIs	Management Objectives	▸Short-term Goals (2024)	▸Result(2024)	▸Short-term Goals (2025)	▸Mid-term Goals (2030)	▸Long-term Goals (2035)
SHEE Policy	SHEE Policy Management	Reviewing the SHEE Management Policy	Achieved	Reviewing the SHEE Management Policy annually		
Risks and Opportunities	Climate and Nature Related Risk and Opportunity Management	Completion of financial impact assessment	Achieved	Completion of identification, analysis, evaluation, and implementation of mitigation measures	Review of financial impacts	Completion of financial impact assessment
Carbon Right Management	Internal Carbon Pricing Framework	Implementing internal carbon pricing	Achieved	Implementing internal carbon pricing continuously	Planning of internal carbon fee mechanism	Planning internal carbon fee mechanism
	Carbon Credit Procurement	New Target for 2024	-	Domestic and international carbon credit procurement research and planning	5% of Scope 1 and Scope 2[Note]	50% of Scope 1 and Scope 2[Note]

Note: The carbon credit procurement target for Scope 2 includes only green electricity with a non-zero emission factor.

Brand Management

◎Secondary topics

Sustainability KPIs	Management Objectives	▸Short-term Goals (2024)	▸Result(2024)	▸Short-term Goals (2025)	▸Mid-term Goals (2030)	▸Long-term Goals (2035)
Environmental Initiatives	Initiatives Related to the Environment	CDP Climate Change Questionnaire at a higher A- level	Achieved	CDP Climate Change Questionnaire at A Leadership Level		CDP Climate Change Questionnaire at A Leadership level
		CDP Water Security Questionnaire at a higher B level		CDP Water Security Questionnaire with a score of A- or above		CDP Water Security Questionnaire at A Leadership level

Transformation Path to Net Zero

Energy and Greenhouse Gas Management

◉ Material Topics

GRI Sustainability Topics
302-1 Energy consumption within the organization
302-3 Energy intensity
302-4 Reduction of energy consumption
305-3 Other indirect (Scope 3) GHG emissions

Policy Commitment
In addition to implementing the " SHEE Management Policy," E Ink is committed to achieving 100% renewable energy (RE100) usage across all global sites by 2030 and reaching the goal of net zero carbon emissions by 2040.

Sustainability KPIs	Management Objectives	▸Short-term Goals (2024)	▸Result(2024)	▸Short-term Goals (2025)	▸Mid-term Goals (2030)	▸Long-term Goals (2035)
Energy and Electricity	Energy Productivity	USD 10 thousand /MWh	Not achieved, reaching USD 8.1 thousand /MWh[Note1]	USD 10 thousand/MWh	USD 10.5 thousand/MWh	
					Implement of ISO 50001 energy management system verification to global operation sites	
Renewable Energy	Percentage of renewable energy use	**30%**	Surpass by **58%**	**40%**	**100%**	
Greenhouse gas (GHG) Emissions	Absolute target of GHG emission	• Scope 1 and scope 2 emissions: 40,000 metric tons CO_2e • Scope 1 emissions: 4,000 metric tons CO_2e • Scope 2 emissions: 36,000 metric tons CO_2e	Achieved	• Scope 1 and scope 2 emissions: 55,000 metric tons CO_2e • Scope 1 emissions: 4,000 metric tons CO_2e • Scope 2 emissions: 51,000 metric tons CO_2e	• Scope 1 and scope 2 emissions: 4,000 metric tons CO_2e • Scope 1 emissions: 4,000 metric tons CO_2e Scope 2 emissions: **0** metric tons CO_2e	• Scope 1 and scope 2 emissions: 2, 500 metric tons CO_2e • Scope 1 emissions: 2, 500 metric tons CO_2e
	GHG Emission Intensity (Scope 1 and 2)	**30%** reduction compared to the baseline year	Surpass by **64%** reduction compared to the baseline year	**20%** reduction compared to the baseline year	**70%** reduction compared to the baseline year	**80%** reduction compared to the baseline year

Note 1: Due to the addition of new operational buildings and production lines at the Hsinchu site in 2024, electricity consumption increased, leading to a slight decline in energy productivity.
Note 2: E Ink plans to expand its facilities and production capacity in 2025; therefore, the carbon emission target for that year is set higher than in 2024.
Note 3: The baseline year is 2021.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
4-0 Management Approach of Sustainable Topics
4-1 Transformation to Net Zero
4-2 Comprehensive Environmental Management System
4-3 Energy and Greenhouse Gas Management
4-4 Environmental Impact Mitigation
4-5 Resource Circularity
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Environmental Impact Mitigation

Water Resource Management

◎Secondary Topics

Sustainability KPIs	Management Objectives	▸Short-term Goals (2024)	▸Result(2024)	▸Short-term Goals (2025)	▸Mid-term Goals (2030)	▸Long-term Goals (2035)
Water Resource	Water Resource Usage	4% reduction compared to the baseline year	Not achieved, with a 9% increase compared to the baseline year Note1	5% reduction compared to the baseline year	10% reduction compared to the baseline year	15% reduction compared to the baseline year
	Water Recycle Rate in Production	35%	Surpass by 40%	35%	50%	
	Water Use Intensity	20% reduction compared to the baseline year	Surpassed target: 33% reduction vs. baseline year	20% reduction compared to the baseline year	30% reduction compared to the baseline year	

Note 1: In 2024, E Ink implemented a water-saving plan for manufacturing processes. Although the overall water intake was reduced, the quality of the discharged water exceeded the recycling standards, resulting in a decrease in the amount of water recycled and thus a lower overall manufacturing water recycle rate.
Note 2: The baseline year is 2021.

Resource Management and Circular Economy

◉ Material Topics

GRI Sustainability Topics

306-1 Waste generation and significant waste-related impacts
306-2 Management of significant waste-related impacts
306-3 Waste generated
306-4 Waste diverted from disposal
306-5 Waste directed to disposal

Policy Commitment

In addition to actively supervising waste treatment processes to ensure reduced environmental impact, efforts are also made to improve the efficiency of raw material use, enhance recycling and waste reduction measures in the manufacturing process, and develop circular economy models to implement sustainable development measures.

Sustainability KPIs	Management Objectives	▸Short-term Goals (2024)	▸Result(2024)	▸Short-term Goals (2025)	▸Mid-term Goals (2030)	▸Long-term Goals (2035)
Production and Waste Reduction	Chemical Consumption per Unit Product	60% reduction compared to the baseline year	Not achieved, with a 58% reduction compared to the baseline year Note1	60% reduction compared to the baseline year	65% reduction compared to the baseline year	
Waste	General Waste Recycling Rate	55%	Surpassed the target, reaching 81%	55%	60%	
	Implementation of Product Recycling/ Circular Economy Project	Completed 2 projects cumulatively	Cumulative total: 4 projects completed	Accumulated completion of 3 projects	Accumulated completion of 5 projects	Accumulated completion of 7 projects

Note 1: Although various reduction measures have been implemented, due to the development of next-generation products and the introduction of new processes in 2024, increased use of chemicals for testing was required, resulting in failure to meet the target.
Note 2: The baseline year is 2021.

Air Pollution

◎Secondary Topics

Sustainability KPIs	Management Objectives	▸Short-term Goals (2024)	▸Result(2024)	▸Short-term Goals (2025)	▸Mid-term Goals (2030)	▸Long-term Goals (2035)
Air pollution	VOC emission intensity	New target for 2024	3% reduction compared to the baseline year	5% reduction compared to the baseline year	10% reduction compared to the baseline year	15% reduction compared to the baseline year

Note 1: In 2024, global production capacity increased significantly compared to the baseline year. The company also entered a stage of next-generation product development and new process implementation, which required greater use of chemicals for testing, resulting in an increase in total volatile organic compound (VOC) emissions. Although the current air pollution control facilities have adopted the best available control technologies, VOC emissions are expected to continue rising alongside business expansion and capacity growth. Therefore, from 2024 to 2035, the company's management target has been adjusted from controlling total VOC emissions to reducing VOC emission intensity.
Note 2: The baseline year is 2021.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
4-0 Management Approach of Sustainable Topics
4-1 Transformation to Net Zero
4-2 Comprehensive Environmental Management System
4-3 Energy and Greenhouse Gas Management
4-4 Environmental Impact Mitigation
4-5 Resource Circularity
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

4-1 Transformation Path to Net Zero

Faced with the severe challenge of global climate change, achieving net-zero transformation has become a global consensus. For instance, the United Nations Climate Change Conference (COP) actively promotes global cooperation in carbon reduction to meet the goals of the Paris Agreement. The European Union's Carbon Border Adjustment Mechanism (CBAM) requires importers to purchase corresponding CBAM certificates based on the carbon emissions of carbon-intensive products for entry into the EU market. The United States' Clean Competition Act (CCA) is a similar carbon tariff policy. Taiwan is implementing the Climate Change Response Act, planning to introduce carbon fees in 2026 to work toward achieving the vision of "2050 Net-Zero Transition".

As a leading global ePaper display technology enterprise, E Ink is dedicated to developing various innovative technologies and providing revolutionary products to enhance user experiences and achieve environmental friendliness in the production and use stages. E Ink actively responds to domestic and international climate change and carbon reduction initiatives and actions, demonstrating a commitment to limiting global temperature rise to within 1.5°C and pledging to achieve net-zero emissions across the value chain by 2040. Additionally, E Ink views net-zero transformation as a corporate mission and is working towards achieving carbon reduction goals across the value chain annually.

4-1-1 Climate Change Engagement

To achieve the 2040 net-zero emissions goal, E Ink actively participates in global climate change initiatives and actions, ensuring its reduction targets align with both domestic and international standards. E Ink also looks forward to collaborating with other leading companies to drive climate actions with a global perspective.

Aligning with Domestic and International Climate Change Reduction Targets and Actions

E Ink has been conducting greenhouse gas (GHG) inventories since 2005 and has completed the GHG inventory and third-party verification for all its global manufacturing sites and offices in 2023, serving as a foundation for future carbon reduction efforts. Simultaneously, E Ink is committed to promoting international standard certification of its internal environmental and energy management systems to strengthen environmental management mechanisms. Additionally, E Ink adopts the Task Force on Climate-related Financial Disclosures (TCFD) framework to identify climate change-related risks, financial impacts, and opportunities [Note] . In recent years, by participating in numerous global climate initiatives, E Ink has demonstrated proactive involvement and influence in climate action, earning recognition from domestic and international stakeholders.

Note: For more detailed information, please refer to E Ink's "2024 Nature and Climate Report" published in 2025.

Verified Ambitious Targets through SBTi Validation

E Ink's near-term, long-term, and net-zero reduction targets were officially validated by the Science-Based Targets Initiative (SBTi) in August 2023, marking that the reduction targets in Scopes 1, 2, and 3 contribute to keeping the global average temperature rise within 1.5 ° C. SBTi has recognized E Ink' s net-zero target as one of the most ambitious commitments within its validation framework.

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

E Ink's GHG reduction targets approved by SBTi

Item	2030 Near-term Target	2040 Long-term Target	2040 Net zero target
Scope 1 and 2	**80%** reduction compared to the baseline year	eduction compared to the baseline year **90%**	Achieve net-zero in the value chain
Scope 3	**25%** reduction compared to the baseline year		
Proportion of renewable energy use	Increase from **0.21%** in the baseline year to **100%**		

Note 1: The baseline year is 2021.
Note 2: The baseline year emissions for Scope 1 and 2 are 45,995.8 metric tons CO_2e; Scope 3 covers categories 1, 2, 3, 5, 7, and 10 in the GHG Protocol, with emissions of 207,283.9 metric tons CO_2e.
Note 3: The targets cover 100% of the baseline year emissions of scope 1 and 2.



About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
4-0 Management Approach of Sustainable Topics
4-1 Transformation to Net Zero
4-2 Comprehensive Environmental Management System
4-3 Energy and Greenhouse Gas Management
4-4 Environmental Impact Mitigation
4-5 Resource Circularity
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Climate Change Initiatives or Actions

2024
- Achieved 58% global renewable energy usage (RE58)
- Yangzhou sites and the three US sites, as well as offices in Shenzhen, South Korea, Japan and the Netherlands in Europe use 100% renewable energy (RE100)
- Won the Climate Leader Award at the Taiwan Corporate Sustainability Awards (TCSA) and the Gold Award in the Environmental Category at the Taiwan Sustainability Action Awards (TSAA)
- Recognized on the CDP A List for achieving the highest ratings in Climate Change and Water Security.

2023
- Passed SBTi target validation
- Achieved 36% global renewable energy usage (RE36)
- Received "Best Newcomer" Award from the RE100 Leaders Award
- Won the Climate Leader Award at the Taiwan Corporate Sustainability Awards (TCSA) and the Gold Award in the Environmental Category at the Taiwan Sustainability Action Awards (TSAA)

2022
- First display company to join RE100
- First display company globally to join the "The Climate Pledge (TCP)"
- First electronics company in Taiwan to join EP100 for energy efficiency improvement
- 100% renewable energy use at sites in the US, Shenzhen, China, Korea, and Japan

2021 First participation in a renewable power purchase agreement (PPA)

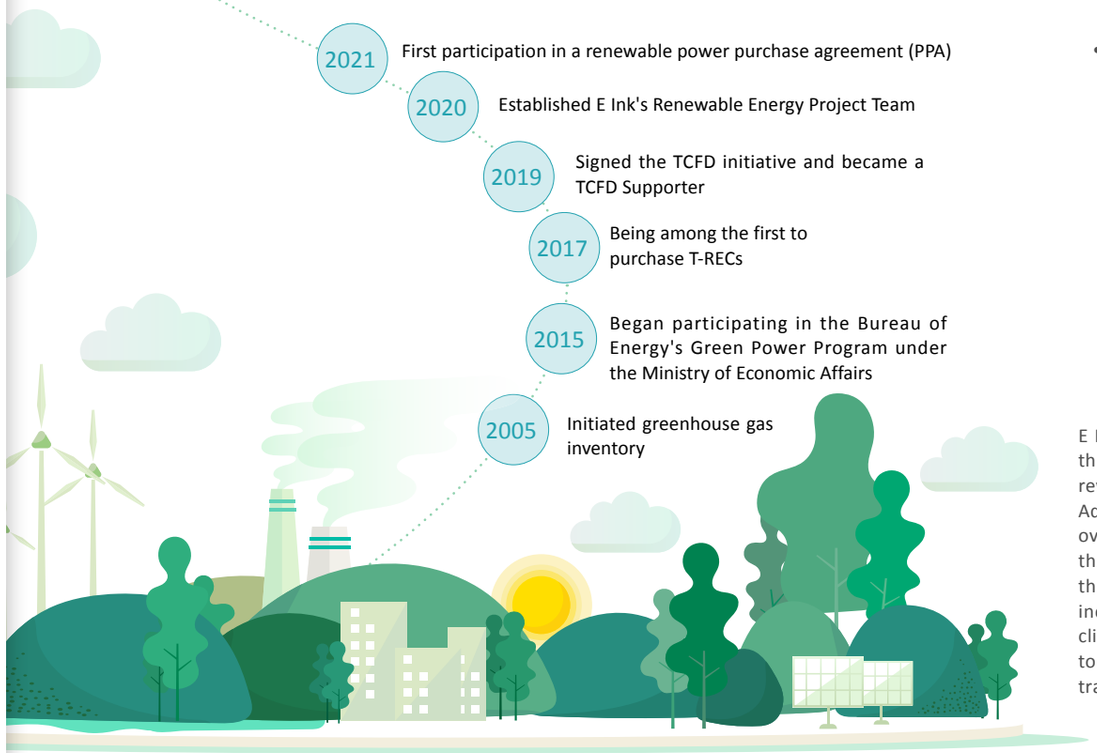
2020 Established E Ink's Renewable Energy Project Team

2019 Signed the TCFD initiative and became a TCFD Supporter

2017 Being among the first to purchase T-RECs

2015 Began participating in the Bureau of Energy's Green Power Program under the Ministry of Economic Affairs

2005 Initiated greenhouse gas inventory



Actively participate in low-carbon initiatives and actions

E Ink, aligning with the goals of the Paris Agreement, is committed to ensuring that global temperature rise does not exceed 1.5°C above pre-industrial levels by the end of this century and to achieve the commitment of net-zero by 2040. The Green Production sub-committee of E Ink Corporate Sustainability Committee actively participates in carbon reduction advocacy efforts and industry association activities to jointly promote the development of climate change-related policies and regulations.

- E Ink is a founding member of the Taiwan Panel & Solution Association (TPSA) and serves as an executive director within the association. In 2024, the company actively contributed to climate policy discussions, including proposing amendments to environmental regulations such as the Climate Change Response Act, Fee-Charging Rates of Carbon Fees and Effluent Discharge Standards. These efforts represent a substantial contribution toward improving environmental policies. Additionally, E Ink actively engaged in TPSA's regular meetings, where it discussed topics such as annual greenhouse gas inventory results, energy-saving technology sharing, the status of renewable energy development in Taiwan, the impact of carbon fees, and the application and future prospects of carbon-negative technologies. These activities underscore the company' s commitment to climate action and environmental sustainability. In 2024, TPSA completed the development of Product Category Rules (PCR) for display modules, providing a standardized framework for managing product carbon footprints. Furthermore, E Ink participated in drafting the Environmental Report for the World Display Device Industry Cooperation Committee (WDICC). This involvement enhanced the company' s visibility and influence in global environmental issues, facilitated international collaboration within the industry.
- RE 100, led by The Climate Group and the Carbon Disclosure Project (CDP), is a global renewable energy initiative aimed at encouraging companies to commit to achieving 100% renewable energy between 2020 and 2050. As a member of RE 100, E Ink actively participates in relevant seminars and works collaboratively with peer companies to address renewable energy procurement challenges. The Company is dedicated to promoting green transformation within its operations and throughout its supply chain, contributing to a more sustainable future. RE 100 members in Taiwan have generally reported challenges in procuring renewable electricity, with the primary issue being an insufficient supply in the renewable energy market. Additionally, concerns have been raised about the lack of cost competitiveness of renewable energy in Taiwan. In response to concerns raised by the European Union at the World Trade Organization (WTO), the Taiwanese government has pledged to adjust its policies, including the removal of Local Content Rules (LCR) for renewable energy facilities, which may help lower renewable energy costs. Furthermore, the discussion includes an exploration of newly emerging procurement models in the market, along with an analysis of whether these models align with the three key assessment criteria (3A principles) for renewable electricity procurement: Affordability, Accessibility, and Additionality.

E Ink continues to deepen its "E Ink Policy on Safety, Health, Environment, and Energy Management" through the Green Production sub-committee of the Corporate Sustainability Committee, which regularly reviews and monitors climate-related performance, public policy engagements, and lobbying activities. Additionally, the policy also to direct lobbying activities and trade association memberships. The Chairman oversees the implementation results, which are regularly reported to the Board of Directors through the Corporate Sustainability Committee to ensure alignment with the goals of the Paris Agreement. If the climate-related actions of lobbying, industry or trade associations in which E Ink participates are inconsistent with, weaker than, or contradictory to the goals of the Paris Agreement or E Ink' s own climate objectives, the Company will publicly disclose its position. It will continue to engage in dialogue to seek alignment, and evaluate its continued participation or seek alignment through engagement or transition to more suitable associations.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
4-0 Management Approach of Sustainable Topics
4-1 Transformation to Net Zero
4-2 Comprehensive Environmental Management System
4-3 Energy and Greenhouse Gas Management
4-4 Environmental Impact Mitigation
4-5 Resource Circularity
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

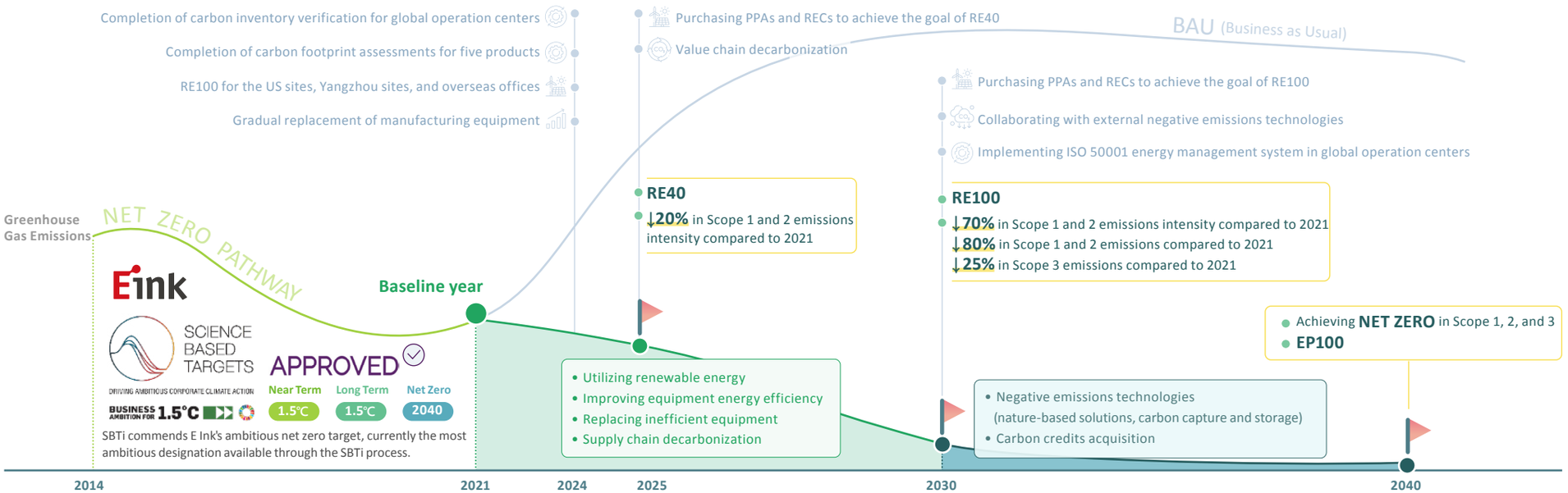
4-1-2 Net Zero Carbon Emission Goals and Blueprint

E Ink's 2040 Net-Zero Emission Pathway and Strategy

E Ink is committed to gradually implementing carbon reduction targets and responding to domestic and international climate initiatives. Using 2021 as the baseline year, E Ink has outlined a pathway and five major strategies to achieve net-zero emissions. Although initially assumed to reach peak carbon emissions by 2025 under continuous capacity expansion, E Ink aims to bring forward the peak year to 2021 due to the proactive dual strategy of decarbonization and renewable energy procurement. This strategy is expected to result in a steady decline in overall carbon emissions post-peak, moving us towards achieving RE100 by 2030 and net-zero emissions by 2040. This demonstrates E Ink's proactive planning and strong commitment to clean, green, and net-zero development.

In 2024, E Ink's carbon reduction measures, driven by the net-zero emission pathway, have achieved significant results. These include completing the carbon inventory and certification of global operation centers, completing carbon footprint inventories for five products, using 60, 449 thousand kWh of renewable energy, and improving equipment operational efficiency. Looking forward, E Ink will continue to review the progress of the net-zero carbon emission journey, with a particular focus on strategies such as natural carbon sinks, carbon capture and storage technologies, and the acquisition of carbon credits to further achieve mitigation goals beyond its value chain.

E Ink's Net Zero Pathway



Five Major Strategies for Net-Zero Actions

1. Establish international environmental management	2. Energy efficiency enhancement	3. Utilize low-carbon energy	4. Reduce carbon emissions in the value chain	4. Focus negative emissions technologies
Promote greenhouse gas inventories, carbon footprint inventories, and related environmental management systems.	Upgrade and replace outdated equipment, improve equipment efficiency, and implement office energy-saving solutions.	Increase the proportion of renewable energy usage.	Require the supply chain to save energy or adopt renewable energy.	Pay attention to natural carbon sinks, carbon capture and storage, permanent carbon removal, and the acquisition of carbon credits.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
4-0 Management Approach of Sustainable Topics
4-1 Transformation to Net Zero
4-2 Comprehensive Environmental Management System
4-3 Energy and Greenhouse Gas Management
4-4 Environmental Impact Mitigation
4-5 Resource Circularity
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

4-2 Comprehensive Environmental Management System

4-2-1 Environmental Policy and Management

E Ink Policy on Safety, Health, Environment, and Energy Management

E Ink has established the "E Ink Policy on Safety, Health, Environment, and Energy Management" (hereafter referred to as "SHEE Management Policy"), committing proactively to formulating strategies, management objectives, and quantitative performance indicators for sustainability issues such as occupational safety and health, environmental protection, climate change, water resources, waste management, and energy consumption. The policy is applicable to E Ink's entire operations, employees, contractors[Note] or individuals under the company's supervision. By implementing appropriate management systems, methodologies, and tools, these sustainability issues are properly managed, effectively executed, and integrated into daily operations and production processes to achieve key goals, including clean production and waste reduction, climate change mitigation and adaptation, safe operations and worker health, as well as energy saving and creation. Additionally, E Ink requires all workplace worker (including employees and contract workers), suppliers, contractors, partners, and relevant external stakeholders to comply with the regulations. The Company also regularly discloses environmental, safety, health, and energy management performance to engage with both internal and external stakeholders.

E Ink Policy on Safety, Health, Environment, and Energy Management

Note: For the purpose of the policy, "contractors" refers to both contract employees and contractors providers working under the Company's supervision and control.

Organizational Structure

E Ink has established the SHEE Management System Implementation Committee, composed of senior executives and employee representatives from each site. This committee is responsible for the daily promotion of SHEE initiatives, including cross-departmental communication and coordination, management duties, and collaboration with government agencies and industry associations. Furthermore, the "SHEE Management Policy" has been elevated to the board of directors for approval and oversight, aiming to enhance the governance effectiveness of the policy.

Responsibilities of the SHEE Management System Implementation Committee

Governance and Oversight	Planning	Execution	Monitoring and Review
• The Board of Directors serves as the highest governance and supervisory body for all issues. • Promotes and supervises sustainability issues such as environmental protection, occupational safety and health, climate change, water resources, waste management, and energy consumption.	• Develops related strategies and plans, management objectives, and quantitative performance indicators, clearly defining the responsibilities and divisions of each unit. • Defines the roles of various issues and plans collaboration with government agencies and public associations.	• Executes plans and procedures, gathering necessary information and feedback. • Coordinates with government agencies and public associations.	• Regularly tracks the effectiveness of plan implementation, proposes improvement plans, and reports to demonstrate SHEE performance. • Reviews discrepancies between goals and outcomes based on coordination results with government agencies and public associations, proposes improvement plans, and reports accordingly.

The Structure of the SHEE Management System Implementation Committee

Board of Directors

Chairperson
Taiwan sites: General manager
Yangzhou sites: General manager

Management Representatives
Taiwan sites: Core team
Yangzhou sites: SHEE Promotion team

SHEE Implementation Teams

Taiwan Sites 9 functional units within the factory
1 chief commissioner
8 senior executives and **35** employee representatives

Yangzhou Sites 8 functional units within the factory
1 chief commissioner
8 senior executives and **13** employee representatives

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
4-0 Management Approach of Sustainable Topics
4-1 Transformation to Net Zero
4-2 Comprehensive Environmental Management System
4-3 Energy and Greenhouse Gas Management
4-4 Environmental Impact Mitigation
4-5 Resource Circularity
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Establishment of International Environmental Management Systems

Since 2002, E Ink's global sites have progressively obtained international environmental management system certifications and established systematic management procedures. Through the Plan, Do, Check, Act (PDCA) cycle mechanism, the Company continuously improves in areas such as environmental protection, climate change, safety and health, and energy management.

Progress

To strengthen the environmental management mechanisms at its global operational production sites and offices, E Ink plans to establish systems in accordance with ISO 14001, ISO 50001, and ISO 14064-1 standards and obtain external certification or verification by 2030.

Note 1: By 2025, the scope will cover E Ink's four global production sites, including the Hsinchu and Linkou sites in Taiwan, the Yangzhou sites, and the South Hadley site in the US. After 2026, E Ink plans to increase the number of operational production sites from four to five.
Note 2: This scope includes the operational, production, and sales sites of E Ink and its subsidiaries consolidated in the financial statements

International Environmental Management Systems	Target Year			
	2024	2025	2030	2035
ISO 14001:2015 Environmental management system external verification coverage (%) note1	✓ 75%		100%	
ISO 50001:2018 Energy management system external verification coverage (%) note1	✓ 75%	75%	100%	
ISO 14064-1:2018 Greenhouse gas inventories external verification coverage (%) note2	✓ 100%		100%	

✓ Achieved

Establishment of ESG Information Platform

E Ink has independently developed an ESG information platform to integrate and collect data related to energy and resource usage, waste management, occupational safety, and other aspects within the Company. The system features an "IT system alert" function, allowing for real-time data tracking and notifications. It also supports "intelligent monitoring and connection input" and "online reporting and supporting document uploads." Furthermore, the system automatically calculates performance and generates reports, enhancing labor efficiency and improving data accuracy, timeliness, and confidentiality, thus helping achieve more efficient ESG management.



Establishment and Promotion of the Energy Management System

Improving energy efficiency is a key strategy in reducing greenhouse gases. E Ink follows ISO 50001 to gradually establish an energy management system, implement energy reduction policies, analyze energy efficiency, energy use, and energy consumption to determine the areas of significant energy use and identify opportunities. Subsequently, energy management objectives are set and control measures are taken to achieve energy performance. Additionally, E Ink integrates energy-saving and carbon reduction concepts into product design to lower product energy consumption. Moreover, new facilities are designed with green building principles to systematically reduce the carbon footprint of products.

Plan	Energy Audits and Action Plan	• Conduct comprehensive energy use audits to identify significant energy use hotspots and enhance energy performance. • Develop energy-saving and carbon reduction action plans based on audit data, including quantifiable reduction targets and targets for the use of low-carbon energy.
Do	Implementation and Operation	• Implement energy-saving and carbon reduction actions, such as equipment replacement, efficiency upgrades, renewable energy use, and energy-efficient product design. • Promote and conduct employee training programs to improve employees' knowledge and skills in energy management.
Check	Monitoring and Measurement	• Monitor and measure the effectiveness of various reduction measures to analyze energy performance before and after implementation.
Action	Management Review and Continuous Improvement	• Continuously improve plans to achieve targets.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
4-0 Management Approach of Sustainable Topics
4-1 Transformation to Net Zero
4-2 Comprehensive Environmental Management System
4-3 Energy and Greenhouse Gas Management
4-4 Environmental Impact Mitigation
4-5 Resource Circularity
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Product Carbon Footprint Audits

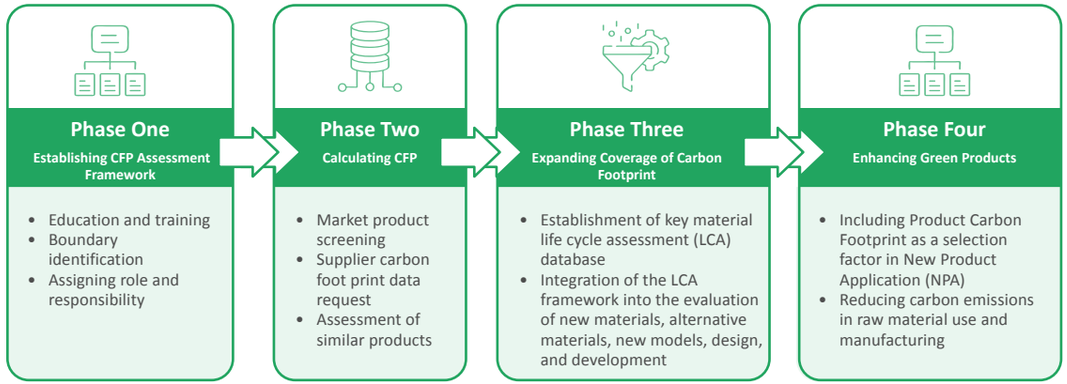
Initiation of a Four-Phase Product Carbon Footprint Audit Plan

As an upstream company in the ePaper ecosystem, E Ink collaborates with suppliers and customers to design and manufacture low-carbon and environmentally friendly products, which is a key direction for E Ink's green manufacturing. Therefore, E Ink not only promotes greenhouse gas audits and reduction measures within the organization but also initiates a four-phase Product Carbon Footprint (CFP) audit plan to drive carbon reduction throughout the value chain. This plan aims to identify reduction potential at each stage of the product lifecycle and achieve the goal of lowering the product's carbon footprint.

E Ink's core products, ePaper material films, and modules, are supplied to downstream customers through a B 2B (Business to Business) model and further assembled into end products with ePaper displays. The product carbon footprint boundary defined by E Ink follows a Cradle-to-Gate approach, which means only the carbon emissions from the raw material extraction and manufacturing stages are accounted for. While this boundary excludes responsibilities related to end-product recycling, E Ink actively partners with downstream customers to explore and promote potential end-of-life recycling solutions.

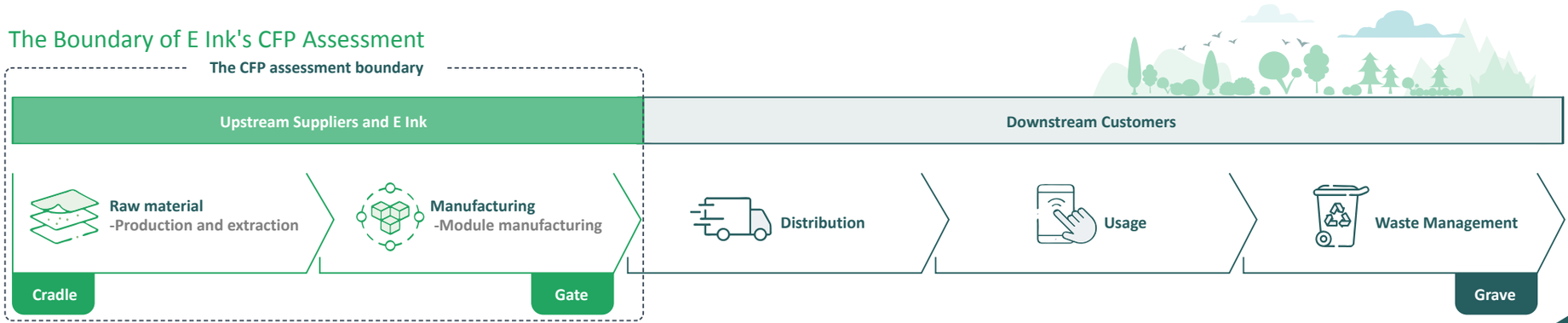
Advancing to Phase Three: Establishing a Product Carbon Footprint Calculation Mechanism

In 2024, E Ink continued to utilize Life Cycle Assessment (LCA) software and carbon footprint coefficient databases to build a product carbon footprint calculation system. Products are evaluated at both the R&D stage and the mass production stage to assess their respective carbon footprints. E Ink implements systematic carbon footprint management, progressing from inventory and evaluation to action, in an effort to continuously enhance the environmental performance of its products. By incorporating the carbon reduction benefits of renewable energy, selecting more environmentally friendly low-carbon materials, and adopting other reduction measures, E Ink actively works to reduce the carbon footprint of its products, demonstrating its commitment to environmental responsibility and sustainable product development.



Product Development Phase	Description
R&D	Conduct carbon footprint forecasts for ePaper products to provide green product targets for R&D, manufacturing, and material selection. Focus on the environmental impact during the R&D phase to implement appropriate environmental measures early in the development process, meeting customer's needs for next generation products with low-carbon feature.
Mass Production	Following the ISO 14067 standard framework, E Ink collects data on raw material usage during the material phase and electricity consumption during the manufacturing phase to estimate the carbon footprint of major mass-produced product models. This process not only verifies the predicted values from the R&D design phase but also prepares for future external verification. E Ink also incorporates the benefits of renewable energy, selects more environmentally friendly low-carbon materials, and implements other reduction measures to estimate the carbon footprint reduction benefits of existing products. For example, the carbon footprint of a 6.8" eReader module in 2024 has been reduced by 45% compared to 2021 after incorporating reduction measures. Similarly, the carbon emissions of a 2.9" Eelectronic Sshelf Llabel (ESL) module have also decreased by 54% from 2021, demonstrating E Ink's significant progress in reducing product carbon footprints.

The Boundary of E Ink's CFP Assessment



About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
4-0 Management Approach of Sustainable Topics
4-1 Transformation to Net Zero
4-2 Comprehensive Environmental Management System
4-3 Energy and Greenhouse Gas Management
4-4 Environmental Impact Mitigation
4-5 Resource Circularity
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

4-3 Energy and Greenhouse Gas Management

E Ink adheres to the ISO 14064- 1 standard to conduct annual greenhouse gas inventories. Based on these inventories, the company plans and implements energy-saving and carbon reduction strategies. Regular review meetings are held to track the effectiveness of these strategies, allowing for adjustments to be made in response to actual conditions.

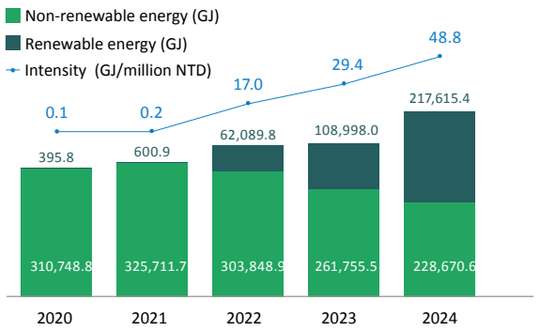
4-3-1 Energy Usage

In 2024, the global energy consumption of E Ink's production sites and offices was 446,286.0 GJ, with electricity accounting for 85. 9%, natural gas 10. 8%, steam 3. 0%, and diesel and gasoline combined 0.3%. The use of renewable energy (including electricity, natural gas, steam, diesel, and gasoline) increased from 0.2% in the 2021 baseline year to 48. 8% in 2024 (with 58% of the electricity sourced from renewable energy). Electricity is the primary energy source for production equipment and facility systems; steam is mainly supplied to the process equipment at the Yangzhou sites; natural gas is used for process equipment at the US sites; diesel is used for generators and transport vehicles; and gasoline is used for company cars. To address the growth in energy consumption, E Ink aims to enhance equipment efficiency, improve the management of electricity use in production processes, and utilize low-carbon energy as the main reduction strategies for the future. Additionally, E Ink promotes energy-saving management plans for offices and public areas, enhancing employees' energy-saving and carbon reduction awareness through advocacy activities and educational training.

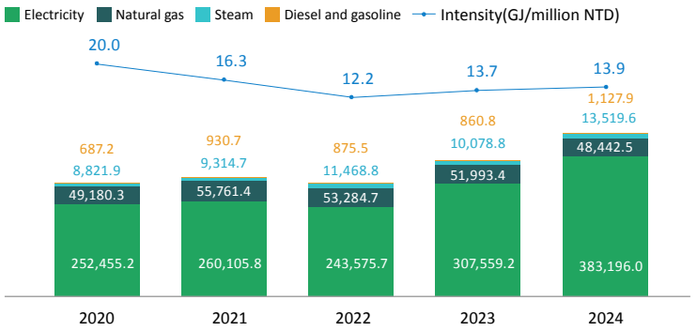
4-3-2 Greenhouse Gas Emissions

In addressing the global challenge of climate change, companies must continuously invest in reducing greenhouse gas emissions from their operations to mitigate environmental impacts. In 2024, the total greenhouse gas emissions from E Ink's global sites and offices amounted to 26,823.5 metric tons of CO_2e, a 40% reduction compared to the 2021 base year. Scope 2 emissions from purchased energy accounted for 23, 086. 6 metric tons of CO_2e, representing 87% of the total greenhouse gas emissions. Due to the achievement of the RE100 target at the US site, emissions now primarily come from the Taiwan and Yangzhou sites.

Percentage of Renewable Energy Usage



Energy Consumption

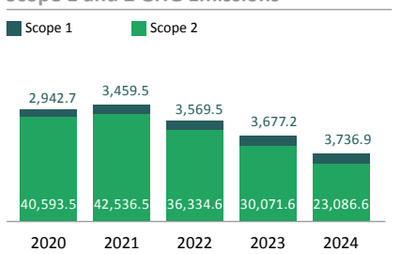


Note 1: The energy usage and intensity cover the operational, production, and sales sites of E Ink and its subsidiaries as consolidated in the income statement.
Note 2: The types of energy included in the energy inventory are electricity, natural gas, steam, diesel, and gasoline.
Note 3: The proportion of renewable energy usage includes the total of electricity, natural gas, steam, diesel and gasoline. Specifically for electricity, the renewable energy usage reached 58% in 2024.

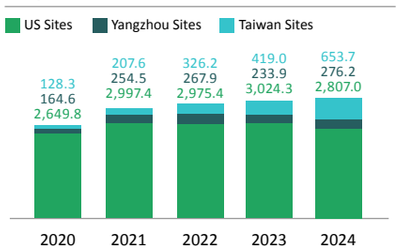
Scope 1 and 2 GHG Emissions

Unit: Metric tons CO_2e

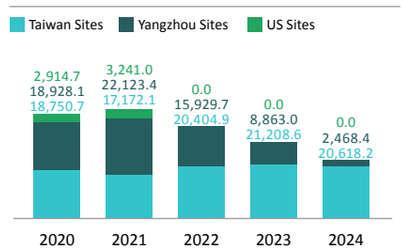
Scope 1 and 2 GHG Emissions



Scope 1 Emissions



Scope 2 Emissions



Note 1: Conversion factors are calculated using energy calorific values announced by local governments.
Note 2: The Global Warming Potential (GWP) values are based on the Fifth Assessment Report (AR5) of the IPCC.
Note 3: The consolidation of greenhouse gas emissions is conducted using the operational control approach.
Note 4: The categories of greenhouse gases included in the calculations are CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, and NF_3.
Note 5: Scope 2 greenhouse gas emissions from 2021 to 2024 are calculated based on the market-based method.
Note 6: All greenhouse gas emission data have been verified by a third party.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
4-0 Management Approach of Sustainable Topics
4-1 Transformation to Net Zero
4-2 Comprehensive Environmental Management System
4-3 Energy and Greenhouse Gas Management
4-4 Environmental Impact Mitigation
4-5 Resource Circularity
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Scope 3 GHG Emissions

Since 2021, E Ink has followed ISO 14064- 1 and the Greenhouse Gas Protocol (GHG Protocol) to calculate Scope 3 emissions (also referred to as indirect emissions). In 2024, E Ink completed a comprehensive inventory of all applicable Scope 3 emission sources to identify and understand risks and opportunities across the value chain, enhance stakeholder engagement, and provide a basis for developing reduction strategies. The 2024 inventory results are disclosed in the table below. The top three categories "Purchased goods and services," "Processing of sold products," and "Fuel- and energy-related activities", account for 80% of total Scope 3 emissions.

Categories[Note1]	GHG Protocol Categories	Explanation	2024 Emissions (Metric Tons CO_2e)[Note2]
Indirect Greenhouse Gas Emissions from Organizational Use of Products (upstream)			
* Purchased Goods and Services	1	Based on E Ink's product carbon footprint inventory results, calculate the carbon emissions of raw materials used during the raw material stage (including TFT backplane, FPL, Tray, and FPC flexible printed circuit boards).	47,062.5
Capital Goods	2	Emissions generated from equipment or buildings purchased to meet manufacturing needs. Estimates are based on significant capital expenditures disclosed in the E Ink annual report, categorized into equipment and buildings. Due to the incomplete establishment of the methodology, the Scope 3 Evaluator is temporarily used for estimating the emissions for this category.	3,644.8
* Fuel- and Energy-Related Activities[Note 3]	3	Emissions generated from energy resource consumption, including gasoline, diesel, natural gas, and electricity, are converted using the cradle-to-gate coefficients announced by the Environmental Protection Administration.	9,849.7
*Waste Generated in Operations[Note 3]	5	Emissions from outsourced transportation and disposal of waste generated during the production process at the sites, including household waste and process waste such as waste solvents and plastic films.	709.0
Upstream Leased Assets	8	Not applicable, as there are no upstream leasing activities for the products.	-
Indirect Greenhouse Gas Emissions from Transportation			
*Upstream Transportation and Distribution[Note 4]	4	Emissions from transporting purchased raw materials and consumables from the supplier's shipping location (actual address or a representative site selected from the website) to the company's receiving site. Transportation between the company's sites is not included in this calculation.	2,319.9
*Business Travel[Note 5]	6	Emissions from transportation modes (including airplanes, high-speed trains, rental cars, personal vehicles, and taxis) used for employees' domestic and international business travel.	1,155.3
*Employee Commuting[Note 5]	7	Emissions from employee commuting, including transportation from home to the workplace.	2,448.3
*Downstream transportation and distribution[Note 6]	9	Emissions from transporting products to ports or airports via road, sea, or air. This calculation excludes transportation between the site and subcontractors.	1,926.3
Indirect Greenhouse Gas Emissions from Organizational Use of Products (downstream)			
Processing of Sold Products	10	Emissions generated during the processing of sold intermediate products into end products are estimated based on the sales volume values of major products disclosed in the annual report. Due to the incomplete establishment of the methodology, the Scope 3 Evaluator is temporarily used for estimating the emissions for this category.	14,969.4
Use of Sold Products	11	Emissions generated during the use phase of sold products over their expected lifespan are estimated based on the sales volume, lifespan, and energy consumption of major products disclosed in the annual report. Due to the incomplete establishment of the methodology, the Scope 3 Evaluator is temporarily used for estimating the emissions for this category.	90.9
End-of-Life Treatmentof Sold Products	12	Emissions generated during the end-of-life disposal process of sold products are estimated based on the shipment volume of major products and waste treatment coefficients. Due to the incomplete establishment of the methodology, the Scope 3 Evaluator is temporarily used for estimating the emissions for this category.	5,274.2
Downstream leased assets	13	Not applicable, as there are no downstream leasing activities for the products.	-
Franchises	14	Not applicable, as there are no franchises.	-
Investments	15	All subsidiary companies have been included in the emissions inventory calculation.	-
Total			**89,450.3**

Note 1: The total "*" indicated emissions of 65,471 metric tons of CO_2e (accounting for 74% of the total disclosed emissions) have been verified by the external professional organization DNV in accordance with the ISO 14064-1 standard, and a reasonable level of assurance verification statement has been issued.
Note 2: The Global Warming Potential (GWP) values are based on the Fifth Assessment Report (AR5) of the IPCC.
Note 3: Calculated based on the consolidation of Taiwan, Yangzhou, and US sites.
Note 4: Calculated based on the Yangzhou sites.
Note 5: Calculated based on the consolidation of Taiwan, Yangzhou, US sites, and Offices.
Note 6: Calculated based on the consolidation of Taiwan and Yangzhou sites.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
4-0 Management Approach of Sustainable Topics
4-1 Transformation to Net Zero
4-2 Comprehensive Environmental Management System
4-3 Energy and Greenhouse Gas Management
4-4 Environmental Impact Mitigation
4-5 Resource Circularity
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

4-3-3 Energy Conservation and Carbon Reduction

As E Ink expands its product range and production capacity, energy consumption has correspondingly risen. According to the 2024 energy usage and greenhouse gas inventory results, nearly 90% of greenhouse gas emissions primarily stem from electricity consumption. Therefore, improving energy efficiency and using low-carbon energy have become core strategies in E Ink's efforts toward energy conservation and carbon reduction. To achieve the goal of reducing Scope 3 emissions by 25% by 2030, E Ink prioritizes collaboration with tier-one suppliers, encouraging them to set carbon reduction and renewable energy usage targets to achieve net-zero carbon emissions. Simultaneously, E Ink continues to monitor developments in natural carbon sinks and carbon trading to fully participate in international net-zero carbon emission initiatives. In 2024, E Ink' Taiwan sites introduced electric vehicles as an option for business travel, providing employees with a more sustainable transportation choice and aiming to further reducing scope 3 emissions.

In addition to ongoing energy-saving initiatives, E Ink' s Taiwan and Yangzhou sites have introduced over 14 new measures in 2024. These efforts to save approximately 2.95 million kWh of electricity throughout the year, reducing CO_2e emissions by an estimated 1,595 metric tons. The greenhouse gas emission intensity in 2024 decreased from 1.24 in 2023 to 0.83 metric tons of CO2e per million NTD in revenue, a 64% reduction compared to the 2021 base year. Due to the continued impact of the global display market, E Ink's energy productivity decreased from 8.5 to 8.1 thousand USD revenue per MWh in 2024, but this still represents a 65% improvement compared to the 2018 base year. The energy consumption intensity in 2024 was 13.9 GJ per million NTD, an increase of 1.8% from the previous year but a 16% decrease compared to the 2021 base year.

Energy Efficiency Improvement

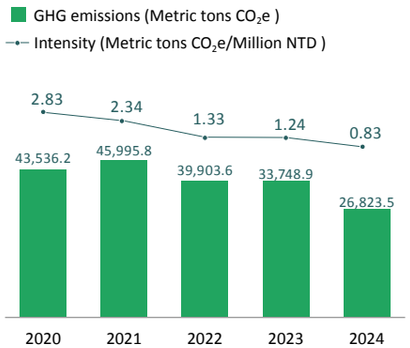
Major Reduction Measures in 2024

In 2016, E Ink transformed to focus on the R&D and manufacturing of ePaper technology, simultaneously launching an energy transition plan. Despite the continuous expansion of operations and business, which significantly increased revenue, electricity consumption did not rise significantly, realizing the concept of profit and sustainable development. In 2024, E Ink' s Taiwan site achieved a power saving rate of approximately 4%, and will continue to achieve an average annual power saving rate that is better than the 1% required by regulations for large power users.

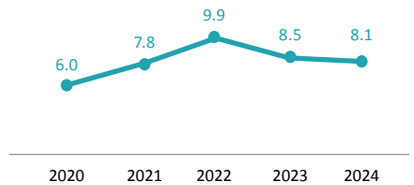
Enhancing process efficiency is the primary strategy for energy conservation and carbon reduction. First, each stage of the process is reviewed to ensure optimal operation. Second, process parameters are refined. Third, automated production and information management are introduced. Finally, standardized operating procedures are established. These standardized procedures are replicated at other sites, reducing working hours, increasing productivity, and lowering energy consumption.

Additionally, E Ink actively utilizes big data to monitor energy consumption, tracking the energy usage of major equipment in real-time. Facility equipment accounts for 60% of total electricity consumption, with air conditioning, air pollution control equipment, and air compression systems being the top three energy-consuming devices. Considering that many pieces of equipment were purchased 30 years ago when the facility was first established, these devices are both outdated and highly energy-intensive. Therefore, by 2025, E Ink plans to implement a smart energy management system across both existing and new buildings at its Hsinchu site, aiming to further improve the operational efficiency of facility infrastructure and high-energy-consuming equipment.

GHG Emissions



Energy Productivity Unit:Thousand USD/MWh



Global Site Reduction Measures

Action	Category	Description	Annual Electricity Savings (MWh)	Annual Carbon Reduction (Metric Tons CO_2e)
Efficiency Improvement	Process Equipment	Modify ePaper FPL production equipment and optimize production scheduling	2,750	1,488
		ePaperBlack inksparticles are dispersed using Flocell instead		
		Auto Clave compartment modify		
		The red/yellow dispersion circulation tank is switched to pneumatic mixing		
	Facility Equipment	Modify Facility equipment and optimize production scheduling to reduce power consumption		
		High-efficiency centrifugal air compressors replace the current low-efficiency screw air compressors		
		Centrifugal ice machine frequency conversion power saving transformation		
Equipment Replacement	Water Systems	The pure water system regeneration water pump is replaced with an power -saving type	200	107
	Air Conditioning Systems	Cleanroom filter replacement		
		Vacuum replaces blower vacuum		
	Lighting Systems	Production line lighting upgrade		
		The general lighting in the park's street lamps, logistics center, central kitchen and CUB area was replaced with LED lamps		
	Process Equipment	Replace energy-saving UV AP Chiller		
		Total	2,950	1,595

Note: In 2024, the Taiwan sites uses the 2023 grid emission factor of 0.494 metric tons CO_2e/MWh, while the Yangzhou sites uses the 2022 grid emission factor of 0.5856 metric tons CO_2e/MWh.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
4-0 Management Approach of Sustainable Topics
4-1 Transformation to Net Zero
4-2 Comprehensive Environmental Management System
4-3 Energy and Greenhouse Gas Management
4-4 Environmental Impact Mitigation
4-5 Resource Circularity
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

One-to-Many Carbon Reduction Plan

E Ink collaborates with 10 suppliers in response to the Industrial Development Administration, Ministry of Economic Affairs "Large to Small Manufacturing Low Carbon and Smart Upgrade Subsidy Program." Upon the completion of the project in 2025, E Ink and its partner suppliers are expected to reduce electricity usage by 5,340,000 kWh annually, equivalent to a reduction of 2,638 metric tons of CO_2e emissions per year.

E Ink

Upgrade **6 Key Equipment** for Energy Efficiency

+

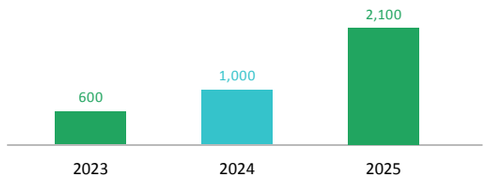
Upgrade **8 Facility Equipment Items** to Improve Energy Efficiency
Install Smart Meters at **4 Companies**
Implement Greenhouse Gas Inventories at **3 Companies**
Introduce Energy Management System at **1 Company**

Internal Carbon Pricing (ICP)

To promote low-carbon transformation, E Ink established an internal carbon pricing (ICP) in 2019 based on the "Carbon pricing options for Taiwan" report published by the Grantham Research Institute on Climate Change and the Environment at the London School of Economics. This report recommended a carbon price based on Taiwan's policy regulations and industry characteristics. E Ink set the initial ICP at NTD 280 per metric ton of CO_2e for Taiwan sites. In 2022, E Ink referenced the international carbon trading market, projected prices for renewable energy procurement, and Scope 1 and 2 emissions to plan and regularly adjust the ICP price using a shadow carbon pricing methodology. This approach aims to drive low-carbon investments, improve energy efficiency, identify and seize low-carbon opportunities, and enhance employees' awareness of carbon management. By 2024, E Ink adjusted the ICP to NTD 1,000 per metric ton of CO_2e.

Starting in 2024, E Ink has incorporated ICP into the "ISO 50001 Management Plan Action Assessment Form" and factored carbon fees into cost considerations, making them a key parameter in return on investment (ROI) evaluations.

2023-2025 ICP(NTD per metric ton of CO_2e)



Low-Carbon Production

E Ink is committed to reducing carbon emissions in its product manufacturing process. Since 2015, E Ink has launched four major smart manufacturing initiatives to shorten cycle times and increase overall production efficiency.

Product Evolution

- 2021 — The era of color ePaper
- 2023 — Next-generation color E Ink Kaleido™
- 2024 — Large-scale colorcolor ePaper

Phase	2020	2022	2023	2024
Tasks	Systematized Data Collection	Precision Predictive Intelligence	Image recognition AI	Big data processing AI

Phases	Systematized Data Collection (2020)	Precision Predictive Intelligence (2022)	Mass production (2023-2024)
Objective Description	• **Smart Data Collection and Monitoring** Established a central real-time monitoring system and big data management to systematically collect data on products and equipment. • **Applications of Data Mining** Collected data is used for smart process parameter adjustments and quality control, and it provides predictive maintenance analysis.	• **Smart Reporting and Production Management** Combine planned production with flexible manufacturing to meet diverse demands, optimizing big data management for production. • **Precision Predictive Maintenance** Reduce unexpected downtime, shorten average repair time, and improve maintenance efficiency. • **Smart Process Parameters and Quality Control** Utilize automatic optical smart inspection and AI defect classification to provide feedback to upstream processes, maintain real-time process parameters, reduce scrap rates, and offer references for subsequent process choices and product quality management.	• **Introduction of Large-Scale Color Automation Equipment** Expanded high-speed production lines from notebook size to TV size, incorporating technology to address uniformity and speed requirements as products scale up. • **Advanced Inspection Technology** Developed adaptive focus and virtual reference points in inspection technology to accommodate larger sizes. Additionally, introduced AI technology to create virtual defect models for rapid large-area modeling, enhancing detection rates.
Implemented Sites	Yangzhou sites module production line	Yangzhou sites module production line and Hsinchu ePaper FilmFPL production line	Yangzhou sites module production line and Hsinchu ePaper FilmFPL production line
Achievements	• Increased the production capacity of the Yangzhou sites by **23%**, with a **36%** reduction in total manpower. • Increased the production capacity of the Linkou sites FPL production line by **91%**.	ntroduced Systems Including Manufacturing Execution System (MES), Automated Data Collection and Transmission System, Enterprise Resource Planning System (SAP), and ongoing CIM project at the Hsinchu sites	Enhance production efficiency and product yield to accommodate larger product sizes.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
4-0 Management Approach of Sustainable Topics
4-1 Transformation to Net Zero
4-2 Comprehensive Environmental Management System
4-3 Energy and Greenhouse Gas Management
4-4 Environmental Impact Mitigation
4-5 Resource Circularity
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Green Building

As the ePaper market continues to grow, E Ink has initiated capacity expansion and recruitment efforts. Consequently, the Hsinchu headquarters is expanding its operations to establish an ePaper R&D and manufacturing center, focusing on the development and production of ePaper films, color ePaper, and other technologies. In 2024, E Ink implemented a low-carbon operation strategy and completed the construction of a new factory building that meets green building standards, with plans to obtain LEED Gold certification in 2025.

For future new factory buildings, E Ink will incorporate sustainability principles and environmental ecology considerations from site selection to the construction process to minimize the impact on the surrounding environment. The buildings will be designed and constructed to green building specifications and will obtain LEED certification, demonstrating E Ink's commitment to low-carbon, energy-saving operations and production.



Expand the Use of Renewable Energy

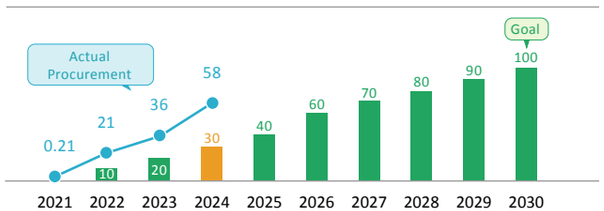
Surpassed the 2024 Renewable Energy Procurement Target

In 2022, E Ink was the first display company to join the RE 100 initiative, committing to achieving RE100 by 2030. The company is planning its RE100 path based on the characteristics of each site to gradually implement the renewable energy usage goal. Since 2017, E Ink has been laying out renewable energy procurement, being among the first to purchase renewable energy certificates (RECs) and sign power purchase agreements (PPAs).

In 2013, the Yangzhou sites planned and installed a rooftop solar photovoltaic (PV) power station with an installed capacity of 0.1 MW, capable of steadily generating approximately 120,000 kWh of green electricity annually for on-site consumption. In 2024, in line with the construction progress of the new facility, an additional rooftop solar PV system is planned for the production area, with an estimated installed capacity of approximately 9.9MW—100 times the original capacity.

The green electricity usage model will follow a "self-consumption with surplus power fed into the grid" approach. Construction is expected to be completed, and power generation to commence, by May 2025. Once operational, the system is projected to produce an average of approximately 800, 000 kWh of green electricity per month, covering around 20% of the site's monthly electricity consumption.

RE Pathway by Targets and Actual Procurement



In other regions, E Ink also prioritizes the procurement of rooftop solar and wind power projects to maximize environmental benefits. By the end of 2024, E Ink had achieved a 58% renewable energy usage rate (RE 58) globally, reaching the target one year ahead of schedule and exceeding its original 2025 goal, while also approaching its 2026 target.

Achievements in 2024 include the purchase of 49,320 RECs (equivalent to 49,320 MWh), PPA power supply of 11,025 MWh (equivalent to 11, 025 RECs), and 104 MWh of self-generated solar power for on-site consumption. Through these efforts, renewable energy contributed to a reduction of 29, 309 metric tons of CO_2e in Scope 2 emissions.Notably, E Ink's facilities in Yangzhou and the US, along with its business offices in Tokyo (Japan), Seoul (South Korea), and the Netherlands (Europe) have already achieved 100% renewable energy usage (RE100).

Renewable Energy Procurement Status of Each Site in 2024

Sites/ Offices	Description of Implementation	PPA (MWh)	Renewable Energy Certificate (MWh)	Self-Generated and Self-Used (MWh)	Renewable Energy Target (%, A)	Renewable Energy Actual (%, B)	Target Achievement Rate (%, B/A)	Carbon Reduction Volume (Metric Tons CO_2e)
Taiwan	In Taiwan, renewable energy acquisition is challenging and expensive. Therefore, E Ink is developing diverse renewable energy sources, such as biomass and geothermal energy, to steadily increase renewable energy procurement.	11,025	-	-	17	21	124	1,504
		-	600	-				280
Yangzhou	Purchased Green Energy Certificates (GEC) and solar power generation in China.	-	34,827	104	50	100	200	20,456
US	Purchased Renewable Energy Certificates (REC) in the US.	-	13,702	-	100	100	100	3,257
Overseas Offices	Purchased The Certificate of Green Power in Japan; Confirmation of Renewable Energy Use in South Korea; and Green Energy Certificates (GEC) in China.	-	191	-	100	100	100	90
Total		11,025	49,320	104	30	58	193	29,309

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
4-0 Management Approach of Sustainable Topics
4-1 Transformation to Net Zero
4-2 Comprehensive Environmental Management System
4-3 Energy and Greenhouse Gas Management
4-4 Environmental Impact Mitigation
4-5 Resource Circularity
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Use more Environmentally Friendly Renewable Energy Sources

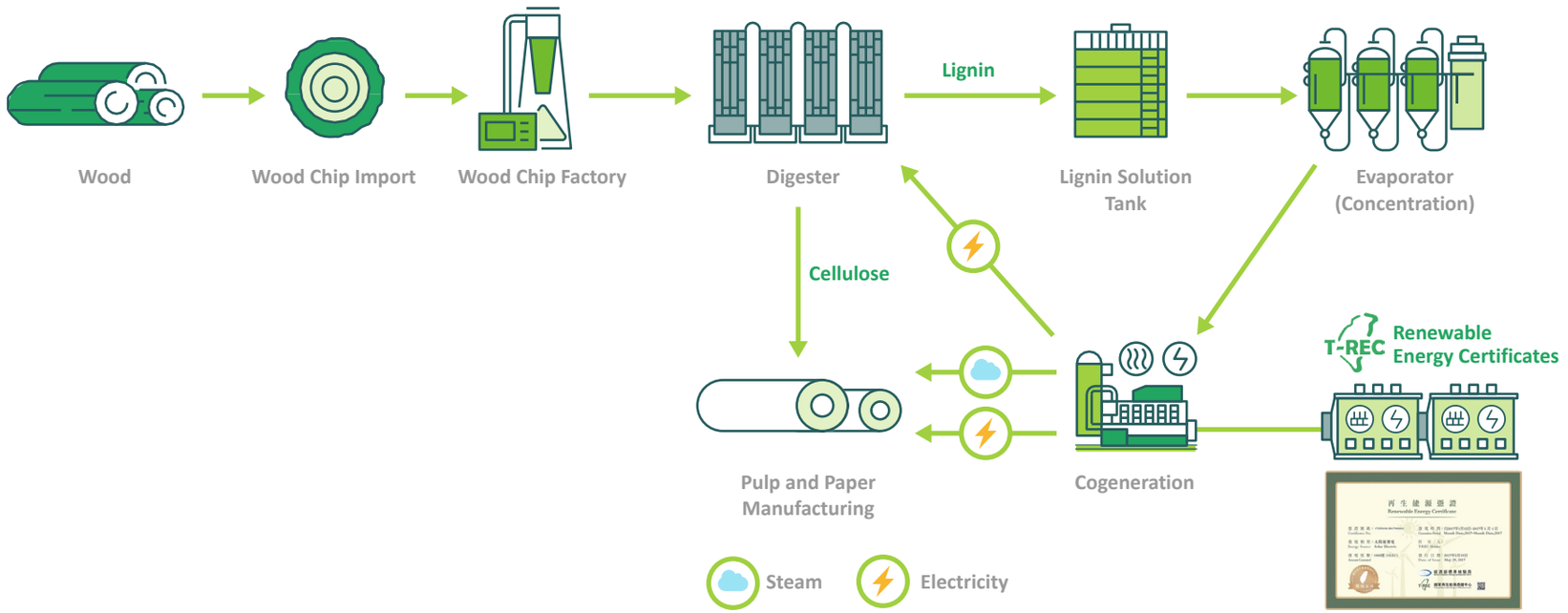
Promoting Sustainable Green Energy

In addition to its existing investments in renewable energy sources such as solar and wind power, E Ink continued in 2024 to purchase 600 renewable energy certificates (T-RECs) from biomass energy supplier Chung Hwa Pulp Corporation (CHP).

CHP have Taiwan's only, earliest, and largest lignin biomass energy generation facility, which converts lignin by-products from the pulp production process into energy. This practice is an excellent example of a green circular economy and a high-quality embodiment of sustainable biomass energy.

E Ink plans to further collaborate with CHP to increase the procurement of biomass renewable energy certificates, ensuring the "additionality" and "diversity" of renewable energy sources, and promoting the development of the green circular economy. Additionally, to continuously increase and diversify the proportion of renewable energy used, E Ink plans to actively increase its renewable energy suppliers.

CHP Lignin Biomass Energy Generation



About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
4-0 Management Approach of Sustainable Topics
4-1 Transformation to Net Zero
4-2 Comprehensive Environmental Management System
4-3 Energy and Greenhouse Gas Management
4-4 Environmental Impact Mitigation
4-5 Resource Circularity
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

4-4 Environmental Impact Mitigation

4-4-1 Water Resources Management

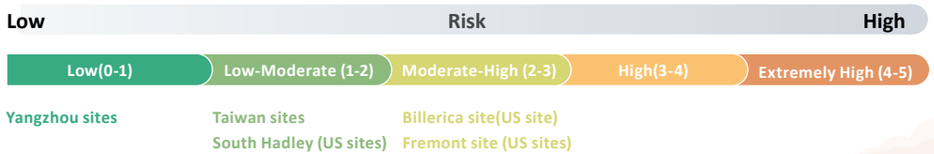
E Ink's process water covers cooling, equipment cleaning, and other water demands in the production process. To enhance water resource management, E Ink adopts the PDCA method, continuously improving management efficiency. First, water resource risk identification is conducted to recognize water stress risks and water usage hotspots in each site, thereby prioritizing the most critical water resource management challenges. Next, set quantitative reduction targets and timelines, continuously monitor and review water usage to help concentrate resources on alleviating water resource issues.

Plan	Water Resource Risk Identification and Action Plan	• Setting targets: Clearly define targets for improving water use efficiency and reduction. • Conducting risk identification: Analyze the risks associated with water use, identifying extraction risks and usage hotspots. • Developing action plans: Based on the risk identification results, formulate measures to enhance water efficiency and reduce consumption.
Do	Management Review and Continuous Improvement	• Implement continuous improvement plans: Execute the aforementioned measures, including improving water resource use efficiency, promoting water-saving measures, establishing monitoring systems, improving wastewater quality, and introducing process water recycling applications. • Educational training plans: Provide relevant educational training for employees to enhance water-saving awareness and skills.
Check	Implementation and Operation	• Monitoring and evaluation: Regularly monitor water resource usage and evaluate the effectiveness of implementation to ensure it meets the expected targets. • Risk assessment: Continuously assess the risks associated with water resource extraction and usage hotspots to ensure the effectiveness of risk control.
Action	Monitoring and Measurement	• Adjusting action plans: Modify action plans based on review results to ensure goal achievement. • Implementing Improvement Measures: Continuously improve water resource management measures, including technology updates and process optimization, to enhance management efficiency and water-saving effectiveness.

Water Resource Risk Identification

In recent years, climate change has led to frequent extreme weather events, posing significant challenges to water resource management. Both the Taiwan and Yangzhou sites face threats from droughts and floods, underscoring the importance of water resource management in business operations. E Ink has utilized the water risk assessment tool Aqueduct 4.0, developed by the World Resources Institute (WRI), to identify potential levels of water stress across its operation sites in 2030 under the worst-case scenario (SSP 5- 8. 5 Pessimistic Scenario). According to the analysis, two sites in the US face moderate to high levels of water stress risk, whereas the other sites are largely exposed to risks of no more than a moderate level. In response to the increasing risk of water scarcity due to climate change, E Ink will continue to monitor water resource usage and water scarcity risks. At the same time, it will assess and implement water optimization strategies to ensure the effective management and sustainable use of water resources.

Comprehensive Water Resource Risk Analysis



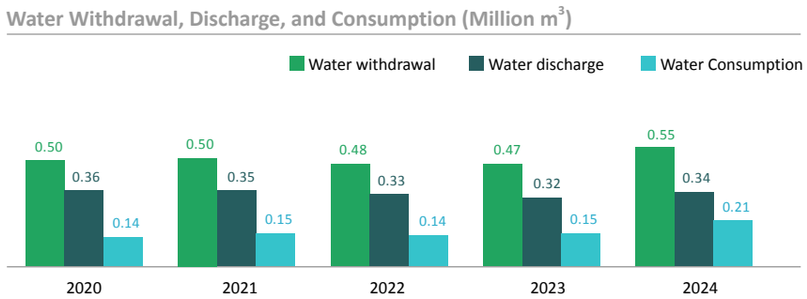
Note 1: The three sites in the US are located on the West Coast and East Coast, each facing different water resource risks. Therefore, risk disclosure is conducted on a per-site basis.
Note 2: The individual sites in Taiwan and Yangzhou are located in the same water resource risk areas. Therefore, risk disclosure is not conducted on a per-site basis.

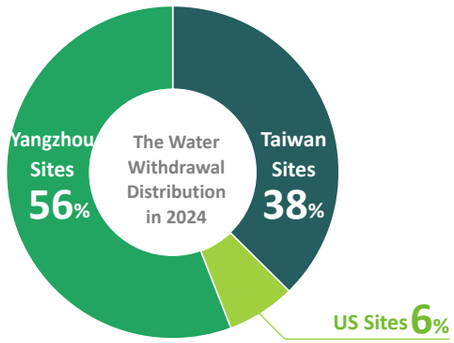
About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
4-0 Management Approach of Sustainable Topics
4-1 Transformation to Net Zero
4-2 Comprehensive Environmental Management System
4-3 Energy and Greenhouse Gas Management
4-4 Environmental Impact Mitigation
4-5 Resource Circularity
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Water Consumption

E Ink's primary water sources for its Taiwan, Yangzhou, and the US sites are municipal water supplies, without reliance on surface or groundwater. In 2024, the total water consumption for the three main sites reached 0.55 million m³ (equivalent to 549.6 million liters), 17% increase from the previous year. Among the three sites, the Yangzhou sites had the highest water consumption, accounting for 56% of the total. Therefore, E Ink will prioritize improving water efficiency at the Yangzhou sites to reduce the Company's overall water usage.

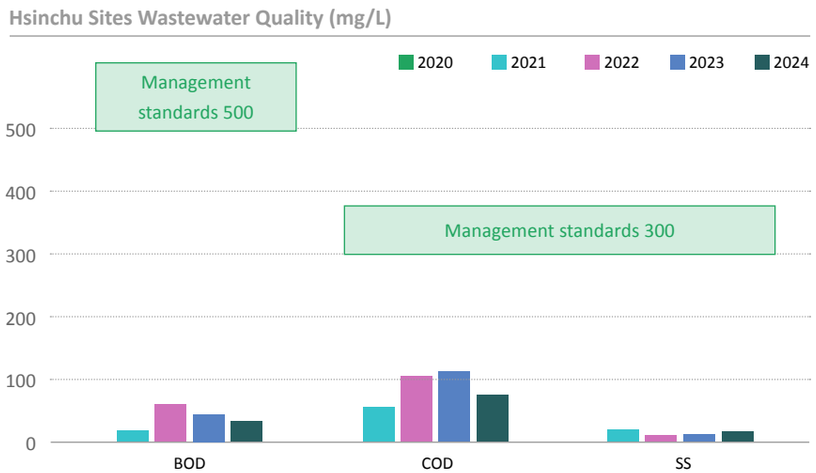




Water Quality Management and Discharge

In 2024, E Ink discharge wastewater volume was 0.34 million m³ (equivalent to 340.0 million liters). All process wastewater discharges comply with local regulatory requirements. E Ink strictly adheres to local regulations for wastewater treatment and conducts water quality testing, regularly monitoring wastewater discharge conditions and making necessary operational adjustments to ensure the quality of discharged wastewater meets local discharge standards. If any non-compliance is found, corrective improvement plans will be initiated.

In 2024, the wastewater discharged from the Hsinchu site had levels of Biochemical Oxygen Demand (BOD), Chemical Oxygen Demand (COD), Suspended Solids (SS), and heavy metals that were significantly below the regulatory standards of the Hsinchu Science Park. Additionally, since the end of 2010, the Yangzhou sites have discontinued the use of organic cleaning agents through process improvements, switching to pure water for raw material cleaning. This change has resulted in COD and SS levels in the wastewater being significantly lower than the discharge standards. In January 2011, with approval from the Yangzhou Environmental Protection Bureau, the site ceased operating its wastewater treatment facility, conducting regular tests to ensure system stability. This effectively reduced operational costs and minimized the environmental impact of water treatment. The former wastewater pool has been transformed into an ecological pond, used for fish farming and hydroponic vegetable cultivation.

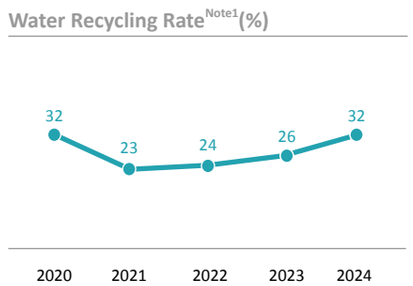


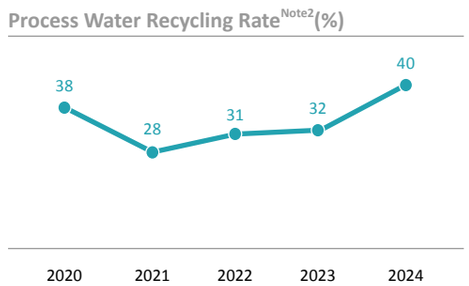


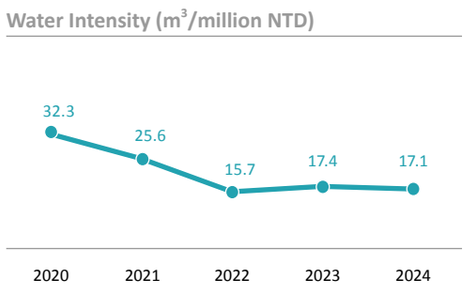
Water Conservation Plans and Measures

Taiwan's terrain, characterized by its mountainous regions and short, rapid rivers, makes it challenging to store effective rainfall. Additionally, recent climate change has led to frequent extreme weather events, with alternating droughts and heavy rains, making water resource management increasingly important. China faces similar issues with floods and droughts, bringing global attention to water resource management. E Ink recognizes the preciousness of water resources and places a high emphasis on effective water resource management.

In 2024, the water recycling rate reached 32%, an increase of 6% from the previous year. The recycling rate for process water reached 40%, up 8% from 2023. The water intensity was 17. 1 m^3 per million NTD in revenue, which is approximately 2. 1% lower than in 2023 and 33% lower than the 2021 baseline year. In 2021, the Hsinchu site in Taiwan introduced a new ePaper production line. Despite maintaining a high water recycling efficiency of over 70%, the water quality exceeded recycling standards, reducing the recycled volume and consequently lowering the overall water recycling rate. With the continuous introduction of optimized water resource utilization measures, recent years have seen improvements in both the water recycling rate and the process recycling rate.







Note 1: Water recycling rate = (Process water + Cooling water+ Washing tower recycled water) / (Tap water consumption +Total recycled water).
Note 2: Process water recycling rate = (Process water / Pure water system recycling) / (Total process water consumption+ Total recycled water).

Water-Saving Measures

E Ink's Hsinchu site in Taiwan is equipped with an advanced rainwater harvesting system to efficiently utilize natural resources while reducing reliance on municipal water supplies. This system includes components such as rainwater collection units, filters, and storage tanks, capable of collecting and treating rainwater within the site for reuse. Through the operation of these facilities, E Ink not only significantly reduces rainwater discharge from the site but also recycles rainwater for various purposes such as plant irrigation and general non-potable use, achieving both environmental protection and resource conservation. In addition to continuously promoting existing water-saving measures and water resource recycling systems, the main water-saving measures for 2024 are summarized as follows:

Category	Action	Descriptions	Annual Water Savings	Benefits per Year
Recycled WaterAir Conditioning System Energy Saving	Optimization of the advanced oxidation unit for periodic cleaning of the activated carbon wastewater system. Boiler Waste Heat Reuse	After the wastewater undergoes quality screening and diversion, it is filtered through Microfiltration (MF) to remove suspended solids and some microorganisms. It is then treated with UV disinfection and activated carbon, ensuring the water meets recycling standards before being reused in the process, thereby reducing tap water consumption and wastewater discharge.The 90 ° C boiler wastewater discharged by the group company, YFY was found to meet the standards for use in E Ink's internal production areas after water quality testing. Therefore, E Ink decided to recycle this portion of the hot water for reuse. This not only meets the hot water needs of the production process but also saves the hot water generated by the current boiler operations, achieving the goals of efficient resource utilization and energy saving and emission reduction.	Saved **2,178** metric tons of watersteam purchase per year	• Saved **NTD 27,000** in tap water costs • Saved **NTD 39,000** in wastewater treatment costs • Reduce d carbon emissions by **0.3 tons** per year

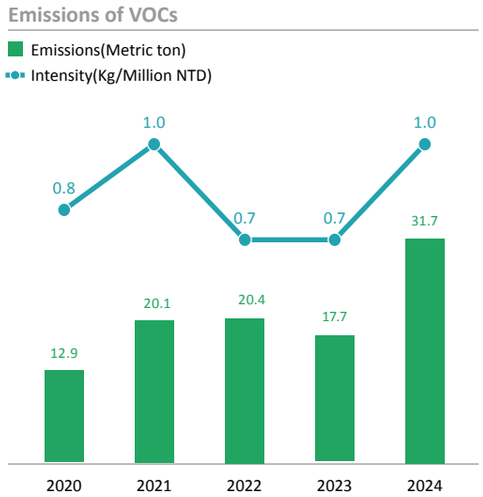
About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

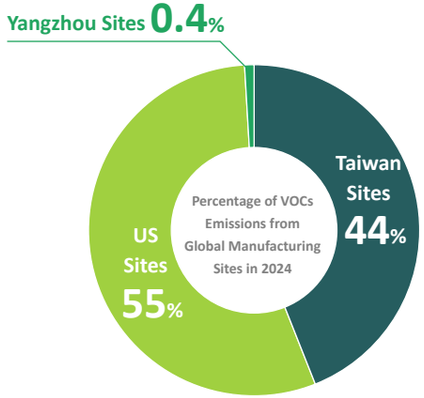
01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
4-0 Management Approach of Sustainable Topics
4-1 Transformation to Net Zero
4-2 Comprehensive Environmental Management System
4-3 Energy and Greenhouse Gas Management
4-4 Environmental Impact Mitigation
4-5 Resource Circularity
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

4-4-2 Air Pollution Management

Each of E Ink's sites faces unique air pollutant emission challenges arising from differences in manufacturing processes.. The primary emissions at the Hsinchu sites in Taiwan include Volatile Organic Compounds (VOCs), Hydrochloric Acid (HCl), and Hydrogen Fluoride (HF). Meanwhile, the Linkou site in Taiwan, the Yangzhou sites, and the US sites primarily emit VOCs. To address these challenges, E Ink has established and implemented air pollution control facilities at each site to ensure that emission concentrations and quantities comply with local environmental regulations.







Air Pollution Control Measures

In response to increasingly stringent environmental regulations in Taiwan, E Ink not only selects high-efficiency pollution control facilities but also continuously enhances the performance. Through the implementation of operational environment monitoring and inspection, E Ink ensures the stable operation of environmental protection facilities, effectively reducing pollutant emissions and minimizing environmental impact.

In response to the growing demand from the expansion of the ePaper production line, the air pollution control facility planned for 2024 has been implemented using Best Available Control Technology (BACT). The new Hsinchu facility employs a zeolite rotor and thermal oxidizer (TO) as air pollution control system. The zeolite rotor technology efficiently concentrates VOC gases, significantly reducing the auxiliary fuel consumption of the thermal oxidizer, thereby lowering operating costs and carbon emissions. The thermal oxidizer operates at higher temperatures to decompose air pollutants into carbon dioxide and vapor, achieving high standards of treatment efficiency. The new equipment is designed to handle an airflow rate of 1,600 CMM, fully meeting the requirements of future production line expansions. Its expected treatment efficiency exceeds 95%, surpassing the legal requirement of 85%.



Zeolite rotor and thermal oxidation furnace (TO)

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
4-0 Management Approach of Sustainable Topics
4-1 Transformation to Net Zero
4-2 Comprehensive Environmental Management System
4-3 Energy and Greenhouse Gas Management
4-4 Environmental Impact Mitigation
4-5 Resource Circularity
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

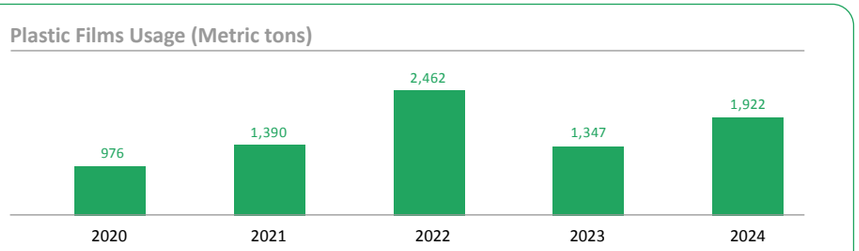
4-5 Resource Circularity

E Ink is committed to achieving environmental sustainability goals by setting circular resource management targets aimed at increasing waste recycling rates and improving the efficiency of raw material use, thereby reducing resource consumption.

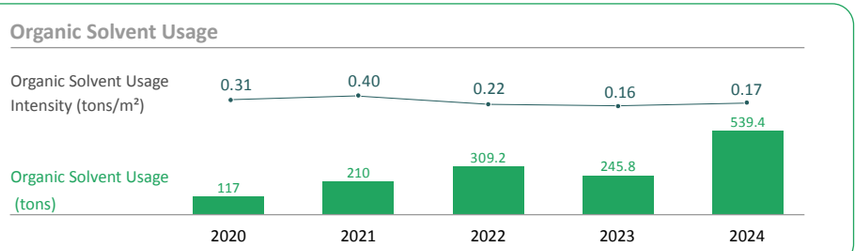
4-5-1 Raw Material Use and Waste Generation

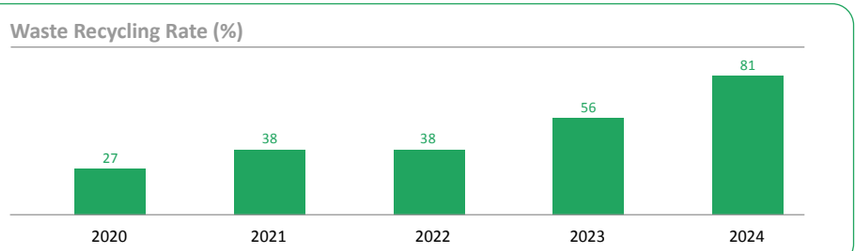
In 2024, E Ink's global sites generated a total of 3,651.5 metric tons of waste, a 45% increase compared to 2023. The overall recycling rate increased from 56% in 2023 to 81% in 2024.

Among them, the recycling rate increased by 30% at the Yangzhou sites and 24% at the Taiwan sites compared to 2023, while it decreased by 37% at the US sites.



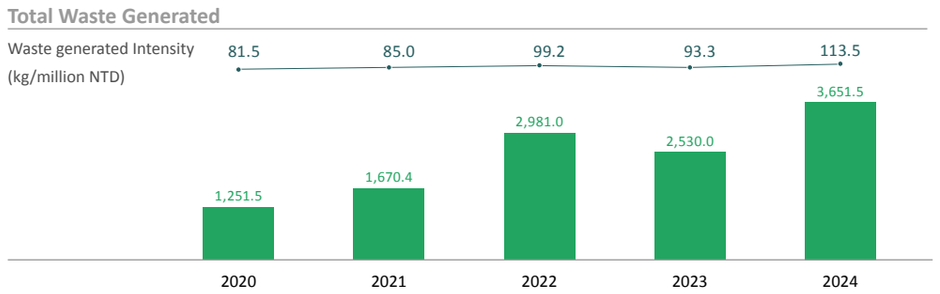
Note: Data for 2021 pertains to the Linkou sites; data for 2022-2024. includes both the Linkou and Hsinchu sites.





Waste Generation and Disposal (metric tons)

Waste Categories	Waste Disposal Categories		2021	2022	2023	2024
General	General Total Waste Recycling		614.2	1,084.9	1,343.1	2,359.1
	Waste Disposal Methods	Waste incinerated with energy recovery	0.0	995.6	426.4	312.6
		Waste incinerated without energy recovery	708.3	105.9	102.2	0.0
		Waste landfilled	0.0	17.6	13.2	6.6
		Waste with other disposal method	17.9	23.0	18.9	26.5
	Total waste generated		**1,340.5**	**2,227.0**	**1,903.8**	**2,704.9**
Hazardous	Total Waste Recycling		26.1	56.5	73.1	515.3
	Waste Disposal Methods	Waste incinerated with energy recovery	0.0	459.8	450.7	420.2
		Waste incinerated without energy recovery	303.9	218.9	102.4	11.0
		Waste landfilled	0.0	0.0	0.0	0
		Waste with other disposal method	0.0	18.8	0.0	0
	Total waste generated		**330.0**	**754.0**	**626.2**	**946.5**
General and Hazardous	Total Waste Recycling		640.3	1,141.4	1,416.2	2,874.5
	Waste Disposal Methods	Waste incinerated with energy recovery	0.0	1,455.4	877.1	632.8
		Waste incinerated without energy	1,012.2	324.8	204.5	11.0
		recovery	0.0	17.6	13.2	6.6
		Waste landfilled	17.9	41.8	18.9	26.5
	Total waste generated		**1,670.4**	**2,981.0**	**2,530.0**	**3,651.5**



About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
4-0 Management Approach of Sustainable Topics
4-1 Transformation to Net Zero
4-2 Comprehensive Environmental Management System
4-3 Energy and Greenhouse Gas Management
4-4 Environmental Impact Mitigation
4-5 Resource Circularity
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

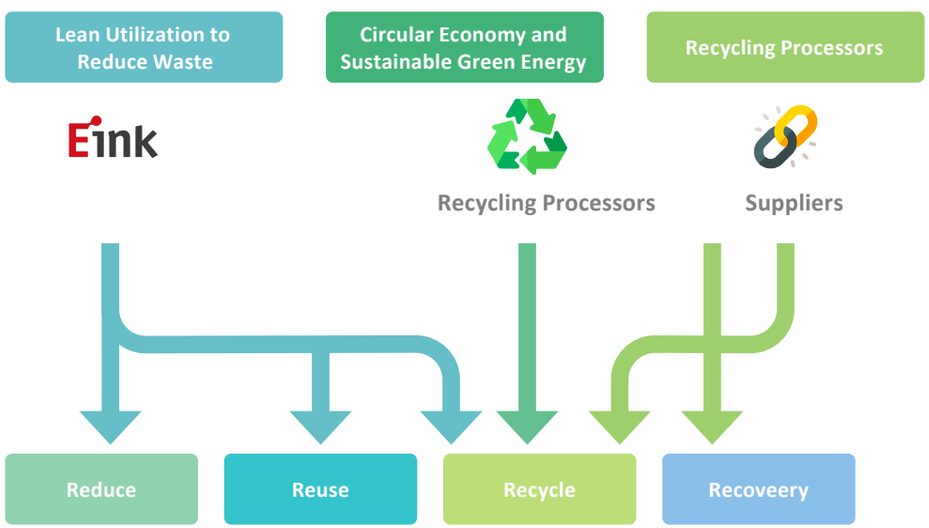
4-5-2 Resource Circularity Management

To reduce the overall waste generation and the proportion of waste treated by incineration and thermal recovery, E Ink collaborates with suppliers and recycling processors to jointly promote the 4R waste management plan (Reduce, Reuse, Recycle, Recovery). By formulating strategies such as lean utilization to reduce waste, circular economy and sustainable green energy, and proper disposal through recycling, the Company prioritizes converting waste that would otherwise be treated by thermal recovery and landfill, achieving waste reduction and management goals.

As global attention on environmental protection and sustainable development continues to grow, how businesses effectively manage resources and reduce waste has become a key issue. To address this, E Ink has been promoting the UL 2799 Zero Waste to Landfill certification since 2019, aiming to increase the proportion of waste recycled, reused, or converted, and to avoid landfill disposal or incineration without energy recovery, in pursuit of a zero-waste goal.

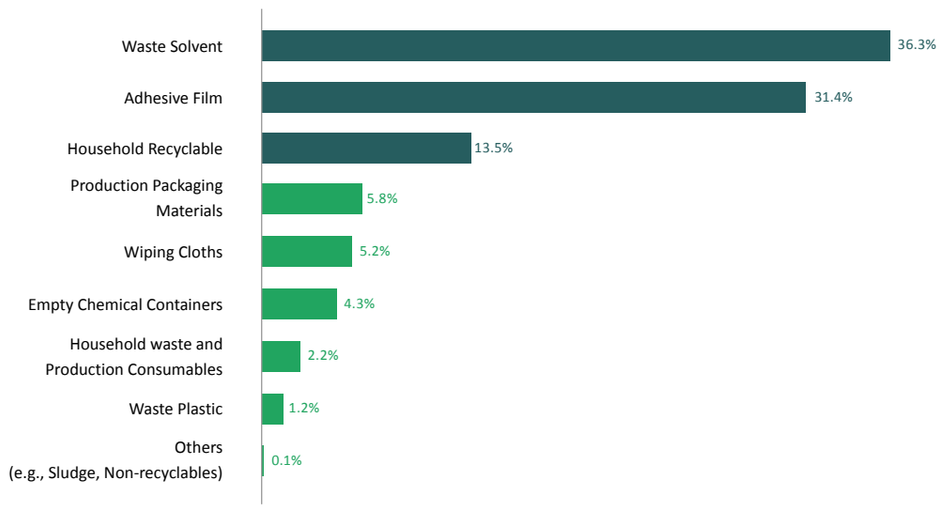
E Ink's primary sources of waste include waste solvents, adhesive plastic film, household recyclable materials, and production packaging materials, which account for over 80% of the total waste by weight. In the past, this waste was primarily handled through incineration, a process that produces a large amount of carbon dioxide and adds additional environmental burden. To reduce carbon emissions and improve resource utilization efficiency, E Ink has strengthened its waste management measures starting in 2024, improving sorting operations and actively promoting waste recycling and reuse to establish a more sustainable waste treatment model.

4R Waste Management Plan



In 2024, E Ink's Taiwan sites achieved a 100% waste conversion rate [note 1], certified to the highest UL 2799 Platinum rating standard, ensuring that all waste is processed through recycling or reuse, without landfill disposal or incineration without energy recovery. The Yangzhou sites first received Gold-level certification and successfully obtained Platinum-level certification in 2025, demonstrating E Ink's strong commitment to circular economy principles and sustainable development.

Taiwan Sites Waste Generation Analysis



The UL 2799 certification scoring method

Levels	Diversion Rate (Including WTE)	Allowable WTE%[Note2] Range	Sites
Platinum	100%	0-10%	Taiwan, Yangzhou
Gold	95-99%	0-9%	
Silver	90-94%	0-4%	
Certified	>90%	No limit	

Note 1: Waste conversion rate = (reuse + reduction + recycling + reutilization + waste-to-energy recovery + anaerobic digestion + biofuels + composting) / total weight of generated waste.
Note 2: Waste to Energy (WTE) refers to the process of converting waste into usable energy.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
4-0 Management Approach of Sustainable Topics
4-1 Transformation to Net Zero
4-2 Comprehensive Environmental Management System
4-3 Energy and Greenhouse Gas Management
4-4 Environmental Impact Mitigation
4-5 Resource Circularity
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Lean Utilization to Reduce Waste

E Ink strictly adheres to the regulations related to waste management and is committed to minimizing environmental impact. The Company prioritizes raw material reduction, followed by reuse and recycle. Through waste management analysis, E Ink's Taiwan sites focus on waste reduction, particularly in household waste, production of packaging materials, and product raw materials.

Waste	Disposal and Reduction Status		2024 Achievements
Household Waste	Recycle	• Enhance waste sorting labels on each floor of facilities and offices to improve waste sorting and recycling. • Compost restaurant food waste and separate and recycle paper lunch boxes.	• Reduced household waste by approximately 11 metric tons compared to 2023.
Production of packaging materials	Reuse	• Reuse of Tray	• Total of 1.32 metric tons of pallets were reused.
	Reduce	• Replacing purchased raw materials with in-house production, indirectly reducing supplier packaging waste.	• Indirect reduction of 33.89 metric tons.
Product Raw Materials	Reduce	• Promote green product design through education and training aimed at reducing waste generated during product design, material selection, and production. Efforts are made to lighten product weight and reduce packaging materials in the design and manufacturing processes. Additionally, environmentally friendly concepts are integrated into the final disposal process of the products, ensuring that the product lifecycle aligns with environmental protection requirements as much as possible.	• Please refer to Chapter 3-3 Low-Carbon Sustainability of this report for details.For details, please refer to Chapter 3 of this report: Product Sustainability.

Circular Economy and Sustainable Green Energy

E Ink collaborates with recycling processors to regenerate waste solvents, adhesive films, and plastic waste into new products, ensuring efficient waste circularity.

Waste	Disposal and Reduction Status		2024 Achievements
Waste Solvents	Recycle	• Introduced a distillation-based solvent recovery system in new processes for toluene, isopropanol, MEK, and ethyl acetate, producing secondary regenerated solvents for downstream use.	• From Q2 2024 onward, 388 metric tons of waste solvents were recovered, accounting for 24% of Taiwan site's total waste from Q2 to Q4 2024.
Adhesive Films & Plastic Waste	Recycle	• Plastics are sorted, crushed, and physically processed (pelletized) into recycled plastic products.	• 770 metric tons of plastic waste were crushed and pelletized.
Production of Packaging Materials	Recycle	• Wooden pallets are crushed and physically processed (compressed) into recycled wooden pallets for reuse.	• 28 metric tons of waste wood were processed into recycled materials for circular use.
Other	Recycle	• Sludge from wastewater treatment is processed by specialized facilities and repurposed as cement additives.	• 6 metric tons of waste sludge were repurposed as cement additives.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
4-0 Management Approach of Sustainable Topics
4-1 Transformation to Net Zero
4-2 Comprehensive Environmental Management System
4-3 Energy and Greenhouse Gas Management
4-4 Environmental Impact Mitigation
4-5 Resource Circularity
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Treatment of Disposal and Recycling

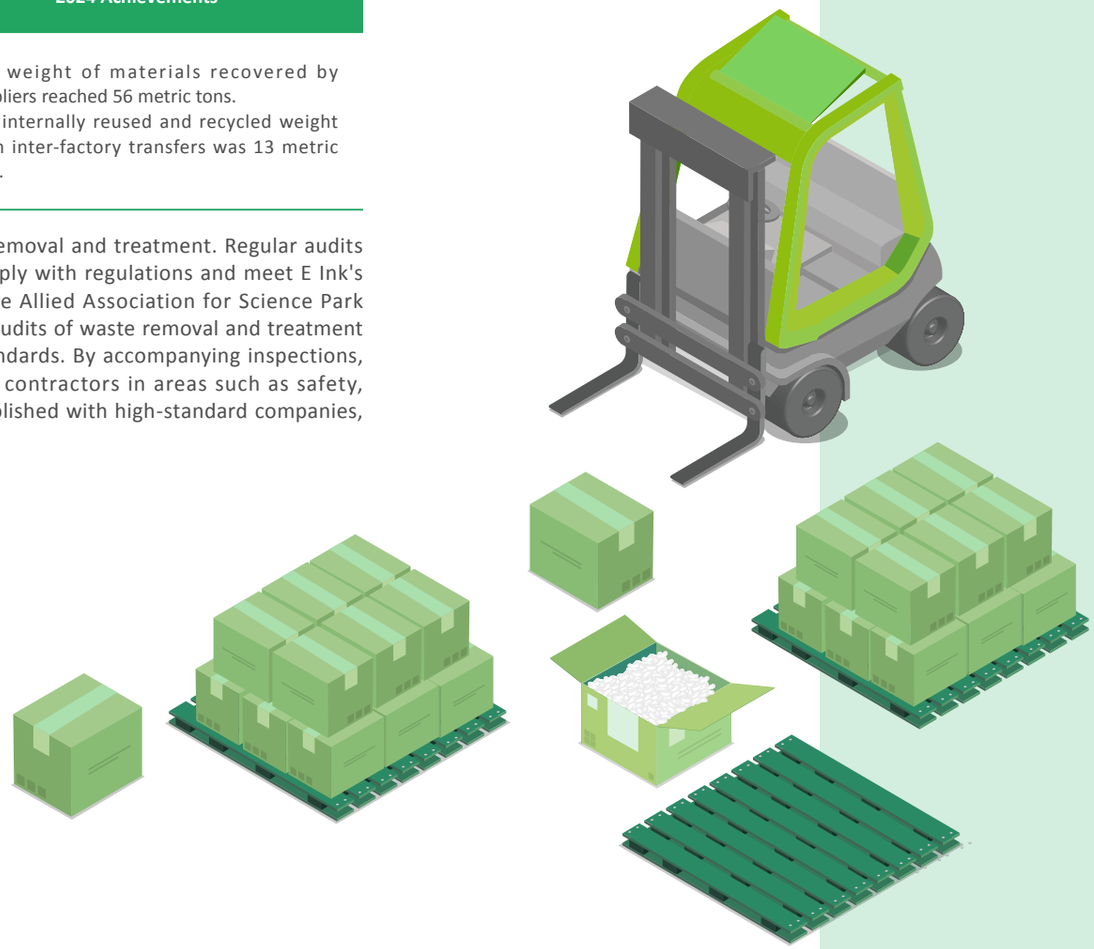
In addition to implementing plastic reuse and classification management within the facility, E Ink ensures that some resources can be used as packaging, transportation, or production auxiliary materials during the manufacturing process, maintaining the potential for reuse. In 2024, E Ink actively established partnerships with suppliers, requiring the reuse of raw material packaging materials to reduce resource waste and increase the reuse rate of waste and resources. For waste that cannot be reused within the sites or by suppliers, it is stored and prioritized for energy recovery through incineration. Waste that cannot be incinerated is ultimately disposed of through landfill.

Waste	Disposal and Reduction Status		2024 Achievements
Production Packaging Materials	Reuse	• Clean production packaging materials such as packing bags, cores, cartons, and foam are collected by suppliers for reuse. • Some packaging materials, such as plastic pallets, cores, cartons, and dividers, are recovered and reused internally during inter-factory logistics operations.	• The weight of materials recovered by suppliers reached 56 metric tons. • The internally reused and recycled weight from inter-factory transfers was 13 metric tons.

Furthermore, E Ink implements strict supervision of external units responsible for waste removal and treatment. Regular audits of partnered waste removal and treatment companies are conducted to ensure they comply with regulations and meet E Ink's expectations and standards. Since 2018, E Ink has been working in collaboration with the Allied Association for Science Park Industries and the Taiwan Panel & Solution Association (TPSA) to conduct joint third-party audits of waste removal and treatment companies, in order to further ensure operational compliance and enhance treatment standards. By accompanying inspections, on-site audits and joint industry audits, E Ink conducts comprehensive assessments of contractors in areas such as safety, hygiene, environmental protection, and fire safety. This ensures that partnerships are established with high-standard companies, safeguarding the quality and compliance of the waste treatment process.

2024 Contractor Management Performance

Item	Frequency
On-Site Audits	4
Joint Industry Audits	7



About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
5-0 Management Approach of Sustainable Topics
5-1 Supply Chain Management
5-2 Commitment to Quality
5-3 Customer Relationship Management
06 Enterprise Care
07 Social Engagement
Appendix

05 Sustainable Supply Chain

Sustainable and Value-Added Supply Chain



Performance Achievements

Sustainable procurement under ISO 20400 achieved SGS "Advanced" level certification

100% of significant and new suppliers have signed the Guarantee of Supplier Code of Conduct

audited suppliers **100%** passed the audit assessment

Recognized on the CDP **A** List for achieving the highest ratings in Supplier Engagement Assessment.

163 suppliers completed the evaluation

>99% receiving an A or B grade

Received the "Outstanding Supplier" award from two major customers

100% of significant suppliers set renewable energy usage and carbon reduction targets

100% of customers who responded to the survey stated they were satisfied with E Ink's services

100% of internal personnel and significant suppliers completed sustainable procurement training

Packaging Materials Recycling Project achieved a reduction of **1,025** metric tons of CO_2e

Low-Carbon Logistics Management achieved a carbon reduction of **40** metric tons of CO_2e

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
5-0 Management Approach of Sustainable Topics
5-1 Supply Chain Management
5-2 Commitment to Quality
5-3 Customer Relationship Management
06 Enterprise Care
07 Social Engagement
Appendix

5-0 Management Approach of Sustainable Topics

Developing a Green and Low-Carbon Supply Chain; Control and Mitigation Sustainable Risks; Advancement of Supply Chain Resilience

Sustainable Supply Chain Management

◉Material topics

GRI Sustainability Topics

308-1 New suppliers that were screened using environmental criteria
308-2 Negative environmental impacts in the supply chain and actions taken
414-1 New suppliers that were screened using social criteria
414-2 Negative social impacts in the supply chain and actions taken

Policy Commitments

E Ink enhances human rights, occupational safety, environmental protection, management systems, and ethical standards throughout its supply chain by implementing the "E Ink Supplier Code of Conduct " and the "E Ink Conflict Minerals Policy." Additionally, the Company manages its supply chain through evaluation and audit systems to mitigate the risk of supply chain disruptions. E Ink is committed to collaborating with suppliers to achieve sustainability goals, including using 100% renewable energy by 2030 (RE 100) and reaching Net Zero Carbon Emissions by 2040, thereby realizing a vision of sustainable prosperity.

Sustainability KPIs	Management Objectives	▸Short-term Goals (2024)	▸Result (2024)	▸Short-term Goals (2025)	▸Mid-term Goals (2030)	▸Long-term Goals (2035)
Supplier Behavior Management	Adherence to E Ink's supplier code of conduct	**100%** signature rate by significant suppliers	Achieved	**100%** signature rate by significant and bill of material (BOM) suppliers		**100%** response rate by Tier 1 suppliers
	Adherence to the vendor clean transaction commitment					**100%** response rate by Tier 1 suppliers
	Compliance with declaration of metal conflict-Free					**100%** response rate by all BOM suppliers
Risk of Supply Chain	ESG questionnaire survey	**100%** response rate by significant suppliers	Achieved	**100%** response rate by significant and BOM suppliers		**100%** response rate by Tier 1 suppliers
	Supply chain risk assessment	**100%** evaluation rate for significant suppliers	Achieved	**100%** evaluation rate for significant and BOM suppliers		
	Risk mitigation	**100%** of high-risk suppliers provide improvement plans	Achieved	**100%** of high-risk suppliers provide improvement plans		
	Conflict minerals due diligence	**5%** of significant suppliers completed annually	Achieved	**10%** of significant suppliers completed annually	**10%** of BOM suppliers completed annually	**100%** of BOM suppliers completed
	Supplier audit rate	**100%** annual audit rate for significant suppliers	Achieved	**100%** annual audit rate for significant suppliers in accordance with the annual audit plan		
Local Procurement	Ratio of local procurement amount	**>94%**	Achieved	**>95%**	**>96%**	**>97%**
Sustainable Procurement	Procurement personnel training completion rate	**100%** completion rate of training for procurement personnel	Achieved	**100%** completion rate of training for procurement personnel		
		100% completion rate of training for significant suppliers	Achieved	**100%** completion rate of training for significant suppliers		
Low-Carbon Energy	Number of suppliers using renewable energy	Increase by **2** from 2023	Exceeded, increased by **3**	Increase by **2** from 2024	Increase by **5** from 2025	Increase by **5** from 2030
Sustainable Collaboration	Sustainability and energy-saving projects	Add **2** projects	Achieved	Accumulate **6** since 2023	Accumulate **15** since 2023	Accumulate **20** since 2023
Resilience Strategy	Multi-sourcing for raw materials	**60%** of significant suppliers with second source	Achieved	**60%** of significant suppliers with second source		
Customer Satisfaction	Customer satisfaction score ≥ 80	**93%**	Exceeded, achieved **100%**	**95%**	**96%**	**98%**

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
5-0 Management Approach of Sustainable Topics
5-1 Supply Chain Management
5-2 Commitment to Quality
5-3 Customer Relationship Management
06 Enterprise Care
07 Social Engagement
Appendix

5-1 Supply Chain Management

5-1-1 Sustainable Procurement Management



To strengthen the management of sustainable procurement within its supply chain, E Ink has adopted the ISO 20400 Sustainable Procurement Guidance, integrating sustainability principles into its procurement policies and practices. This approach effectively manages the environmental, social, and economic risks and opportunities encountered in the process of sustainable development while fostering a shared commitment across the ePaper supply chain toward sustainability and environmental protection. In 2024, E Ink's headquarters successfully passed the evaluation by the sustainable procurement auditing organization, SGS Taiwan, and received the "Advanced" certification. This achievement demonstrates the company' s outstanding performance in promoting sustainable procurement and supply chain responsibility.

Sustainable Procurement Management Policy

Aiming to create a "Sustainable and Value-Added Supply Chain," E Ink implements three major sustainability strategies: "Managing Supply Chain Sustainability Risks", " Establishing a Green and Low-Carbon Supply Chain," and " Enhancing Supply Chain Resilience." These strategies are further reinforced by the oversight mechanism of the board of directors. In addition to strengthening the overall sustainability and resilience of the supply chain, E Ink also expects suppliers to jointly achieve the goals of net-zero emissions by 2040 and 100% renewable energy use (RE100) by 2030, collaborating to control the global temperature increase to within 1.5° C.

Therefore, E Ink not only manages suppliers through supply chain evaluation and audit systems to reduce the risk of supply chain disruptions, but also incorporates environmental, governance, and social sustainability aspects into its procurement policy. Additionally, E Ink engages in regular communication with supply chain partners through periodic supplier conferences and related meetings, working together to achieve sustainable goals.

In 2024, E Ink was honored with the TCSA Taiwan Corporate Sustainability Award for Sustainable Supply Chain Leadership and received an A list rating from the CDP Supplier Engagement Assessment, among other recognitions from domestic and international rating agencies. These accolades are a testament to E Ink's outstanding performance in sustainable supply chain management and its relentless efforts in sustainable development.

2024 CDP Supplier Engagement Assessment (SEA)

E Ink was recognized as **A** List

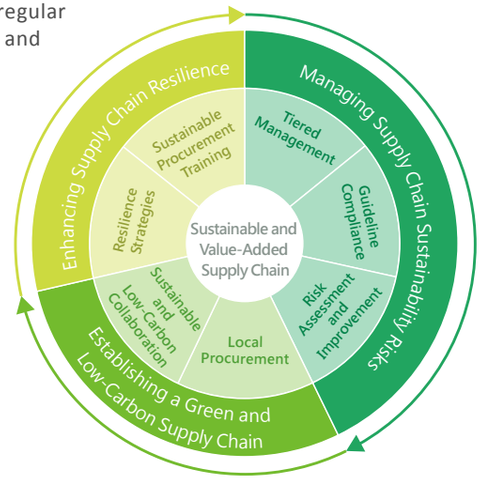
Supplier Engagement Leader CDP 2024

E Ink's Value Chain

The ePaper display is E Ink's core product. In addition to producing its own ePaper film, E Ink requires various raw materials and components, including Thin Film Transistor (TFT) backplanes, Driver ICs, flexible printed circuit boards (including but not limited to those with passive components), anti-glare films, light guides, Light Emitting Diode (LED) strips, touch modules, and optical adhesives. Consequently, suppliers of these raw materials and components are indispensable partners for E Ink.

Upstream	Operational	Downstream
Raw material and component procurement	ePaper module manufacturing	System integrators and brand customers
Significant suppliers include chemical suppliers, plastic film manufacturers, TFT backplane manufacturers, IC suppliers	Manufacturing of ePaper film and ePaper module assembly	Sales to relevant hardware and software companies

Note: E Ink's value chain boundaries and business relationships in 2024 remain largely unchanged compared to 2023.



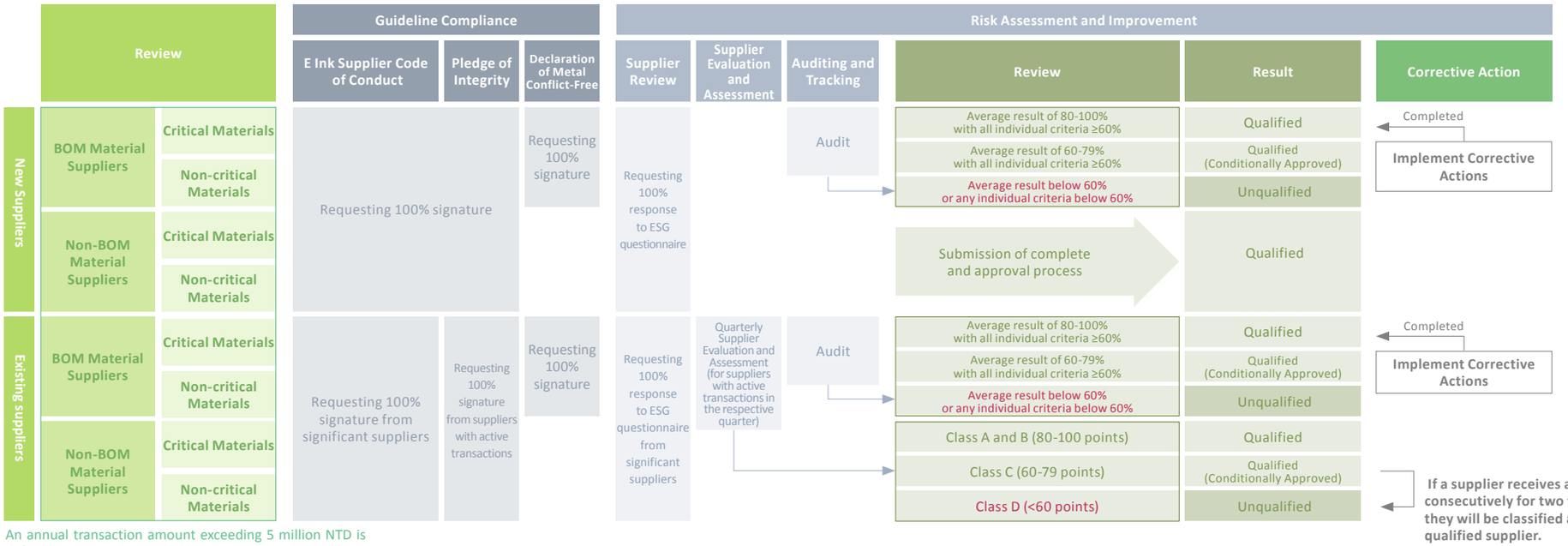


About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
5-0 Management Approach of Sustainable Topics
5-1 Supply Chain Management
5-2 Commitment to Quality
5-3 Customer Relationship Management
06 Enterprise Care
07 Social Engagement
Appendix

5-1-2 Managing Supply Chain Sustainability Risks

When sourcing products, E Ink not only considers price and quality but also evaluates the potential environmental, social, and economic impacts of its supply chain. To strengthen engagement with various suppliers, the Company implements a tiered management system and continuously reviews ESG questionnaires, audits, evaluation and assessment, and other supplier management processes. Additionally, by regularly assessing suppliers' procurement practices, E Ink ensures alignment with the "E Ink Supplier Code of Conduct" and avoids potential conflicts with the company's ESG goals.



An annual transaction amount exceeding 5 million NTD is defined as a tier-one supplier

Tiered Management

To ensure that the development, evaluation, and approval processes for raw material suppliers follow clear procedures, thereby maintaining the quality and timeliness of supplier approvals and achieving supplier development benefits, E Ink classifies suppliers who directly supply materials and whose annual transaction amount reaches NTD 5 million as Tier- 1 suppliers. Based on the characteristics of the materials, E Ink categorizes the direct materials in the Bill of Materials (BOM) into significant and non-significant categories according to their impact on product quality, the difficulty and risk of acquisition and supply. This classification facilitates subsequent supply chain evaluation and management. Additionally, E Ink reviews and updates the list of significant suppliers annually to ensure timely adjustments and optimization of supply chain management strategies.

Supplier Screening

In the process of identifying significant suppliers, E Ink not only considers whether the materials provided by suppliers are critical, exclusive, or involve key technologies, processes, and patents but also evaluates their potential substantial negative impacts on environmental, social, governance, and business relevance activities. Additionally, the specific risks associated with countries, sectors, and commodities are considered. A systematic evaluation mechanism is used to screen significant suppliers, serving as the basis for subsequent risk management prioritization and strategy formulation.

Aspects	Environmental	Social	Governance	Business Relevance	Country-specific risk	Sector-specific risk	Commodity-specific risk
Evaluation Criteria	Including but not limited to environmental management systems, renewable energy usage, reduction targets, significant penalties, etc.	Including but not limited to anti-discrimination policies, no child labor, educational training, significant penalties, etc.	Including but not limited to information and cyber security, risk management, sustainability strategies, etc.	Supply quality and capability, introduction of substitutes, expenditure proportions.	Geopolitically affected regions	Trade security	Conflict-free minerals, compliance with REACH regulations, compliance with RoHS directive, hazardous substance-free (HSF).

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
5-0 Management Approach of Sustainable Topics
5-1 Supply Chain Management
5-2 Commitment to Quality
5-3 Customer Relationship Management
06 Enterprise Care
07 Social Engagement
Appendix

Guideline Compliance

E Ink Supplier Code of Conduct

E Ink has established its Supplier Code of Conduct based on the "Responsible Business Alliance (RBA) Code of Conduct," the "United Nations Guiding Principles on Business and Human Rights (UNGPs)," the "International Labour Organization (ILO) Declaration of Fundamental Principles and Rights at Work," and the "Universal Declaration of Human Rights (UDHR)." The code covers five major areas: labor, health and safety, environment, management systems, and ethical standards.

To ensure that suppliers understand the content of the "Supplier Code of Conduct," E Ink requires significant and new suppliers to sign the "Supplier Code of Conduct Commitment Letter." This is aimed at ensuring that the supply chain respects employees, maintains a safe working environment, assumes environmental responsibility in business operations, and adheres to ethical conduct. In 2024, the signing rate for significant and new suppliers reached 100%.

Additionally, in response to international trends in biodiversity and forest conservation, E Ink established the "Biodiversity and Non-Deforestation Commitment" in 2022 and has incorporated its principles into the Supplier Code of Conduct . This commitment aims to promote overall ecological awareness within the supply chain, reduce the potential negative impacts on biodiversity, and jointly protect the stability and balance of global ecosystems.

E Ink Supplier Code of Conduct



Clean Transaction Commitment

Since 2018, after engaging with industry peers and reviewing current operations, E Ink has revised and updated its Clean Transaction Commitment. E Ink requires all its suppliers to sign the updated Clean Transaction Commitment to ensure that transactions between E Ink and its suppliers occur in a transparent environment and mutually beneficial cooperation. In 2024, all suppliers in Taiwan and China signed the commitment, achieving a 100% signing rate. For the US region, E Ink adopts a region-specific strategy based on the Foreign Corrupt Practices Act (FCPA); therefore, suppliers in the US are not required to sign the Clean Transaction Commitment.

Supplier Clean Transaction Commitment

- Suppliers shall abide by pertinent laws, regulations and administrative regulations set forth for the industry by the government
- Suppliers shall endeavor to engage in integral cooperation and fair competition.
- Suppliers shall not request for or offer illegal or undue benefits from/to E Ink employees.
- Suppliers shall comply with all applicable anti-corruption laws and regulations currently in place and in the future. Suppliers shall also comply with relevant regulations applicable to counterparts in transactions established by E Ink and agree not to request, promise, accept or offer bribes and other undue or improper benefits from/to personnel and related parties or designated parties of E Ink.
- Suppliers shall actively support any relevant investigations carried out by E Ink by revealing the facts and providing relevant information.
- Suppliers are obliged to report or inform E Ink should they discover any E Ink personnel from taking bribery, accepting inappropriate benefits, or engaging in any other unethical conduct.

Risk Assessment and Improvement

To encourage suppliers providing long-term raw materials to improve their manufacturing technology, quality standards, and management capabilities while simultaneously reducing costs and potential negative sustainability impacts of procurement, E Ink is committed to establishing win-win partnerships with its suppliers. Additionally, to ensure the continuous supply of required raw materials, E Ink conducts regular reviews of its suppliers, including quarterly evaluations and annual audits, to ensure that supplier performance and sustainability metrics align with E Ink's supply chain management strategy.

As the applications of ePaper continue to expand, E Ink needs to introduce new suppliers in related materials and technology fields to strengthen the supply ecosystem. To this end, the procurement unit first collects initial evaluation data from new suppliers and convenes a new supplier evaluation team meeting, which includes procurement, requisition, and quality assurance departments to jointly conduct risk assessments. The evaluation content covers risks in finance, operations, production, quality, and technology, as well as an ESG questionnaire to prioritize suppliers with better ESG performance and to exclude from contracting those unable to achieve the minimum ESG requirements within a set timeframe. Additionally, E Ink applies a minimum weight to ESG criteria in supplier selection and contract awarding and it also enhances supplier management capabilities.

Supplier Review

▸ESG Questionnaire

Since 2021, E Ink has conducted an annual ESG questionnaire survey for suppliers to assess their sustainability management progress. Through this mechanism, the Company conducts in-depth evaluations and systematically verifies the credibility of supporting documents provided in the responses to ensure data accuracy and reliability. These insights serve as a foundation for E Ink to develop sustainable supply chain initiatives. In 2024, E Ink refined the questionnaire wording and, based on the identification of key issues in sustainable procurement, introduced new topics such as biodiversity, sustainable development management, information security management, and human rights. The updated questionnaire maintains its three main dimensions and 12 key topics, with the total number of questions increasing to 81.

In 2023, E Ink conducted a willingness survey with all significant suppliers to determine their agreement to follow and implement E Ink's "Biodiversity and Non-Deforestation Commitment." The goal is to jointly take responsibility for reducing negative impacts on the ecological environment, avoiding deforestation, and promoting the positive development of environmental ecology and biodiversity. The survey results indicated that 100% of significant suppliers responded positively and agreed to comply. Additionally, the response rate to the ESG questionnaire from significant and new suppliers reached 100%.

ESG Questionnaire Framework

Aspects	Themes	Questions
Sustainable Supply Chain Objective	Environment	41
	Social	
	Governance	
Supplier Code of Conduct	Labor	33
	Health and Safety	
	Environment	
	Management	
	Ethical Standards	
Supply Chain Risk and Due Diligence	Revenue Dependency on Major Customers	7
	Company's Debt Repayment Capability	
	Litigation Cases	
	Multiple Supply Points	

Note: Suppliers are requested to provide information and supporting evidence on their ESG policies, practices, performance, and public disclosures in the ESG questionnaire. This information will be reviewed, verified, and analyzed, resulting in an appraisal of the supplier's ESG performance.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
5-0 Management Approach of Sustainable Topics
5-1 Supply Chain Management
5-2 Commitment to Quality
5-3 Customer Relationship Management
06 Enterprise Care
07 Social Engagement
Appendix

Supplier Evaluation and Assessment

E Ink, following its regular evaluation methods for qualified suppliers, implements a supply chain evaluation process to ensure product quality. Each quarter, suppliers who provide raw materials regularly or over the long term are selected for joint evaluation by the materials management, quality assurance, and manufacturing technology departments. The evaluation criteria include quality, delivery time, after-sales service quality, sustainable development, and sustainability-related activities, with the latter accounting for 10% of each department's scoring. E Ink categorizes supplier audit scores into four grades and three risk levels. After the evaluation is completed, suppliers are graded from A to D based on the weightings assigned by various departments. Suppliers rated as C-grade are identified as high-risk level. In addition to being required to implement corrective actions or improvement plans, these suppliers are reviewed in meetings convened by the Procurement and Quality Assurance departments, where remote or on-site support is provided. These suppliers are also prioritized for inclusion in the discussion list for the Quarterly Business Review Meeting (QBR Meeting). As of the end of 2024, a total of 163 suppliers completed the "evaluation assessment," with over 99% of suppliers receiving an A or B rating. Additionally, 4 suppliers were classified as high-risk, with an improvement rate of 100%.

	Risk Levels	Supplier Evaluation Coverage	
A 90-100	Low	71.6%	Qualified Supplier, E Ink can increase its procurement volume based on demand and may apply for exemption from factory inspections.
B 80-89	Medium	27.6%	Qualified Suppliers
C 60-79	High	0.8%	Listed as suppliers requiring guidance and observation, and purchase quantities will be reduced. Additionally, the following actions will be taken: • A review meeting must be held within two weeks, and a supplier guidance plan should be arranged. • Priority listing for the Quarterly Business Review Meeting (QBR Meeting) of the current season. • If rated as C grade for two consecutive times, they will be classified as unqualified suppliers.
D 0-59	-	0%	Unqualified Supplier

Auditing and Tracking

E Ink's audit procedures and content primarily refer to ISO 9001: 2015, the Responsible Business Alliance (RBA) Code of Conduct, the Responsible Minerals Initiative (RMI), and sustainable criteria element as the basic quality system for conducting supply chain audits. The audit content includes ten aspects: NPI, process changes, IQC, process control, FQC-OQC, non-conformance control, field service, hazardous substance management (HSF), ESG management, and trading investments. In the ESG management aspect, a risk assessment is used to evaluate the potential negative impacts of a supplier's operations on the environment and society, such as environmental pollution and emissions, occupational health safety (OHS), and human rights issues, to reduce E Ink's potential operational, regulatory, and reputational risks. Additionally, during the incoming quality control process, the supplier's material traceability management capability is also evaluated to understand environmental and social risks of the raw material production end or non-tier-one suppliers as much as possible.

An evaluation and audit team, composed of procurement, manufacturing technology, and quality assurance units, reviews the suppliers' self-assessment annually and verifies the consistency of the suppliers' responses through on-site or desk audits. For suppliers undergoing desk audits or assessment, E Ink requires them to provide supporting documents for subsequent verification. Additionally, to enhance supply chain quality management, E Ink also requires suppliers to establish a quality management system in accordance with ISO 9001 standards and obtain certification through on-site assessment by a third-party auditing body.

E Ink primarily selects new suppliers, existing suppliers rated as C-grade in Supplier Evaluation and Assessment, and significant suppliers as annual audit targets. This approach aims to enhance suppliers' manufacturing technology, quality standards, and management capabilities, thereby reducing costs, ensuring the continuous supply of raw materials, and promoting win-win cooperation with suppliers. E Ink classifies supplier audit results into three levels: approved, conditional approved, and not approved. If a supplier is initially deemed not approved, corrective actions are required. If the follow-up assessment still fails to meet the standards, the supplier will be classified as not approved and will be excluded from the supplier list for six months. In 2024, a total of 31 suppliers underwent audit evaluations, including 18 significant suppliers. All suppliers successfully passed the evaluations and were qualified as approved suppliers.

Additionally, E Ink encourages significant suppliers to obtain the Responsible Business Alliance (RBA) certification to ensure a safe working environment, respect for labor, and environmentally responsible production processes within the supply chain, thereby reducing social impact. From 2023 to 2024, a total of five significant suppliers obtained RBA certification.

E Ink's Supplier Audit Status

Items		2020	2021	2022	2023	2024
Number of supplier audits	Newly supplier	6	4	12	8	7
	Existing supplier	22	23	23	21	24
Average score of supplier audits		86%	87%	86%	86%	86%
Audit situation of suppliers		100% Passed				

Supplier Audit Determination and Risk Categories

Result	Description
Qualified	Average result of 80-100% with all individual criteria ≥60%
Conditionally Approved	Average result of 60-79% with all individual criteria ≥60%
Unqualified	Average result < 60% or any individual criteria <60%

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
5-0 Management Approach of Sustainable Topics
5-1 Supply Chain Management
5-2 Commitment to Quality
5-3 Customer Relationship Management
06 Enterprise Care
07 Social Engagement
Appendix

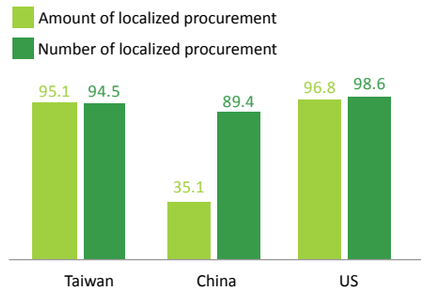
5-1-3 Building a Green and Low-carbon Supply Chain

Localized Procurement

Suppliers play a crucial role in E Ink's sustainable operations. To enhance production efficiency and reduce the carbon footprint, E Ink prioritizes local procurement, considering cost, supply quality, delivery time, and risk management. The Company aims to gradually increase the local procurement ratio each year. Since 2019, E Ink has actively certified domestic suppliers to boost the local procurement ratio. In 2024, over 90% of the procurement amount and the number of local suppliers in Taiwan and the US were achieved. However, the performance of local procurement in China was lower compared to other regions due to the reliance on major materials from the US or Taiwan and the dependence on imported machinery and equipment during the module production phase. E Ink will continue to collaborate with local equipment suppliers to develop new materials and machines, further increasing the amount and number of local procurements.

In 2024, E Ink continued to advance its In-house Production Program by increasing the in-house assembly rate of components, shortening transportation distances, and reducing carbon emissions. The utilization rate of in-house glass touch panels was increased to 100%. Additionally, E Ink collaborated with local Taiwanese suppliers to develop an ePaper film manufacturing process, shifting the production of previously imported semi-finished products to Taiwan. This not only shortened lead times but also effectively reduced transportation costs and carbon emissions. Reduce carbon emissions by 0.44 metric tons of CO_2e.

Localized Procurement Amount Ratio in 2024



In-house Production Program

Proportion of products with in-house produced glass touch panels

- 2022 57%
- 2023 70%
- 2024 100%

Sustainable Low-Carbon Collaboration

Supply Chain Packaging Material Recycling and Carbon Reduction Program

▸Packaging Recycling Project

Since 2023, E Ink has collaborated with 9 suppliers to progressively implement the "Packaging Material Recycling Project." The recycled materials include acrylonitrile butadiene styrene core (ABS Core), polyethylene (EPE) cushioning material, polypropylene (PP) cushioning material, high-density polyethylene (PE) pallet, PET tray, pallet (wooden), carton or corner, among others. In 2024, the total amount of reused packaging materials reached 324. 1 metric tons. Based on the carbon footprint calculation methodology provided by the Ecoinvent database, this is equivalent to a reduction of 1,024.6 metric tons of CO_2e emissions.



▸Low-Carbon Logistics Management

To uphold its commitment to carbon reduction across operational processes, E Ink has actively collaborated with suppliers since 2023 to promote paperless operations and enhance logistics efficiency. These measures included implementing ride-sharing and backhaul strategies to gradually establish a low-carbon logistics system. Additionally, E Ink focused on recycling and reusing transport auxiliary materials such as plastic pallets, plywood, and paper pallets to further reduce carbon emissions. In 2024, these low-carbon logistics management measures resulted in a carbon reduction of 40.3 metric tons of CO_2e.

Supply Chain Carbon Reduction Program

To progressively fulfill its net-zero carbon commitment, E Ink launched a supply chain carbon reduction initiative in 2023, inviting suppliers to participate in net-zero carbon actions. In the initial phase, a survey was conducted to encourage suppliers to set concrete timelines for adopting renewable energy and achieving net-zero or carbon reduction goals. Through engagement with suppliers, 100% of the significant suppliers established renewable energy usage and carbon reduction targets by 2024.

To further drive suppliers toward achieving their carbon reduction goals, E Ink has incorporated suppliers' carbon reduction performance as a key indicator for assessing their sustainable operations and as a factor in future investment decisions. This performance is also included in the annual outstanding supplier evaluation and quarterly assessments. Suppliers scoring between 90 and 100 in the overall evaluation may receive increased procurement orders based on demand and qualify for exemption from inspections. Additionally, in 2023, E Ink initiated a group purchase program for green electricity (renewable energy) to help suppliers increase their share of renewable energy usage and reduce dependence on non-renewable sources. As of the end of 2024, suppliers' cumulative renewable energy purchases had reached 15,000,000 kWh.

Supply Chain Carbon Reduction Program

- Step 1 Reduction target survey
- Step 2 Collaborate with suppliers on reduction measures
- Step 3 Reduction results and tracking

More Low-Carbon Collaborations

In 2024, E Ink initiated and planned several projects aimed at promoting low-carbon solutions, achieving notable results. The impacts of the initiatives are as follows:

Collaborating with ePaper ecosystem partners to develop a full range of color ESL components

ePaper products are utilized in various fields, including smart retail, smart logistics, and smart warehouse. These applications not only reduce the use of paper resources but also support sustainable environmental development. As ePaper technology evolves from black-and-white to color, it further drives the growth of the ePaper market. E Ink will continue to collaborate with more ecosystem partners to develop low-carbon smart display solutions, expanding the application scope and fostering the innovative development of ESL technology.

Since 2023, E Ink has successfully collaborated with six driver IC manufacturers to develop color ePaper label ICs, with each completing product validation and mass production. As of 2024, color ePaper labels account for 50% of the total ePaper label product portfolio. Looking ahead, E Ink will continue to enhance its systems and hardware, expand application scenarios, and grow its ecosystem to promote the integration of low-carbon smart display solutions into everyday life. Additionally, in 2024, E Ink continued its collaboration with local suppliers, strengthening local procurement of raw materials and components for color ePaper labels. By shortening transportation distances, the company directly reduces energy consumption and greenhouse gas emissions associated with logistics.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
5-0 Management Approach of Sustainable Topics
5-1 Supply Chain Management
5-2 Commitment to Quality
5-3 Customer Relationship Management
06 Enterprise Care
07 Social Engagement
Appendix

5-1-4 Enhancing Supply Chain Resilience and Communication

Resilience Strategies

E Ink is actively committed to reducing costs and enhancing supply chain stability. In 2024, E Ink continues to work on shortening the supply chain and cultivating reliable trade partners. To address the rapid reorganization and trend towards shorter supply chains globally, E Ink incorporated local raw materials and components to reduce the need for international logistics, thereby establishing a more robust supply chain structure. Additionally, E Ink transitioned the production of module materials from a global factory model to regional manufacturing centers, promoting the development of a shorter supply chain for downstream manufacturing. The localization strategy for materials at the Taiwan and Yangzhou sites not only supports local economic development but also helps reduce the carbon footprint. For components such as TFT and ICs, E Ink adopted a strategy of diversified supply sources and introduced reliable trade partners to build a stable and efficient supply chain.

Alternative Material Evaluation and Control

To mitigate the risks of relying on a single supplier, reduce procurement costs, and ensure the stability of raw material supplies, E Ink has established a cross-departmental "Alternative Material Platform" meeting mechanism. This platform aims to provide more supplier options during the product design stage, addressing the issue of limited supplier choices, and ensuring that Supply Chain Management can continue to optimize even after products enter mass production. Additionally, this strategy encourages existing material suppliers to continuously improve material quality and cost efficiency, thereby driving the entire supply chain towards higher standards of performance.

Key Operations and Achievements in 2024

- Simplified the design of ePaper raw materials and introduced new supply chains in Taiwan, effectively reducing raw material usage and logistics frequency, thereby lowering overall carbon emissions.
- Reduced reliance on long-distance module material suppliers by reorganizing and shortening the supply chain, increasing flexibility and responsiveness, and further reducing the carbon footprint during transportation.
- Increased the number of self-produced module materials, raising the proportion of local procurement.

Supply Chain Management System (SRM)

To enhance supply chain management efficiency, E Ink has actively implemented a Supply Chain Management System that effectively oversees supply chain-related activities. This system improves communication efficiency, data transparency, and traceability across supply chain processes. For example, suppliers can directly upload electronic invoices through the Supply Chain Management System platform, reducing the need for paper invoice transmission and further achieving the environmental benefit of reducing carbon emissions.

In terms of sustainability management performance tracking, E Ink has developed an evaluation framework encompassing eight blocks. Suppliers are required to complete relevant information annually, recording their performance in sustainability development. With this accumulated data over the years, suppliers can clearly assess their effectiveness and progress in sustainability practices. Simultaneously, E Ink can regularly monitor these records, manage th e sustainability development activities within the supply chain more effectively, and adjust supply chain management strategies in real-time, actively driving the achievement of supply chain carbon reduction targets.

2024 Performance

144	2,468	13
suppliers completed account registration	electronic invoices uploaded	policies and news released



About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
5-0 Management Approach of Sustainable Topics
5-1 Supply Chain Management
5-2 Commitment to Quality
5-3 Customer Relationship Management
06 Enterprise Care
07 Social Engagement
Appendix

Building Sustainable Supply Chain Capabilities

E Ink actively enhances the sustainability awareness of its procurement personnel and supply chain partners through a series of educational and training activities, such as sustainability literacy training courses, technical and business forums, and sustainability exchange meetings. This effort aims to build a comprehensive sustainable supply chain system. In 2024, E Ink achieved a 100% training completion rate for its procurement and quality assurance personnel, with significant suppliers also reaching a 100% completion rate.

2024 Sustainable Procurement Training Completion Ratio

100% Procurement and Quality Assurance Units
100% Significant Suppliers



Sustainability Literacy Training Courses

Internal personnel training

In 2024, to enhance the Company' s buyers' and internal stakeholders' understanding of sustainable procurement management within the supply chain, E Ink organized training on the ISO 20400 Sustainable Procurement Guidelines. Sustainable procurement involves integrating sustainability impacts and key factors into procurement activities, balancing financial, environmental, and social values. In the practical implementation of sustainable supply chain management, E Ink has not only established sustainability strategies and goals but also embedded them into its procurement processes. Through training programs, the Company strengthens buyers' and internal stakeholders' understanding and execution of E Ink' s sustainability initiatives, enabling them to communicate sustainability principles to suppliers in daily operations and collaboratively drive the development of a sustainable supply chain program.



Suppliers training

Additionally, E Ink provides "ESG-Sustainable Supply Chain" training and remote or on-site support for all significant suppliers. This training shares E Ink's achievements and experiences in sustainable Supply Chain Management, supplier codes of conduct, supplier risk assessment and due diligence, future planning, and access to information on how other peer suppliers or companies are performing. The trainings is aim to enhance suppliers' understanding of sustainable supply chain practices. This course not only improves suppliers' awareness of sustainable supply chains but also encourages them to establish their own sustainable procurement management systems. By doing so, suppliers can collectively address environmental, social, and economic risks and opportunities, promoting the sustainable development of the supply chain.

Organizing Supplier Conference

In 2024, E Ink invited 60 supply chain partners and nearly 100 supplier representatives to participate in the Supplier Conference. In addition to expressing gratitude for the long-standing support of its supply chain partners, E Ink presented the "2024 Excellent Supplier Partner" awards to eight suppliers, recognizing their excellence in providing high-quality products and services. Additionally, E Ink awarded 19 suppliers with the 2024 "eReading for the Future" awards to acknowledge their support in the eNote project, which aims to create a mobile library for electronic book readers. Through corporate efforts, these initiatives contribute to giving back to society and promoting knowledge accessibility and a reading culture.



Technical Support and Business Forum

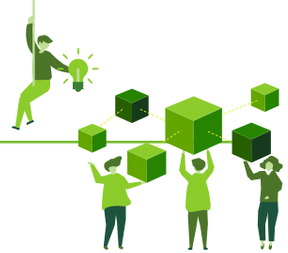
In 2024, in addition to ongoing business visits and supplier evaluations, E Ink organized eight technical support and business forums. These forums aimed to establish long-term, sustained, and more effective communication and feedback channels, enhancing collaboration with suppliers. Through these sharing and exchange meetings, E Ink gained deeper insights into suppliers' latest technological developments and long-term plans. This mutual understanding helped suppliers better grasp E Ink's needs, fostering joint progress in technology and maintaining strong, long-term partnerships. Besides technical exchanges, these meetings also reviewed the quality, service, pricing, and delivery schedules of existing cooperative products, serving as an effective communication platform to implement practical Supply Chain Management operations.



About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
5-0 Management Approach of Sustainable Topics
5-1 Supply Chain Management
5-2 Commitment to Quality
5-3 Customer Relationship Management
06 Enterprise Care
07 Social Engagement
Appendix

5-2 Commitment to Quality



5-2-1 Quality Policy

Provide high green quality products & services through continual innovation and improvement to meet or exceed customer expectations

E Ink is committed to providing customers with high-quality products and services by establishing clear quality policies and objectives. The Company follows the ISO 9001 Quality Management System and operates under the "Plan, Do, Check, Act (PDCA)" cycle. The Taiwan sites, Yangzhou sites, and the two sites in the US (Billerica and South Hadley) have all obtained ISO 9001 Quality Management System certification or passed customer audits. This ensures that every stage, from customer service to production, meets the quality standards expected by customers, thereby fostering strong customer relationships. To comprehensively implement high-quality objectives, the Company systematically promotes these goals within the organization and integrates them into daily operations, ensuring all employees fully understand and adhere to the relevant regulations, thus providing high-quality products and services to customers.

E Ink has incorporated the requirements of Sony's Green Partner (GP) certification into 100% of its products, achieving 100% revenue coverage by 2024. Additionally, since 2018, E Ink's Taiwan and Yangzhou facilities have consistently been honored with Sony's GP A-level supplier recognition, with the certification validity extended through 2027. This accolade highlights E Ink's outstanding quality performance.

Production process quality inspection mechanism

E Ink has established a comprehensive product quality inspection mechanism to control the product stages, including raw materials, production, shipment, and delivery, ensuring that the product's functionality, reliability, and environmental requirements meet customer expectations.



Materials

Standard operating procedure for Incoming material inspection

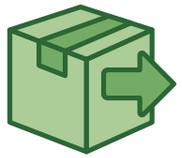
- Sampling inspection and quality abnormalities handling for material incoming inspection.
- Confirm anomalies, analyze the causes, and make improvements.



Production

Standard operating procedure for process inspection

- Sampling inspection and quality abnormalities handling of products submitted for inspection.
- Confirm anomalies, analyze the causes, and make improvements



Shipment

Standard operating procedures for shipment inspection

- Confirm the stocking details and outer box label information according to the shipping notice.
- Organize the shipment report and attach it to the outer box of the product.



Delivery

Standard operating procedure for delivery product

- The customer service regularly monitors the client-side quality.
- The customer service receives, confirms, analyzes, processes and gives feedback on customer complaints, and promotes the improvement of each responsible department.

5-2-2 Quality Risk Management

Risk management is a key factor in the Quality Management System. Therefore, E Ink has established a risk assessment and identification process aimed at identifying potential high-risk items caused by business operations. Based on high-risk items and external stakeholder feedback, response plans are developed to effectively reduce the potential impact on business operations. Through quality risk management measures, E Ink can more effectively control risks and continuously improve product quality to meet customer needs, thereby enhancing competitiveness.

Quality Management



Plan
- Conduct risk assessment operations to identify high-risk items that may potentially impact product quality.
- Drive product quality and process improvement actions and goals to reduce defective products.

Do
- Execute processes such as inspections, tests, and quality checks to ensure that products meet customer quality requirements before delivery, thereby enhancing customer satisfaction.
- Promote internal stakeholders to enhance knowledge and skills in the product quality management system, embedding the spirit of continuous improvement into day-to-day work processes to facilitate the achievement of quality goals.
- Foster a quality culture to increase overall employee awareness of quality.

Check
- Review the effectiveness of risk improvements through internal audits.
- Obtain ISO 9001 external audit certification to ensure the reliability and compliance of the quality management system.

Action
- Collect customer feedback and complaint to develop continuous improvement plans and enhance customer satisfaction.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
5-0 Management Approach of Sustainable Topics
5-1 Supply Chain Management
5-2 Commitment to Quality
5-3 Customer Relationship Management
06 Enterprise Care
07 Social Engagement
Appendix

Process Improvement Planning

In 2024, E Ink actively advanced 44 cross-departmental collaboration projects, covering key areas such as financial management, customer relations, product development, sales analysis, information security, and supply chain efficiency. These projects not only enhanced production efficiency but also effectively reduced environmental impact, demonstrating the company's commitment to innovative business processes. Furthermore, all projects integrated core values of environmental protection, social responsibility, and corporate governance, which served as key drivers of their success. Upholding the spirit of "One Team, One E Ink," the Company is dedicated to creating sustainable outcomes across all levels. The representative projects and their benefits in 2024 are outlined in the table below.

Category		Project	Benefits	
Innovation	Information Security Enhancement	Cloud Management and Intelligent Authorization	By implementing digital signature approval, E Ink accelerates order processing and shipping while reducing carbon emissions. Additionally, a centralized management platform is used to control technology releases.	• **83%** increase in work efficiency • **100%** improvement in data security control
Digital	Financial Management - Improving Financial Efficiency	Customer Virtual Account Payment Management	Automate payment processing and reconciliation to improve accuracy and efficiency.	• **50%** increase in work efficiency • **9 hours** saved per month
		Funds Balance and Investment Portfolio Management	Integrate investment data with external information to optimize investment management processes and generate digital reports, ensuring global finance teams are synchronized.	• **100%** consistency of data presentation • **20 hours** saved per month
	Customer Relations - Enhancing Quotation Process	Customer Quotation Management System	Systemize contract quotation management processes to adapt to different business models, improving quotation efficiency and customer satisfaction, thereby enhancing the sustainable operation of the supply chain.	• **70%** improvement in operational efficiency • **100%** consistency of data presentation
	Sales Analysis - Enhancing Production Input Management	Production Management System Upgrade	Optimize supply chain management processes through a digital system, automating data processing to enhance operational transparency and accuracy, thereby reducing carbon emissions and improving work efficiency.	• **90%** improvement in operational efficiency • **73%** increase in work efficiency
		Raw Material Management Platform	Optimize global raw material supply and demand through a digital cloud-based raw material management platform, strengthening sustainable supply chain management and operations.	• **99%** improvement in operational efficiency • **100%** increase in work efficiency
	Workplace Safety Enhancement	Visitor Entry Management System enhancement	Enhance the safety and security of global employees and visitors through a global system management and optimized public affairs management.	• **100%** acquisition of real-time information



Promoting Quality Culture

To embed quality concepts into employees' daily work, E Ink organized various initiatives in 2024, including The Best CIP (Continuous Improvement Process) Project Selection, Quality knowledge competition, and Quality inspection skills competition. These efforts fostered a learning culture of "catching up with learning", emphasizing the integration of knowledge and action, promote action with knowledge, and seek knowledge by action.

The Best CIP Project

Through proposal presentations, educational initiatives, and incentive mechanisms, employees were encouraged to drive quality improvement projects, strengthening team collaboration, fostering consensus, and deepening quality awareness.

2024 Achievements

A total of 25 quality improvement proposals were implemented

covering areas such as quality/yield improvement, management mechanism optimization, cost/energy reduction, and efficiency enhancement.

Quality Knowledge Competition

Establish quality knowledge bank, and hold quality knowledge competition, encourage employees to catch up and apply what they have learned to practice, in order to strengthen quality awareness and practical ability.

2024 Achievements

A total of 168 participants took part.

Quality Inspection Skills Competition

Combine theoretical knowledge and on-site inspection skills competition to encourage more employees to participate in quality improvement, to achieve personnel quality awareness and inspection ability improvement. Continuously improve the quality control level, to meet and exceed customer needs.

2024 Achievements

A total of 108 participants took part.

Continuously Improving Production Performance

E Ink not only formulates various quality improvement plans based on customer suggestions and feedback but also closely collaborates with customers. This includes regular product quality issue discussion meetings and biannual meetings with major customers to deeply explore topics related to business, design, and quality. These efforts help establish and maintain strong customer relationships. Additionally, E Ink encourages employees to identify issues that may affect production efficiency, product quality, and the efficient use of human and material resources in their daily operations and manufacturing processes. Employees are encouraged to propose and implement relevant improvement plans to effectively address bottlenecks in actual production and operational processes, ultimately achieving optimal production goals.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
5-0 Management Approach of Sustainable Topics
5-1 Supply Chain Management
5-2 Commitment to Quality
5-3 Customer Relationship Management
06 Enterprise Care
07 Social Engagement
Appendix

5-2-3 Material Management

Strengthen Restricted and Hazardous Substances Management

E Ink is committed to providing products that meet customer needs while being environmentally friendly, adhering to the management principles of "No Entry, No Use, No Output" for hazardous substances. Strict controls are implemented at every stage, from product design, raw material procurement, and manufacturing to production testing and final sales, ensuring compliance with current domestic and international regulations and commitments on hazardous substance management. E Ink currently manages restricted substances in accordance with the Restriction of Hazardous Substances Directive (RoHS), the Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH), the prohibition of conflict minerals, Halogen Free , and the European Union's Waste Electrical and Electronic Equipment (WEEE) directive. No non-compliance issues were identified in 2024. Additionally, E Ink incorporates specific customers' restricted substance regulations into its controlled substance list after thorough review to further strengthen management. In 2025, E Ink plans to incorporate Persistent Organic Pollutants (POPs) and Per- and Polyfluoroalkyl Substances (PFAS) into its management scope and will continue to monitor key restricted substance regulations in its product markets to ensure compliance with the latest environmental regulations and customer requirements.

In 2021, E Ink's "Environmental Restricted Substances Management Committee" established the "Green Product" management guidelines, implementing comprehensive control over all components through the restricted and hazardous substances management process. In addition to regularly holding meetings and reviewing operations to ensure that management standards remain up-to-date, the committee also evaluates customer requests or changes in international restricted and hazardous substance regulations, adjusting control standards and operational modes as needed, and notifying relevant departments through announcements. If restricted substances are found in products, a phased-out or substitution will be developed.

Commitment to Hazardous Substance Management

- 100% compliance with the latest product-related restricted and hazardous substance regulations and customer requirements.
- Collaboration with industry associations to develop substitutes for restricted and hazardous substances.
- Continuously dedicate R&D resources to advance environmentally friendly technologies, gradually substituting and phasing out high-risk restricted and hazardous substances.
- Establishment of reduction targets for restricted and hazardous substances, with regular public disclosure of progress.

Hazardous Substances Management Objectives



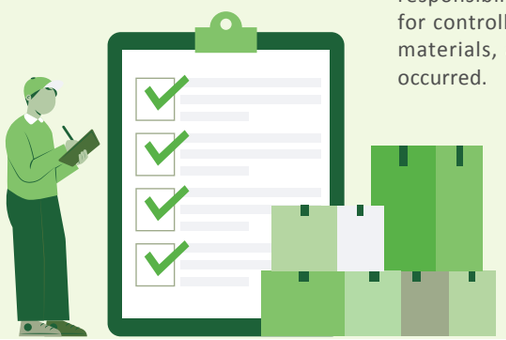
Restricted and Hazardous Substances Management

Regulation and Standard Identification and Monitoring	Product Design and Development	Supplier Management	Product Testing and Verification
• Global Regulations and Standards Collection: Regularly monitor and analyze regulations and standards related to restricted substances in key markets and industries. • Internal Standards Development: Develop and update internal "Green Product" management guidelines and environmental restricted substances management procedures based on regulations and customer requirements. • Restricted Substances List Management: Establish and regularly update the restricted substances control list.	• Environmental Material Selection: Introduce material selection principles during the design phase. • Regulatory Compliance Assessment: Ensure materials comply with restricted substances regulations and conduct alternative solution evaluations when necessary.	• Supplier Commitment and Standards: Require suppliers to sign the "Supplier Restricted Substances Commitment Letter." • Supplier Audits and Evaluation: Conduct regular supplier audits to assess their restricted substances management capabilities and require them to provide complete environmental compliance documentation.	• Internal Testing: Conduct environmental performance testing and regulatory compliance verification according to international standards, such as IEC and other environmental standards.

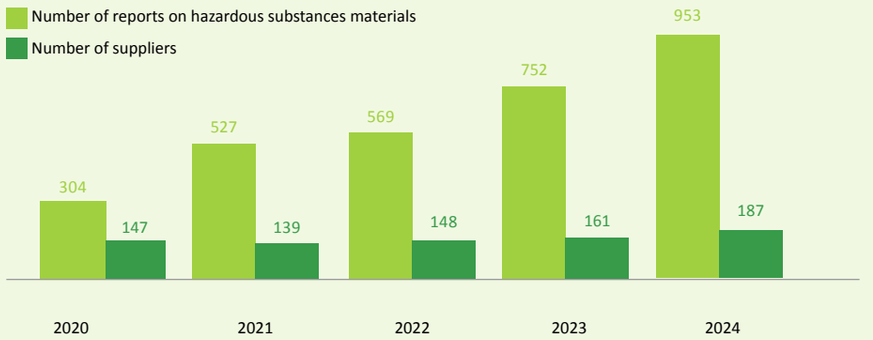
About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
5-0 Management Approach of Sustainable Topics
5-1 Supply Chain Management
5-2 Commitment to Quality
5-3 Customer Relationship Management
06 Enterprise Care
07 Social Engagement
Appendix

E Ink requires suppliers to provide a list of controlled substances and related information, and confirm their commitment not to use such restricted and hazardous substances in the form of a declaration. If the raw materials provided by the supplier contain restricted and hazardous environmental substances or conflict minerals, they will bear corresponding compensation responsibilities. As of 2024, E Ink has engaged 187 suppliers for controlled substances, all of whom provide qualified raw materials, and no legal violations related to products have occurred.



The Management and Control of the Quantity of Substance Material Reports and the Number of Supplier ntities Involved



Product Restricted Substance Management Committee

General Manager	1. The ultimate responsible person for the management of restricted substances 2. Appointment of acting managers
Restricted Substances Management Officer	1. Monitoring of restricted substances management 2. Shipping stoppage and release in case of abnormalities
Chairperson of the Restricted Substances Management Committee	1. Collection of information 2. Implementation and operation of the committee 3. Identifying the causes and directing measures to prevent recurrence

Sales	Material	Product Development	Manufacturing	Quality Assurance	Safety	Administration	Production planning
1. Communication of customer information 2. Management of product tracking during shipping	1. Management of supplier information 2. First-in, first-out management 3. Material segregation management 4. Management of secondary processing suppliers 5. Handling of non-conforming materials	1. Design specification management 2. Collection of data on new materials 3. Material change management 4. Development of alternative materials 5. Application of pre-consultation documents 6. Confirmation of packaging material compliance	1. Management of non-use of prohibited substances 2. Equipment management 3. Production batch management	1. Traceability of supplier data 2. Internal, supplier, and outsourced factory audits 3. Taking countermeasures for anomalies 4. Control of non-conforming products 5. Training and education on good practices	1. Collection of legal information and internal dissemination 2. SDS education and training	1. Arrangement of education and training courses	1. Promotion of outsourced factories 2. Requesting environmental hazardous substance testing data and hazardous substance commitment letter from outsourced factories

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
5-0 Management Approach of Sustainable Topics
5-1 Supply Chain Management
5-2 Commitment to Quality
5-3 Customer Relationship Management
06 Enterprise Care
07 Social Engagement
Appendix

5-2-4 Conflict Minerals Management

E Ink Conflict Minerals Policy and Declaration

E Ink conducts responsible mineral sourcing due diligence for Conflict Minerals (CM) in accordance with the Organization for Economic Cooperation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals, the framework of the Responsible Minerals Initiative (RMI), and customer requirements. E Ink also closely monitors the Reasonable Country of Origin Inquiry (RCOI) reports released by the RMI to stay informed about the country of origin of 3TG (Tungsten, Tantalum, Tin, and Gold), as well as Cobalt (Co) and Mica (Mica), which are mined in ways that violate human rights. As a global citizen, E Ink actively promotes the Responsible Business Alliance (RBA) Code of Conduct and declares its commitment to not accepting minerals from conflict-affected areas. For more information on E Ink's conflict minerals policy, please refer to the official website's "E Ink Conflict Minerals Policy" section.

Conflict Minerals Management Process

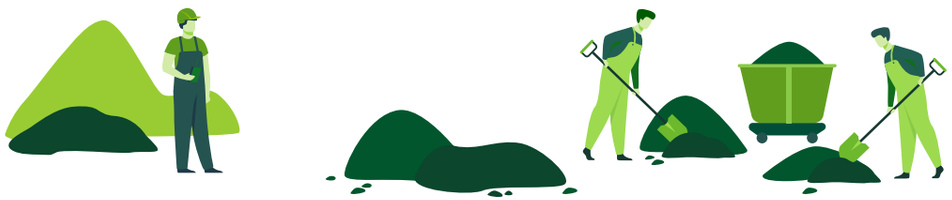
Compliance with Conflict Minerals Regulations
▼
Mineral Source Country Investigation
▼
Due Diligence

Compliance with Conflict Minerals Regulations

E Ink formally announced the "Conflict Minerals Policy and Requirements" to suppliers in writing, mandating compliance from all suppliers and encouraging them to establish their own conflict minerals policies, which should be communicated to their respective downstream suppliers. In 2024, 100% of significant suppliers signed the declaration of metal conflict-free. E Ink will continue to promote the signing of this policy to progressively achieve the goal of 100% signing rate by significant and Bill of Material (BOM) material suppliers by 2025.

Mineral Source Country Investigation

E Ink requires the use of 3TG minerals in its products to ensure product functionality, it is crucial to ensure that all parts, raw materials, packaging materials, and components containing 3TG minerals do not originate from smelters or countries identified by the Responsible Minerals Initiative. Each year, at least 5% of significant suppliers undergo reasonable country-of-origin investigations for minerals. The results of these investigations are systematically compiled and periodically reviewed to generate monitoring reports and conduct internal audits. Improvement measures are then formulated to ensure product compliance. If E Ink discovers that the products provided by a supplier contain conflict minerals, E Ink will switch to using materials from a second-source supplier but will also further explore better alternative sources as substitutes to guarantee that all its products remain free from conflict minerals.



Due Diligence

To achieve the goal of 100% compliant mineral usage rate among suppliers, E Ink referred to the latest list of valid and qualified smelters published by RMI. The Company conducted due diligence on all conflict mineral requirements from customers to track the sources of conflict minerals from suppliers. In 2024, a total of 57 suppliers underwent due diligence, confirming that these suppliers achieved a 100% compliant mineral usage rate, and all E Ink products were free of conflict minerals.

Using the Conflict Mineral Reporting Template (CMRT) and the Extended Minerals Reporting Template (EMRT), E Ink have identified the sources of 3TG, Cobalt (Co), and Mica smelters.

Achievements in 2024

E Ink has investigated **57** suppliers and verified **1,850** materials, ensuring that 3TG **does not** originate from conflict areas.

Suppliers are required to sign a declaration of metal conflict-free to confirm compliance with E Ink Conflict Minerals Policy and to ensure accurate and complete disclosure of the smelter sources.

Achievements in 2024

100% of significant suppliers have signed the commitment letter.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
5-0 Management Approach of Sustainable Topics
5-1 Supply Chain Management
5-2 Commitment to Quality
5-3 Customer Relationship Management
06 Enterprise Care
07 Social Engagement
Appendix

5-3 Customer Relationship Management

5-3-1 Customer Satisfaction and Response



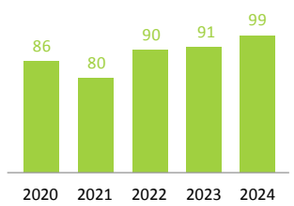
E Ink values customer needs and considers customer satisfaction a key performance indicator for sales. Through close and proactive collaboration with customers, E Ink strives to achieve win-win outcomes in product development and sales. Based on the type of product sold, E Ink divides customer service into two categories: ePaper Modules and ePaper Film. Each year, E Ink analyzes customer satisfaction through surveys to continuously improve its product technology and service quality. In 2024, E Ink Holdings will continue to provide services such as the "Global ePaper Service System" and on-site support at customer locations. Additionally, based on customer feedback, the company will further increase the number of service days and visits at customer sites, and reduce abnormal handling time by 27% compared to the previous year, continuously improving service quality. E Ink strives to achieve mutual growth and success through deep communication and collaboration with customers, creating added value for the ePaper industry.

Acknowledgement of Customer Service

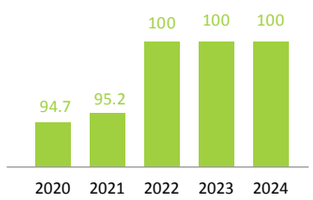
From 2021 to 2024, customer satisfaction survey results show that the average satisfaction score for E Ink's ePaper modules and ePaper films has exceeded 90 points for four consecutive years, reflecting the high level of customer approval for E Ink's products and services. In 2024, E Ink was honored with the "Outstanding Supplier" award by two major customers, recognizing its excellence in customer service, on-time delivery performance, and ePaper product quality.

Results of Customer Satisfaction Survey

Revenue share from customers who responded the questionnaire (%)

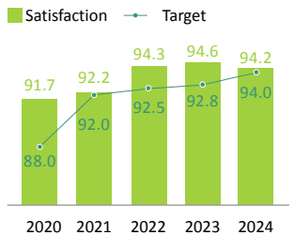


Percentage of overall scores reaching satisfaction (%)

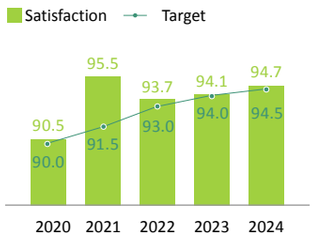


Note: An overall satisfaction score of 80 or higher is considered satisfactory

Satisfaction with ePaper Module(%)



Satisfaction with ePaper FPL(%)





Real-time Response to Customer Feedback for Continuous Improvement

Since 2021, E Ink has implemented the "Global ePaper Service System," which not only provides real-time product quality status and integrates production data from different sites but also accelerates communication with customers and reduces their losses. Additionally, E Ink internally reviews customer feedback and promptly proposes corrective and preventive measures to continuously improve the quality of customer relationships.

New ePaper Technology Exchange

E Ink actively expands and cultivates the ePaper ecosystem, with customers playing a crucial role in its development. To support customers in accelerating their product development timelines, E Ink conducts periodic training sessions during the early stages of new ePaper and module product development. These sessions cover topics such as ePaper characteristics, product design considerations, and manufacturing guidelines. By engaging in technical exchanges, E Ink collaborates with customers to address key design and production challenges, helping to prevent common mistakes in the development process.

Introduction of On-site Customer Service to Accelerate Response Time

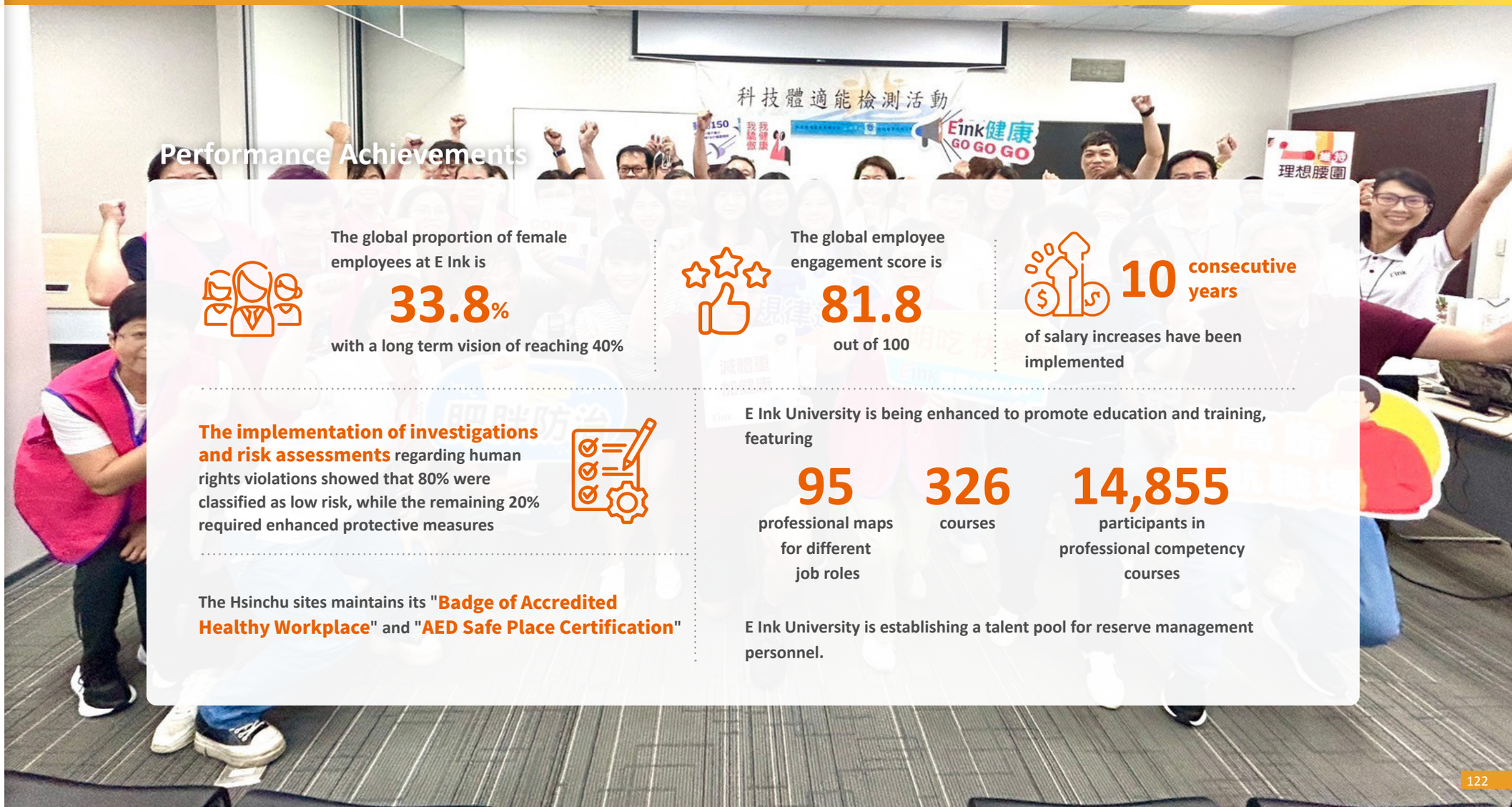
In 2022, E Ink introduced on-site customer service as part of the ongoing effort to optimize customer service. This allows on-site personnel to promptly capture customer information. If any issues requiring clarification are raised by customers, on-site personnel can immediately investigate and report back to the customer service team, enabling timely response to customer needs. This approach effectively enhances customer service efficiency and maintains a good customer relationship. In addition to providing on-site assistance, on-site personnel can also assess the quality of E Ink's products on the customer's end, allowing the customer to continue their production without interruptions. If any products are identified as defective, on-site personnel can perform preliminary troubleshooting and repairs, eliminating the need to send the products back to E Ink for processing. This approach reduces the number of product returns and associated costs, such as shipping and administrative expenses. It ensures smooth product delivery for customers and creates a win-win situation for both the customers and E Ink.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
6-0 Management Approach of Sustainable Topics
6-1 People Overview
6-2 Talent Attraction and Retention
6-3 Development and Growth of Employees
6-4 Health and Safety at E Ink
07 Social Engagement
Appendix

06 Enterprise Care

Creating a Healthy and Safe Workplace for Employees



Performance Achievements

The global proportion of female employees at E Ink is **33.8%** with a long term vision of reaching 40%

The global employee engagement score is **81.8** out of 100

10 consecutive years of salary increases have been implemented

The implementation of investigations and risk assessments regarding human rights violations showed that 80% were classified as low risk, while the remaining 20% required enhanced protective measures

The Hsinchu sites maintains its "**Badge of Accredited Healthy Workplace**" and "**AED Safe Place Certification**"

E Ink University is being enhanced to promote education and training, featuring

95 professional maps for different job roles

326 courses

14,855 participants in professional competency courses

E Ink University is establishing a talent pool for reserve management personnel.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
6-0 Management Approach of Sustainable Topics
6-1 People Overview
6-2 Talent Attraction and Retention
6-3 Development and Growth of Employees
6-4 Health and Safety at E Ink
07 Social Engagement
Appendix

6-0 Management Approach of Sustainable Topics

Talent attraction and retention

Talent attraction and retention

◉Material topics

GRI Sustainability Topics

401-1 New employee hires and employee Turnover
401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees Disclosure
401-3 Parental leave

Policy Commitments

E Ink values the efforts of every employee, actively creating a friendly environment, promoting labor-management communication, conducting regular annual health checks, and enhancing overall salary and benefits. Global employee engagement survey scored 80.7 out of 100.

Sustainability KPIs	Management Objectives	Short-term Goals (2024)	Result (2024)	Short-term Goals (2025)	Mid-term Goals (2030)	Long-term Goals (2035)
Employee compensation	Compensation	Taiwan's average employee salary ranks within the top **5%** of the optoelectronics industry market	Achieved	Overall compensation ranks in the top **50%** in the industry	Overall compensation ranks in the top **40%** in the industry	Overall compensation ranks in the top **30%** in the industry
Communication and identity	Target of employee stratification /engagement	**>75** scored	Achieved	Global Response Rate**>77%**	Global Response Rate**>80%**	Global Response Rate**>82%**
Talent retention	Talent retention	Turnover rate of high-performing talent **<3%**	Achieved	Turnover rate of high-performing talent: **<3%**		
		Turnover rate of employee: **<15%**	Achieved	Turnover rate of employee: **<15%**		
Employee care	Employee supporting program	Maternity subsidy of NTD **6** thousands in Taiwan sites	Achieved	Maternity subsidy of NTD **6** thousands in Taiwan sites	Maternity subsidy of NTD **8** thousands in Taiwan sites	Maternity subsidy of NTD **10** thousands in Taiwan sites
		Childcare measures and subsidies, establishment or contracted childcare facilities in Taiwan sites	Achieved	Childcare measures and subsidies, establishment or contracted childcare facilities		

Management relations promotion and communication

◎Secondary topics

Sustainability KPIs	Management Objectives	Short-term Goals (2024)	Result (2024)	Short-term Goals (2025)	Mid-term Goals (2030)	Long-term Goals (2035)
Employee engagement	Establishing a positive labor-management interactive relationship	Holding employee meeting once per year	Achieved	Holding employee meeting once per year		
		Resolution rate of proposals from labor-management meetings: 100%	Achieved	Resolution rate of proposals from labor-management meetings: 100%		

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
6-0 Management Approach of Sustainable Topics
6-1 People Overview
6-2 Talent Attraction and Retention
6-3 Development and Growth of Employees
6-4 Health and Safety at E Ink
07 Social Engagement
Appendix

Protecting human rights of workforces

Human right

◎Secondary topics

Sustainability KPIs	Management Objectives	Short-term Goals (2024)	Result (2024)	Short-term Goals (2025)	Mid-term Goals (2030)	Long-term Goals (2035)
Human right policy	Human rights policy training	• New employee completion rate :**100%** • The Taiwan sites conducts one human • rights training course	Achieved	New employee completion rate :**100%**		
	Human rights policy assessment	Conducting violation investigation of human rights in Taiwan	Achieved	• Conduct human rights risk assessments in the U.S. region in 2025 • Each region will undergo assessment every three year		Each region will undergo assessment every three year
Diversity, Equal and Inclusion	Diversity and Inclusion	Proportion of female to management role to **20%**	Achieved	Proportion of female to management role to **20%**	Proportion of female to management role to **23%**	Proportion of female to management role to **25%**
		Proportion of female to employees: **35%**	Not achieved, reaching only **33.8%**[Note2]	Proportion of female to employees: **30%**		
		New hires of female employees account for **25%**	Achieved	New hires of female employees account for **28%**	New hires of female employees account for **30%**	
		Established a diverse and inclusive workplace with two measures, including cultural development initiatives	Achieved	Established a diverse and inclusive workplace with two measures, including cultural development initiatives		

Note 1: In 2023, the definition of a supervisor was redefined to focus on organizational supervisors, while the 2022 data included project supervisors.
Note 2: In 2023, the global employee classification was redefined, whereas the 2022 data included third-party personnel.

Talent cultivation

Talent Training and Career Development

◉Material topics

GRI Sustainability Topics
GRI 404: Training and Education

Policy Commitments
E Ink places great emphasis on global talent development through systematic core competency planning. By tailoring education and training programs according to employees' job functions and different levels, E Ink aims to enhance overall competitiveness.

Sustainability KPIs	Management Objectives	Short-term Goals (2024)	Result (2024)	Short-term Goals (2025)	Mid-term Goals (2030)	Long-term Goals (2035)
Learning vitality	Enhancing employee learning motivation- course satisfaction	≧ **85%**	Achieved	≧ **87%**	≧ **88%**	≧ **89%**
Reserving talent	Cultivating capabilities of future talent	Completion rate of APPLE (Acceleration Program of Potential Leader, APPLE) ≥ **90%** in Taiwan sites	Achieved	• Promote APPLE to global • Retention rate of APPLE program participants > **80%**	Retention rate of APPLE program participants >**80%**	

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
6-0 Management Approach of Sustainable Topics
6-1 People Overview
6-2 Talent Attraction and Retention
6-3 Development and Growth of Employees
6-4 Health and Safety at E Ink
07 Social Engagement
Appendix

Occupational Health and Safety

◉Material topics

GRI Sustainability Topics

403-1 Occupational health and safety management system
403-2 Hazard identification, risk assessment, and incident investigation
403-3 Occupational health services
403-4 Worker participation, consultation, and communication on occupational health and safety
403-5 Worker training on occupational health and safety
403-6 Promotion of worker health
403- 7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
403-9 Work-related injuries

Policy Commitments

E Ink values its employees as its most valuable asset and has implemented occupational health and safety management measures and policies to ensure their well-being. The Company has received ISO 45001 certification for its occupational health and safety management system, showcasing its dedication to maintaining a safe working environment and promoting a healthy workplace.

Sustainability KPIs	Management Objectives	Short-term Goals (2024)	Result (2024)	Short-term Goals (2025)	Mid-term Goals (2030)	Long-term Goals (2035)
Safety culture	Promoting Safety Culture-completion rate of Occupational Health and Safety Training	• Employee completion rate at Taiwan and Yangzhou sites **100%** • Contractor completion rate at Taiwan and Yangzhou sites **100%**	Achieved	• Employee completion rate at Taiwan and Yangzhou sites **100%** • Contractor completion rate at Taiwan and Yangzhou sites **100%**	.....	• Employee completion rate:**100%** (global sites) • Contractor completion rate: **100%** (global sites)
Working Environment-Protecting workplace safety	Full Participation in Occupational Safety	New target		• Proactive Reporting Rate of Environmental Inspection Deficiencies **>10%** (Taiwan Sites)	• Proactive Reporting Rate of Environmental Inspection Deficiencies **>25%** (Taiwan Sites)	• Proactive Reporting Rate of Environmental Inspection Deficiencies **>40%** (Taiwan Sites)
	Contractor Equipment Safety Management	New target		• Initial Pass Rate of Electric Equipment Safety Inspections **>90%** (Taiwan Sites) • Initial Pass Rate of Ladder Inspections **>70%** (Taiwan Sites)	• Initial Pass Rate of Electric Equipment Safety Inspections **>95%** (Taiwan Sites) • Initial Pass Rate of Ladder Inspections **>85%** (Taiwan Sites)	• Initial Pass Rate of Electric Equipment Safety Inspections **100%** (Taiwan Sites) • Initial Pass Rate of Ladder Inspections **100%** (Taiwan Sites)
	ISO 45001 certification	Maintain the validity of ISO 45001 certification (Taiwan and Yangzhou sites)*	Achieved	• The Taiwan and Yangzhou sites maintain the validity of their ISO 45001 certifications • The US sites has obtained ISO 45001 certification	..... maintain the validity of their ISO 45001(global sites)	
	Occupational Safety Regulation Violations (Number of Cases)	**Zero** cases	Achieved	..... **Zero** cases		
	Zero major occupational injuries	Zero major occupational injuries	Achieved	..... Zero major occupational injuries		
	Occupational Injury Incident Rate	**FR<2**	Achieved	..... **FR<1.27**		
Employee health and well-being	No cases of occupational disease diagnosed	New target		..... No cases of occupational disease diagnosed		
	Chronic Disease Prevention	New target		..... The prevalence rate of metabolic syndrome is less than or equal to the government-announced threshold (Taiwan sites).		
	Health Promotion Activities	New target		Health Promotion Activity Coverage Rate **≥ 25%** (Taiwan Sites)	Health Promotion Activity Coverage Rate **≥ 35%** (Taiwan Sites)	Health Promotion Activity Coverage Rate **≥ 45%** (Taiwan Sites)

Note: Due to the differing approaches to handling employee disability situations at various E Ink sites, the achievement rate of the target was affected. Therefore, E Ink will reassess the reasonableness of the target and continue to enhance workplace safety to ensure effective management of the site environment and safety.

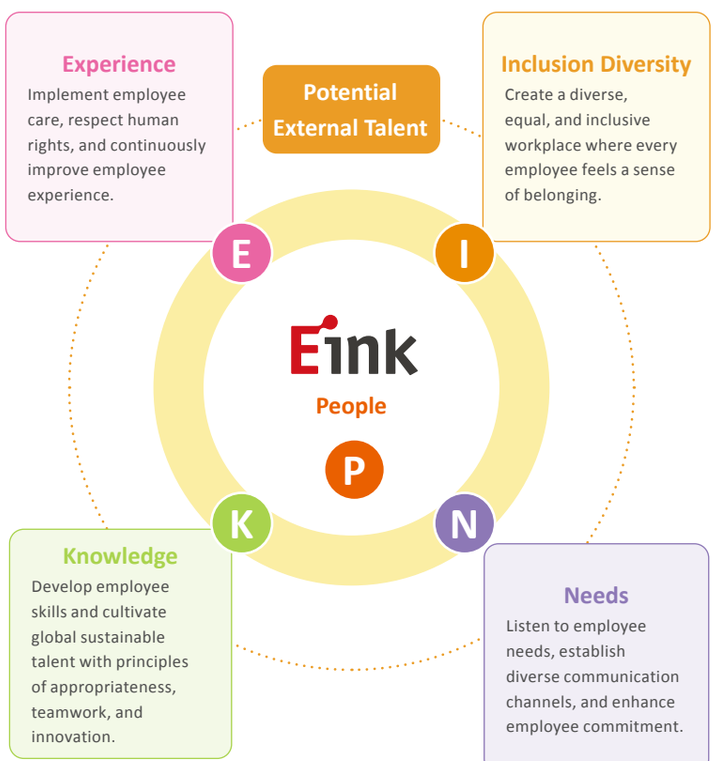
About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
6-0 Management Approach of Sustainable Topics
6-1 People Overview
6-2 Talent Attraction and Retention
6-3 Development and Growth of Employees
6-4 Health and Safety at E Ink
07 Social Engagement
Appendix

6-1 People Overview

6-1-1 Sustainable Human Capital Strategy

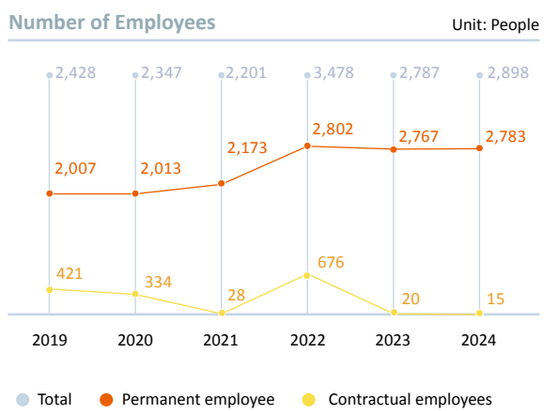
Facing global talent trends and changes in human resources and demographics in the post-pandemic era, E Ink advocates for a sustainable human capital strategy centered on the "P-E Ink" framework. This strategy focuses on four key areas: human rights, diversity and inclusion, employee needs, and talent development. By actively integrating internal and external resources, E Ink aims to promote sustainable talent initiatives to create a happy workplace where every employee is in the right position.

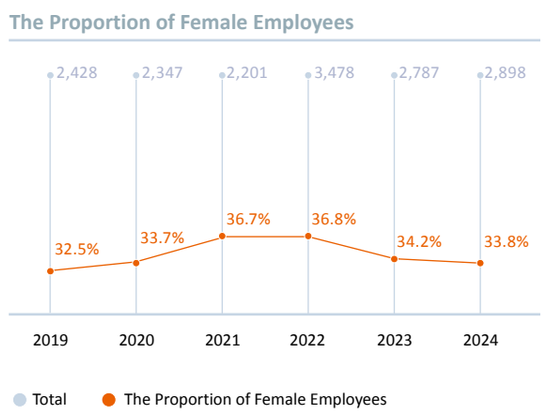


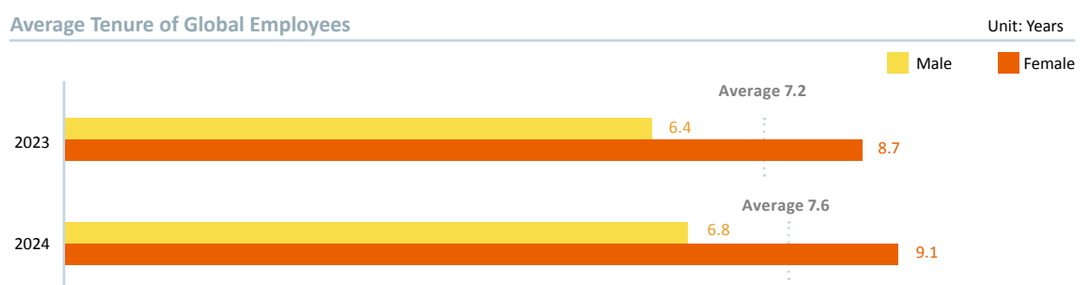
6-1-2 Workforce Overview

In 2024, E Ink's global workforce reached 2,898 employees, with 1,405 in Taiwan, 1,015 in China, 438 in the US , and 40 in other regions. Additionally, 936 non-employee workers were engaged through third-party contractors for production, security, and janitorial services. Due to the nature of the industry, the company's gender diversity goal has been set at 70% male and 30% female employees. However, in recent years, the company has made significant progress through talent recruitment, career development support, and the cultivation of an inclusive corporate culture. As a result, the proportion of female employees has exceeded 33%, with an average tenure of over 9 years. E Ink remains committed to continuing efforts to improve gender balance in the workforce going forward.

Note: The statistical scope of the total number of global employees including Taiwan, China , the US , and other regions such as sales offices in Tokyo Japan, Seoul South Korea, and Shenzhen China. In 2023, the composition of employees in China was adjusted, with labor workers categorized as third-party personnel and classified as non-employees.







About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
6-0 Management Approach of Sustainable Topics
6-1 People Overview
6-2 Talent Attraction and Retention
6-3 Development and Growth of Employees
6-4 Health and Safety at E Ink
07 Social Engagement
Appendix

Newcomers and Leavers

In 2024, E Ink hired a total of 450 new employees, resulting in an annual newcomers rate of 15.8%. The average cost to recruit a new employee was approximately NTD 52,301.

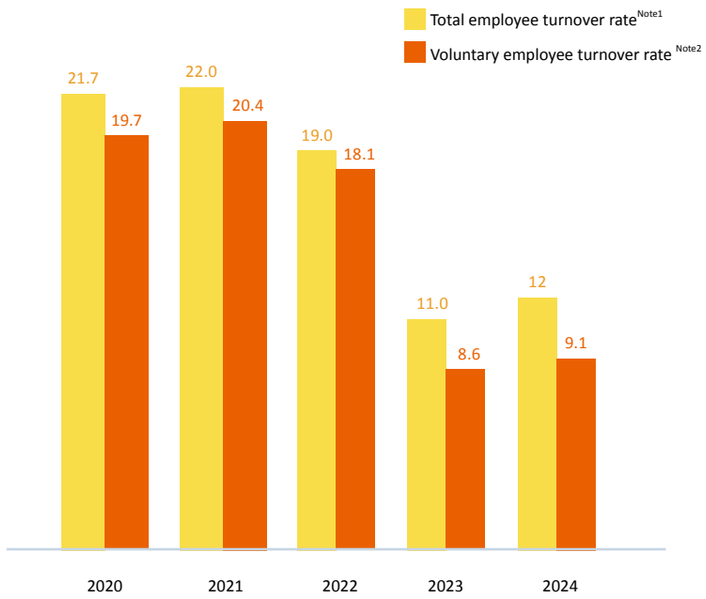
Regarding the employee turnover rate, the voluntary turnover rate stands at 9.1 %. According to the survey on reasons for leaving, approximately 37.5% of employees cited "personal" as their primary reason for leaving. In addition to the existing mechanism of performance-based attrition, the turnover factors also include the impact of significant changes of global geopolitical, which have resulted in a high demand for talent both domestically and internationally. Furthermore, the unique nature of the industry can contribute to challenges related to technical requirements, work environment, and working hours, which may result in employee disengagement.

In terms of talent retention, E Ink places great emphasis on ensuring that employees are the right person in the right place, matching their competencies to suitable roles. The Company aims to empower employees to develop professional expertise and broaden and in-depth perspective, enabling them to align with global trends and embrace a more diverse approach to develop their career path. To support this goal, E Ink encourages internal job transfers to expand employees' career breadth and depth. In 2024, the percentage of open positions filled by internal candidates[Note] was 18.9%, reflecting the E Ink's commitment to cultivate global talent worldwide and global talent locally. These efforts contribute to the effective operation and development of E Ink's global business activities.

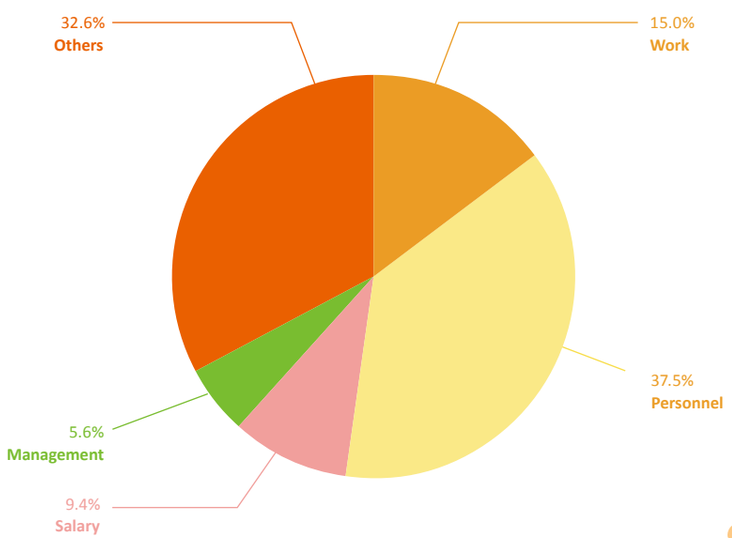
Note: Percentage of Open Positions Filled by Internal Candidates = Total number of Internal Transfers for the Fiscal Year / ((Total Number of Internal Transfers for the Fiscal Year + Total Number of New Employees for the Fiscal Year)

Employee turnover rate

Unit : %



Factors of Employee Departure in 2024 (%)





Note 1: Total Employee Turnover Rate = Total Number of Turnover for the Fiscal Year / ((Beginning of the Year + End-of-Period Employee Count)/2). The scope of the 2023 report has been revised to include other regions.
Note 2: Voluntary Employee Turnover Rate = Total Number of Voluntary Turnover for the Fiscal Year / ((Beginning of the Year + End-of-Period Employee Count)/2)

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
6-0 Management Approach of Sustainable Topics
6-1 People Overview
6-2 Talent Attraction and Retention
6-3 Development and Growth of Employees
6-4 Health and Safety at E Ink
07 Social Engagement
Appendix

Parental Leave

E Ink deeply understands the challenges female employees face in balancing pregnancy, family care, and work responsibilities and is committed to fostering a diverse and inclusive work environment. In compliance with occupational safety regulations, the company has established and implemented a maternal health management policy. This policy includes job suitability and risk assessments for pregnant, postpartum, and breastfeeding employees, allowing for timely adjustments to their work duties to ensure their physical and mental well-being and safety. Additionally, E Ink has set up dedicated lactation rooms across all its sites, providing convenient and private spaces for nursing employees to express milk, enabling them to balance work and family needs seamlessly. In 2024, the company achieved an impressive 91% reinstatement rate for female employees, significantly exceeding the global average of 85%. Furthermore, the retention rate of employees who resumed work after parental leave in 2023 reached 88% in 2024, demonstrating the effectiveness of E Ink' s maternity benefits in supporting employees in maintaining a healthy work-life balance.

Item	Taiwan Note 1			China Note 2			US Note 3			Others			Global		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Total eligible number for parental leave (People)	44	74	118	13	16	29	125	313	438	5	1	6	187	404	591
A: Total applicants of parental leave of absence in 2024	11	5	16	1	0	1	2	3	5	0	0	0	14	8	22
B: Total number of end of contract for parental leave in 2024	8	6	14	1	0	1	2	3	5	0	0	0	11	9	20
C: Total number of returning from parental leave in 2024	7	4	11	1	0	1	2	3	5	0	0	0	10	7	17
D: Number of employees who should reinstate in 2024 applying for leave extension	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E: Number of employees reinstating after parental LOA in 2023 continuing service for one year	3	2	5	0	0	0	1	9	10	0	0	0	4	11	15
F: Number of employees reinstating after parental LOA in 2023	4	3	7	0	0	0	1	9	10	0	0	0	5	12	17
Reinstatement rate %=C/(B-D)	88%	67%	79%	100%	-	100%	100%	100%	100%	-	-	-	91%	78%	85%
Retention rate %=E/F	75%	67%	71%	-	-	-	100%	100%	100%	-	-	-	80%	92%	88%

Note 1: In Taiwan, all full-time employees eligible for statutory parental leave without pay can apply. The number of eligible applicants for parental leave in 2024 includes the following data:
(1) Employees who took maternity leave, paternity leave for prenatal checkups, or paternity leave during the report year and the preceding two years (excluding duplicate employees) and subsequently applied for parental leave.
(2) Employees who actually applied for parental leave during the report year and the preceding two years.
Note 2: In China, employees who have worked for more than two years and are raising a child under one year old are eligible for parental leave, which exceeds local regulatory requirements.
Note 3: In the US, local employees are entitled to 12 weeks of parental leave under statutory provisions. This applies within twelve months of a newborn's birth or when adopting a child. Therefore, parental leave in the US is defined as family care leave.
Note 4: According to Taiwan's Labor Standards Act, pregnant female employees are entitled to nine weeks of paid leave, including one week of prenatal checkup leave and eight weeks of maternity leave. Additionally, employers must provide one week of paternity leave when employees accompany their spouses during childbirth.



About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
6-0 Management Approach of Sustainable Topics
6-1 People Overview
6-2 Talent Attraction and Retention
6-3 Development and Growth of Employees
6-4 Health and Safety at E Ink
07 Social Engagement
Appendix

6-1-3 Respecting Human Rights

E Ink Human Rights Policy

E Ink diligently complies with regulations in all E Ink's operating locations worldwide, adhering to the "International Bill of Human Rights,"the "International Labour Organization Declaration on Fundamental Principles and Rights at Work," the "United Nations Guiding Principles on Business and Human Rights(UNGPs)," the "Organization for Economic Cooperation and Development(OECD) Guidelines for Multinational Enterprises" and the "United Nations Global Compact Ten Principles(UNGC)." Actions consistent with the Responsible Business Alliance(RBA) Code of Conduct are taken to prevent human rights violations. This policy applies to full-time employees, contract and temporary workers, interns, suppliers, and contractors. It covers E Ink and its affiliates, requiring suppliers and business partners to adhere to the same standards to uphold the human rights of all individuals. For more details on E Ink's Human Rights Policy, please visit the "E Ink Human Rights Policy" section on E Ink website.

Human Rights Due Diligence and Management

To effectively implement the human rights policy and evaluate management effectiveness, E Ink identifies, assesses, and improves potential human rights issues arising from its operations, value chain, and new business investments. Regular human rights risk due diligence is conducted to continuously protect labor rights. Additionally, significant human rights issues from the RBA, the UN Global Compact, and the Global Reporting Initiative (GRI) are referenced to systematically conduct comprehensive risk assessments. These assessments evaluate the likelihood and impact of human rights risks, proposing corresponding mitigation and compensation measures to minimize their impact on the business and create a safe and happy workplace.

Violation Investigation of Human Rights

In July 2024, E Ink Taiwan sites conducted a sampled workplace unlawful conduct survey and risk assessment. The human rights violation survey comprised two main sections: "External Violation Activities" and "Internal Violation Activities" covering a total of 25 issues. The external violation activities survey focused on potential external threats faced by E Ink workers, including unpredictable individual behavior, contact with clients with a history of violence, working alone or at night, and working in unfamiliar environments or under conditions involving valuable items. The internal violation activities survey concentrated on workplace culture and environment, including inappropriate behavior among colleagues, workplace bullying, work pressure, overtime work, inadequate space and facilities, and control measures to prevent internal violations. These surveys aimed to identify and mitigate factors that threaten employees' safety and well-being.

According to the survey results, the overall risk level was classified as low-risk(score: 2.65). Among the 25 issues, 22 were identified as low-risk and could be managed through internal communication and existing protective measures. However, 3 issues were classified as medium or higher risk, requiring the implementation of risk mitigation and remediation measures.

Category	Potential Risk Issue	Covered Types	Mitigation/Remediation Measures
Internal	**Has there been any occurrence of supervisors or employees being subjected to inappropriate behavior or treatment by colleagues(including superiors)?**	Physical/Psychological/ Verbal Violence	In August 2024, conduct an online training course on the prevention of workplace unlawful conduct for all employees.
	Are there instances of excessive working hours or employees reporting high work-related stress?	Psychological/Verbal Violence	Strengthen and enforce working hours management and tracking mechanisms; provide an Employee Assistance Program (EAP)to help alleviate employees' psychological stress.
External	**Are employees required to work during late-night or early-morning hours(from 10 PM to 6 AM)?**	Psychological/Verbal Violence	Ensure security personnel conduct regular patrols to enhance workplace safety. In line with the Employee Health Management Guidelines, on-site physician consultations are provided with work adjustment recommendations as needed.

Human Right Management Framework / Implementation in 2024

Risk Assessment	Preventive Measures	Supervision	Mitigation and Remediation
Identify risk issues based on international human rights conventions, policies, and assessments. Conduct internal and external stakeholder consultations to assess risks based on likelihood and severity.	Review internal company systems and establish relevant policies to prevent human rights risk incidents.	Establish audit and feedback mechanisms to regularly review human rights risks and policy implementation.	Oversee the execution of policies and action plans to ensure effective workforce management and mitigate risk impacts.
• In 2024, conducted risk assessments for Taiwan/ Yangzhou site and global significant suppliers, identifying 6 key human rights issues. • The Taiwan site completed the workplace illegal infringement investigation and risk assessment, and was classified as low risk.	• 100% of the 53 significant suppliers have signed the "E Ink Supplier Code of Conduct." • Starting in 2024, the Anti-Bribery Management System was certified under ISO 37001 standards and verified by the British Standards Institution(BSI).	• Grievance channels, including Mailbox and email (appeal@eink.com)Anonymous reports may be accepted based on the provided details. • In 2024, there was 1 case of appeals related to human rights issues, and mitigation measures have been implemented.	• Implementing human rights training programs, and promoting the concept of preventing and addressing unlawful acts. • In 2024, 100% of new employees completed human rights-related training. • In 2024, the Taiwan site organized an online course on "Sexual Harassment Prevention", with a total of 837 employees completing the training.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
6-0 Management Approach of Sustainable Topics
6-1 People Overview
6-2 Talent Attraction and Retention
6-3 Development and Growth of Employees
6-4 Health and Safety at E Ink
07 Social Engagement
Appendix

Human Rights Due Diligence Investigation

As a global leader in ePaper technology, E Ink strictly adheres to domestic laws and international standards, demonstrating a strong commitment to safeguarding human rights and effectively managing human rights risks. In response to global human rights trends, the company continuously reviews and refines its policy framework and conducts human rights due diligence in alignment with the Human Rights Policy.In 2024, E Ink conducted a questionnaire-based assessment to identify major human rights issues. The company reviewed its operational and value chain-related activities, and collected feedback from key stakeholders—including employees of different levels and genders, as well as significant suppliers—on human rights risks. The results indicated an overall low level of human rights risk.However, six relatively high-priority human rights concerns were initially identified: "Working Hours Management," "Dignity and Respect," "Ethical Business Practices," "Labor Conditions," "Right to Health," and "Environmental Safety." E Ink analyzed case characteristics of human rights violations across industries and integrated its own experience with dignity-related incidents and complaints during operations to formulate corresponding mitigation and remediation measures.For more details on E Ink's human rights risk due diligence results, please refer to the "Human Rights Risk Due Diligence" section on our website..



About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
6-0 Management Approach of Sustainable Topics
6-1 People Overview
6-2 Talent Attraction and Retention
6-3 Development and Growth of Employees
6-4 Health and Safety at E Ink
07 Social Engagement
Appendix

Human Rights Issues	Risk Groups	Management Practices	Risk Level	Mitigation Measures	Remediation Measures	Types of Remediation Measures	Implementation
Working Hours Management	Employees Suppliers	• Regular labor-management meetings are held to facilitate communication and negotiation between employers and employees. • Overtime work requires prior notification to employees and their consent, with overtime pay provided in accordance with legal regulations. • After establishing the work rules in accordance with regulations, they were submitted to the competent authority for approval and announced to all employees to ensure awareness. • Suppliers are required to sign the "Supplier Code of Conduct."	Low	• Overtime work requires prior notification to employees and their consent, and supervisors may review and adjust overtime arrangements through the e-system. • To meet actual demand, an adequate workforce is recruited in accordance with production capacity. • Rules and regulations are regularly reviewed and updated to comply with regulatory changes and control working hours.	• Handling tasks in accordance with the work rules. • Mechanisms for managing and tracking working hours are established. • Reasonable overtime compensation is provided for employees who have worked overtime and submitted an overtime claim.	Implementing internal policies to prevent	Achieved
Dignity and Respect	Employees Suppliers Clients	• Measures for preventing unlawful harm during duty execution and workplace sexual harassment, along with grievance and disciplinary procedures, have been established in compliance with the Occupational Safety and Health Act.	Low	• Conduct awareness training on the prevention of unlawful harm for all employees. • Strengthen internal communication channels for awareness initiatives.	• Provide third-party Employee Assistance Program (EAP) resources, offering a set number of free counseling sessions based on individual case needs. • Depending on the severity of the misconduct, appropriate disciplinary action is taken against employees with improper behavior, and compensation measures are coordinated based on the preference of the employee filing the complaint.	Implementing internal policies to prevent/ Non-financial remediation	Achieved
Ethical Business Practices	Employees Suppliers Clients Government units	• Operations are conducted in accordance with the Code of Ethical Business Conduct. • Starting in 2024, the Anti-Bribery Management System was certified under ISO 37001 standards and verified by the British Standards Institution (BSI).	Low	• Conduct ethical business conduct orientation courses for new employees. • Regular internal publicity announcements	• Strengthen the promotion of whistleblowing system.	Implementing internal policies to prevent	Achieved
Labor Conditions	Employees Suppliers Foreign employees	• Employment contracts comply with labor laws and are voluntarily signed by mutual consent. • Collective bargaining is upheld through 100% response rate labor-management meetings, ensuring harmonious relations with documented minutes for issue tracking. • ISO 45001 certification affirms E Ink's commitment to employee safety through comprehensive procedures and a secure work environment. • For foreign employees, it is crucial to engage a reputable intermediary through a legally compliant process. During the contract signing, request the intermediary to provide a comprehensive fee schedule to present any additional charges from being imposed on foreign employees.	Low	• Establishing corrective and preventive action procedures to address issues such as employee feedback, inspection deficiencies, and corrective actions from supervisory authorities, ensuring prompt and effective improvements. • Select legal intermediaries, and prohibit them from confiscating foreign employees' passports, bank books, and residence permits. • Ensure that foreign employees receive the same basic wages, working hours, and holidays as local employees. • Conduct surveys to understand foreign employees' opinions and provide responses.	• Establishing a management plan and allocating an annual budget for immediate improvement measures. • Handling tasks in accordance with the work rules.	Implementing internal policies to prevent	Achieved
Right to Health	Employees Suppliers Female employees	• In accordance with the Occupational Safety and Health Act, E Ink has established employee health management regulations to plan and implement health checks, promotion activities, and other related matters. • E Ink has established the Maternity Health Management Regulations which include the planning of risk classification, suitability of work, and other related matters to ensure the physical and mental health of pregnant, postpartum, and lactating female employees. • Health management for reassigned/replaced workers due to job-related injuries and illnesses.	Low	• Conducting annual health checks for employees that surpass regulatory requirements in terms of frequency and scope. • Planning and implementing annual health promotion activities and educational seminars. • Providing parental leave, breastfeeding rooms, prohibition of night shifts, priority for female employees, and reserved parking spaces for pregnant employees. • Assessment and recommendations on work arrangements based on health conditions.	• Planning relevant health promotion activities based on annual employee health examination results, consultations, and other relevant factors. • Arranging individual consultations with occupational physicians and coordinating return-to-work adjustments or resumption plans based on health conditions. • Providing employees with work-related injuries or occupational illnesses with sick leave and, where applicable, reinstatement to their original position upon recovery.	Non-financial remediation	Achieved
Environmental Safety	Employees Suppliers Local communities	• Systems have been established and externally certified in accordance with ISO 14001, ISO 50001, and ISO 14064-1 standards.	Low	• Conduct regular training to enhance awareness of chemical hazards and preventive measures, including waste segregation and appropriate disposal actions.	• Organize emergency response drills to practice risk assessment and appropriate actions in chemical incident scenarios.	Implementing internal policies to prevent	Achieved

Note 1: The scope of human rights risk due diligence covers E Ink's value chain, including its Taiwan sites (Hsinchu and Linkou sites), China sites, and significant suppliers. The implementation rate of remediation measures is calculated using the Taiwan sites (Hsinchu and Linkou sites) as the denominator.

Note 2: E Ink conducts annual audits on its suppliers, which include human rights risk due diligence. From 2022 to 2024, 34% of significant suppliers were audited, with no significant human rights risks identified. As a result, no mitigation measures were taken in 2024. If human rights risks are identified during audits, E Ink will continue to monitor and take action to mitigate the impact of such risks within its supply chain.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
6-0 Management Approach of Sustainable Topics
6-1 People Overview
6-2 Talent Attraction and Retention
6-3 Development and Growth of Employees
6-4 Health and Safety at E Ink
07 Social Engagement
Appendix

6-2 Talent Attraction and Retention

6-2-1 Talent Recruitment

To move towards sustainable business operations, E Ink formulates its talent recruitment strategies based on the company's mid-to-long-term business plans, developing forward-looking hiring initiatives. Through a fair, open, and impartial selection process, the company identifies and recruits the right talent while actively advancing various projects to internationalize its workforce and localize global talent, thereby supporting the operation and expansion of its overseas business.

In the recruitment and training processes, E Ink upholds the principles of diversity, equality, and inclusion, ensuring that factors such as nationality, race, gender, age, religion, or disability status do not influence recruitment or hiring decisions. The company adopts a diversified recruitment model, including global talent searches, internal talent development, campus recruitment, referrals through partner channels, and recruitment via social and digital platforms, to ensure the breadth and depth of its talent pipeline and meet a wide range of job requirements. In addition, E Ink offers international job rotations and global training programs to foster multicultural integration and build a highly competitive talent team.

Campus Recruitment

E Ink engages in campus cultivation activities at significant colleges with high talent density in the ePaper and display industries. Employees from various departments at E Ink visit campuses to give specialized lectures and provide internship opportunities, allowing students to gain the latest technological insights amidst the rapidly changing industry. Through various competitions, they share the characteristics and technology of ePaper, combined with demonstrations of end products featuring ePaper. These efforts attract outstanding young talent and build the employer brand image.

Supporting Employment of Individuals with Disabilities Globally

E Ink supports the employment of individuals with disabilities. As of December 31, 2024, the Company has employed a total of 20 individuals with disabilities. Among them, three individuals with severe visual impairments serve as full-time massage therapists, while the remaining 17 individuals—with mild, moderate, severe, or profound disabilities—are employed across the Company's research, production, and support departments. Looking ahead, E Ink will continue conducting internal job assessments to create more employment opportunities for individuals with disabilities.

Hiring Local Talents

To implement localized operations and enhance local market capabilities, E Ink hired 91. 2% local senior management talent[Note] in 2024. By cultivating local professional talent, the Company aims to improve management efficiency and competitiveness.
Note: Senior management refers to organizational leaders at the assistant general manager level and above, including Chief Information Security Officers, accounting managers, and corporate governance officers.

Shaping an Excellent Future: The Centennial Talent Cultivation Program – A Commitment to Talent Sustainability and Technological Innovation

In response to the global trends of sustainable development and technological innovation, E Ink recognizes that long-term corporate competitiveness stems from the cultivation of exceptional talent and continuous breakthroughs in ePaper technology.

To this end, E Ink launched the "Shaping an Excellent Future: Centennial Talent Cultivation Program," which is built upon four core pillars: "Fostering Future Leaders," "Promoting Industry-Academia Collaboration," "Advancing Educational Equity," and "Investing in the Long-Term Future."
Through this initiative, E Ink aims to strengthen technological innovation, cultivate and attract outstanding talent, and enhance its corporate social responsibility image—ultimately building a thriving ecosystem of shared success between academia and industry.



Investing in the Long-Term Future
Scholarship programs support students in focusing on academic research and enhancing their capabilities.

Advancing Educational
Reducing financial burdens and providing equal access to educational opportunities.

Promoting Industry–Academia Collaboration
Cultivating talent that meets market demands.

Fostering Future Leaders
Providing scholarships to support students in becoming outstanding professionals across various fields.

Five Key Initiatives to Build a Sustainable Talent Pipeline

Campus Recruitment: Strengthening Talent Connections

E Ink actively engages with university campuses by hosting dedicated recruitment sessions to share its advancements in ePaper technology and its vision for sustainability. These events help young talent gain a deeper understanding of the company and serve as a bridge for fostering industry–academia collaboration through interactive exchanges.
In 2024, E Ink participated in campus recruitment events at National Taiwan University, National Yang Ming Chiao Tung University, and National Tsing Hua University, connecting with nearly a thousand students.



Corporate Visits: Strengthening Career Development for Future Talent

Through open house events and in-depth corporate visits, students are given the opportunity to experience E Ink's corporate culture, R&D environment, and industry trends firsthand. The Company also arranges interactions with senior executives and technical experts to support students in exploring and advancing their career paths.



Industry–Academia Collaboration: Advancing Innovation and Application

E Ink collaborates with leading universities in Taiwan and abroad to jointly drive research and development in ePaper technology. The Company provides research resources and mentorship support to bridge academic research with industry applications and to facilitate the transformation of innovative results into practical use.
In 2024, E Ink held interactive lab sessions and guest lectures at the Department of Photonics, National Yang Ming Chiao Tung University. Since the collaboration began in 2019, more than 100 students have participated in the program. E Ink also partnered with the Department of Optoelectronics at Chung Hua University to offer courses taught by experienced industry mentors.



Summer Internship Program: Enhancing Practical Experience

E Ink collaborates with leading universities in Taiwan and abroad to jointly drive research and development in ePaper technology. The Company provides research resources and mentorship support to bridge academic research with industry applications and to facilitate the transformation of innovative results into practical use.



Scholarship and Early Offer Program: Identifying Talent Ahead of Time

E Ink provides scholarships to high-potential master's students in the fields of R&D and sustainability, helping to ease their financial burden so they can focus on academic research and innovation. This program is closely integrated with an early offer system, through which outstanding students may receive pre-employment offers before graduation, ensuring a smooth transition into the workforce and securing key talent in critical technology and sustainability areas for E Ink's future development.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
6-0 Management Approach of Sustainable Topics
6-1 People Overview
6-2 Talent Attraction and Retention
6-3 Development and Growth of Employees
6-4 Health and Safety at E Ink
07 Social Engagement
Appendix

6-2-2 Salary and Benefits

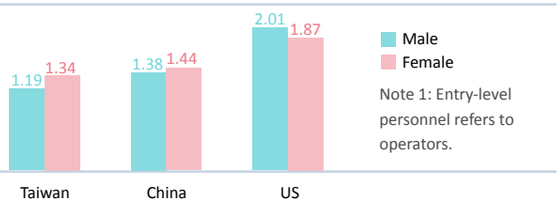
E Ink values the efforts and contributions of every employee. In addition to providing a competitive salary system, thoughtful benefits, and a quality workplace, the Company actively cultivates a friendly workplace. Diverse and motivating reward mechanisms are implemented to attract exceptional talents worldwide. The salary of newcomers is determined based on the job attributes, educational background, professional knowledge and skills, and work experiences, without any discrimination based on gender, race, religion, physical disabilities, political stance, marital status, or membership in labor unions or associations.

Enhancing Overall Compensation

E Ink adheres to the regulations of its operating locations and regularly participates in market compensation surveys to establish a fair and market-competitive compensation system. For example, the standard salaries for entry-level employees are all above the local statutory minimum wage. Additionally, E Ink reviews the market competitiveness of salary and benefits based on job market levels and individual performance each year. Over the past nine years, salaries have been increased annually. Over the past five years, as the E Ink's revenue and profits have continued to reach new highs, the Company has shared its success with global employees, with an average annual increase in per capita salary and benefits of approximately 3.5%. From 2020 to 2023, the average per capita salary and benefits grew by 20%. As the Company's revenue and profits have continued to reach new highs, E Ink has shared its success with global employees, with a 2.5% average increase in per capita salary and benefits in 2024 compared to the previous year. Starting in 2023, to recognize employees' contributions and retain outstanding staff, E Ink introduced additional retention bonuses based on employee performance and Company profitability, in addition to the existing annual performance bonus plan. This initiative aims to achieve higher performance and share profits with all global employees.

E Ink considers its employees as the most important asset, providing each one with an excellent working environment and developing competitive compensation policies based on global human resource development strategies. For example, in Taiwan, according to the 2024 information from the Taiwan Stock Exchange's Market Observation Post System, E Ink ranks first in the over-the-counter optoelectronics industry and in the top 3% of the listed optoelectronics industry in terms of overall salary benefits, average salary for full-time non-management employees, and median salary. E Ink's average employee welfare expenses increased from NTD 1.681 million to NTD 1.718 million, exceeding the industry average by approximately 53%. At other locations, E Ink adheres to a group-wide, consistent approach to salary and benefits management, maintaining the Company's compensation policies while adapting to local conditions. This ensures that employees worldwide receive fair and competitive compensation and benefits in compliance with local laws and regulations.

Comparison between the Standard Salary of Base-Level[Note1] Employees and Local Minimum Salary in 2024



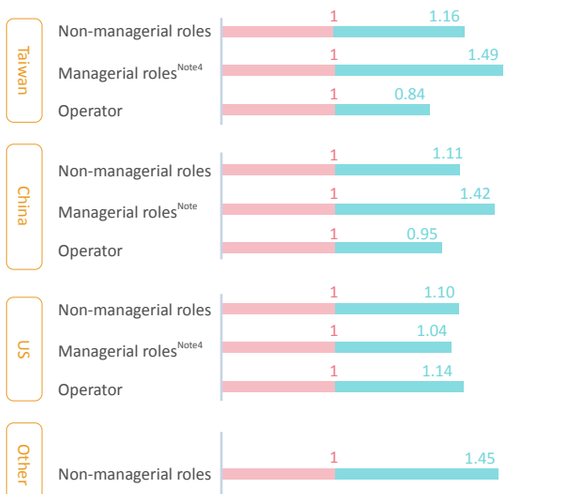
Note 1: Entry-level personnel refers to operators.

Percentage Difference in Salaries and Bonuses between Male and Female for 2024



Note : The aforementioned differences are based on female employees, calculating the actual differences in salaries and bonuses between male and female employees.

The gender Compensation ratio in 2024



Note : Most of E Ink's senior management are male, leading to a significant disparity in compensation ratios within the managerial category.

Number of Full-Time Employees Without Supervisory Duties, Average Salary And Difference From The Previous Year In Taiwan

Number of Full-time Employees (Person)	Total Salary of Full-time Employees (NT$1,000)	Average Salary of Full-time[Note2] Employees (NT$1,000)	Median Salary of Full-time[Note2] Employees (NT$1,000)
Difference	Difference	Difference	Difference
-5.13%	-3.58%	1.62%	2.51%
2023 ▶ 1,365	2023 ▶ 1,934,946	2023 ▶ 1,418	2023 ▶ 1,234
2024 ▶ 1,293	2024 ▶ 1,863,907	2024 ▶ 1,442	2024 ▶ 1,270

Note: The average salary and median salary for 2024, as well as the median salary for 2023, have been audited by CPAs.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
6-0 Management Approach of Sustainable Topics
6-1 People Overview
6-2 Talent Attraction and Retention
6-3 Development and Growth of Employees
6-4 Health and Safety at E Ink
07 Social Engagement
Appendix

Enhancing Employee Benefits

E Ink not only provides a competitive salary structure, labor and health insurance, and a comprehensive benefits program, but also offers multiple benefits that surpass regulatory requirements. These include a pre-scheduled annual leave system, volunteer leave, parental-friendly measures, health checkups and consultations, and an Employee Assistance Program (EAP). These benefits, combined with the efforts of the Welfare Committee, promote a harmonious workplace and work-life balance for employees, fostering a sense of unity and engagement within the Company. To encourage employees to engage in volunteer services, in 2024, E Ink has increased the annual volunteer leave entitlement in Taiwan from 8 hours per person to 16 hours per person. In the US, employees are granted 4 hours of volunteer leave per year. This initiative enables employees to pursue their interests in social engagement within the Company, reinforcing E Ink's commitment to corporate social responsibility.

Categories	Sub-categories	Performance in 2024
Welfare Subsidy	• Subsidy for maternity, illness, hospitalization, emergency, marriage, and funeral • Annual travel allowance • Departmental Dining • Continuing Education Subsidy	• Subsidies totaling NTD 525, 600 were provided in Taiwan sites for childbirth, injury, hospitalization, emergency, and wedding or funeral. In China, NTD 36 thousand (RMB 8,000)was provided as consolation payments to employees facing hardship. • A total of NTD 9.8 million was granted for benefits such as company outings and departmental gatherings. • NTD 183 thousand was approved and disbursed in educational subsidies.
Employee Support Program	• Implementation of Employee Assistance Program (EAP)	• The Employee Assistance Program(EAP)has been implemented in the U.S. region for many years. It was introduced in China in the fourth quarter of 2022 and implemented in Taiwan in 2023, achieving an overall employee coverage rate of 99%.
	• Flexible working hours	• Non-shift or non-scheduled employees in Taiwan can arrange to start and finish work within a 30-minute flexible time window each day. Employees in the US can adjust their work hours as needed.
	• Remote work options	• Except for those whose roles in production, manufacturing, or other job natures depend on specific equipment, employees in the US canchoose to work from home as needed.
	• Part-time work options	• Employees can opt to reduce their working hours for family care or childcare needs, allowing them to balance family and work responsibilities.
Maternity and Child-Friendly Program	• Childcare Facilities • Lactation facilities	• Employees are entitled to childcare benefits, which include the privilege of priority admission to nurseries operated by affiliated corporate foundations. • The Taiwan sites is mandated by regulations to establish dedicated lactation rooms. • Prohibited pregnant or breastfeeding female employees from engaging in hazardous or dangerous work.
Other Benefits	• Birthday/Festive Gift Vouchers and Gifts • Special discounts for purchasing products from affiliated company.	• The Welfare Committee distributed NTD 7.96 million in gift vouchers and NTD 4.9 million in festive gifts for birthdays and holidays in 2024. • Employees receive over 10% cashback and occasional special discounts when shopping at various channels of affiliated company, such as Green & Safe. • Employees can enjoy free weekly stress-relief massage services, with a total of 1,549 employee appointments served. • Besides granting national holidays as per regulations, the Taiwan sites offers additional benefits by allowing employees to enjoy nonworking Saturdays without makeup days mandated by the government. In 2024, each employee received a total of 1 paid leave days for makeup Saturdays.
Medical Insurance and Healthcare	• Employee health check • Employee Insurance • Dependent Insurance Discount • Employee health consultations	• Employee health checkups were conducted in three sessions, with a total of 948 participants, achieving a 98.4% employee participation rate. • All employees are covered by a company-sponsored group insurance plan at no cost, and they may extend coverage to their dependents at a discounted rate, thereby extending protection to their families. • On-site physician services and consultations were held 48 times, with a total of 265 consultations provided.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
6-0 Management Approach of Sustainable Topics
6-1 People Overview
6-2 Talent Attraction and Retention
6-3 Development and Growth of Employees
6-4 Health and Safety at E Ink
07 Social Engagement
Appendix

Employee Activities

In 2024, E Ink organized 20 events, attracting a total participation of 6, 579 employees, strengthening team cohesion and workplace engagement. To further support employees in achieving a balance between work and personal life, E Ink encourages employees to form clubs based on their interests, covering areas such as sports, academics, social service, and leisure activities.

As of December 2024, there were 17 employee-initiated clubs worldwide, fostering a dynamic and inclusive workplace culture. To support club activities, the E Ink Employee Welfare Committee allocated NTD 557, 000 in funding, enabling clubs to invite external experts, instructors, and coaches for professional guidance. These initiatives not only encourage active participation but also provide employees with opportunities to relieve stress, enhance well-being, and improve their overall quality of life.

Global and Taiwan

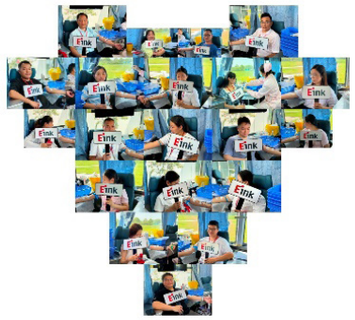
Earth Hour-Turn off the lights for one hour

E Ink encouraged employees in Taiwan sites and China sites to take part in the "Earth Hour" initiative by turning off unnecessary lights for one hour on March 23, 2024 . This simple yet powerful act aimed to cultivate awareness of energy conservation and carbon reduction, reminding everyone that even small efforts can contribute to a more sustainable planet. By joining forces, E Ink employees played a role in protecting the Earth and making a difference for future generations.

Number of participant :
70 from Taiwan sites, **484** from China sites



China sites



Blood Donation



Earth Day Campaign – Eco-Friendly DIY and Cycling Activities



Phoenix Island Ecological Conservation and Team-Building Activity



Family Day

Taiwan Site



International Women's Day



Travel Program for Foreign Employees



Family Day



Annual Party

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
6-0 Management Approach of Sustainable Topics
6-1 People Overview
6-2 Talent Attraction and Retention
6-3 Development and Growth of Employees
6-4 Health and Safety at E Ink
07 Social Engagement
Appendix

US Site



Family Day



Holiday Party



Earth Day Activities



Ed Levin Park Clean up and Hike

Club Activity



Basketball Club



Movie Club



Hand-Made Club



Inkers' Love, the Volunteer

Retirement System and Benefits

E Ink complies with the legal regulations of its operating locations, ensuring that all employees participate in retirement plans[Note] in accordance with local laws. In Taiwan, for example, E Ink adheres to the "Labor Standards Act" and the "Labor Pension Act", providing monthly contributions to employees' retirement savings and labor pension fund. This commitment safeguards employees' retirement benefits, allowing them to dedicate themselves to the company with peace of mind about their future retirement.

- In accordance with the "Labor Standards Act", E Ink contributes 4% of the total monthly salary to the retirement savings fund, which is supervised by the Labor Retirement Fund Supervisory Committee. As of December 31, 2024, the balance of the retirement fund reserve account was NTD 57.12 million.
- According to the Labor Pension Act, E Ink contributes 6% of each employee's monthly salary to the labor pension fund based on the wage classification table approved by the Executive Yuan. These contributions are saved in each employee's individual retirement account established by the Labor Insurance Bureau of the Ministry of Labor.
- In addition to statutory labor and health insurance, E Ink also provides group insurance for employees in Taiwan and offers their dependents the option to enroll in discounted group insurance at their own expense, enhancing family protection. In 2024, approximately 39.9% of Taiwan-based employees and their dependents voluntarily participated in the company's group insurance plan.

Note: For more detailed information on the retirement system and benefits, please refer to the 2024 Annual Report.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
6-0 Management Approach of Sustainable Topics
6-1 People Overview
6-2 Talent Attraction and Retention
6-3 Development and Growth of Employees
6-4 Health and Safety at E Ink
07 Social Engagement
Appendix

6-2-3 Labor Relations and Communication

Talent is one of the most valued assets at E Ink, and the pursuit of harmonious labor relations is the driving force behind the Company's growth and progress. Through various formal and informal communication channels, E Ink fosters internal consensus, achieving the culture of "One Team, One E Ink." To enhance labor-management relations and promote collaboration, the company has established diverse communication mechanisms tailored to different needs, ensuring timely and effective responses that support a positive and interactive labor-management relationship. In Taiwan, labor-management meetings are held regularly, where representatives from both sides discuss matters such as working arrangements, workplace environment, and employee benefits. Currently, a union has been established in China, with a 100% participation rate among local employees. However, unions have not yet been established in Taiwan, the US, or other regions. Nevertheless, E Ink fully complies with legal provisions regarding employee rights, and respects employees' rights to freedom of association and collective bargaining without interference or intervention. As of now, 35% of E Ink employees participate in independent labor unions.

Note 1: For details on the employee grievance procedures, please refer to the official E Ink website.
Note2: The union has not yet signed a collective agreement with E Ink.

Communication Channels	Description	Communication Frequency
Labor-Management Meeting/Welfare Committee	Quarterly meetings where employee representatives can express colleagues' suggestions and opinions on specific issues to ensure smooth labor-management communication and consensus with the Company.	Quarterly
Internal Website- My E Ink	Platforms for communication and establishing corporate philosophy and culture, or for publishing news or announcements.	Irregular
Internal Communication Mailbox	Employee feedback boxes.	Irregular
Employee Town Hall Meeting	Regularly held employee forums or general meetings where employees can communicate openly and directly with the management team.	Yearly
Email Announcements	In 2024, a total of 125 announcements related to HR and the Welfare Committee were made, simultaneously notified to colleagues via email.	Irregular
ePaper Signage	Electronic posters to display Company policies, internal job vacancies, activity promotions, etc., ensuring that announcement information is integrated into the work environment.	Irregular
Grievance channel	Email: appeal@eink.com Hotline: 03-5643200#11199	Irregular
Labor Union (Yangzhou Sites)	Establishment of a union at the Yangzhou site, where employees can express any opinions on personnel management or factory operations through the union, with responsible departments handling the follow-up.	Irregular

The Employee Communication Meeting of Taiwan sites in 2024			
Meeting Name	Frequency of Meetings	Number of Proposals	Number of Resolutions
Labor-Management Meeting	4	44	44
Welfare Committee	4	14	14
Employee Town Hall Meeting	2	0	0

The Employee Communication Meeting of China sites in 2024			
Meeting Name	Frequency of Meetings	Number of Proposals	Number of Resolutions
Union Meetings	3	3	3
Employee Town Hall Meeting	2	0	0
Worker Congress	1	5	5

The Employee Communication Meeting of US in 2024			
Meeting Name	Frequency of Meetings	Number of Proposals	Number of Resolutions
Employee Town Hall Meeting	3	6	6















About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
6-0 Management Approach of Sustainable Topics
6-1 People Overview
6-2 Talent Attraction and Retention
6-3 Development and Growth of Employees
6-4 Health and Safety at E Ink
07 Social Engagement
Appendix

Employee Engagement Survey

To foster a friendly working environment, E Ink conducts a global employee engagement survey annually. This survey covers five key metrics: work experience, sense of purpose, trust, stress levels, and well-being (job satisfaction, purpose, happiness and stress), aiming to understand employees' engagement and commitment to the Company. In 2024, the survey achieved 100% distribution coverage, with questionnaires sent to 2, 793 employees and 2, 114 responses received, resulting in a responded rate of 76%. According to the analysis of the 2024 survey results, the average engagement score for all employees was 81.8[Note1], marking a 1.4% increase from 2023. Additionally, 83% of the overall survey responses indicated the top level of engagement[Note2]. By understanding employees' feedback, E Ink can develop targeted measures to address weaker areas of engagement, serving as a crucial reference for organizational management and enhancing employee engagement.

Note 1: The overall satisfaction score is 100.
Note 2: The employees' engagement score is 70.

Metrics	Example of Questions	Score of the Employee Engagement Survey
Job Satisfaction	The company's system and processes are efficient and effective.	81.2
Purpose	I understand that my work contributes to the Company's development.	82.5
Identification and Trust	I receive support and assistance from my supervisor to resolve work-related issues.	82.0
Stress	My job allows me to balance my personal life.	82.0
Happiness	The welfare/activities offered by the Company (e.g., spring outings, family days, celebrations, etc.) are enjoyable and meaningful.	81.2



Employee Satisfaction Surveys Analysis by Categories

Categories		Average Scored
Age	Under 30	86.4
	31-41	81.5
	41-51	81.0
	51-61	80.1
	Over 61	74.3
Gender	Female	82.8
	Male	83.1
Job Role	Technician (Direct labor)	84.7
	Administrator/Engineer	78.5
	Frontline supervisors (Manager/Assistant Manager level)	79.5
	Senior Executives (Director level and above)	80.5
Region	Taiwan	79.8
	China	85.5
		76.5

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
6-0 Management Approach of Sustainable Topics
6-1 People Overview
6-2 Talent Attraction and Retention
6-3 Development and Growth of Employees
6-4 Health and Safety at E Ink
07 Social Engagement
Appendix

6-3 Development and Growth of Employees

6-3-1 Core Competencies

E Ink embraces spirit of "Accountability, Teamwork, and Innovation" as E Ink DNA and aims for all employees to embody the E Ink DNA. This ensures that employees' abilities align with their job responsibilities. Through the E Ink DNA, organizational vision, values, and business philosophy, six core competencies are developed to cultivate the necessary skills to realize the core values. This further strengthens the connection between employees and the Company's business philosophy, goals, and strategies.

Employee development and growth are highly valued talent strategies at E Ink, fostering a culture of continuous learning and personal development within the organization. Together with the Company's employees, E Ink cultivates a positive work atmosphere and environment that embraces a sense of accountability, integrating the "One More Ounce" attitude into the organizational culture. E Ink recognizes and appreciates the value and efforts of each employee, and the Company's fruitful operational achievements are the result of the collective dedication from all departments and team members. E Ink also believes that the infusion of fresh perspectives brings forth innovative ideas and creative products, revitalizing our organization and keeping it dynamic.

Initiating action

Proactive and self-motivated, with the ability to take initiative to accomplish objectives and tasks beyond what is required. Displays a positive work attitude and does not rely solely on instructions to take action.

Striving for Outstanding Performance

Establishes high-performance standards for both oneself and others, driven by a strong sense of mission to successfully fulfill tasks. Pursues personal excellence, motivated by a commitment to achieving high standards rather than merely meeting the expectations of others.

Contributing to Team Success

Actively participate in team assignments to foster the accomplishment of team objectives.

Adaptability

Maintaining high performance amidst changing work and environmental conditions, effectively adjusting to new work structures, processes, requirements and culture.

Continuous Learning

Actively seek learning opportunities and engage in them, applying newly acquired knowledge and skills to work.

Innovation

Develop innovative and feasible solutions to work situations, trying different or new methods to handle work problems or opportunities



About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
6-0 Management Approach of Sustainable Topics
6-1 People Overview
6-2 Talent Attraction and Retention
6-3 Development and Growth of Employees
6-4 Health and Safety at E Ink
07 Social Engagement
Appendix

6-3-2 Diverse Training and Development

In response to the company's rapid growth, E Ink has established a comprehensive training and development framework for employees at all levels, from entry-level to management, aligning with functional attributes and the E Ink DNA. This framework includes onboarding programs, professional training, and elite development initiatives aimed at continuously nurturing employees, identifying high-potential talent, and preparing future leaders. Through mentorship, cross-cultural communication programs, strategic job rotations, and international assignments, E Ink cultivates well-rounded management professionals, building a strong talent pipeline for sustainable business growth.

To further support employees in their career progression, E Ink also provides assistance to those returning from extended leave. For indirect employees resuming work after a career break, if their job roles have changed, the company offers job-specific competency-mapping training programs to help them quickly adapt to their new responsibilities. For direct employees whose certifications may have expired during their leave, E Ink arranges retraining programs, ensuring they pass production line certification before independently resuming their duties. These measures bridge skill gaps and ensure a seamless reintegration into the workforce.

As a global company, E Ink recognizes the importance of fostering an inclusive and culturally diverse workplace. To promote respect and understanding of different cultures, the company actively integrates Diversity, Equity, and Inclusion (DEI) into its educational programs and teamwork initiatives. In 2024, E Ink introduced cross-cultural communication training sessions and workshops covering topics such as "Open-mindedness and Understanding Cultural Differences," "Cultural Intelligence and DEI," "Microaggressions," and "Creating an Inclusive Culture at E Ink." By the end of December 2024, a total of 695 employees had participated in these sessions.

Additionally, since 2022, E Ink has continuously aligned with the six key talent development indicators of TALENT, in Taiwan, and has continued to demonstrate its strong commitment to DEI principles. The company firmly believes that promoting diversity education and fostering an inclusive culture will enhance employee collaboration and mutual understanding, ultimately contributing to E Ink' s vision for sustainable development.

E Ink University

The E Ink Global University was established in 2020 and designed a diverse and foundational curriculum. Collaborating with expert instructors from different sites, the university has developed several courses that embodying the Company's culture of "connectedness, continuous learning, and the innovation" Through E Ink's online learning platform, employees from different sites can share educational and training resources without the constraints of geography and time zones. Employees can choose courses based on their duties.

Training Committee

EIH established the Training Committee in 2020, by appointing training executives from each function center to integrate crossdepartmental and cross-functional training resources. Through the joint efforts of training executives and training coordinators, E Ink has developed a unique professional job map, enabling new employees to quickly grasp job essentials and establish a common internal language by inheriting the experiences of their predecessors. Regular meetings are held to communicate project items with training executives, gather feedback from each center, and review training outcomes.

Training Framework



Note: This is a globally applicable training framework, but each region will adapt the resources and implementation methods based on local conditions.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
6-0 Management Approach of Sustainable Topics
6-1 People Overview
6-2 Talent Attraction and Retention
6-3 Development and Growth of Employees
6-4 Health and Safety at E Ink
07 Social Engagement
Appendix

Planning Education and Training Curriculum Based on Job Level

Based on the organizational culture and behavioral competencies, E Ink defined the foundational abilities for general employees, assistant managers, and department managers. Training courses were designed specifically for different functions, structured around core competencies, managerial skills, and professional expertise. These competency-based training and development programs aimed to enhance the performance of the employees.

Core Competency

The essential general education courses for all employees. To help employees understand the competencies and core spirit of the company, each new employee must complete the "Competency Introduction Course" upon joining. This ensures that the E Ink DNA is deeply embedded in every employee.
In 2024, the completion rate for new employees was 100%.

Managerial Competency

In line with the need for management competency development, the Company has designed and developed management training programs. These programs cover organizational goal setting, organizational development strategies, management capabilities, strategic goal management, departmental performance management, and work execution management.

Professional Competency

To enhance the depth of talent and cultivate comprehensive key personnel, thereby strengthening organizational competitiveness, the Company offers professional departmental training and leverages external resources for knowledge exchange and experience sharing. This creates a comprehensive and diversified learning environment.

Employee Development Program: **New Employee Training**

Learning Method: **Coaching**

Type of Program: **Newcomer development**

Brief

E Ink has designed a comprehensive training program for new employees, including corporate culture orientation, company policies and procedures, regulatory awareness, system operation tutorials, and quality awareness. The program emphasizes the communication of core values, philosophies, and internal resources. In addition to enhancing new hires' understanding of the company, it also shortens their adaptation period and helps them integrate quickly into the corporate culture.
In 2024, to help new employees better understand the concept of accountability, E Ink arranged an online course led by instructor Yi-Ming Sun titled "Breaking the Myths of Accountability: Building a Proactive and Responsible Team." The course covered both individual and team-based elements of accountability, and the average satisfaction score from participants in the new employee training program reached 95 points.

New Employee Mentorship Program

New employees are paired with experienced colleagues in their respective departments, who serve as mentors to help them familiarize themselves with the work environment, company culture, and job-related knowledge. Through On-the-Job Training (OJT), new hires can quickly grasp key job responsibilities and expectations.
In addition, E Ink offers a Senior Leadership Coaching Program for newly appointed department-level and above managers. This initiative includes one-on-one coaching sessions with senior executives, providing deeper insight into corporate strategy, organizational operations, and resource integration. This program effectively develops high-level management talent and serves as a key strategy for building leadership capacity within the company.

Deliverable

Through the New Employee Mentorship Program, new hires can quickly become familiar with their job responsibilities and the company culture, effectively improving work efficiency and output, as well as increasing satisfaction with the training experience.

Business Impact

Through the New Employee Mentorship Program, new hires can quickly become familiar with their job responsibilities and the company culture, effectively improving work efficiency and output, while enhancing overall satisfaction with the training experience. As of the end of 2024, a total of 84 sessions had been conducted, with 1, 708 participants, achieving a 100% completion rate and an impressive satisfaction score of 95 points.

Coverage of Employees

8% Note

Note: This coverage percentage applies to Taiwan only.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
6-0 Management Approach of Sustainable Topics
6-1 People Overview
6-2 Talent Attraction and Retention
6-3 Development and Growth of Employees
6-4 Health and Safety at E Ink
07 Social Engagement
Appendix

Employee Development Program: Acceleration Program of Potential Leader (APPLE)

Learning Method: **Mentorship** Type of Program: **Leadership development program**

Brief

The purpose of this program is to proactively build a pipeline of future managers. In the event of new site establishments, organizational restructuring, cross-regional technology transfers, or international leadership gaps, suitable talent can be selected from the reserve talent pool. This approach effectively supports the Company' s growth, reduces recruitment costs, and enhances both technological development and production efficiency.

In the fourth quarter of 2023, E Ink launched the second cohort of its Acceleration Program of Potential Leader (APPLE) to strengthen managerial competencies among mid-level supervisors, with the program' s outcomes scheduled to be presented in 2025. The program focuses on developing managerial competencies aligned with E Ink' s talent development strategy, which emphasizes capability building, performance enhancement, and right-person-for-the-right-role placement.

The APPLE initiative is a tailored management development plan designed to enhance leadership capabilities at E Ink. It includes Individual Development Programs (IDP) and Group Development Programs (GDP) based on key behavioral indicators for critical competencies, as well as a Mentor Dialogue Program to provide one-on-one guidance. These components equip potential leaders with practical managerial knowledge, skills, and attitudes needed for future leadership roles.

Deliverable

- Individual Development Plan completion rate: **100%**
- Post-course follow-up completion rate for Group Development Program: **100%**
- Quarterly mentor meeting completion rate: **98.4%**
- Group development program satisfaction score: All above **94 points**

Business Impact

- Employee engagement score increased by **1.4%**
- Talent retention rate in the leadership pipeline: **100%**

Coverage of employees

4.4%[Note]

Note: This coverage percentage applies to Taiwan only.

Employee Development Program: Introduction to Generative AI

Learning Method: **Teams and Networks** Type of Program: **Digital transition program**

Brief

Effectively leveraging Artificial Intelligence (AI) to enhance work efficiency has become an inevitable trend. AI not only reduces repetitive tasks but also assists in data analysis, accelerates decision-making processes, and enhances creativity. However, given the rapid advancement of AI technologies, companies must carefully assess associated risks and challenges to ensure safe and compliant implementation.

In 2024, E Ink launched a series of AI-related courses, inviting domestic and international experts to deliver lectures and online training on AI trends and practical applications. Distinguished speakers included Ben Armstrong, Executive Director of the Industrial Performance Center at the Massachusetts Institute of Technology (MIT), and George Westerman, Senior Lecturer at the MIT Sloan School of Management, who shared insights into strategies and challenges faced by enterprises when integrating AI technologies. These sessions encouraged employees to reflect on the value of AI in the workplace and how it can deepen organizational competitiveness.

The online modules, led by internal instructors, covered the principles of generative AI, basic interaction techniques with AI tools, and discussions on how businesses can effectively adopt large language models (LLMs) to integrate AI into daily operations.

Deliverable

A total of 7 AI training sessions were conducted globally, with 1, 512 participants receiving training.

Business Impact

Productivity Improvement: For example, in the development of ePaper products for the retail sector, AI was utilized to assist in waveform development for ePaper drivers, resulting in a 57.1% reduction in development time.

Coverage of employees

53%

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
6-0 Management Approach of Sustainable Topics
6-1 People Overview
6-2 Talent Attraction and Retention
6-3 Development and Growth of Employees
6-4 Health and Safety at E Ink
07 Social Engagement
Appendix

Diverse Learning Resources and Self-Improvement Channels

E Ink not only provides diverse learning resources to encourage employees in their pursuit of continuous learning but also offers in-service education subsidies, supporting employees in enrolling in advanced academic programs to enhance their professional expertise and corporate management capabilities. Furthermore, to ensure that high-potential talent continues to grow and exert influence in an ever-evolving environment, E Ink annually sponsors selected future leaders to participate in the Stanford LEAD Program, which cultivates innovative thinking and leadership skills.

Training Resources

Diverse Learning Resources

Benefits

In addition to internal training programs, E Ink also provides access to external learning resources such as Tianxia Innovation Academy, Chuanxing Academy, and MIT Salon. These platforms are designed to enhance employees' professional competencies and adaptability in the workplace, thereby promoting greater efficiency and innovation.

Training Resources

Professional Development Assistance

Benefits

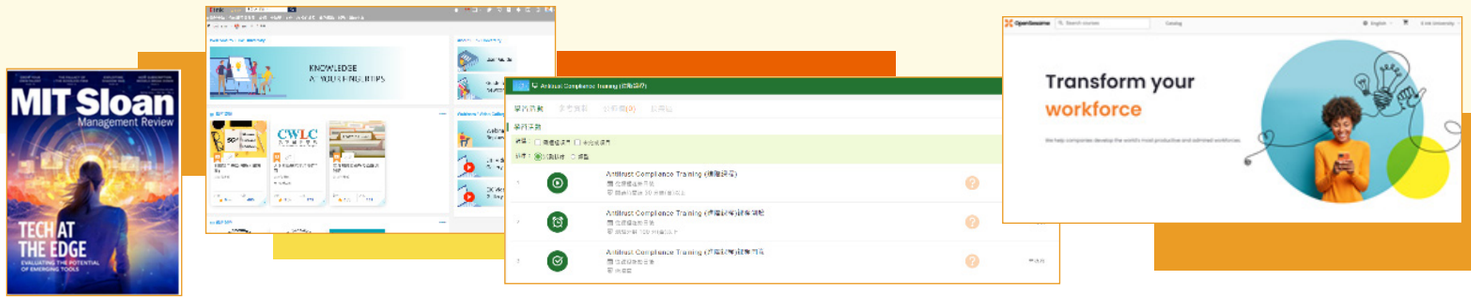
To encourage employees to continuously enhance their capabilities and apply what they learn in the workplace, E Ink provides ongoing in-service education subsidies. These subsidies cover academic programs such as graduate studies and executive master's programs in business management. In 2024, a total of six employees received support, with subsidies amounting to NTD 1,831,443.

Training Resources

Stanford Lead Program

Benefits

Through training programs that strengthen strategic leadership, foster innovative thinking, and enhance individual influence, E Ink supports the global development of its high-potential talent. In 2024, a total of six high-potential employees participated in the program, with subsidies amounting to NTD 1,135,480.



Education and Training Effectiveness

E Ink spares no effort in employee education and training. Upholding a core competency culture of "continuous learning," since 2021, the performance appraisal system has been linked with the training records on the E Ink University platform, enabling supervisors and employees to directly access both current and past training histories. In addition to using course completion status, progress on job-specific competency maps, and the number of certifications obtained as reference materials for performance evaluations, this system also helps supervisors identify employees' learning and development needs, so as to provide necessary resources or assistance.

In 2024, E Ink offered a total of 1, 017 training courses[Note 1] across its global sites, including 340 onboarding sessions, 118 general education courses, 29 core competency courses, 51 management competency courses, and 479 professional functional training courses, with a cumulative participation of 52, 512 trainees. The total training hours reached 378, 255. 1 hours, with an average of 125. 7 training hours per employee for the year. The training participation rate reached 90% of all employees, and the average training cost per employee was NTD 4,143[Note2].

Looking ahead, E Ink will continue to plan and expand training programs in various areas based on organizational goals, learning blueprints, international trends, and product development progress, ensuring that talent development stays aligned with the Company's strategic direction.

Note 1: For detailed information on the effectiveness of training in 2024, please refer to the appendix of this report.
Note 2: Training costs include lecturer fees, transportation expenses, certification fees, and platform account and maintenance fees

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
6-0 Management Approach of Sustainable Topics
6-1 People Overview
6-2 Talent Attraction and Retention
6-3 Development and Growth of Employees
6-4 Health and Safety at E Ink
07 Social Engagement
Appendix

6-3-3 Performance Review and Development

E Ink conducts Performance Appraisal twice a year for all employees[Note] . The performance appraisal is based on the Objective and Key Results (OKR)method, which translates the company's annual goals into specific, measurable objectives. Employees are responsible for setting their own annual goals and tasks that are aligned with the company's goals. This method enables employees to have a clear understanding of their goals and job responsibilities, contributing to the overall growth of the company. During the performance appraisal period, supervisors from departments and centers review and provide suggestions on employee performance. Additionally, employees are required to conduct self-assessment and provide self-feedback based on their individual performance. This approach allows E Ink to understand employees' work performance and contributions while helping employees identify and address any potential issues, effectively improving work efficiency and professional development. Furthermore, apart from the performance appraisal, employees and supervisors review and adjust work plan on a daily basis by agile conversations. This approach increases working productivity and performance of employees.

Furthermore, E Ink employs a multimensional evaluation approach, considering factors such as training records, disciplinary records, and cross-departmental project collaboration. This comprehensive understanding of employee performance and capabilities ensures appropriate rewards and incentives. Performance results serve as the basis for promotions, training and development programs, and compensation design.

To encourage employees to achieve the corporate vision of "Sustainability and Profitability in Tandem," E Ink organized both in-person and online sustainability management courses in 2024. These courses aimed to familiarize employees with the company's environmental, social, and corporate governance (ESG) policies and goals, thereby enabling them to work together toward the company' s sustainability objectives. The total training hours reached 294,408.

Additionally, E Ink held various recognition activities, such as the "Outstanding Employee" and "Excellent Team" awards, using evaluation criteria that included sustainability performance (e.g., climate change and social inclusion), research and process innovation, and operational management optimization. These initiatives encourage employees to embody the six core competencies of the E Ink DNA, demonstrating a spirit of innovation and sustainability, and growing together as one team.

Note: Performance evaluations cover all employees except those who joined E Ink within the past three months.

Excellent Employees

In 2024, a total of 61 excellent employees were publicly recognized during quarterly employee meetings across all global sites, with a total of approximately NTD 285,000 awarded in bonuses.

Excellent Teams

In 2024, 16 excellent teams were publicly recognized at the annual party, with a total of NTD 1,285,000 awarded in bonuses.



Method	Target Group	Frequency	Method of Evaluation
Objective and Key Results (OKR)	All Indirect Employees	Twice a Year	In the middle and at the end of each year, E Ink hosts the Global Leadership Summit (GLS) to establish short-, medium-, and long-term company goals. After supervisors at various levels explain the Company's operational and departmental goals to employees, employees can set their personal goals, which must be approved by their supervisors. To enhance per formance, supervi sors and employees maintain irregular and regular (mid-term/endof-term) performance reviews and feedback sessions to assess the achievement of various stages of goals, providing encouragement and assistance to ensure goals are effectively met.
Multimensional Performance Appraisal	All Employees	Regularly Updated	Each employee's evaluation period includes training records, instructor certification records, outstanding employee records, and reward and disciplinary records.
Team-based Performance Appraisal	General Employees	Once a Year	Department-level managers are encouraged to provide positive reinforcement to project team members based on the E Ink DNA(Accountability, Teamwork, and Innovation) to foster cohesion and promote effective team collaboration.
Agile conversations	All Employees	Ongoing	E Ink promotes open feedback, growth-focused, goal-oriented, trust-building, and timely communication to create a more proactive and One Team work environment, thereby enhancing team and individual performance.
Performance Appraisal by Ranking	All Employees	Twice a Year	Indirect staff are ranked and rated based on goal achievement, multi-dimensional evaluation references, cross-departmental collaboration stars, and other indicators, with separate rankings for management and non-management roles. The performance of direct staff, which is directly related to production capacity, is ranked and rated by supervisors based on their professional skills, work attitude, communication and collaboration, and job responsibility indicators.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
6-0 Management Approach of Sustainable Topics
6-1 People Overview
6-2 Talent Attraction and Retention
6-3 Development and Growth of Employees
6-4 Health and Safety at E Ink
07 Social Engagement
Appendix

6-4 Health and Safety at E Ink

E Ink upholds the core values of "Safety First, Environmental Protection Priority, Full Participation, and Sustainable Operation" by establishing a comprehensive " Safety, Health, Environment, and Energy Management." This policy aims to create a healthy, safe, and comfortable work environment for employees. By implementing the ISO 45001 Occupational Health and Safety Management System, E Ink focuses on safety as a priority, integrating safety protection, environmental improvement, and health care into three main aspects. The strategies include enhancing management empowerment through occupational safety systems, controlling risks to create a secure workplace, promoting a safety culture, and fostering a healthy and enjoyable work environment. These efforts aim to mitigate or reduce risks, prevent fatalities, decrease work-related injuries, ensure employee health, and continuously improve occupational health and safety (OHS) performance.

Safety, Health, Environment, and Energy Management

Safety First			
Safety Protection	Environmental Improvement		Health Care
Enhancing Management Empowerment through Occupational Safety Systems	Controlling Risks to Create a Secure Workplace	Promoting a Safety Culture	Fostering a Healthy and Enjoyable Work Environment

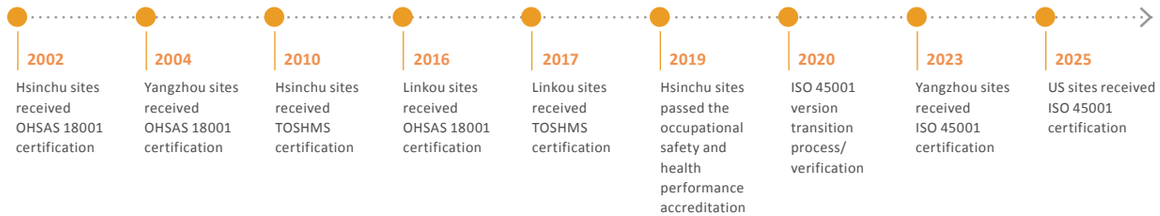
6-4-1 Enhancing Management Empowerment through Occupational Safety and Health Management

Occupational Safety and Health Management with Full Employee Participation

E Ink has not only implemented the ISO 45001 Occupational Health and Safety Management Standard to enhance occupational safety system governance but also has the occupational safety and health management under the supervision of the Board of Directors. At the operational level, the Company established an Occupational Safety and Health Committee, which holds regular quarterly meetings to report progress to top management, relevant responsible units, labor representatives, and the Board of Directors. This committee consists of supervisors and employee representatives from each site, with the site manager serving as the chairperson, responsible for regularly discussing matters related to occupational safety and health, such as education and training, work environment improvements, safety and health management performance, contractor management, and health promotion. Through the operation of the quarterly committee, management policies, regulatory compliance, and effectiveness are reviewed, striving to create a high-quality work environment where employees can work with peace of mind.



For more information on the Occupational Health and Safety Management System certification, please refer to E Ink website.



In 2024, E Ink's Taiwan and Yangzhou sites completed the ISO 45001 implementation and received external certification. The US site is also in the planning stage for system implementation, which is expected to be completed by 2026, further advancing E Ink's occupational safety and health management practices.

6-4-2 Controlling Risks to Create a Secure Workplace

Hazard Identification and Risk Management

E Ink adheres to the ISO 45001 Occupational Health and Safety Management System, has established the "Hazard Identification, Risk Assessment, and Environmental Consideration Procedure," with the Occupational Safety Committee members serving as the core team to define the responsibilities of each unit. Certified employee representatives conduct comprehensive inspections of equipment and operational procedures, identifying and assessing departmental hazards and risks based on the accident severity, occurrence probability, and risk control effectiveness. Risks are categorized into four to five levels based on the risk score and further divided into acceptable and unacceptable risks, prioritizing improvement efforts to eliminate hazards and minimize risks. Additionally, if workers encounter immediate danger during operations, they can decide to stop work or take necessary protective measures and evacuate the workplace without facing any adverse consequences.

In 2024, E Ink's Taiwan and Yangzhou plants conducted hazard identification and risk assessments, totaling 2,375 and 606 items, respectively. Among them, 763 and 194 items were identified as opportunities to assess risk reduction and improve occupational safety and health. A total of 11 items were classified as high-risk and prioritized for improvement, with no significant unacceptable risks found. The top three hazard types this year were physical and mechanical hazards (63.5%), followed by chemical hazards (32.5%), and Ergonomic hazards (2.7%). The most common injury types included mechanical crushing, inhalation of odors, and chemical exposure. These risks have all been incorporated into daily management and document control. Furthermore, based on risk assessments and stakeholder recommendations, 32 improvement opportunities were included in the improvement management plan, achieving a 94% improvement rate in 2024.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
6-0 Management Approach of Sustainable Topics
6-1 People Overview
6-2 Talent Attraction and Retention
6-3 Development and Growth of Employees
6-4 Health and Safety at E Ink
07 Social Engagement
Appendix

Occupational Health and Safety Improvement Projects

In 2024, E Ink identified and promoted 32 occupational safety and health (OSH) priority improvement measures based on its hazard identification procedures and stakeholder input, achieving a 94% implementation rate. Among the two measures that were not fully implemented, one was carried out using an alternative solution, while the other was not completed within the original timeline due to scheduling delays. Key initiatives are summarized below. In addition, E Ink continues to improve workplace safety by regularly enhancing the safety performance of in-facility equipment.



Internal inspections

2n 2024, four internal audits of the Environmental, Health, and Energy Management System were completed, identifying a total of 30 deficiencies. By the end of the year, the improvement rate for these internal audit deficiencies reached 97%.

97% corrective actions were completed by the end of 2024.

Category	Occupational Health and Safety Improvement goals	hazard types physical and mechanical hazards , chemical hazards, and Ergonomic hazards	Occupational Health and Safety Improvement topic	Occupational Health and Safety Improvement results in 2024	Site
Build a safety culture	Improve safety self-awareness	Others	Catching safety hazards	By identifying potential safety hazards through various activities, employees' safety awareness and risk identification capabilities are enhanced, facilitating a shift from "being told to be safe" to "wanting to be safe," "knowing how to be safe," and ultimately "being able to ensure safety." This fosters a stronger sense of responsibility for workplace safety and helps create a safer working environment.	Yangzhou
	Improve healthy self-awareness	Others	"Occupational Disease Prevention and Control Law" Publicity Week Activities	Through banner promotions, billboard displays, expert lectures, and health competitions, employees' understanding of the "Occupational Disease Prevention Law" is strengthened, enhancing occupational health awareness and emergency response capabilities while fostering a corporate culture of "learning the law, applying the law, and abiding by the law."	
Strengthen emergency response management	Enhance ambulance efficiency	Others	Adding AED to the factory	The installation of AED devices in dormitories, factory areas, and testing centers has established an effective emergency response system, reducing the risks of sudden incidents. In 2024, E Ink conducted AED training sessions, certifying 30 employees as first-aid responders, further improving emergency preparedness and strengthening employee safety.	
		Others	Newly established laboratories will be equipped with emergency medical kits.	An "emergency medical kit" has been installed at the Hsinchu site in Taiwan to ensure immediate first aid treatment when needed.	
Establish a safe working environment	Reduce personnel exposure risks	chemical hazards	Installation of dust packaging equipment in the material production area	The repackaging of powder bags within enclosed chambers effectively reduces airborne dust dispersion, minimizing direct exposure and inhalation risks for personnel.	Taiwan
		chemical hazards	Environmental organic exhaust improvement project	Additional exhaust hoods have been installed above and behind coating machines in the production process to reduce the dispersion of organic solvents.	
		physical and mechanical hazards	Upgrade of submersible pump electrical panels in the wastewater plant's chemical tank area	The replacement of aging electrical panels for submersible pumps has addressed moisture-related issues and component degradation. A partition panel has also been added to prevent electric shock risks.	
		chemical hazards	Installation of explosion-proof trash bins in the material production area	Explosion-proof waste bins installed in multiple work areas have passed FM (Factory Mutual) Approval, meeting high anti-damage standards. Additionally, specialized waste bins for organic solvents are equipped with airtight and fire-resistant features, aimed at strengthening safety management and enhancing risk prevention capabilities.	

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
6-0 Management Approach of Sustainable Topics
6-1 People Overview
6-2 Talent Attraction and Retention
6-3 Development and Growth of Employees
6-4 Health and Safety at E Ink
07 Social Engagement
Appendix

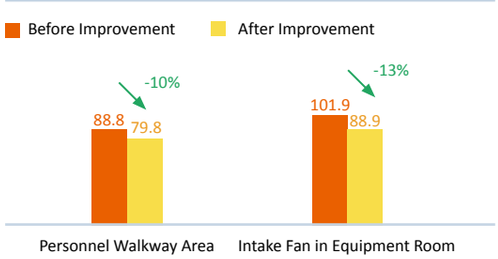
Noise Reduction Measures for Equipment

Management Measures

To meet the increasing production demand for ePaper Film (Front Plane Laminate, FPL), E Ink expanded its FPL production line at the Hsinchu site. Throughout the expansion process—including space planning, procurement of new equipment, trial runs, mass production, and waste treatment—strict adherence to the Occupational Safety and Health Act was maintained to ensure workplace safety.

Noise measurements in the personnel walkway area recorded levels of 88. 8 dB, while the intake fans inside the equipment room exceeded the 90 dB threshold set by Article 300 of the Occupational Safety and Health Act. To protect employee health and reduce noise at the source, steel panels lined with sound-absorbing foam were installed around the equipment to minimize noise reflection and transmission. Although the noise level in the production area has been reduced to below 85 dB, thus meeting occupational safety standards, additional measures were implemented: employees entering the equipment room are provided with earplugs to use during equipment inspections. E Ink will continue to monitor decibel levels regularly to ensure the long-term safety of its workforce.

Workplace Noise Improvement



Intake Fan Improvement Comparison Diagram

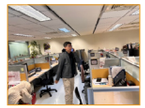
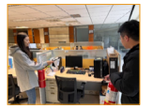


Emergency Incident Handling Procedures and Safety Drills

E Ink has established a comprehensive emergency response procedure, strictly adhering to regulations and relevant requirements, and conducts multiple safety drills annually. These drills aim to familiarize all personnel with emergency notification, response handling, and evacuation procedures, thereby effectively reducing the impact during actual incidents. In 2024, E Ink conducted 75 safety drills at its sites in Taiwan, Yangzhou, and the US, further enhancing the Company's safety management execution and employees' emergency response capabilities.

Item	Taiwan	Yangzhou	US
Personnel Evacuation Drill	14	10	5
Fire Emergency Response and Fire Extinguisher Drill	22	9	5
Toxic Gas/Chemical/Gas Leak Emergency Response Drill	5	3	2
Total	41	22	12

Linkou Site Personnel Evacuation Drill Drill Scenario: Fire Breaks Out in the 2nd-floor Office _during computer-related work activities.

Emergency response process	Emergency response task execution details		Emergency response task execution result
Task assignment (1)	The on-site commander designates personnel and assigns emergency response tasks: · Appoint evacuation guides to lead people to the 2nd-floor office entrance. · Appoint notification personnel to report to the safety and plant operations teams		The on-site commander' s task instructions are clear. Increasing the volume of the commands would allow for more immediate communication of information.
Evacuation of personnel (simultaneously)	Evacuation guides should confirm that all personnel have been evacuated, conduct a roll call at the assembly point, and check for any injuries.		Evacuation guides assist with guiding and taking roll. If additional actions are taken to indicate the evacuation direction, it would further ensure the clarity of the evacuation route.
Notification (simultaneously)	· The notification personnel report the time, location, situation of the incident, and whether there are any injuries. · The notification personnel provide real-time updates on the evacuation and assembly status. · Plant operations execute initial notification broadcasts.		· The notification personnel ensure that both safety and plant operations are fully included in the report, with complete information. · Plant operations staff assist with immediate broadcast announcements.
Task assignment (2)	The on-site commander designates personnel and assigns emergency response tasks: · Assign safety personnel to the 2nd-floor power supply area to shut off the power. · Assign emergency response personnel with fire extinguishers.		The on-site commander' s task instructions are clear. Increasing the volume of the commands would allow for more immediate communication of information.
Emergency response (simultaneously)	· Turn off the power at the 2nd-floor power supply area. · Use a fire extinguisher to extinguish the fire. · Provide real-time status reports on the response.		· Emergency response personnel are aware of the fire extinguisher location and practice executing the fire extinguishing task. · Safety personnel arrive at the electrical box to confirm the power supply location.
Post-incident investigation and recovery	· Confirm that the power is turned off and fire extinguishing for the computer is complete. · Return items to their proper places. · Plant operations carry out post-response broadcast.		Plant operations staff on duty assist with immediate broadcasting.
Review meeting	Post-drill review meeting		Provide an explanation of the drill results and promote areas for improvement.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
6-0 Management Approach of Sustainable Topics
6-1 People Overview
6-2 Talent Attraction and Retention
6-3 Development and Growth of Employees
6-4 Health and Safety at E Ink
07 Social Engagement
Appendix

Chemical Management

With the rapid advancements in product manufacturing processes, the types and quantities of chemicals used have significantly increased. To reduce the exposure risk for workers, E Ink has established the "Chemical Management Procedures" and "Hazardous Chemical Labeling and General Knowledge Rules" following the Hazardous Chemical Assessment and Classification Management Regulations. These measures include document collection and review, hazard assessment and classification management, education, training, and drills, which regulate the application, procurement, transportation, storage, handling, and usage of various chemicals within the facility, ensuring chemical safety and worker health.

Item	Explanation
Document Collection and Review	E Ink has established a hazardous chemical inventory, a classification management system, and a safety data sheet collection process to facilitate the control and assessment of both existing and new chemicals within the facility.
Hazard Assessment and Classification Management	All chemicals entering the factory must pass the Environmental, Health, and Safety Change Management (MOC) review. The safety data sheets (SDS) are used to determine whether the chemicals are hazardous materials, harmful substances, toxic chemicals, or chemicals listed under the Toxic Chemical Substances Control Act or the Priority Management Chemicals Act, which include carcinogenic, mutagenic, or reproductive toxic substances (referred to as CMR substances). The Occupational Safety and Health Department reviews their properties and hazards to facilitate subsequent classification management. Additionally, to strengthen chemical source management, environmental and health risk assessments are conducted on newly introduced products, including process and equipment evaluations, to confirm the safety of product processes and usage. The planned implementation of the Chemical Cloud Digital Management System by the end of 2024 will help accurately identify chemicals that need to be reported according to regulations, thus improving chemical management efficiency and ensuring regulatory compliance. In 2024, E Ink planned to implement a Chemical Cloud Management System to enhance chemical management efficiency and regulatory compliance through a systematic and automated management process. The system enables precise identification of chemicals requiring regulatory reporting. E Ink's Taiwan site currently manages 173 types of chemicals, among which 6 are classified as toxic and substances of concern, including chlorine (Cl_2), phosphine (PH_3), ethylene glycol methyl ether ($C_3H_8O_2$), butyl acrylate ($C_7H_{12}O_2$), vinyl acetate ($C_4H_6O_2$), and nitrous oxide (N_2O). Additionally, 3 are classified as CMR substances, including N-methyl- 2-pyrrolidone (NMP), dimethylacetamide (DMAC), and 2-methoxy- 1-propyl acetate. All chemicals have been properly classified and labeled with hazard information, and regular occupational safety and health inspections are conducted to ensure workplace safety. No false alarms or incidents related to new chemical usage occurred in 2024, demonstrating effective chemical risk control. Moreover, no chemical substances restricted by the International Agency for Research on Cancer (IARC) are used at the site, underscoring E Ink's ongoing commitment to safe production and employee health protection. To continually reduce the health exposure risk of chemical usage, E Ink strives to minimize the use of highly hazardous chemicals, and chemicals rated as risk level four will be gradually phased out or replaced.
Education, Training, and Drills	Regularly conduct education and training to enhance awareness of chemical hazards and preventive measures. Additionally, through emergency response drills, personnel can practice assessing risk levels and taking appropriate actions in chemical disaster scenarios.

Chemical Risk Control in Taiwan

Risk Level One	Risk Level Two	Risk Level Three	Risk Level Four
Low Risk ←			→ High Risk
• Maintain existing control or management measures • Conduct routine assessments		• Implement inspections and take necessary corrective actions • Provide personal protective equipment • Continue routine assessments	• Implement effective control measures immediately to reduce exposure • Reassess after improvements are made • Provide personal protective equipment • Continue routine assessments

Occupational Safety and Health Performance Indicators

E Ink's Taiwan sites have joined the "Zero Accident Hours Record"[Note] challenge to demonstrate the Company's commitment to reducing accidents. In 2024, E Ink did not experience any major occupational injuries. Additionally, there were no recorded work injuries among other workers, such as contractors and interns, during this period. In 2024, the employee disabling injury frequency rate (FR) for Taiwan, Yangzhou, and US sites was 0.31, and the disabling injury severity rate (SR) was 7. For Taiwan alone, the FR was 0.37 and the SR was 2, both of which are below the Taiwan industry averages of 0.90(FR) and 29 (SR). Contractors maintained a zero accident record for both FR and SR. In 2024, E Ink's did not experience any major accidents. The two non-major accidents that occurred were both addressed based on the continuous reduction of potential risks to workers in the work environment. E Ink will continue to plan and implement improvement measures and graded controls, ensuring employee safety and striving towards the goal of zero accidents.

Note: If an enterprise unit experiences occupational injury losses exceeding one day, or if a major accident occurs as defined by the Ministry of Labor's Major Accident Reporting and Inspection Guidelines, the zero accident hours record will reset and be recalculated. Additionally, the zero accident hours record does not include traffic accidents outside the plant involving employees.

Linkou
1,151,611 hours
2023.04 - 2024.12

Accumulated Zero Accident Hours Record

Hsinchu
635,574 hours
2024.09 - 2024.12

0.31 FR
FR = (Total number of disabling injuries / Total actual working hours) * 1,000,000 hours

7 SR
SR = (Total number of lost days due to disabling injuries / Total actual working hours) * 1,000,000 hours

Analysis of the Causes of Employee Work Injuries and Disabling Injuries

Location of Incident	Main Types of Work-related Injuries	Risk Classification	Number of Cases	Improvement Measures
Inside the sites	bruised	Accident Incidents	1case	• Limit the stacking height of the carts (only one batch of goods can be stacked). • No standing in front of the cart when it is going uphill. • Provide training to reinforce the correct usage of carts, and post the announcement at the up/down ramps of the 2nd-floor cleanroom.
	Fall injury	Accident Incidents	1 case	• Establish a safety inspection system and maintain proper records. • Regularly provide safety education and training for employees, with signatures for documentation. • Carry out repair and maintenance of the deteriorating environment in the second factory.
Outside the sites	Traffic Injuries	-	17 cases	• All colleagues involved in traffic accidents are placed on the list for motorcycle safety driving course retraining. • Remind colleagues to pay attention to surrounding road conditions and vehicle conditions while riding. • Regularly organize "Electric Vehicle Free Inspection Events" to help employees check for potential hazards in their electric vehicles, and promote the importance of regular vehicle inspections to employees, ensuring timely elimination of driving risks.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
6-0 Management Approach of Sustainable Topics
6-1 People Overview
6-2 Talent Attraction and Retention
6-3 Development and Growth of Employees
6-4 Health and Safety at E Ink
07 Social Engagement
Appendix

6-4-3 Promoting a Safety Culture

Enhancing Workers' Occupational Safety and Health Knowledge

E Ink actively integrates occupational safety and health (OSH) courses into the training and general orientation education of new employees. These courses aim to provide essential safety and health education and training for employees engaged in various tasks. They help cultivate a safety culture awareness among employees, enhance their understanding and skills in workplace safety, and effectively reduce unsafe behaviors and the incidence of accidents.In response to the increase in foreign employees following the expansion, E Ink also adopts training videos provided by the Occupational Safety and Health Administration (OSHA) and delivers safety and health training in the employees' native languages to strengthen its effectiveness. Furthermore, safety and health posters in English and Indonesian have been proactively displayed at relevant worksites to ensure clear and effective communication.

E Ink's education and training programs cover new employees, existing staff, environmental health and safety officers, on-site engineers, and supervisors. The curriculum includes basic, intermediate, and specialized courses, supplemented by online e-learning modules to allow employees to flexibly arrange their training schedules and overcome the time constraints of in-person sessions. This training approach not only enhances accessibility and flexibility, but also enables employees to participate in safety and health education according to their work assignments, thereby strengthening the promotion of the company's safety culture.

A total of 193 training sessions were conducted. **A total of 9,332 participants completed the training**

Type of Trainees	Training Content
Employees	• New employees: Occupational safety and health education and training (including hazard awareness) • General employees: Safety and health refresher training, CPR/AED training, traffic safety seminars, education and training on personal protective equipment (PPE), including employee-owned PPE • Supervisors: General safety and health on-the-job education and training • Specialized courses: Training on hazardous and particularly hazardous operations, fire safety and alternate commander training, fire and explosion prevention, occupational safety knowledge, green factory knowledge, campus electrical safety, AED hands-on training, fire extinguisher use, personal protective equipment (PPE), electrical safety, emergency response, machine guarding, grounding and bonding, and forklift operation. 
Environmental Safety Officers	• ISO 14001/45001 standards and internal audit education and training • ISO 45001/14001 management system awareness education and training 
Contractors/ Engineering Personnel	• High temperature work hazard prevention • Lifting safety 

Enhance Contractor Operation Management

E Ink enforces strict access control measures for contractors to ensure construction site safety. Before entering the premises, all contractors must complete the qualified contractor registration process and undergo pre-construction safety training. Only upon obtaining a contractor qualification certificate are they permitted to commence operations. This process ensures that contractors are fully aware of and comply with all relevant safety protocols. Throughout the construction period, E Ink maintains full monitoring of contractor activities, including worksite inspections and safety checks on tools and equipment. Among the most commonly used tools are power tools and portable ladders, which pose significant risks such as electric shock and falls. To mitigate these risks, all contractor-supplied power tools must pass an insulation leakage test. Tools that meet the standard will be affixed with a certified label and permitted for use. Those that fail the test will be immediately barred from use, and must be repaired and retested before being re-admitted on-site. Likewise, all portable ladders must pass in-house certification to ensure their material quality, structural integrity, and slip resistance meet E Ink's safety standards. Only certified ladders bearing approved labels may be used, while non-compliant ones will be strictly prohibited. These precautionary measures—including insulation testing and ladder certification—serve to significantly reduce on-site safety hazards. In addition, upon completion of their tasks, contractors are required to thoroughly clean the worksite in accordance with company regulations, ensuring that no waste or tools are left behind. This ensures a clean, safe, and orderly construction.

Contractor construction management at Taiwan and Yangzhou sites

Entry Control

- Establish qualified contractors
- Pre-construction safety training

- 268 qualified contractors
- 1,871 participants completed safety training
- 100% completion rate
- (Taiwan and Yangzhou sites)


Safety training

Construction Control

- General construction application
- Special hazardous operations

- 557 general construction applications
- 623 special hazardous operation applications

Pre-construction Inspection

- Safety and health briefing
- Special hazardous operations checkpoints
- Contractor equipment safety Inspection

- 3% abnormality rate for electric machinery
- 0% abnormality rate for trestle ladders



Trestle ladders safety certification

Exit Control

- Environmental restoration
- Completion of site inspection

- 100% correction of identified deficiencies
- Zero recordable construction-related injuries

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
6-0 Management Approach of Sustainable Topics
6-1 People Overview
6-2 Talent Attraction and Retention
6-3 Development and Growth of Employees
6-4 Health and Safety at E Ink
07 Social Engagement
Appendix

6-4-4 Creating a Healthy and Happy Workplace

E Ink is committed to creating a workplace that embodies dignity, friendliness, health, and happiness, and demonstrates genuine care for the physical and mental well-being of its employees through concrete and proactive actions. The Company has not only consistently maintained its "Healthy Workplace Certification," but has also adopted the core concepts of the three-stage (primary, secondary, and tertiary prevention) and five-level (health promotion, specific protection, early diagnosis and prompt treatment, functional restoration, and rehabilitation) model of public health prevention. Building upon this, E Ink has established "Health Management Policy" to continually refine its implementation framework and foster a competitive and supportive work environment.

The "E Ink Health Management Approaches" adopts a tiered strategic approach encompassing risk prevention, early detection, and disease management. It evaluates potential health risks in the workplace and conducts targeted health examinations for employees engaged in regulated special operations whenever there is a change in job duties, in order to assess their health status prior to undertaking such tasks. In addition, the program includes workplace hazard identification, health risk awareness campaigns, one-on-one consultations, and medical referral and follow-up services, all aimed at preventing and controlling occupational diseases and injuries. The ultimate goal is to provide employees with a safe and reassuring work environment and to improve their overall quality of work and life.



Healthy Workplace Certification



National Workplace Safety and Health Week Participation Certificate

2,069 Service delivered

- Weight loss programs
- Smoking cessation classes
- 14 health seminars
- Technology-based fitness assessments
- Slow jogging activities
- Blood donation drive: 122 bags collected
- COVID-19 and flu vaccination programs
- 9 health education articles published

367 Service delivered

- 100% completion rate for special hazardous work health examinations
- Two awareness seminars on special occupational hazards
- Maternal health protection initiatives
- High-risk management for excessive workload
- Repetitive strain injury prevention

233 Service delivered

- Follow-up on abnormal health check results
- Occupational disease care
- General illness care

1,897 Service delivered

- 100% completion rate for pre-employment medical examinations
- 98.4% completion rate for annual health check-ups
- 98% completion rate for managerial health check-ups
- On-site self-funded health check-ups
- On-site free health check-ups
- On-site occupational physician services
- 99% coverage rate for the Employee Assistance Program (EAP)



26 Service delivered

- Return-to-work support



About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
6-0 Management Approach of Sustainable Topics
6-1 People Overview
6-2 Talent Attraction and Retention
6-3 Development and Growth of Employees
6-4 Health and Safety at E Ink
07 Social Engagement
Appendix

Health Protection: Promoting Employee Health Management and Preventive Measures

The rapid demographic transformation in Taiwan is having far-reaching impacts on the healthcare system, society, and the broader economy. As the nation swiftly advances into a super-aged society, the challenges posed by a growing elderly population are becoming increasingly critical. According to the National Health Research Institutes, the proportion of individuals aged 65 and above experiencing chronic illnesses, frailty, and difficulties with independent daily living is considerable, placing an even greater strain on families and caregivers.

In response to the increasing average age of its workforce, E Ink refers to the Ministry of Health and Welfare's statistics on the top ten causes of death in Taiwan and provides health examination programs that go beyond regulatory requirements, including both complimentary and self-paid options. Through regular check-ups, early detection screenings, and professional medical follow-ups and care, the Company seeks to strengthen employees' health awareness and support them in maintaining optimal health.



Self-paid cancer screening for women


Free oral and colorectal cancer screening


Free intraocular pressure measurement and vision screening

Health Promotion Activities: Transform Your Lifestyle for Better Health!

E Ink has established professional medical teams at each of its sites to closely monitor employees' health through regular checkups and health risk assessments based on questionnaire analysis, allowing for the design of targeted health promotion initiatives. According to 2024 health examination data, over 60% of employees were found to have weight-related issues, with an abnormal Body Mass Index (BMI) rate of 63% significantly higher than the national average of 50%. Obesity not only increases the risk of premature death but also raises the likelihood of developing hypertension, diabetes, and cardiovascular diseases. In response, E Ink has designated weight management as a top priority in its health promotion strategy and launched a series of programs centered on four key pillars: regular exercise, balanced nutrition, tobacco control, and stress relief. These activities aim to encourage employees to build sustainable healthy habits, boost their overall health, and achieve physical and mental well-being.

Regular Exercise and Balanced Nutrition -"Health for Everyone: Creating New Vitality Together" Series

In 2024, E Ink launched a comprehensive weight management program that integrated an online app, fitness and nutrition courses, and a gamified point-collection challenge to encourage employees to develop habits of regular exercise and balanced eating, supporting them in maintaining a healthy weight. The program attracted 353 participants, marking a 49% increase compared to 2023. Over a three-month period, participants collectively lost 453 kilograms, and the rate of abnormal weight (overweight and obesity) dropped from 63% to 47%, reflecting a 15% improvement. This initiative not only helped employees achieve their weight management goals but also earned E Ink the "Excellence Award" in the 2024 Workplace Healthy Body Weight Management Competition, recognizing the outstanding efforts of the onsite medical team in fostering a healthy work environment.

- Participation Rewards ····· Walkii App
- Love to Stay Fit ····· In-person class
- Technology-Based Fitness Assessment ····· In-person class
- Island Adventure King Step Challenge ····· Walkii App
- Slow Jogging Mission ····· Walkii App
- Daily Weigh-In ····· Walkii App
- Health Knowledge+ ····· Walkii App In-person class



Love to Stay Fit" Weight Management Achievement Presentation



Technology-Based Fitness Assessment



Island Adventure King Step Challenge



Health Knowledge+



About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
6-0 Management Approach of Sustainable Topics
6-1 People Overview
6-2 Talent Attraction and Retention
6-3 Development and Growth of Employees
6-4 Health and Safety at E Ink
07 Social Engagement
Appendix

Smoking Cessation - A Smoke Free Life for Healthy Lungs

Lung cancer has become the most prevalent and deadliest form of cancer in Taiwan. To improve early detection and mitigate health risks, E Ink partnered with Min-Sheng General Hospital to provide free lung cancer screenings for 100 employees. In parallel, the Company launched an eight-week smoking cessation challenge to support employees in quitting smoking and to promote greater health awareness. During the 2024 campaign, the program achieved a peak smoking cessation success rate of 66.6%, with participants exhibiting a significant decrease in nicotine dependence.



Stress Relief – Maintain Mind-Body Balance, Relieve Shoulder and Neck Tension

To support employees in managing stress and maintaining physical and mental well-being, E Ink launched a series of stress relief and relaxation activities, incorporating aromatherapy, traditional Chinese meridian scraping therapy (gua sha), and ergonomic posture correction. These diverse and practical techniques provided employees with tangible and effective ways to relax, offering a more immersive stress-relief experience. In 2024, a total of five sessions were conducted, with 151 instances of participation recorded. The activities effectively alleviated shoulder and neck discomfort and contributed to an enhanced sense of well-being in daily life.



Aromatherapy Course

Creating a Friendly, Energy-Saving, and Sustainable Work Place

E Ink's new headquarters office and factory building officially commenced operations in October 2024, featuring thoughtfully designed spaces such as a comfortable employee cafeteria, a multifunctional sports court, shared break areas, a fitness center, and multipurpose classrooms. The workspace emphasizes human-centered design and integrates various ePaper applications, creating a high-efficiency, enjoyable, sustainable, and health-focused working environment centered on employees' needs and comfort. In addition, to mitigate the ergonomic health risks associated with prolonged sitting, E Ink has equipped the new headquarters with fully upgraded ergonomic office chairs, enhancing posture support and seating comfort. This initiative aims to prevent and alleviate musculoskeletal work-related injuries, thereby fostering a healthier workplace for all employees.



Color ePaper signage



Multipurpose Classroom



Upgrade to ergonomic office chairs

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
7-0 Management Approach of Sustainable Topics
7-1 Concepts of Social Engagement
7-2 Educational and Cultural Initiatives
7-3 Philanthropic Initiatives
7-4 Environmental Conservation
Appendix

07 Social Engagement

Local Engagement Aligned with Core Business



Performance Achievements

The core of social engagement projects encompasses 3 major categories, including charitable donations, community investments, and commercial initiatives. E Ink invested approximately NT$ **40.08** million to social engagement projects.

In 2017, E Ink initiated "eRead for the Future" project, establishing digital mobile libraries for schoolchildren. E Ink donated a total of

5,085 eReaders

481,312 e-books

with a total value of

NT$ **255** million

In 2024, E Ink collaborated with **21** ecosystem partners in the ePaper industry to support

40 elementary schools

15,000 students

contributing a total value of

NT$ **29.62** million

Yangzhou site has been participating in the "Maitian Project" for **13** consecutive years, donating resources to schools in remote areas.

E Ink have donated over

NT$ **5.41** million, (RMB 1.07 million)

benefiting a total of **20** rural schools

In 2023, E Ink initiated the "Environmental Protection Festival" series of activities, hosting **5** events

including environmental lectures, volunteer services, and green living practices, with over **200** participants

In 2024, E Ink's global volunteer time reached

1,371 hours

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
7-0 Management Approach of Sustainable Topics
7-1 Concepts of Social Engagement
7-2 Educational and Cultural Initiatives
7-3 Philanthropic Initiatives
7-4 Environmental Conservation
Appendix

7-0 Management Approach of Sustainable Topics

Investing in Education and Cultural Diversity

Engagement and Community Involvement

◎Secondary topics

Sustainability KPIs	Management Objectives	Short-term Goals (2024)	Result (2024)	Short-term Goals (2025)	Mid-term Goals (2030)	Long-term Goals (2035)
Educational Collaboration	Educational Collaboration - "eRead for the Future" eReader Mobile Library Project	Donating eReaders to elementary schools in a new city/county	Achieved	Donating eReaders to elementary schools in a new city/county	• Promoting project in **10** cities/ counties • Promoting digital reading curricula	Promoting project in **13** cities/ counties
Cultural Education	Cultural Promotion – Cross-Industry Collaboration Project	**1** project	Achieved	**2** accumulated projects	**≥ 3** accumulated projects	**≥ 5** accumulated projects

Supporting the Disadvantaged & Charity Activities

Engagement and Community

◎Secondary topics

Sustainability KPIs	Management Objectives	Short-term Goals (2024)	Result (2024)	Short-term Goals (2025)	Mid-term Goals (2030)	Long-term Goals (2035)
Philanthropic Initiatives	Support for Philanthropic Activities – Number of Events Participated	**60** Events	Achieved	**63** Events	**65** Events	**≥ 70** Events
	Engagement in Philanthropic Activities – Number of Participants	**754** participants	Surpassed with over **835** participants	**900** participants	**1,000** participants	**≥1,500** participants

Caring for Ecological Restoration & Friendly Environments

Biodiversity

◎Secondary topics

Sustainability KPIs	Management Objectives	Short-term Goals (2024)	Result (2024)	Short-term Goals (2025)	Mid-term Goals (2030)	Long-term Goals (2035)
Environmental Conservation	Biodiversity Conservation Actions and Support	• Support for biodiversity-focused non-profit organizations • Installation of **5** ePaper display boards at Hsinchu Xiangshan Wetlands	Achieved	Continue and deepen existing collaboration projects	**2** biodiversity collaboration projects	**3** biodiversity collaboration projects
	Environmental Conservation Promotion - Number of Events Held (Internal and External)	**5** events	Achieved	**5** events	**7** events	**10** events
	Environmental Conservation Engagement - Number of Participants	**200** participants	Achieved	**200** participants	**280** participants	**400** participants

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
7-0 Management Approach of Sustainable Topics
7-1 Concepts of Social Engagement
7-2 Educational and Cultural Initiatives
7-3 Philanthropic Initiatives
7-4 Environmental Conservation
Appendix

7-1 Concepts of Social Engagement

"Integrating Core Business with Local Care" is E Ink's vision for social inclusion. Through environmentally and visually friendly ePaper display products, the Company connects resources from itself and its ecosystem partners to give back to society. Aligning with the United Nations Sustainable Development Goals (SDGs), E Ink focuses on three strategies: Educational and Cultural Initiatives, Philanthropic Initiatives, and Environmental Conservation to deliver diverse action plans.

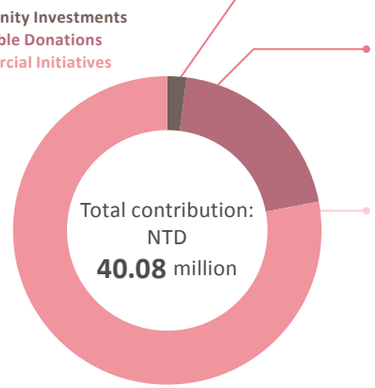
E Ink continually invests in digital reading initiatives, such as introducing eye-friendly eReader devices in rural elementary schools to reduce educational disparities; deploying dynamic ePaper signage to promote paperless art venues; and installing zero-light-pollution, carbon-free ePaper signs in ecological reserves to support biodiversity conservation.

Furthermore, E Ink believes that encouraging employees to participate in social inclusion projects and leveraging internal and external resources to give back to society will advance social inclusion and sustainable development, fulfilling corporate social responsibility and contributing to a better world.

Goals	Actions Plans	Categories	Actions in 2023	SUSTAINABLE DEVELOPMENT GOALS
Educational and Cultural Initiatives: Promoting education accessibility and conveying cultural values	Continues to promote the use of ePaper products in educational and cultural settings, enhancing digital literacy, bridging educational resource gaps, and advocating for visually friendly displays.	Commercial Initiatives	"eReader for the Future" eReader Mobile Library Project	
Philanthropic Initiatives: Caring for underserved groups and supporting charitable activities	Leveraging corporate resources to enhance employee engagement in social charity actions, support local communities, and care for underserved groups.	Charitable Donations	Donations for Hualien earthquake relief, support for "Chuhsin Home" operated by the Chuhsin Comprehensive Human Life Education and Care Association, and the "Man Fair Shelter Workshop" affiliated with Ai-Heng Enable Center in Hsinchu	
Environmental Conservation: Restoring ecological environments and promoting eco-friendly practices.	Utilizing core ePaper technology to promote a low-carbon, eco-friendly environment, thereby preserving biodiversity.	Community Investments	Installation of 5 ePaper ecological display boards at Xiangshan Wetland to enable zero-carbon habitat ecological education and information dissemination	

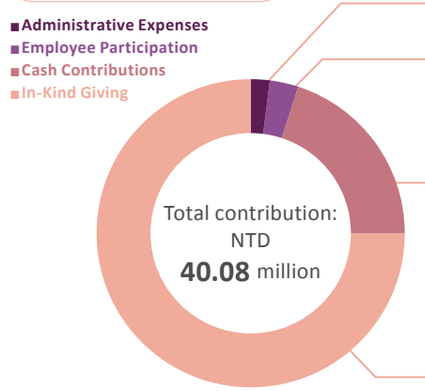
Corporate Citizenship & Philanthropic Contributions in 2024

Type of Philanthropic Activities



- 2% Community Investments NTD 0.83 million
- 20% Charitable Donations NTD 8.10 million
- 78% Commercial Initiatives NTD 31.15 million

Social Inclusion Contributions



- 2% Administrative Expenses NTD 0.96 million
- 3% Employee Participation NTD 0.98 million
- 20% Cash Contributions NTD 7.98 million
- 75% In-Kind Giving NTD 30.16 million

Volunteer Leave

To encourage employees to participate in volunteer services, since 2017, every employee has been eligible for 8 hours of paid volunteer leave annually. In 2024, the volunteer time allowance was increased to 16 hours of paid volunteer leave per person per year. A total of 68 employees contributed 508 hours of paid volunteer leave. These employees primarily participated in the "eRead for the Future" volunteer program and Nature Valley ecological education activities. In addition to paid volunteer leave, employees worldwide voluntarily contributed 835 hours of volunteer service in 2024. E Ink will continue to promote measures related to volunteer leave, hoping that in the future, employees can utilize this leave to engage in public welfare activities and contribute more diverse social services.

Note: Hours of Voluntary Participation = Hours of Paid Volunteer Leave + Hours of Employees Voluntarily Engaged in Volunteer Service during Non-Working Hours

Note 1: The funding sources for social inclusion activities include cash contributions, in-kind giving, employee participation, and management costs.
Note 2: Volunteer time contributions are calculated based on the hours volunteered by salaried individuals on regular working days, multiplied by the average salary of non-managerial full-time employees.
Note 3: Management costs are calculated as 3% of the total cost of the donate projects.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
7-0 Management Approach of Sustainable Topics
7-1 Concepts of Social Engagement
7-2 Educational and Cultural Initiatives
7-3 Philanthropic Initiatives
7-4 Environmental Conservation
Appendix

7-2 Educational and Cultural Initiatives

"eRead for the Future" eReader Mobile Library Project

Background of Project	Purpose	SUSTAINABLE DEVELOPMENT GOALS
Since 2022, the Ministry of Education has been promoting "The Internet Access for All Classrooms and Tablets for All Students" initiative, officially ushering in the era of digital learning in education. Professor Ming-Lei Chen, Director of the Reading Research Center under Professor Hwa-Wei Ko, stated, "The goal of dual literacy is to enable students to acquire the ability to self-learn new knowledge," thereby enhancing students' cognitive, language, comprehension, reasoning, and other abilities. However, during the digital learning process, students can easily be distracted by the real-time information, multimedia, and games on computers and tablets. Additionally, prolonged use of consumer electronics can negatively impact their eyes. Given that digital learning is an inevitable trend, it is critical to cultivate students' ability to enhance their reading capacity and literacy through digital reading devices that do not harm their eyes. E Ink believes that eReaders that are blue-light free, energy efficient and provide a comfortable, eye-friendly reading experience are the best solution for improving digital reading skills while maintaining eye health.	• everaging the unique features of ePaper[Note], eReaders are high-quality digital reading devices that offer students a focused and comfortable reading experience while being gentle on the eyes. • By integrating the business strategy of the ePaper ecosystem, E Ink collaborates with its partners to give back to society and contribute the core value of our company's expertise, thus fostering positive social development. Note: For details on the characteristics of ePaper, please refer to Chapter 3 Product Sustainability.	 SDG 3 Good Health and Well-Being  SDG 4 Quality Education  SDG 17 Partnership for the Goals

Goals and Evaluation of the Project's Performance

Short-Term Goals (2025)

- E Ink establishes mobile libraries equipped with eReaders for remote schools as part of the "One County, One Year" initiative, offering them access to a diverse collection of eBooks.
- Actively work to expand the involvement of E Ink's supply chain partners, promoting collaboration and utilizing shared resources to create a wider and more substantial social impact.

Mid-Term Goals (2030)

- Collaborating with project stakeholders, including government and ecosystem partners, E Ink will jointly implement a series of in-depth activities to promote digital literacy and enhance the adoption of digital reading. These activities will include digital reading workshops and competitions aimed at engaging participants and fostering a deeper understanding of digital reading.
- To expand stakeholder participation, E Ink will invite not only our employees and supply chain partners but also customers and local communities to contribute their resources. This collaborative effort will facilitate the establishment of mobile libraries, enriching the lives of students through the joy of reading.

Long-Term Goals (2035)

- E Ink will establish mobile libraries equipped with eReaders at a minimum of 15 remote elementary schools and libraries across all counties and cities in Taiwan. This initiative aims to expand the social impact of digital reading and provide access to eBooks for students and communities.
- E Ink aspires to continuously gather resources from companies, society, and individuals to support and sustain this digital reading social charity project. By fostering collaborations and leveraging collective resources, E Ink seeks to create a self-sustaining initiative that promotes digital literacy and enriches the reading experience for all.

Performance Evaluations

- E Ink will strengthen the participation and contributions of ecosystem partners involved in the project, gathering resources to expand the social impacts. By fostering collaborations and leveraging collective efforts, E Ink aims to enhance the effectiveness of the project and maximize its benefits for the community.
- Evaluation indicator: Continuously increase the total sponsorship amount for eBook procurement each year.

Year	2021	2022	2023	2024	2025	2026
Goal (NTD)	600,000	800,000	1 million	1.2 million	1.4 million	2.0 million
Actual Amount (NTD)	600,000	3.6 million	5.1 million	5.5 million		
Achievement Rate (%)	100%	450%	510%	458%		

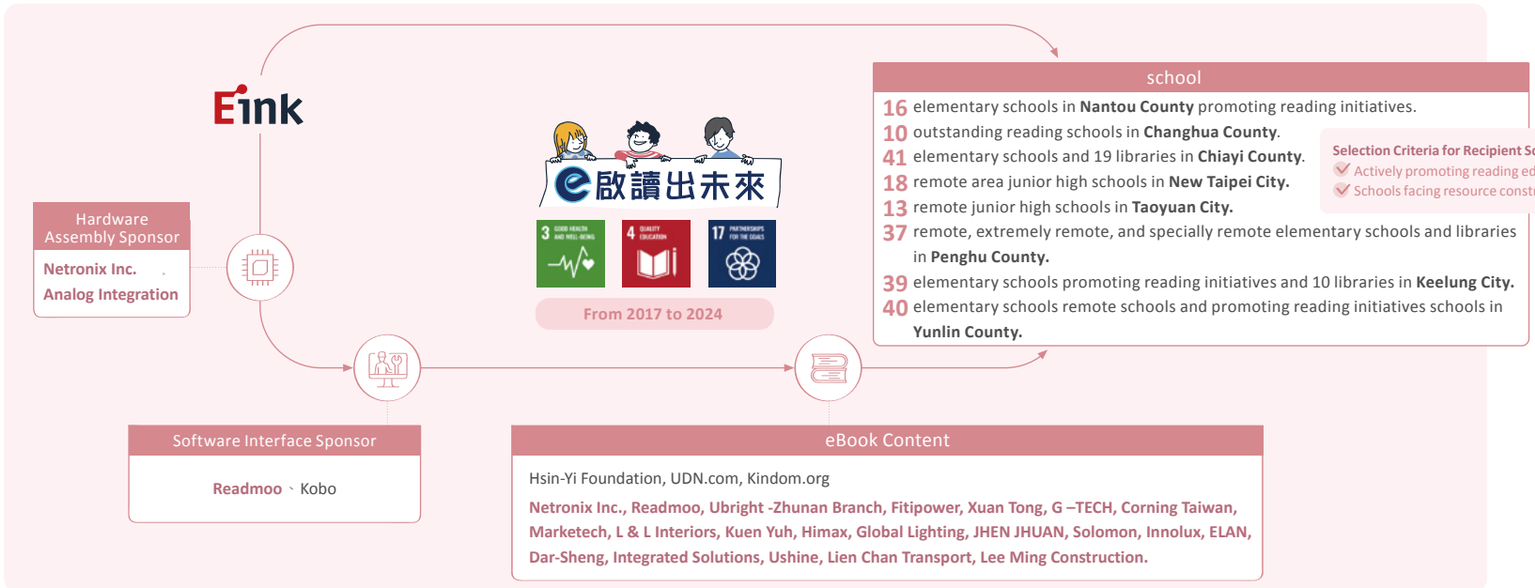
About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
7-0 Management Approach of Sustainable Topics
7-1 Concepts of Social Engagement
7-2 Educational and Cultural Initiatives
7-3 Philanthropic Initiatives
7-4 Environmental Conservation
Appendix

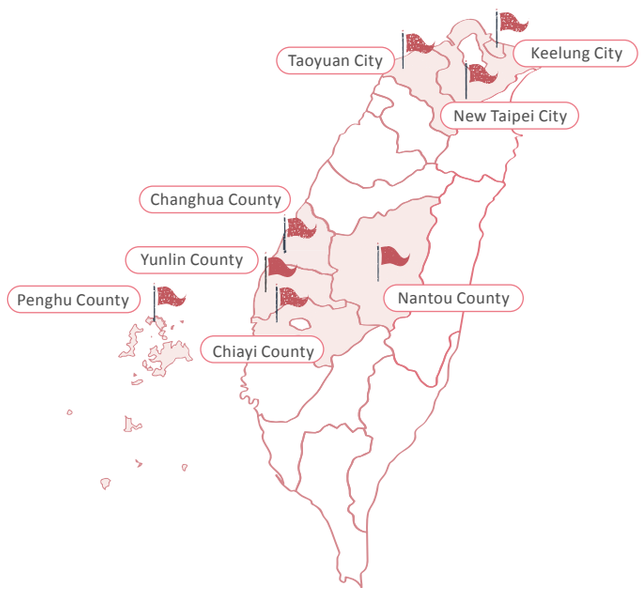
About the "eRead for the Future" Project

"eRead for the Future" is an education initiative launched by E Ink that utilizes its core ePaper technology. Ecosystem partners in the eReader industry collaborate to provide rural students with a comfortable and eye-friendly digital reading experience. Leveraging the expertise, products, and technological advantages of these partners, the project aims to offer a seamless digital reading experience that is both comfortable and gentle on the eyes for students in remote areas. Furthermore, E Ink collaborates with local ecosystem partners based on the Company's locations, gathering resources to bring eReader libraries to schools. Through digital reading resources, the initiative aims to assist students in developing the competency of reading comprehension, enabling students to acquire abundant knowledge and broaden their perspectives for newfound inspiration from books.

▼ E Ink and ecosystem partners, leveraging their core expertise and technologies, actively participate in "eRead for Future" project



Year	2017-2024[Note]
Scope	Global sites, including sites in Taiwan, China, US, Korea, etc.
Problems to Solve	• Prolonged use of electronic devices may potentially harm children's vision. • The allure of online videos and games distracts students during digital learning. • Inconsistent internet stability in schools limits digital reading to classrooms with internet access. • Enriching reading resources in rural schools to increase the richness of book content.
Stakeholders	E Ink: Sponsor of ePaper display modules, responsible for resource integration and coordination of the project.
	Hardware Assembly Sponsor: Hardware system integration and software interface provider for eReaders.
	Software Interface Sponsor: Software interfaces provider for eReaders, as well as assistance in eBook procurement and management.
	eBook Content Sponsor: Financial sponsor for the purchase of licensed and high-quality eBooks, including a selection of books aligned with the United Nations Sustainable Development Goals (SDGs).
	Local Education Bureau: Serves as a communication medium between the Company and local schools, coordinating administrative works related to the project donations.
	School Principals and Teachers: Selection criteria for recipient schools include active promotion of reading education and a lack of reading resources. The goal is to ensure that the resources invested in the "eRead for the Future" project are effectively utilized.



Note: For more detail about "eRead for the Future", please refer to E Ink Sustainability website.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
7-0 Management Approach of Sustainable Topics
7-1 Concepts of Social Engagement
7-2 Educational and Cultural Initiatives
7-3 Philanthropic Initiatives
7-4 Environmental Conservation
Appendix

About "eRead for the Future" in 2024

"eRead for the Future" centers on promoting digital reading and enhancing reading literacy. The project brings together customers, supply chain partners, and E Ink volunteers to jointly implement the initiative, advancing it with the goal of reaching one county or city per year. Each year, the project is launched in the first quarter, beginning with visits to local education departments and engaging in dialogue with principals and teachers. The project plan is then adjusted to align with local needs and is completed by the fourth quarter.

In 2024, E Ink, together with 22 ecosystem partners, delivered 1, 024 color eReaders and more than 110, 000 eBooks to Yunlin County—an agricultural region facing limited resources and significant population outflow. Each eReader came preloaded with 108 curated titles, including 41 books selected in line with Yunlin County' s educational priorities of character education and technological development. The selection also included high-quality titles aligned with the United Nations Sustainable Development Goals (SDGs). eReader mobile libraries were established in 40 elementary schools located in remote areas and in schools actively promoting reading literacy throughout Yunlin County.



2024 Corporate Joint Donation Ceremony in Yunlin County



Yunlin County Magistrate Chang Li-shan (left) presented a letter of appreciation for the "eRead for the Future" donation to Johnson Lee, Chairman of E Ink (right).

"ePaper Workshop for Kids" Learning through Digital Reading Activities

E Ink organized digital reading activities at Yuegang Elementary School, Yuanchang Elementary School, and Dongrong Elementary School, where E Ink volunteers introduced students to the magical "ePaper" technology. They explained the benefits of ePaper, such as being blue-light-free and gentle on the eyes, reassuring both teachers and students about using eReaders. Through lively interactive quiz activities and guided reading, students became familiar with the functions and operation of the eReaders.







The "ePaper Workshop for Kids" featured interactive reading with quiz activities.

Educational Training Session of eReader

E Ink volunteers and eBook experts from Readmoo provided training on the user interface and troubleshooting of the eReader to teachers at each school, helping them better understand the eye-friendly and comfortable features of ePaper. This support enables teachers to effectively integrate the eReader into digital teaching curricula.





About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
7-0 Management Approach of Sustainable Topics
7-1 Concepts of Social Engagement
7-2 Educational and Cultural Initiatives
7-3 Philanthropic Initiatives
7-4 Environmental Conservation
Appendix

Feedback from Stakeholders



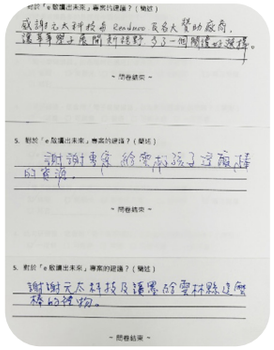
Chang Li-shan, Magistrate of Yunlin County
Yunlin County is an aging region with limited resources, but we are deeply committed to education. We are grateful to the companies for donating eReaders, giving our children the opportunity not to fall behind at the starting line.



Chiao Chi, Principal of Yuegang Elementary School
We are very grateful to E Ink for bringing together so many generous partners to provide us with such excellent reading resources. This support allows us to promote reading education in remote areas with much greater ease.



Feedback from Teachers at Yunlin County Recipient Schools



Teacher A:
Thank you to E Ink, Readmoo, and all the sponsoring partners for opening new horizons for our students and providing a great new reading option.

Teacher B:
Thank you to E Ink and Readmoo. Reading is the foundation of all learning—it's wonderful that Yunlin's children have your support.

Teacher C:
Thank you for providing these resources, giving children in remote areas more learning opportunities. We will certainly make good use of them and cherish them.

Teacher D
Thank you for the support and resources you' ve provided to both teachers and students.

"eRead for the Future" 2024 Follow-up Visit to Penghu County

(Recipient of the 2022 eReader Mobile Library Philanthropic Project)

In support of sustainability, E Ink continues to provide a dedicated support channel for front-line reading educators even after its donation. In June 2024, E Ink invited "eReader Expert - Professor Chiang Shu-lin" to join a follow-up visit and host a teacher workshop at Magong Elementary School in Penghu County. Drawing from her rich personal and teaching experience with eReaders, Professor Chiang engaged in discussions with reading educators on teaching strategies to guide students to be willing to use eReaders, to enjoy using them, and to ultimately take initiative in reading. Together, we aim to enhance students' digital reading literacy.





For more teacher experiences in Penghu County on the practical use of eReaders in teaching or reading programs, please visit the official "eRead for the Future" website.

2024 Yunlin County

40 Schools	**1,024** eReaders	**110,592** e-books
29.62 Million of total donation value	**1,500** Students Benefited from this project	**21** Eco-system partners joined

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
7-0 Management Approach of Sustainable Topics
7-1 Concepts of Social Engagement
7-2 Educational and Cultural Initiatives
7-3 Philanthropic Initiatives
7-4 Environmental Conservation
Appendix

The Impact of "eRead for the Future"

In order to provide a comprehensive overview of the project's achievements, enhance stakeholder communication effectiveness, and improve project planning, E Ink introduced the B4SI (Business for Social Impact) framework in 2022 to assess the impact of the "eRead for the Future" project. The framework evaluated the project's impact based on three dimensions: input, output, and impact. Over the period of 2017-2024, data has been collected and analyzed using 24 indicators to continuously track the overall performance of the project. Currently, the scope of disclosure focuses on the project initiated in Taiwan, with plans to expand to overseas locations in the future as part of the project's future plans.

Value Input

Resource Allocation - Accumulated
- Cash investment of NTD 19.16 million
- Material donation of NTD 55.15 million
- Resource investment of NTD 77.28 million
- Duration: 8 years
- Human resource participation valued at NTD 2.97 million, with an average of 126 participants per year

Output

Overall Project - Accumulated
- Total of 243 partners joined
- Number of 28 events
- Number of 561 participants in the project

Resources donated - Accumulated
- Donation of 5,085 eReaders
- Donation of 481,312 e-books
- Donation value of NTD 250 million
- 243 schools and libraries have received donations
- Benefited 69,362 students
- 70 ecosystem partners participated, contributing an average of NTD 7.18 million

Training - Accumulated
- 9 educational training sessions
- 535 volunteer participants from E Ink
- 4,300 volunteer hours from E Ink

Reading Promotion - Accumulated
- 11 reading competitions
- Produced 11 videos
- Generated 390 media exposures
- Engaged with 1,837 stakeholders

The employee participation rate in volunteering at E Ink is 4.97%

98% of seed teachers are willing to use eReaders in the classroom

This project is estimated to reduce approximately 777. 6 metric tons of CO_2e emissions—equivalent to the carbon sequestration capacity of two Daan Forest Parks—demonstrating the contribution of digital reading to lowering carbon emissions and promoting environmental sustainability.

(This figure is based on replacing 110, 000 printed books with the donated eBooks, minus the total carbon emissions of 43 metric tons CO2e from the 1,024 eReaders provided.)

Project Benefits

The "eRead for the Future" project, which aims to establish a mobile library with eReader, has consistently received positive feedback from public sectors and educational fields. Its benefits and positive impacts include:
- Enhancing digital learning resources in schools and bridging the digital learning gap.
- Saving library procurement costs and increasing the number of books and reading rates.
- Supporting schools to diversify library spaces, extending reading activities to classrooms and other learning environments.
- Promoting a paperless and eco-friendly digital reading approach, addressing both the trend towards digital reading and the long-term eye health of readers.
- Integrating ecosystem partners of eReaders to build a mobile library ecosystem, supporting the development of Taiwan's eBook industry.

"eRead for the Future" at the US Sites

"eRead for the Future" launched in the US in the fourth quarter of 2024 through a partnership with MediaTek, donating 63 Kindle Kids devices (with a total value of USD 7, 410) and six months of children' s book subscriptions to the Boys and Girls Clubs of Metro New Orleans, LA. This initiative aims to support the organization's after-school reading literacy program by providing students with a comfortable and visually friendly digital reading experience through E Ink' s ePaper technology.





About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
7-0 Management Approach of Sustainable Topics
7-1 Concepts of Social Engagement
7-2 Educational and Cultural Initiatives
7-3 Philanthropic Initiatives
7-4 Environmental Conservation
Appendix

"Maitian Project" – Continuously Contributing to Charity

"Painting Village at Elementary School ", the Maitian Charity Project of establishing Miao Batik Intangible Cultural Heritage Classroom

- The "Painting Village Elementary School" project is a three-year initiative that runs from 2023 to 2025. The goal of this project is to establish classrooms dedicated to "Intangible Cultural Heritage," providing basic art supplies and exhibiting students' artwork. Through Miao batik hand-painting courses led by school art teachers with assistance from local heritage experts, students learn Miao batik techniques, from growing indigo to completing artwork, fostering their ability to create artworks independently.
- "Painting Village Elementary School," an Intangible Cultural Heritage classroom, has been established at Yangwu Ethnic Elementary School in Danzhai County, Qiandongnan Miao and Dong Autonomous Prefecture, Guizhou Province.
- E Ink purchased batik artworks from the "Painting Village Elementary School" project and gave them to employees as gifts to thank them for their long-term support of the Maitian Project. Furthermore, through charity sales and using Batik as corporate gifts for customers, E Ink demonstrated charitable action in support of cultural heritage development.
- In 2024, E Ink supported Miao Batik artworks by purchasing NTD 167 thousand (RMB 37 thousand) worth of Miao Batik and raising NTD 103 thousand (RMB 23 thousand) from charity sales.







- E Ink sponsored the establishment of the "Painting Village Elementary School" classroom to preserve intangible cultural heritage.
- The "Painting Village Elementary School" classes teach students the essential techniques and processes required for Miao Batik.
- Charity sales of Miao batik artworks

"Painting Village Elementary School" - Yangzhou Site Supports the Preservation of Miao Batik Intangible Cultural Heritage in Remote Elementary Schools

Since 2023, E Ink's China-based subsidiary, Yangzhou Site, has collaborated with the Guizhou Maitian Project Education Foundation to launch the "Painting Village Elementary School" philanthropic initiative at Yangwu Ethnic Primary School in Danzhai County, Qiandongnan Miao and Dong Autonomous Prefecture, Guizhou Province. The three-year program focuses on building art classrooms, providing basic art supplies, and offering hand-drawn batik courses based on Miao cultural heritage. Through the project, students learn the full process of Miao batik - from planting indigo plants to completing a finished piece - gaining hands-on experience with the fundamental techniques and deep cultural significance of its original patterns and ethnic artistry.

Located in Danzhai County, Qiandongnan Miao and Dong Autonomous Prefecture, Yangwu Ethnic Primary School integrates local characteristics and leverages regional strengths by incorporating Miao batik into daily art classes and extracurricular interest groups. This enriches students' learning experience and fosters a love for traditional culture. While learning about intangible cultural heritage, students also become its ambassadors and guardians. Once hidden in the mountains, this heritage is now stepping onto a broader stage through this philanthropic platform.

As a token of appreciation Yangwu Ethnic Primary School's teachers and students collaboratively created and gifted a Miao batik artwork titled Dragon and Phoenix Bring Prosperity. The piece features traditional dragon and phoenix motifs, measuring 3.3 meters in length and 0.5 meters in width, crafted through multiple traditional batik processes including outlining, wax-dotting, dyeing, dewaxing, rinsing, drying, and ironing. The vivid representation of the dragon and phoenix symbolizes their deep gratitude.





Cultural and Artistic Promotion-ePaper Enables the Kaohsiung Museum of Fine Arts towards a Smart and Paperless Future

Arts and Culture Sponsorship at the Kaohsiung Museum of Fine Arts

- Sponsored the Kaohsiung Museum of Fine Arts with a donation of NT$ 2 million to support arts and cultural exhibitions, while also providing ePaper displays as information boards to promote cultural development and equal access to the arts.
- Donated ePaper displays to be used as information signage for exhibitions. With their eye-friendly, low-carbon, and energy-efficient qualities, ePaper integrates naturally into artistic environments, offering a comfortable and relaxed viewing experience while advancing the trend toward smart and sustainable cultural events.
- By the end of 2024, in addition to the initial deployment of black-and-white ePaper displays, the Kaohsiung Museum of Fine Arts expanded its use of the technology. During the special exhibition "Capturing the Moment", color ePaper displays were used for the first time to present exhibit information.
- Jointly curated by the Kaohsiung Museum of Fine Arts and the Tate Modern in the UK, "Capturing the Moment" was a significant aesthetic event blending art and education. E Ink's color ePaper signage was seamlessly integrated as a guide tool, offering clear visuals, energy efficiency, and real-time updates while reducing paper waste.



Creating a Sustainable Future! The Kaohsiung Museum of Fine Arts uses E Ink ePaper displays to offer visitors an enhanced artistic experience!

For more information about this project, please refer to the E Ink's ESG website

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
7-0 Management Approach of Sustainable Topics
7-1 Concepts of Social Engagement
7-2 Educational and Cultural Initiatives
7-3 Philanthropic Initiatives
7-4 Environmental Conservation
Appendix

7-3 Philanthropic Initiatives

E Ink, in collaboration with the employee-initiated volunteer group "Inkers' Love, the Volunteer Community," actively engages in numerous philanthropic initiatives by combining corporate resources with employee involvement. These efforts span four major areas: Child Care, Holistic Care, Community and Partnered Care, and Animal Care, aiming to address local social issues. In 2024, E Ink participated in a total of 60 philanthropic activities worldwide, working alongside employees to fulfill its corporate social responsibility.

To further strengthen its community care efforts, in 2025 E Ink will partner with Hsinchu-based social welfare organizations "Chuhsin Home" and the "Man Fair's Shelter Workshop" to establish a long-term, diversified support model. This initiative seeks to meet community needs while encouraging employee participation through interactive activities and outcome sharing. It fosters enthusiasm and commitment to supporting and giving back to the local community.

About "Inkers' Love, the Volunteer Community"

Many E Ink employees actively engage in charitable and philanthropic activities on their own initiative. In 2021, a group of passionate employees founded "Inkers' Love, the Volunteer Community" to better connect and organize this enthusiasm. By integrating community resources, uniting employee efforts, and securing company support, the group amplifies the power of love. From supporting underserved populations to caring for stray animals, Inkers' Love collaborates with the Social Inclusion Team to extend compassion from the perspective of employees, delivering the goodwill of both employees and the Company to the corners of the local community where it's needed most.

Inkers' Love, The Volunteer Community

Animal Care

- Stray Animal Food Support Initiative and Warmth Assistance

Community Care

- Post-earthquake reconstruction donation for Hualien
- 32nd Anniversary - Blood Donation Campaign
- "No Food Waste, Overflowing Care" Food Conservation Initiative
- Bethlehem Warehouse – Shoes for Life!
- Donation of supplies to the Hsinchu Fire Department
- Charity sale of FamilyMart figurines – supported by employees
- Clothing Drive-Clothes Collected for Goodwill Industries
- Thanksgiving Baskets for Woburn Area Food Pantry

Child Care

- Long-term support for the Hsinchu-based social welfare organization "Heart-Building Home" through initiatives such as "Donate Nutrition On-the-Go," group calendar purchases to spread love, and the Christmas "Wishing Tree" warmth-giving campaign
- Collaboration with Yangzhou TV Station on the TOC Scholarship
- Collaboration with Yangzhou TV Station on the Autumn Education Support Philanthropic
- Volunteer companionship program with the Boys and Girls Club of America
- Toy donation drive for young children

Holistic Care

- The "Wings of Support Program" assists "Man Fair" in gaining employment.
- Ride for ALS



About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
7-0 Management Approach of Sustainable Topics
7-1 Concepts of Social Engagement
7-2 Educational and Cultural Initiatives
7-3 Philanthropic Initiatives
7-4 Environmental Conservation
Appendix

The Taiwan Sites

YFY Group and E Ink Jointly Donate NT$10 million to Support Post-Earthquake Reconstruction in Hualien

- On April 3, 2024, a magnitude 7.2 earthquake struck Hualien, causing widespread impact across Taiwan. Ho Shou-Chuan, President of the YFY Academy, expressed his sympathy and called on the public to embrace the spirit and compassion of Hualien by actively supporting disaster relief efforts. The following day, YFY Group and E Ink jointly announced a donation of NTD 10 million to aid in disaster relief and reconstruction, with the hope of helping affected residents return to normal life. Since establishing a plant in Hualien in 1968, YFY has been deeply committed to supporting the region' s development. This donation demonstrates its longstanding affection for and sense of responsibility toward Hualien.



The US Sites

Clothing Drive-Clothes Collected for Goodwill Industries

- Goodwill Industries, a nonprofit organization, was established with the purpose of providing job training, employment placement services, and other community programs to individuals who face barriers to employment.
- More than 16 volunteers took the initiative to organize and sort a total of 723 kilograms of clothing for Goodwill Industries.
- The event has been held for 22 consecutive years, with a total of over 13, 000 kilograms of clothing and linens collected.



Donation Drive in Support of the Woburn Area

- Collect items to help those who do not have the means to celebrate Thanksgiving by setting up as a competition among departments.
- Filled 7 Thanksgiving Baskets for Woburn.
- Filled 7 Thanksgiving Baskets and USD 300 in gift cards for Council of Social Concern. USD 2,400 in total.



E Ink's Annual Party: Sharing Happiness and Care Through Responsible Food Use

On December 27, 2024, during E Ink's Annual Party, "Inkers' Love, the Volunteer Community" initiated the "No Food Waste, Overflowing Care" campaign. The event encouraged the use of serving utensils and promoted food appreciation and waste reduction in advance. After the party, kitchen staff and volunteers helped pack leftover meals that were not consumed or taken away. These were handed over to the Dongxiang Community Development Association in Hsinchu for distribution to underserved populations. The initiative not only reduced food waste but also delivered warmth and care to elderly individuals living alone and disadvantaged families, raising awareness among employees about the importance of cherishing food while enjoying their meals.





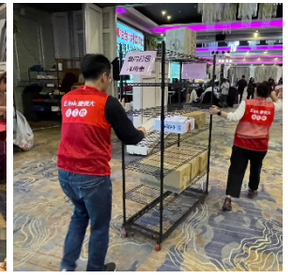
Volunteers with Dongxiang Community Development Association, Hsinchu



Volunteers assisting with food packing

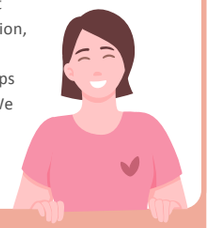


Volunteers assisting with transportation



Ms. Su, Volunteer from "Food Bank Hsinchu" Association:

At the end of 2024, just after Christmas, many companies held their annual party. Amid this festive season, E Ink demonstrated great compassion. On Friday, December 27, following a grand celebration, members of "Inkers' Love, the Volunteer Community" joined forces to pack meals and share the party with underserved groups through the Dongxiang Community Development Association. We are deeply grateful for this generous act—their spirit of selfless dedication is truly admirable!



Project Benefits: 147 meal packs were prepared



Packed meals delivered to the association for storage

Food Bank Hsinchu Association - Official Statement

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
7-0 Management Approach of Sustainable Topics
7-1 Concepts of Social Engagement
7-2 Educational and Cultural Initiatives
7-3 Philanthropic Initiatives
7-4 Environmental Conservation
Appendix

Child Care

E Ink has been a long-term donor to the local Hsinchu social welfare organization "Chuhsin Home."

To deepen its commitment to community care, E Ink launched the "Nutritional Donation Project," spearheaded by the Social Engagement Taskforce in collaboration with "Inkers' Love, the Volunteer Community" and the on-site FamilyMart convenience store. A donation drive is held each quarter within the company, aiming to provide more nutritious and healthy meals for children. The initiative has been met with overwhelming enthusiasm from employees, who actively place orders and make donations. The Company matches all employee donations with an equal amount in cash, multiplying the collective impact. Through this initiative, E Ink donates 1,200 eggs and NTD 36,000 in supplemental food funding to Chuhsin Home each quarter, enriching the children's meal options.

Beyond nutritional support, E Ink is committed to fostering children's development and demonstrating care and encouragement for the next generation. The Company organized a group purchasing campaign encouraging employees to buy 2025 calendars illustrated by children, directly supporting their creativity and artistic growth. Additionally, during the Employee Family Day, E Ink arranged for children to perform on stage in front of thousands, helping boost their self-confidence and offering scholarship awards as recognition of their efforts.

During the Christmas "Wishing Tree" event, employees helped fulfill children's holiday wishes - gifts like inline skates and backpacks -accompanying them on their journey to pursue their dreams. To express gratitude to the dedicated social welfare workers caring for these children, E Ink prepared special gift vouchers, extending heartfelt appreciation for their quiet dedication and invaluable contributions to the growth and well-being of the children.

"There is nothing more joyful than seeing children healthy and smiling. As a local company, we are thrilled to see our employees enthusiastically joining E Ink in protecting the children of our community."

- **Material Donations:**Four boxes of small cookies and three boxes of sparkling water.
- **2024 "Nutritional Donation Project" :** Within four months of implementation, NTD 48,000 in cash and 1,600 nutritious eggs were donated, benefiting 912 recipients.
- **Family Day Event:** Children from Chuhsin Home performed on stage, receiving encouragement and recognition. NTD 50,000 in scholarships were awarded, benefiting 53 recipients. It is estimated that over the course of one year, NTD 288,000 in cash and 9,600 eggs will be donated.
- **Group Calendar Purchase:** To support children' s creativity, 43 employees pre-ordered 142 calendars, raising NTD 18,000.
- **Christmas Wishing Tree Event:** Helped fulfill the holiday wishes of children from Chuhsin Home. A total of 45 gifts were distributed to 29 children, 9 staff members, and 7 volunteers, with a total gift value of NTD 44,000.


1


2


3

1. Nutritional Donation Project
2. Group Calendar Purchase to Spread Love and Support Children's Creativity
3. Heartwarming Christmas "Wishing Tree" to Encourage Children to Pursue Dreams and Study Hard Despite Adversity

For more information, please visit our official website.



Founder and Chairperson of Chuhsin Home, Ms. Chuang Shu-Chen

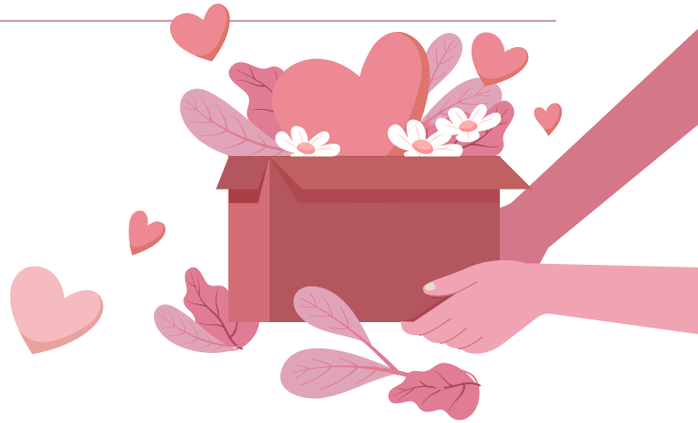
We extend our heartfelt thanks to E Ink for their generous donations of nutritious eggs, meal subsidies, and scholarships. These resources provide critical support for our children - not only aiding their education but also delivering a profound message of love, allowing them to feel the care and support of society. We also deeply appreciate E Ink' s invitation for our children to participate in the Family Day event and showcase their performances. The children were filled with anticipation for this opportunity, which went beyond a simple performance; it was a chance to present their efforts and growth, and a valuable exercise in building confidence. The donations have supported the children' s nutrition and health and will also be used to further their academic development, helping them pursue their dreams with courage and determination. Our sincere gratitude goes to every E Ink colleague who contributed with love - your compassion brings warmth and strength to the children. With your support, their future becomes brighter, and they will take this as the starting point for continuous progress.



About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
7-0 Management Approach of Sustainable Topics
7-1 Concepts of Social Engagement
7-2 Educational and Cultural Initiatives
7-3 Philanthropic Initiatives
7-4 Environmental Conservation
Appendix

Child Care



The China Sites

TOC Scholarship Program, in collaboration with Yangzhou TV

- The establishment of the "TOC Scholarship Program" supports students from families with special needs in completing their education.
- In 2024, the Company donated NTD 45,000 (RMB 10,000) in scholarships each to two financially disadvantaged college students. The Company also continued its support for three students from 2023, bringing the total scholarship amount to NTD225,000 (RMB 50,000). These three 2023 scholarship recipients served as interns at the Company during the 2024 summer break, assigned to the Finance Department, Human Resources Department, and Procurement Department





Autumn Education Support Charitable Project, in collaboration with Yangzhou TV

- Continued collaboration with the Yangzhou TV News Channel's program "News Girl" to provide financial assistance to underprivileged students across various districts and counties in the city. In 2024, a total of NTD 270,000 (RMB 60,000) was donated, with visits made to 7 schools and support provided to 113 students.







The US Sites

Boys and Girls Club of America[Note] Companionship Volunteers

- Two volunteers participated in the International Day of the Girl event at the Boys and Girls Club of Silicon Valley.

Note: Boys and Girls Clubs of America (BGC), a non-profit organization, is dedicated to providing children and youth with healthy, safe, and beneficial after-school activities, including education, sports, arts, and more. The non-profit organization aims to assist young people in developing skills and building confidence. BGC has a total of 4,700 locations across the US.



Toys for Tots: Toys Collection

- Raised toys for underprivileged children.
- A total of 8 large boxes of toys and 2 bicycles and approximately NTD 16,000 (USD 500) cash was donated to support disadvantaged families at the US sites.



About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
7-0 Management Approach of Sustainable Topics
7-1 Concepts of Social Engagement
7-2 Educational and Cultural Initiatives
7-3 Philanthropic Initiatives
7-4 Environmental Conservation
Appendix

Holistic Care

For more information, please visit our official website.

E Ink and corporate volunteers support Ai Heng Enabling Center in helping Man Fair soar higher and farther

E Ink has partnered with the local Hsinchu social welfare organization, Ai Heng Enabling Center, to support people with disabilities and to create more diverse employment opportunities for Man Fair. Through the "Flying Support Project" initiated by E Ink, food gift boxes and second-hand goods were sold at the Company cafeteria and during the Family Day event. These activities along with pre-order campaigns aimed to increase revenue and improve the operational efficiency of the Man Fair's sheltered workshop, helping them achieve financial independence.

E Ink firmly believes that every small effort can create a significant collective impact. As a local enterprise, we are committed to spreading love and care to those in need. By encouraging active employee participation, we aim to continuously provide more learning and employment opportunities for Man Fair and together generate a lasting, positive impact on society.

Revenue statistics for the Man Fair Sheltered Workshop show:
NTD 65,000 was raised during the Family Day event, and NTD 16,000 was generated from weekday lunch booth sales.







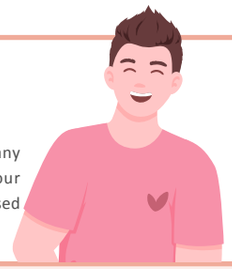




1. Group photo at the lunchtime booth event
2. Colleagues enthusiastically support the lunchtime booth event
3. The president of "Inkers' Love, the Volunteer Community" was invited to attend the "Your Love Helps Me Fly" press conference and received a certificate of appreciation at the event
4. Colleagues enthusiastically support the Family Day booth event
5. Colleagues enthusiastically support the Family Day booth event

Mr. Chen Chien-Yu, Head of the Man Fair Sheltered Workshop:

"We deeply appreciate E Ink's continued support of Ai Heng's Man Fair. During the fundraising event, many migrant workers enthusiastically purchased our dolls, leading to a supply shortage that helped resolve our inventory backlog. We look forward to ongoing collaboration with your company, and the funds raised will be used to support the operating expenses of the Man Fair initiative."





The US Sites

Ride for ALS

- Raise awareness for Amyotrophic Lateral Sclerosis (ALS) disease.
- This event raised NTD 131, 000 (USD 4, 100)to care for and support ALS patients, improve their lives, and help them regain hope in life.
- Has responded for 22 consecutive years, raising more than NTD 1.73 million(USD54,000).



About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
7-0 Management Approach of Sustainable Topics
7-1 Concepts of Social Engagement
7-2 Educational and Cultural Initiatives
7-3 Philanthropic Initiatives
7-4 Environmental Conservation
Appendix

7-4 Environmental Conservation

Excessive economic development has caused ecological and environmental pollution, posing extreme climate disruption and threats to biodiversity, which endanger the survival of humans and other species. Environmental protection is an indispensable part of achieving sustainable development goals. Sustainable operations depend on land-based facilities and assets, while employees need a safe living environment, and ecosystems indirectly and directly provide raw materials for various productions. Thus, a company's sustainable operations are closely linked with environmental stability and biodiversity.

E Ink's global operations, manufacturing, R&D, and business locations are not situated in ecological conservation areas, ensuring no disruption to habitats. To minimize natural resource consumption, E Ink is committed to optimizing production processes and reducing the ecological impact of raw materials while preventing deforestation and increasing energy efficiency. E Ink encourages suppliers to use environmentally friendly and recyclable materials and collaborates with upstream value chain partners to protect the environment, starting with reducing natural damage. The short-term goal is to achieve No Net Loss (NNL), with a long-term goal of realizing Net Positive Impact (NPI) by 2030.

Respect for the Environment: Advocacy and Commitment

E Ink has established the "Biodiversity and Non-Deforestation Commitment" and is taking action to preserve environmental ecosystems, biodiversity, and forest conservation. The company strives to fulfill its responsibilities to enhance environmental and social well-being and aims to extend its influence through the supply chain or value chain, fostering collaboration and progress together.

Biodiversity and Non-Deforestation Commitment

In addition to actively implementing energy-saving and carbon-reducing measures to mitigate climate change, E Ink also recognizes ecological and biological conservation as a key action to practice environmental sustainability in the development. E Ink is committed to take actions that consider environmental ecology, biodiversity, and forest conservation to contribute to the enhancement of environmental and social well-being, and to respond to United Nations Sustainable Development Goal 15, "Life on Land" by conserving and sustainably utilizing terrestrial ecosystems, preventing land degradation, and ensuring biodiversity.

E Ink is committed to take action from its own operations and call on its supply chain (or value chain) partners to support and reduce negative impacts on the ecological environment, avoid deforestation, and promote the positive value of environmental ecology and biodiversity. Through management governance and supervision by the Corporate Sustainability Committee, E Ink will promote and implement its commitment to maintaining the environment and ecosystem.

NATURE AND CLIMATE REPORT

Corporate Commitment and Implementation Policy of E Ink

- 1E Ink and its supply chain (or value chain) partners will comply with relevant international and local laws and regulations to avoid setting up operating sites or factories in globally or nationally significant areas of biodiversity or neighboring regions.
- E Ink and its supply chain (or value chain) partners will avoid activities that damage or affect protected forests and species, ensure that operations of the Company do not involve deforestation, and avoid development in forest-covered areas, areas of high conservation value, and peatlands.
- If E Ink's operations involve changes in land use, including factory construction, adjustment of land allocation and use, and use of vacant land, the Company will evaluate the possible ecological value loss and implement mitigation actions to compensate and achieve no net loss.
- If E Ink and its supply chain (or value chain) partners must carry out operational activities in neighboring critical areas of biodiversity, they will adopt measures such as avoid, reduce, regenerate, restore and transform in order to mitigate ecological impact in sequence.
- E Ink actively supports biodiversity conservation initiatives and conducts biodiversity risk assessments.
- E Ink promotes concepts of biodiversity and forest conservation and no deforestation to employees, shareholders, customers, supply chain (or value chain) partners, and other internal and external stakeholders, enhancing the Company's awareness of environmental and ecological protection.
- E Ink collaborates with supply chain (or value chain) partners and external stakeholders to support biodiversity and forest conservation and ecological protection.
- E Ink's "Supplier Code of Conduct" requires supply chain partners (including first-tier suppliers and non-first-tier suppliers) to jointly comply with this commitment.
- E Ink will not purchase from suppliers that knowingly cause biodiversity loss, deforestation, or violate regulations.
- E Ink aims to achieve a net positive impact on the environment and ecology by 2030 at all global operating sites, striving to maintain biodiversity.
- E Ink aims to achieve no gross deforestation by 2030 at all global operating sites, striving to protect and maintain forests.



About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
7-0 Management Approach of Sustainable Topics
7-1 Concepts of Social Engagement
7-2 Educational and Cultural Initiatives
7-3 Philanthropic Initiatives
7-4 Environmental Conservation
Appendix

Initiatives

E Ink aims to raise public awareness and concern for ecological conservation while promoting the sustainable development of global biodiversity through environmental education on ecological protection and biodiversity. By participating in strategies that balance environmental ecology, biodiversity, and forest conservation, and formulating the "Biodiversity and Non-Deforestation Commitment" and joining international advocacy organizations, E Ink actively advocates for the protection of natural ecosystems and habitats for wildlife and plants. This initiative extends environmental conservation concepts to employees, shareholders, and significant suppliers [Note], enhancing stakeholder awareness about environmental and ecological protection. These efforts support biodiversity maintenance, forest conservation, and ecological protection through practical actions.

Initiatives	About the Initiatives	Commitment
BUSINESS FOR NATURE Business for Nature	An international initiative organization composed of 85 influential organizations and enterprises dedicated to creating a market environment beneficial to the natural environment.	Advocate for the governments to take proactive policy actions to halt and reverse nature loss by 2030.
TNFD Taskforce on Nature- related Financial Disclosures (TNFD)	The United Nations and the World Wide Fund for Nature launched a financial disclosure initiative in 2021, with a task force composed of 40 senior executives from financial institutions, enterprises, and market service firms.	Signed up as a "TNFD Early Adopter" based on the final framework released by the Taskforce on Nature-related Financial Disclosures (TNFD) in September 2023, adopting the TNFD framework to manage and disclose nature-related risks and opportunities, and E Ink has started publishing the nature-related financial disclosure report since 2024.
SCIENCE BASED TARGETS NETWORK GLOBAL COMMONS ALLIANCE Science based Targets Network (SBTN)	The global initiative alliance, consisting of over 80 non-profit organizations, released a pilot version of Science Based Targets for Nature in late May 2023, providing a framework for setting and verifying targets for land, freshwater, and biodiversity conservation practices.	Participated in the Corporate Engagement Program of the "Science Based Targets Network" to set nature-related targets.

ote: For details regarding the Biodiversity and Non-Deforestation Commitment within the supply chain (or value chain), please refer to Chapter 5, Sustainable Supply Chain, of this report.



GREEN & SAFE

E Ink dedicated to improving its production processes for the benefit of environmental sustainability and environmental protection. E Ink has invested in YFY Biotech, creating a platform for mutual benefit and shared interests among consumers, producers, and the environment. This investment aims to foster a harmonious relationship where all three parties can thrive and mutually benefit from each other.

GREEN & SAFE is a pioneer in Taiwan's organic and sustainable food distribution channel. With a long-term commitment to promoting the concept of organic living to consumers, GREEN & SAFE brings together a wide range of organic products, including grains, fruits, vegetables, and seafood, cultivated by producers who share a vision of sustainable production and operation. GREEN & SAFE offers consumers a sustainable and trustworthy choice for organic living.

Through carefully select seasonal organic vegetables and fruits, in response to the principles of "carbon fixation" and "carbon reduction" for sustainability. By choosing crops cultivated in organic, circular ecological systems that emphasize the limited use of chemical fertilizers, pesticides, no-till farming, crop coverings, crop rotation, and composting. Green & Safe promotes soil ecological diversity, enhance soil carbon sequestration, and support land health in the face of climate change. By practicing water-efficient irrigation and organic fertilization, it increases soil organic matter content, reduces carbon dioxide and methane emissions, and enhances the soil's carbon sink function, effectively absorbing more carbon dioxide. The cultivation of organic fruits and vegetables without herbicide use and manual weed management helps preserve water sources and soil, demonstrating a land-friendly approach.

Raised Taiwan's native free-range chickens and Taiwan Black Pigs, ensuring that no antibiotics are used throughout the rearing process. These livestocks are ethically raised in well-ventilated environments with sufficient space for movement. This approach not only results in unique flavors but also carries forward Taiwan's exquisite flavors.

In order to maintain marine resources and biodiversity, adhere to the use of sustainable fishing methods that involve one-line fishing. By selectively targeting specific fish species, prevent overfishing and protect juvenile fish, avoiding the depletion of marine populations. Additionally, these fishing practices minimize contact with the seafloor, reducing environmental damage and contributing to the reduction of marine waste.

Move away from traditional intensive monoculture practices and adopt a mixed farming approach, where multiple species coexist in the same water body, forming a complete ecosystem. This method reduces the risk of infectious diseases among aquatic organisms and eliminates the need for antibacterial agents. By maintaining ecological balance, our ensure the health of both the water body and the aquatic species. In our low-density farming environment, fish and shrimp have ample space to move, resulting in naturally sweet and non-fishy-tasting meat.

GREEN & SAFE not only selected sustainably produced crops for consumers, also develops a variety of dry goods, sauces, unsweetened teas, and convenient additive-free meal kits to meet consumers' culinary needs. Through stringent quality control measures, Green & Safe ensures that these products are safe, environmentally friendly, and free from additives. By delivering wholesome, safe, and delicious food options, Green & Safe commitments to bring healthy and flavorful experiences to consumers' tables.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
7-0 Management Approach of Sustainable Topics
7-1 Concepts of Social Engagement
7-2 Educational and Cultural Initiatives
7-3 Philanthropic Initiatives
7-4 Environmental Conservation
Appendix

Supporting "Environmental Trust" to Protect the Earth and Native Species

In 2024, E Ink entered the second year of its collaboration with the Trust in Nature Foundation (formerly the Taiwan Environmental Information Association). With a cumulative donation of NTD 1. 2 million, E Ink continues to support ecological restoration and promote environmental friendliness through action by signing a renewed Memorandum of Understanding. From the perspective of social inclusion within sustainable operations, this project extends corporate influence to the realm of biodiversity. Through its cooperation with the foundation, E Ink engages in observation, interviews, and participation in nonprofit operations to explore various possibilities for biodiversity projects. It also builds connections with habitat stakeholders and introduces the foundation's habitat knowledge into corporate practice, while contributing resources in return.

As part of this deepened engagement, E Ink's executive leadership team visited the "Nature Valley" habitat managed by the foundation to engage in ecological service and nature education activities. Additionally, E Ink organized its second "Environmental Protection Festival", featuring guest lectures from TNF instructors and on-site habitat exploration to share environmental knowledge with employees. Through this collaboration, employees gained a better understanding of the complexity of habitat management. With financial sponsorship, the foundation is empowered to professionally manage ecological work. The foundation's managed habitats include the Environmental Charitable Trust at Nature Valley and Alibang Farm. The signed MOU and ongoing donations signify a long-term partnership between E Ink and the foundation.

Protecting Natural Habitats



The Alibang Ecological Farm

The Alibang Ecological Farm is dedicated to conserving freshwater wetlands and low-altitude secondary forests, with a focus on rehabilitating the Taipei Grass Frog (Hylarana taipehensis), a protected species. The farm originated in the late 1990s as part of the "Saving Nature" Project initiated by Mr. De-Chang Wang. Since 2022, Mr. Wang, as the site representative, entrusted the Trust in Nature Foundation to assemble a team to manage the farm. In addition to continuing its original conservation mission, the team has promoted practical and regulatory efforts to transition the Alibang site into an environmental charitable trust base, preserving its pristine forests and wetlands.



Photo credit: TEIA

The Nature Valley Environmental Trust Base

The Nature Valley Environmental Trust Base, established in 2011, is the first environmental trust case in Taiwan. Located in Qionglin Township, Hsinchu, Nature Valley was once an abandoned orchard and tea plantation. In June 2014, the Trust in Nature Foundation took over management of the site to protect and restore low-altitude forests, promote local ecological conservation efforts, safeguard surrounding native habitats, and develop an environmental learning center open to all. The initiative aims to foster a model of harmonious coexistence between humans and nature, preserving local forests and native species.

TEIA
台灣環境資訊協會
Taiwan Environmental Information Association

About the Trust in Nature Foundation

The Trust in Nature Foundation (TNF), formerly known as the Taiwan Environmental Information Association, was established in 2001. It is the official representative of Earth Day in Taiwan, authorized by the Earth Day Network. In addition to operating environmental media and promoting environmental education, the foundation actively advocates for and manages environmental charitable trusts.

A notable example is its 2014 takeover of Taiwan' s first successful environmental trust - the Nature Valley Environmental Trust Base in Qionglin, Hsinchu. In January 2022, the foundation was also entrusted with the management of the Alibang Ecological Farm in Shimen District, New Taipei City, which serves as a vital breeding ground for the Taipei Grass Frog, a protected species in Taiwan.

In 2024, the organization was officially renamed the Trust in Nature Foundation. Now qualified as an agricultural legal entity, it is able to safeguard privately owned farmland from lowland to foothill regions through the model of environmental charitable trusts.

Feedback from Stakeholders

Chairman of the Trust in Nature Foundation, Mr. Jui-Bin Chen, stated:

"We believe that 'awareness leads to action, and action leads to environmental change.' E Ink has set an important example by sponsoring and supporting the ecological conservation efforts of environmental organizations, helping to preserve pristine land in the mountains for future generations. When corporate partners support green actions for habitat conservation, these collective efforts can build into a powerful force of goodwill toward the environment."

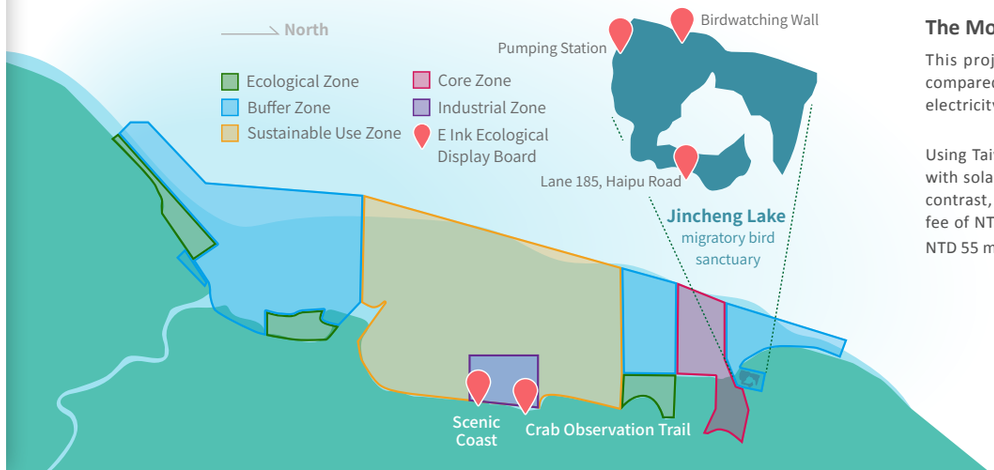


Zero-Carbon, Light-Pollution-Free ePaper Creates Dynamic Information Signage for Xiangshan Wetland

In addition to being a popular recreational destination, the "17km Coastal Scenic Area" in Hsinchu City is home to the Xiangshan Wetland—the largest intertidal wetland north of the Dajia River, spanning 1, 768 hectares. The unique intertidal environment of Xiangshan Wetland fosters rich biodiversity, including "living fossil" brachiopods, the Taiwan fiddler crab (an endemic species), and the critically endangered tri-spine horseshoe crab. For instance, the Taiwan fiddler crab is now found only in Xiangshan Wetland in northern Taiwan, highlighting its crucial ecological significance. Furthermore, the wetland serves as an essential wintering ground for migratory birds, contributing to a vibrant and diverse ecological landscape.

E Ink has identified Xiangshan Wetland as a key site for ecological engagement. Following field investigations and interviews with avian experts, it was determined that the northernmost Jincheng Lake area within the wetland serves as a critical "stopover" for migratory birds heading south for the winter and also offers multiple functions for ecological education. However, as a semi-artificial lake located near the river mouth, Jincheng Lake often experiences siltation. The buildup has created mudflats that almost connect to the embankment, allowing anglers to cross through the lakeside forest and walk directly onto the compacted mudflats, disturbing bird habitats. In some cases, unscrupulous businesses have even illegally dumped industrial waste along the lake's shoreline.

Functional Zoning Map of the Xiangshan Key Wetland Conservation and Utilization Plan



Engaging with Government, Environmental Organizations, and Supply Chain Partners

In 2024, E Ink initiated a collaboration with the Hsinchu City Government to strengthen the management of the Jincheng Lake area. The initiative aims to enhance information display diversity and improve communication with visitors and local residents—while ensuring minimal impact on habitats and landscapes. In partnership with HANJENTEK—a system integrator in the ePaper ecosystem—five weatherproof outdoor ePaper ecological signage boards were installed. These customized ePaper signs are solar-powered, operate off-grid with 100% renewable energy, and support multilingual, real-time remote content updates. This allows for the efficient presentation of event information, policy advocacy, and conservation messages even under limited municipal management resources. By leveraging ePaper's energy-saving, non-emissive, and digital nature, E Ink has created a zero-carbon display solution that positively impacts ecological reserve management through its core display technology.

Light Pollution-Free and the Most Energy-Efficient Display Solution

Addressing Ecological Challenges with Core Technology





Smart Algorithms and Remote Updates Save Human Resources

The ePaper signage system enables real-time content delivery through a backend interface, broadcasting information such as tourism guides, event posters, conservation updates, and policy messages at the habitat site via internet connection. This demonstrates the local government's proactive management and deters illegal waste dumping. The signage installed along the Crab-Watching Trail can also automatically retrieve and display daily tidal information, offering safety alerts to the public.

Eco-Friendly ePaper Signage without Light Pollution

E Ink' s ePaper has received "Dark Sky" certification from the International Dark-Sky Association (IDA), making it the first display technology in the world to earn this recognition. E Ink' s reflective display uses ambient light rather than emitting its own, and can be illuminated at night using low-power LED strips—avoiding excessive energy waste and stray light that may disturb nearby communities or ecosystems. This makes it the most environmentally and ecologically friendly display solution.

The Most Energy-Efficient Display Solution

This project utilizes solar power to operate the ePaper ecological signage. Over a five-year period, compared to LCD signage, it is estimated to save the Hsinchu City Government approximately NTD 37,128 in electricity costs and reduce 21 metric tons of CO_2e emissions.

Using Taiwan's major cities as a reference example: if 64, 000 bus stops across the nation were equipped with solar-powered ePaper smart bus signage for five years, the total carbon emissions would be zero. In contrast, LCD smart signage would emit 200,000 metric tons of CO_2e. Based on Taiwan' s proposed carbon fee of NTD 300 per metric ton, the carbon cost savings of ePaper signage over LCD is projected to exceed NTD 55 million.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
7-0 Management Approach of Sustainable Topics
7-1 Concepts of Social Engagement
7-2 Educational and Cultural Initiatives
7-3 Philanthropic Initiatives
7-4 Environmental Conservation
Appendix

Environmental Protection Festival – An All-Employee Engagement in Earth Conservation Action

Since 2023, E Ink has launched the "Environmental Protection Festival" series of activities to fulfill its goal of "restoring the ecological environment and promoting a friendly environment." Centered around three core pillars—knowledge sharing, engagement promotion, and daily green culture—the program includes ecological lectures, volunteer services, and green living practices. In 2024, five events were held, attracting approximately 200 participants. Through interaction with both internal and external stakeholders, E Ink continues to broaden its influence in environmental protection.



- **Knowledge Sharing**: In 2024, two expert-led seminars were held on themes such as nature conservation, ecological protection, and biodiversity. These sessions aimed to enhance environmental and biodiversity awareness.
- **Volunteer Service**: In collaboration with the Trust in Nature Foundation and the Wild Bird Society of Hsinchu, two volunteer events were organized in 2024. One focused on habitat maintenance at Nature Valley in Qionglin, Hsinchu, and the other supported the Autumn Waterbird Festival. A total of 35 volunteers participated, taking concrete action to support ecological and environmental protection.
- **Green Living**: To encourage eco-friendly habits, employees were invited to participate in themed photo check-in campaigns. In 2024, the theme was "Finding ePaper," prompting employees to take check-in photos with the ePaper ecological signage at Xiangshan Wetland—highlighting environmentally friendly display technologies in everyday life.

Waterbird Guardians: Partnering with the Hsinchu Wild Bird Society to Raise Waterbird Conservation Awareness

"Autumn Waterbird Season" Volunteer Service

Volunteer Service

On December 7, the Wild Bird Society of Hsinchu hosted the Autumn Waterbird Festival. The event featured checkpoint games designed to educate participants about migratory birds, introduce the Jin Cheng Lake habitat, and observe the local ecology. Each station was jointly hosted by volunteers from the society and E Ink, who interacted with the public and shared knowledge about waterbird conservation. The event drew around 25 participants. In addition to volunteer participation from E Ink employees, YFY Consumer Products, an affiliated company, sponsored gifts for the checkpoint activities to boost public engagement.







About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
7-0 Management Approach of Sustainable Topics
7-1 Concepts of Social Engagement
7-2 Educational and Cultural Initiatives
7-3 Philanthropic Initiatives
7-4 Environmental Conservation
Appendix

Promoting Environment Conservation

Supporting the Environmental Charitable Trust through Collaboration with TNF to Protect Taiwan's Native Species and Habitats

Knowledge Sharing

Travel, Food, and Fun Can Be Sustainable Too!

Focusing on the theme of understanding "environmental trusts," E Ink organized two employee seminars to build foundational ecological knowledge. These talks emphasized everyday relevance on topics such as food, clothing, and travel designed to encourage voluntary participation. The two seminar topics were: "Eco Work Holidays: Make Your Getaway Meaningful" and "Good Food, Good Nature – A Green Feast Is Served."

The eco work holiday initiative advocated by the TNF combines volunteering and ecological education, inviting people to use their vacation time for conservation work. Since 2004, when the foundation hosted Taiwan's first eco work holiday, it has worked with numerous partners over the past 20 years to protect forests, oceans, and wetlands.

In terms of sustainable eating, Jane Goodall once said: "Food is power. Eating can change the world." In Taiwan, a land of agricultural abundance, each meal reflects how food is grown, raised, and harvested. With three meals a day, there are three chances to help the planet. Through this lecture, E Ink encouraged employees to become biodiversity-conscious consumers, choosing food from environmentally friendly sources and embracing local, seasonal ingredients. A total of 160 participants joined the two talks.





Volunteer Service

Natural Valley Ecological Volunteers

In its second year of habitat engagement, E Ink mobilized 18 volunteers, including members of the senior management team, to support conservation work at the Nature Valley Environmental Trust Education Base.

Bamboo Thinning

Controlled the growth area and density of Makino bamboo, ensuring space for the growth of native plants under and around the bamboo groves.

Mikania micrantha Removal

An invasive species from South America that has spread across Taiwan, requiring manual removal and root cutting to prevent it from strangling trees and proliferating.







National Forest Foundation



- Earth Week Activities at E Ink's US sites: Inkers donated cash during lunch hours and sold delicious baked goods, raising NTD 35, 000 (USD 1, 100) during the week. Combined with individual employee donations, a total of approximately NTD 163,000 (USD 5,092) was raised.
- Each dollar raised enables 1 tree to be planting.



About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Appendix

Appendix I: E Ink Sustainability Performance Indicators

◉ Material Topics

Categories	Sustainability Policy	Sustainability Action	Sustainable Topics	Sustainability KPIs	Management Approaches and Performances	Coverage	Progress				
							Short-Term Goals (2024)	Result (2024)	Short-Term Goals (2025)	Mid-Term Goals (2030)	Long-Term Goals (2035)
Governance/ Economics	Effective Governance for Business Growth	Strong corporate governance structure	Corporate Governance ◉	Board Structure	Policy Implementation	Global	Clearly defines management objectives and implementation status regarding director diversity policies	Achieved	Clearly defines management objectives and implementation status regarding director diversity policies		
					The Proportion of Independent Directors		40%	Achieved	40%	50%	
					The Proportion of Female Directors		29%	Achieved	29%	40%	
				Corporate Governance Evaluation	△Corporate Governance Evaluation	Taiwan	Ranked in the top 5%	Achieved	Ranked in the top 5%		
		Intensifying the Operation of Risk Management	Risk Management and Response	Risk Identification	Risk Identification	Global	Regularly identify, adjust and add new risk items according to international trends and industry changes, including emerging risk	Achieved	Regularly identify and adjust and add new risk items according to international trends and industry changes, including emerging risk		
					Fostering Risk Management Awareness-Coverage Of Education And Training On Risk Courses	Global	100%	Achieved	100%		
				Risk Analysis	Risk Analysis	Global	Evaluating the likelihood of risk items and operational impacts using a Risk Matrix	Achieved	Evaluating the likelihood of risk items and operational impacts using a risk matrix		
				Risk Management	Risk Management	Global	Establishing crisis management and business continuity plans	Achieved	Establishing crisis management and business continuity plans		
							Executing major crisis event response and drills		Executing major crisis event response and drills		
							Reducing the proportion of high-risk items		Reducing the proportion of high-risk items		
				Risk Monitoring and Review	Risk Monitoring and Review	Global	Summarizing the key points of risk management, risk assessments, and risk mitigation measures, and report to the Board of Directors twice per year	Achieved	Summarizing the key points of risk management, risk assessments, and risk mitigation measures, and reporting to the Board of Directors twice a year		
		Implementing Business Integrity	Compliance with Laws and Regulations	Compliance with Laws and Regulations	Compliance with Laws and Regulations- Number of Incident of Significant Violation Annuall	Global	Zero case	Achieved	Zero case		
					Human Rights Protection - Number of Incident of Human Rights Policy (Employee Aspect) Violations Annually	Global	Zero case	Achieved	Zero case		
			Ethics and Integrity ◉	Ethics and integrity	Number of Incidents of Ethics and Integrity Compliance	Global	Zero case	Not achieved, one violation Note 1	Zero case		
					Ethics and Integrity Awareness Cultivation -Completion rate for New Employee Training Programs and Coverage of Training	Global	100%	Achieved	100%		
				Privacy	Policy Implementation	Global	Establishment of a group privacy policy for the overall data utilization and collection	Achieved	Conducting regular compliance reviews		
					Privacy Protection – Number of Incident of Privacy Violation Annually		Zero case	Achieved	Zero case		
			Information Security Management ◉	Information Security	Information Security Management	Taiwan	Transferring to ISO/IEC 27001:2022	Achieved	Passed ISO/IEC 27001:2022 certification	All major sites have implemented and operated the ISO/IEC 27001:2022 Information Security Management System	
					Information Security Risks		-			Insuring cyber insurance	

(Next Page)

Categories	Sustainability Policy	Sustainability Action	Sustainable Topics	Sustainability KPIs	Management Approaches and Performances	Coverage	Progress				
							Short-Term Goals (2024)	Result (2024)	Short-Term Goals (2025)	Mid-Term Goals (2030)	Long-Term Goals (2035)
Sustainable Products&Governance/ Economics	Innovation for Low-Carbon Sustainable Products	Product Realization and Technology Innovation	Product Research, Development and Innovation	IP and Trade Secret	△Number of New Active Patents Annually	Global	300	Surpass by 755 new effective patents	300		
					△Accumulated Number of Active Patents	Global	6,000	Surpass by 7,088 active patents	6,000	5,000	
					△Number of Trade Secret Proposals	Global	170	Surpass by 282 trade secret proposals	220	280	
				Development Resource	Proportion of R&D Workforce to Total Workforce	Global	22-27%	Not achieved by 19%[Note 2]	22-27%		
					△Proportion of R&D Expense to Revenue	Global	10-15%	Achieved	10-15%		
				Intellectual Property Management	Taiwan Intellectual Property Management System (TIPS)	Taiwan	Maintaining A-level certification	Achieved	Maintaining A-level certification		
			Market Expansions	New Product and Technology	Proportion of New Product Developed in Past 3 Years to Revenue	Global	>3%	Achieved	>60%	>65%	>70%
			Business Partnership Management	Industry-Government-Academia Collaboration	Promoting Industry-Government-Academia Collaboration - Annual Number of New Collaboration	Global	1 collaboration project	Surpass by 9	1 collaboration project		
		Expansion of Low Carbon Products	Green and Sustainable Product Development	Sustainable Products	Sustainable Product Development - Annual Number of New Projects	Global	1	Achieved	2-3	3-5	5-10
					Upgrading Existing Products for Sustainability - Annual Number of New Projects	Global	1	Achieved	1-2	2-3	3-5
					Optimization of Product Packaging Materials - Reduction Raw Material Usage of Packaging Usage	Global	13% (compared to 2023)	Achieved	5% (compared to 2024)	5% (compared to 2025)	3-5% (compared to 2030)
					Proportion of Sustainable Raw Materials Used in Specified Products (% by weight)	Global	10%	Achieved	>10-15%	>15-20%	>20-30%
					Proportion of Recycled Raw Materials Used in Light Guides/ Touch Panels for Specified ePaper Modules (% by weight)	Global	3%	Achieved	5%	10%	30%
				Green Revenue	Proportion of FTSE Russell Green Revenue to Revenue	Global	>99%	Achieved	>99%		
				Ecosystem	Value Chain of Ecosystem-Accumulated Number of Partners Annually	Global	190	Achieved	150	200	250

(Next Page)

Categories	Sustainability Policy	Sustainability Action	Sustainable Topics	Sustainability KPIs	Management Approaches and Performances	Coverage	Progress				
							Short-Term Goals (2024)	Result (2024)	Short-Term Goals (2025)	Mid-Term Goals (2030)	Long-Term Goals (2035)
Green Production	Low-carbon and Energy Saving Operations and Manufacturing	Response to Climate Change	Climate Change Mitigation and Adaption	SHEE Policy	SHEE Policy Management	Global	Reviewing the SHEE Management Policy	Achieved	Reviewing the SHEE Management Policy annually		
				Risks and Opportunities	Climate and Nature Related Risk and Opportunity Management	Global	Completion of financial impact assessment	Achieved	Completion of identification, analysis, evaluation, and implementation of mitigation measures	Review of financial impacts	Completion of financial impact assessment
				Carbon right Management	Internal Carbon Pricing Framework	Taiwan	Implementing internal carbon pricing	Achieved	Implementing internal carbon pricing continuously	Planning of internal carbon fee mechanism	Planning and implementing an internal carbon pricing mechanism
					Carbon Credit Procurement	Global	New Target for 2024	-	Domestic and international carbon credit procurement research and planning	5% of Scope 1 and Scope 2	50% of Scope 1 and Scope 2
				Environmental Initiatives	Initiatives Related to the Environment	Global	CDP Climate Change Questionnaire at a higher A- level	Achieved	CDP Climate Change Questionnaire at A Leadership Level		CDP Climate Change Questionnaire at A Leadership level
							CDP Water Security Questionnaire at a higher B level		CDP Water Security Questionnaire with a score of A- or above		CDP Water Security Questionnaire at A Leadership level
		Transformation Path to Net Zero	Energy and Greenhouse Gas Management	Greenhouse gas (GHG) Emissions	Absolute target of GHG emission	Global	Scope 1 and scope 2 emissions: 40,000 metric tons CO_2e	Achieved	Scope 1 and scope 2 emissions: 55,000 metric tons CO_2e	Scope 1 and scope 2 emissions: 4,000 metric tons CO_2e	Scope 1 and scope 2 emissions: 2,500 metric tons CO_2e
						Global	Scope 1 emissions: 4,000 metric tons CO_2e	Achieved	Scope 1 emissions: 4,000 metric tons CO_2e	Scope 1 emissions: 4,000 metric tons CO_2e	Scope 1 emissions: 2,500 metric tons CO_2e
						Global	Scope 2 emissions: 36,000 metric tons CO_2e	Achieved	Scope 2 emissions: 51,000 metric tons CO_2e	Scope 2 emissions: 0 metric tons CO_2e	
					△GHG Emission Intensity (Scope 1 and 2)	Global	30% reduction compared to the baseline year	Surpass by 64% reduction compared to the baseline year	20% reduction compared to the baseline year	70% reduction compared to the baseline year	80% reduction compared to the baseline year
				Energy and Electricity	Energy Productivity	Global	USD 10 thousand /MWh	Not achieved, reaching USD 8.1 thousand / MWh[Note 3]	USD 10 thousand/MWh	USD 10.5 thousand/MWh Implement of ISO 50001 energy management system verification to global operation sites	
				Renewable Energy	Percentage of renewable energy use	Global	30%	Surpass by 58%	40%	100%	
		Environmental Impact Mitigation	Water Resource Management	Water Resource	Water Resource Usage	Global	4% reduction compared to the baseline year	Not achieved, with a 9% increase compared to the baseline year[Note 4]	5% reduction compared to the baseline year	10% reduction compared to the baseline year	15% reduction compared to the baseline year
					Water Recycle Rate in Production	Global	35%	Surpass by 40%	35%	50%	
					Water Use Intensity	Global	20% reduction compared to the baseline year	Surpassed target: 33% reduction vs. baseline year	20% reduction compared to the baseline year	30% reduction compared to the baseline year	
			Resource Management and Circular Economy	Production and Waste Reduction	Chemical Consumption per Unit Product	Global	60% reduction compared to the baseline year	Not achieved, with a 58% reduction compared to the baseline year[Note 5]	60% reduction compared to the baseline year	65% reduction compared to the baseline year	
				Environmental Management	ISO 14001 Environmental Management System	Global	Completion rate: 75%	Achieved	Completion rate: 100%		
				Waste	General Waste Recycling Rate	Global	55%	Surpassed the target, reaching 81%	55%	60%	
					Implementation of Product Recycling/ Circular Economy Project	Global	Completed 2 projects cumulatively	Cumulative total: 4 projects completed	Accumulated completion of three projects	Accumulated completion of five projects	Accumulated completion of seven projects
			Air Pollution	Air pollution	VOC emission intensity	Global	New target for 2024	3% reduction compared to the baseline year	5% reduction compared to the baseline year	10% reduction compared to the baseline year	15% reduction compared to the baseline year

(Next Page)

Cate-gories	Sustain-ability Policy	Sustainability Action	Sustainable Topics	Sustainability KPIs	Management Approaches and Performances	Coverage	Progress				
							Short-Term Goals (2024)	Result (2024)	Short-Term Goals (2025)	Mid-Term Goals (2030)	Long-Term Goals (2035)
Sustainable Supply Chain	Sustainable and Value-Added Supply Chain	Developing a Green and Low-Carbon Supply Chain	Sustainable Supply Chain Management	Local Procurement	Ratio of local suppliers	Global	>94%	Achieved	>95%	>96%	>97%
				Low-Carbon Energy	△Number of suppliers using renewable energy	Global	Increase by 2 from 2023	Exceeded, increased by 3	Increase by 2 from 2024	Increase by 5 from 2025	Increase by 5 from 2030
				Sustainable Collaboration	Sustainability and energy-saving projects	Global	Add 2 projects	Achieved	Accumulate 6 since 2023	Accumulate 15 since 2023	Accumulate 20 since 2023
		Control and Mitigation Sustainable Risks		Supplier Behavior Management	Adherence to E Ink's Supplier Code of Conduct	Global	100% signature rate by significant suppliers	Achieved	100% signature rate by significant and BOM suppliers		100% signature rate by Tier 1 suppliers
					Adherence to the vendor clean transaction commitment						
					Compliance with declaration of metal conflict-free						
				Risk of Supply Chain	△ESG questionnaire survey	Global	100% response rate by significant suppliers	Achieved	100% response rate by significant and BOM suppliers		100% response rate by Tier 1 suppliers
					Supply chain risk assessment	Global	100% evaluation rate for significant suppliers	Achieved	100% evaluation rate for significant and BOM suppliers		
					Risk mitigation	Global	100% of high-risk suppliers provide improvement plans	Achieved	100% of high-risk suppliers provide improvement plans		
					Conflict minerals due diligence	Global	5% of significant suppliers completed annually	Achieved	10% of significant suppliers completed annually	10% of BOM suppliers completed annually	100% of BOM suppliers completed
					Supplier audit rate	Global	100% annual audit rate for significant suppliers	Achieved	100% annual audit rate for significant suppliers in accordance with the annual audit plan		
		Advancement of Supply Chain Resilience		Sustainable Procurement	Procurement personnel training completion rate	Global	100% completion rate of training for procurement personnel	Achieved	100% completion rate of training for procurement personnel		
							100% completion rate of training for significant suppliers	Achieved	100% completion rate of training for significant suppliers		
				Resilience Strategy	Multi-sourcing for raw materials	Global	60% of significant suppliers with second source	Achieved	60% of significant suppliers with second source		
				Customer Satisfaction	Customer satisfaction score ≥ 80	Global	93%	Exceeded, achieved 100%	95%	96%	98%
Enterprise Care	Creating a Healthy and Safe Workplace for Employees	Protecting Human Rights of Workforces	Human Rights	Human Rights Policy	Human rights policy training	Global	New employee completion rate :100%	Achieved	New employee completion rate :100%		
							The Taiwan sites conducts one human rights training course				
					Human Rights Policy Assessment		Conducting violation investigation of human rights in Taiwan	Achieved	Conduct human rights risk assessments in the US region in 2025		Each region will undergo assessment every three year
									Each region will undergo assessment every three year		
				Diversity, Equal and Inclusion	Diversity and Inclusion	Global	Proportion of female to management role to 20%	Achieved	Proportion of female to management role to 20%	Proportion of female to management role to 23%	Proportion of female to management role to 25%
							Proportion of female to employees: 35%	Not achieved, reaching only 33.8%[Note 6]	Proportion of female to employees: 30%		
							New hires of female employees account for 25%	Achieved	New hires of female employees account for 28%	New hires of female employees account for 30%	
							Established a diverse and inclusive workplace with two measures, including cultural development initiatives	Achieved	Established a diverse and inclusive workplace with two measures, including cultural development initiatives		

(Next Page)

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Categories	Sustainability Policy	Sustainability Action	Sustainable Topics	Sustainability KPIs	Management Approaches and Performances	Coverage	Progress				
							Short-Term Goals (2024)	Result (2024)	Short-Term Goals (2025)	Mid-Term Goals (2030)	Long-Term Goals (2035)
Enterprise Care	Creating a Healthy and Safe Workplace for Employees	Talent Attraction and Retention	Talent Attraction and Retention	Employee Compensation	Compensation	Taiwan	Taiwan's average employee salary ranks within the top 5% of the optoelectronics industry market	Achieved	Overall compensation ranks in the top 50% in the industry	Overall compensation ranks in the top 40% in the industry	Overall compensation ranks in the top 30% in the industry
				Communication and Identity	Target of Employee Stratification /Engagement	Global	>75 scored	Achieved	Global Response Rate>77%	Global Response Rate>80%	Global Response Rate>82%
				Talent Retention	Talent Retention	Global	Turnover rate of highperforming talent <3%	Achieved	Turnover rate of high-performing talent: <3%		
							Turnover rate of employee: <15%	Achieved	Turnover rate of employee: <15%		
				Employee Care	Employee Supporting Program	Taiwan	Maternity subsidy of NTD 6 thousands	Achieved	Maternity subsidy of NTD 8 thousands	Maternity subsidy of NTD 6 thousands	Maternity subsidy of NTD 10 thousands
							Maternity subsidy of	Achieved	Childcare measures and subsidies, establishment or contracted childcare facilities		
			Management Relations Promotion and Communication	Employee Engagement	Establishing a Positive Labor-Management and Interactive Relationship	Global	Holding employee meeting once per year	Achieved	Holding employee meeting once per year		
							Resolution rate of proposals from labor-management meetings: 100%		Resolution rate of proposals from labor-management meetings: 100%		
		Talent Cultivation	Talent Training and Career Development	Learning Vitality	Enhancing Employee Learning Motivation- Course Satisfaction	Global	≧ 85%	Achieved	≥ 87%	≥ 88%	≥ 89%
				Reserving Talent	Cultivating Capabilities of Future Talent	Global	Completion rate of APPLE (Acceleration Program of Potential Leader, APPLE) ≥ 90% in Taiwan sites	Achieved	Promote APPLE to global Retention rate of APPLE program participants > 80%	Retention rate of APPLE program participants > 80%	
		Ensuring Occupational Safety and Health	Ensuring Occupational Safety and Health	Safety Culture	Promoting Safety Culture-Completion rate of Occupational Health and Safety Training	Global	Employee completion rate at Taiwan and Yangzhou sites 100%	Achieved	Employee completion rate: 100%	Employee completion rate: 100%	
							Contractor completion rate at Taiwan and Yangzhou sites 100%		Contractor completion rate at Taiwan and Yangzhou sites 100%	Contractor completion rate: 100%	
				Working Environment	Full Participation in Occupational Safety	Taiwan	New target	Proactive Reporting Rate of Environmental Inspection Deficiencies >7%	Proactive Reporting Rate of Environmental Inspection Deficiencies >10%	Proactive Reporting Rate of Environmental Inspection Deficiencies >25%	Proactive Reporting Rate of Environmental Inspection Deficiencies >40%
					Contractor Equipment Safety Management	Taiwan	New target	-	Initial Pass Rate of Electric Equipment Safety Inspections >90%	Initial Pass Rate of Electric Equipment Safety Inspections >95%	Initial Pass Rate of Electric Equipment Safety Inspections 100%
									Initial Pass Rate of Ladder Inspections >70%	Initial Pass Rate of Ladder Inspections >85%	Initial Pass Rate of Ladder Inspections >100%
					ISO 45001 certification	Global	Maintain the validity of ISO 45001 certification (Taiwan and Yangzhou sites)	Achieved	The Taiwan and Yangzhou sites maintain the validity of their ISO 45001 certifications	Maintain the validity of their ISO 45001	
									The US sites has obtained ISO 45001 certification		
					Occupational Safety Regulation Violations (Number of Cases)	Global	Zero cases	Achieved	Zero cases		
					Zero major occupational injuries	Global	Zero major occupational injuries	Achieved	Zero major occupational injuries		
					Occupational Injury Incident Rate	Global	FR<2	Achieved	FR<1.27		
				Employee Health and Well-Being	No cases of occupational disease diagnosed	Taiwan	New target	No cases of occupational disease diagnosed	No cases of occupational disease diagnosed		
					Chronic Disease Prevention	Taiwan	New target	The prevalence rate of metabolic syndrome is less than or equal to the government-announced threshold	The prevalence rate of metabolic syndrome is less than or equal to the government-announced threshold		
					Health Promotion Activities	Taiwan	New target	Health Promotion Activity Coverage Rate 18%	Health Promotion Activity Coverage Rate ≥ 25%	Health Promotion Activity Coverage Rate ≥ 35%	Health Promotion Activity Coverage Rate ≥ 45%

(Next Page)

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Categories	Sustainability Policy	Sustainability Action	Sustainable Topics	Sustainability KPIs	Management Approaches and Performances	Coverage	Progress				
							Short-Term Goals (2024)	Result (2024)	Short-Term Goals (2025)	Mid-Term Goals (2030)	Long-Term Goals (2035)
Social Engagement	Social Engagement-Local Engagement Aligned with Core Business	Investing in Education and Cultural Diversity	Engagement and Community Involvement	Educational Collaboration	Educational Collaboration - "eRead for the Future" eReader Mobile Library Project	Taiwan	Donating to eReader to elementary schools in a new city/ county	Achieved	Donating to eReader to elementary schools in a new county/ city	Promoting project to 10 city/ county Promoting digital reading curriculum	Promoting project to 13 city/ county
				Cultural Education	Cultural Promotion - Cross-Industry Collaboration Project	Taiwan	1 project	Achieved	Donating to eReader to elementary schools in a new county/ city	≥ 3 accumulated projects	≥ 5 accumulated projects
		Supporting the Underserved Groups and Philanthropic Activities		Philanthropic Initiatives	Support for Philanthropic Activities – Number of Events Participated	Taiwan	60 Events	Achieved	63 Events	65 Events	≥ 70 Events
					Engagement in Philanthropic Activities – Number of Participants		754 participants	Surpass by over 835 participants	900 participants	1,000 participants	≥ 1,500 participants
		Caring for Ecological Restoration and Encouraging Eco-Friendly Practices	Biodiversity	Environmental Conservation	Biodiversity Conservation Actions and Support	Taiwan	Support for Biodiversity NPOs Installation of 5 ePaper display boards at Hsinchu Xiangshan Wetland	Achieved	Continue and deepen the existing collaboration projects	2 biodiversity collaboration projects	3 biodiversity collaboration projects
					Environmental Conservation Promotion - Number of Events Held (Internal and External)	Taiwan	4 Events	Achieved	5 Events	7 Events	10 Events
					Environmental Conservation Engagement - Number of Participants	Taiwan	199 Participants	Achieved	200 Participants	280 Participants	400 Participants

Note 1: In 2024, E Ink received one report through its whistleblowing channel. Upon investigation, the relevant facts indicated a potential violation of E Ink's Code of Integrity Management. For details, please refer to Chapter 2-1, "Integrity and Sustainable Governance," of this report.
Note 2: Although the total number of Global R&D personnel increased in 2024 compared to 2022, the target was not met due to challenges such as a global shortage of and high demand for technology professionals.
Note 3: In 2024, the addition of new operating buildings and production lines at the Hsinchu site led to increased electricity consumption, resulting in a slight decline in energy productivity and failure to meet the target.
Note 4: In 2024, E Ink implemented water-saving initiatives in its production processes, which reduced total water withdrawal. However, this also caused the quality of discharged water to fall below recycling standards, thus lowering the overall water recycling rate.
Note 5: Despite various reduction measures, due to the need for extensive chemical testing required by the development of next-generation products and the introduction of new processes in 2024, the target could not be achieved as scheduled.
Note 6: In 2023, the definition of managerial positions was redefined to focus on organizational managers, whereas in 2022 it also included project managers.
Note 7: △ indicates that the indicator is linked to executive compensation.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Appendix II: GRI Standards

Declaration of Use	E Ink reports in accordance with GRI Standards for the period from January 1, 2024, to December 31, 2024
GRI1 Used	GRI1 : Foundation (2021)
Applicable GRI Sector Standards	Not applicable

GRI2 General Disclosures

GRI Indicator	Report Section Mapping	Omission/ Remarks	Page Number	External Assurance
2-1 Organizational details	1-1 Company Overview		12	●
2-2 Entities included in the organization's sustainability reporting	About this Report		2	●
2-3 Reporting period, frequency and contact point	About this Report		2	●
2-4 Restatements of information	-	No information required re-editing in 2024	-	●
2-5 External assurance	About this Report		2-3	●
2-6 Activities, value chain and other business relationships	1-1-1 About E Ink 1-2-1 Business Performance		12-13 19	●
2-7 Employees	6-1-2 Workforce Overview Appendix VII: Social Information		126 190	●
2-8 Workers who are not employees	6-1-2 Workforce Overview		126	●
2-9 Governance structure and composition	2-1-1 Board of Directors and Functional Committees		39-41	●
2-10 Nomination and selection of the highest governance body	2-1-1 Board of Directors and Functional Committees		39	●
2-11 Chair of the highest governance body	2-1-1 Board of Directors and Functional Committees		39	●
2-12 Role of the highest governance body in overseeing the management of impacts	2-1-1 Board of Directors and Functional Committees		39-40	●
2-13 Delegation of responsibility for managing impacts	1-3-2 Sustainable Development and Corporate Sustainability Committee 2-1-1 Board of Directors and Functional Committees		25-26 40,42	●
2-14 Role of the highest governance body in sustainability reporting	1-3-2 Sustainable Development and Corporate Sustainability Committee 1-4-2 Material Topics Identification Process		25 31	●
2-15 Conflicts of interest	2024 Annual Report		10	●
2-16 Communication of critical concerns	1-3-2 Sustainable Development and Corporate Sustainability Committee		25	●
2-17 Collective knowledge of the highest governance body	2-1-1 Board of Directors and Functional Committees		41	●
2-18 Evaluation of the performance of the highest governance body	2-1-1 Board of Directors and Functional Committees		41	●
2-19 Remuneration policies	2-1-1 Board of Directors and Functional Committees		43	●
2-20 Process to determine remuneration	2-1-1 Board of Directors and Functional Committees		42-43	●
2-21 Annual total compensation ratio	2-1-1 Board of Directors and Functional Committees		43	●
2-22 Statement on sustainable development strategy	CEO's Message		5-6	●
2-23 Policy commitments	2-1-2 Ethics and Integrity 6-1-3 Respecting Human Rights		44 129-131	●
2-24 Embedding policy commitments	2-1-2 Ethics and Integrity 6-1-3 Respecting Human Rights		44 129-131	●
2-25 Processes to remediate negative impacts	2-1-2 Ethics and Integrity 6-1-3 Respecting Human Rights		47 131	●
2-26 Mechanisms for seeking advice and raising concerns	2-1-2 Ethics and Integrity		47	●
2-27 Compliance with laws and regulations	-	No significant regulatory violations occurred in 2024	-	●
2-28 Membership associations	1-1-3 Honors, Recognitions, and Initiatives		17-18	●
2-29 Approach to stakeholder engagement	1-4-1 Stakeholder Communication Effectiveness		28-30	●
2-30 Collective bargaining agreements	6-2-2 Labor Relations and Communication		137	●

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

GRI Topic Standards

Material topics	Topics	GRI Indicator	Report Section Mapping	Omission/ Remarks	Page Number	External Assurance
-	Management Approach	GRI3-1 Process to determine material topics	1-4-2 Material Topics Identification Process		31-33	●
		GRI3-2 List of material topics	1-4-2 Material Topics Identification Process		32-33	●
Governance	Management Approach	GRI3-3 Management of material topics	1-4-1 Stakeholder Communication Effectiveness 1-4-2 Material Topics Identification Process 2-0 Management Approach of Sustainable Topics		29-30 33 36	●
Ethics and Integrity	Management Approach	GRI3-3 Management of material topics	1-4-1 Stakeholder Communication Effectiveness 1-4-2 Material Topics Identification Process 2-0 Management Approach of Sustainable Topics		29-30 33 36	●
	205 Anti-corruption	205-1 Operations assessed for risks related to corruption	2-1-2 Ethics and Integrity		45	●
		205-2 Communication and training about anti-corruption policies and procedures	2-1-2 Ethics and Integrity		45	●
		205-3 Confirmed incidents of corruption and actions taken	2-1-2 Ethics and Integrity		45	●
	206 Anti-competitive Behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2-1-2 Ethics and Integrity		45	●
Information and Cyber Security	Management Approach	GRI3-3 Management of material topics	1-4-1 Stakeholder Communication Effectiveness 1-4-2 Material Topics Identification Process 2-0 Management Approach of Sustainable Topics		30 33 37	●
Market Expansions	Management Approach	GRI3-3 Management of material topics	1-4-1 Stakeholder Communication Effectiveness 1-4-2 Material Topics Identification Process 3-0 Management Approach of Sustainable Topics		28, 30 33 63	●
Product Research, Development and Innovation	Management Approach	GRI3-3 Management of material topics	1-4-1 Stakeholder Communication Effectiveness 1-4-2 Material Topics Identification Process 3-0 Management Approach of Sustainable Topics		28, 30 33 63	●
Green and Sustainable Product Development	Management Approach	GRI3-3 Management of material topics	1-4-1 Stakeholder Communication Effectiveness 1-4-2 Material Topics Identification Process 3-0 Management Approach of Sustainable Topics		28, 30 33 64	●
Climate Change Mitigation and Adaption	Management Approach	GRI3-3 Management of material topics	1-4-1 Stakeholder Communication Effectiveness 1-4-2 Material Topics Identification Process 4-0 Management Approach of Sustainable Topics		30 33 85	●
	201 Economic Performance	201-2 Financial implications and other risks and opportunities due to climate change	2-2-3 Nature and Climate-Related Financial Disclosures		55-56	●

(Next Page)

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Material topics	Topics	GRI Indicator	Report Section Mapping	Omission/ Remarks	Page Number	External Assurance
Energy and Greenhouse Gas Management	Management Approach	GRI3-3 Management of material topics	1-4-1 Stakeholder Communication Effectiveness 1-4-2 Material Topics Identification Process 4-0 Management Approach of Sustainable Topics		28, 30 33 85	●
	302 Energy	302-1 Energy consumption within the organization	4-3-1 Energy Usage Appendix VI: Environmental Information		93 188	●
		302-3 Energy intensity	4-3-3 Energy Conservation and Carbon Reduction Appendix IV : Comparison Table of Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies		95 187	●
		302-4 Reduction of energy consumption	4-3-3 Energy Conservation and Carbon Reduction		95	●
	305 Emissions	305-1 Direct (Scope 1) GHG emissions	4-3-2 Greenhouse Gas Emissions Appendix VI: Environmental Information		93 188	●
		305-2 Energy indirect (Scope 2) GHG emissions	4-3-2 Greenhouse Gas Emissions Appendix VI: Environmental Information		93 188	●
		305-3 Other indirect (Scope 3) GHG emissions	4-3-2 Greenhouse Gas Emissions		94	●
Resource Management and Circular Economy	Management Approach	GRI3-3 Management of material topics	1-4-1 Stakeholder Communication Effectiveness 1-4-2 Material Topics Identification Process 4-0 Management Approach of Sustainable Topics		30 33 86	●
	306 Waste	306-1 Waste generation and significant waste-related impacts	Appendix VI: Environmental Information		190	●
		306-2 Management of significant waste-related impacts	Appendix VI: Environmental Information		190	●
		306-3 Waste generated	4-5-1 Raw Material Use and Waste Generation Appendix VI: Environmental Information		103 190	●
		306-4 Waste diverted from disposal	4-5-1 Raw Material Use and Waste Generation Appendix VI: Environmental Information		103 190	●
		306-5 Waste directed to disposal	4-5-1 Raw Material Use and Waste Generation Appendix VI: Environmental Information		103 190	●
Sustainable Supply Chain Management	Management Approach	GRI3-3 Management of material topics	1-4-1 Stakeholder Communication Effectiveness 1-4-2 Material Topics Identification Process 5-0 Management Approach of Sustainable Topics		29 33 108	●
	204 Procurement Practices	204-1 Proportion of spending on local suppliers	5-1-3 2 Building a Green and Low-carbon Supply Chain Appendix V: Supply Chain Information		113 188	
	308 Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	5-1-2 Managing Sustainable Supply Chain Risks		110	●
		308-2 Negative environmental impacts in the supply chain and actions taken	5-1-2 Managing Sustainable Supply Chain Risks Appendix V: Supply Chain Information		112 187	●
	414 Supplier Social Assessment Disclosure	414-1 New suppliers that were screened using social criteria	5-1-2 Managing Sustainable Supply Chain Risks		110	●
		414-2 Negative social impacts in the supply chain and actions taken	5-1-2 Managing Sustainable Supply Chain Risks Appendix V: Supply Chain Information		112 187	●

(Next Page)

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Material topics	Topics	GRI Indicator	Report Section Mapping	Omission/ Remarks	Page Number	External Assurance
Employee Training and Career Development	Management Approach	GRI3-3 Management of material topics	1-4-1 Stakeholder Communication Effectiveness 1-4-2 Material Topics Identification Process 6-0 Management Approach of Sustainable Topics		29-30 33 124	●
	404 Training and Education	404-1 New employee hires and employee turnover	Appendix VII: Social Information		192	●
		404-3 Percentage of employees receiving regular performance and career development reviews	6-3-3 Performance Review and Development		144	●
Talent Attraction and Retention	Management Approach	GRI3-3 Management of material topics	1-4-1 Stakeholder Communication Effectiveness 1-4-2 Material Topics Identification Process 6-0 Management Approach of Sustainable Topics		29-30 33 123	●
	401 Employment	401-1 New employee hires and employee turnover	6-1-2 Workforce Overview Appendix VII: Social Information		127 192	●
		401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	6-2-4 Salary and Benefits		134-136	●
		401-3 Parental leave	6-2-4 Salary and Benefits		128	●
Occupational Health and Safety	Management Approach	GRI3-3 Management of material topics	1-4-1 Stakeholder Communication Effectiveness 1-4-2 Material Topics Identification Process 6-0 Management Approach of Sustainable Topics		29-30 33 125	●
	403 Occupational Health and Safety	403-1 Occupational health and safety management system	6- 4- 1 Enhancing Management Empowerment through Occupational Safety and Health Management		145	●
		403-2 Hazard identification, risk assessment, and incident investigation	6-4-2 Controlling Risks to Create a Secure Workplace		145-148	●
		403-3 Occupational health services	6-4-2 Controlling Risks to Create a Secure Workplace 6-4-4 Creating a Healthy and Happy Workplace		145 150-151	●
		403-4 Worker participation, consultation, and communication on occupational health and safety	6- 4- 1 Enhancing Management Empowerment through Occupational Safety and Health Management		145	●
		403-5 Worker training on occupational health and safety	6-4-2 Controlling Risks to Create a Secure Workplace 6-4-3 Promoting a Safety Culture		147 149	●
		403-6 Promotion of worker health	6-4-4 Creating a Healthy and Happy Workplace		150-151	●
		403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	6-4-3 Promoting a Safety Culture		146-147 149	●
		403-9 Work-related injuries	6-4-2 Controlling Risks to Create a Secure Workplace Appendix VII: Social Information		148 149	●

Appendix III: SASB Standards

Disclosure topics: Product Security						
Code	Accounting Metrics	Category	Accounting Metrics Mapping to Disclosure	Section/Applicability Explanation	Page Number	External Assurance
TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	Discussion and Analysis	E Ink's products are not end-user products, therefore E Ink does not handle consumer information security and cannot apply this metric.	-	-	●

(Next Page)

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Employee Diversity & Inclusion						
Code	Accounting Metrics	Category	Accounting Metrics Mapping to Disclosure	Section/Applicability Explanation	Page Number	External Assurance
TC-HW-330a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees and (d) all other employees (%)	Quantitative	Please refer to Appendix VII, Social Information, Table " Gender and Job Category Statistics of Employees " and Table " Race/Ethnicity Statistics of Employees."	Appendix VII: Social Information	190	●
Product Lifecycle Management						
Code	Accounting Metrics	Category	Accounting Metrics Mapping to Disclosure	Section/Applicability Explanation	Page Number	External Assurance
TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances (%)	Quantitative	E Ink has established the "The Standard of Product Environment Hazardous Substances " to ensure compliance with directives such as RoHS, REACH, halogen-free requirements, and the non-use of conflict minerals. However, this standard does not fully cover the declarable substance list outlined in IEC 62474 and is therefore not applicable to this indicator.	-	-	●
TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent (%)	Quantitative	E Ink's products are not end-user products, so this metric is not applicable.	-	-	●
TC-HW-410a.3	Percentage of eligible products, by revenue, certified to an energy efficiency certification (%)	Quantitative	E Ink's products are not end-user products, so this metric is not applicable.	-	-	●
TC-HW-410a.4	Weight of end-of-life products and e-waste recovered (Metric tonnes); percentage recycled (%)	Quantitative	E Ink's products are not end-user products, so this metric is not applicable.	-	-	●
Supply Chain Management						
Code	Accounting Metrics	Category	Accounting Metrics Mapping to Disclosure	Section/Applicability Explanation	Page Number	External Assurance
TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities (%)	Quantitative	In 2024, E Ink had a total of 77 tier- 1 suppliers, of which 5 obtained RBA certification between 2023 and 2024, resulting in a 6.5% acceptance rate for the RBA verification audit process. E Ink has not yet established an equivalent RBA verification audit operation, so the proportion of high-risk suppliers cannot be determined.	Chapter 5-1 Supply Chain Management	112	●
TC-HW-430a.2	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority nonconformances and (b) other nonconformances	Quantitative	E Ink currently does not collect data on the number of audited suppliers that have not passed RBA verification and their improvement status. In the future, E Ink will collect this relevant information through questionnaires to better understand the progress in supply chain improvements.	-	-	●
Materials Sourcing						
Code	Accounting Metrics	Category	Accounting Metrics Mapping to Disclosure	Section/Applicability Explanation	Page Number	External Assurance
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	E Ink has already established a process for managing conflict minerals, requiring suppliers to prioritize and provide relevant information, and regularly monitor and integrate this process to ensure the implementation of a conflict-free minerals policy.	Chapter 5-2 Commitment to Quality	120	●
Activity Metrics						
Code	Accounting Metrics	Category	Accounting Metrics Mapping to Disclosure	Section/Applicability Explanation	Page Number	External Assurance
TC-HW-000.A	Number of units produced by product category	Quantitative	The production volume of ePaper film and displays in 2024 was 36, 823 thousand pieces.	Chapter 1-1 Company Overview	12	●
TC-HW-000.B	Area of manufacturing facilities (m^2)	Quantitative	Taiwan sites: 50,350.4 m^2 Yangzhou sites: 477,978.2 m^2 US sites: 24,061.1 m^2		-	●
TC-HW-000.C	Percentage of production from owned facilities (%)	Quantitative	E Ink products are 100% self-manufactured.	-	-	●

Note: Using the SASB standards for the Hardware industry under the Technology & Communication sector, version 2023-12.

Appendix IV: Comparison Table of Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies

Sustainability Disclosure Index – Optoelectronics Industry

Number	Indicator	Indicator Type	Annual Disclosure Status	Unit	Remarks
1	Total Energy Consumption	Quantitative	446,286.0	Gigajoule (GJ)	
	Percentage of Purchased Electricity		85.9	Percentage (%)	
	Utilization Rate of Renewable Energy		48.8	Percentage (%)	
2	Total Water Withdrawal	Quantitative	549.6	Thousand cubic meters (1,000m³)	
	Total Water Consumption		209.6	Thousand cubic meters (1,000m³)	
3	Weight of Hazardous Waste Generated	Quantitative	946.5	Metric tons (t)	
	Percentage of Hazardous Waste Recycled		54.4	Percentage (%)	
4	Types of Occupational Accidents	Quantitative	Bruised and fall injury	-	
	Number of Occupational Accidents		2	Quantity	
	Occupational Accident Rate		0.31	Ratio (%)	Disabling Injury Frequency Rate (FR)
5	Disclosure of Product Life Cycle Management: Weight of Scrap Products and Electronic Waste	Quantitative	-	Metric tons (t)	E Ink's products are not end-user products, so this metric is not applicable.
	Disclosure of Product Life Cycle Management: Percentage of Recycling of Scrap Products and Electronic Waste		-	Percentage (%)	
6	Description of Risk Management Related to Key Materials Qualitative Description	Qualitative Description	-	Not applicable	
7	Total Monetary Losses Resulting from Lawsuits Related to Anti-competitive Behavior Laws	Quantitative	0	Reporting currency (NTD)	
8	Primary Product Output by Product Category	Quantitative	36,823 Thousand pieces	Quantity	ePaper film and display production volume

TWSE-listed & OTC-listed Companies' Climate Information

Item	Progress
Describe the board of directors and management's supervision and governance of climate-related risks and opportunities	E Ink's Board of Directors is the highest governance body for risk management, with the Chairman serving as the head. The board regularly approves strategies for managing climate-related risks and opportunities and oversees the effectiveness of the overall risk management mechanisms. The functional committees at the board level are responsible for reviewing the company's climate-related risk policies and procedures, making decisions on major climate-related issues, allocating resources, and evaluating the linkage between executive compensation and climate issues. The Corporate Sustainability Committee reviews climate-related risk response strategies, targets, and progress tracking. The Risk Management sub-committee follows the risk management policies and procedures to define risk control priorities and oversee the management of climate-related risks. The Green Manufacturing sub-committee executes and manages actions for climate change risks and opportunities, including identifying and assessing climate-related risks and opportunities, analyzing strategic and financial impacts, and developing management plans, indicators, targets, and reviewing execution status and future plans.

(Next Page)

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Item	Progress
Describe how the identified climate risks and opportunities affect the company's business, strategy, and financials (short-term, medium-term, long-term).	In accordance with the TCFD framework, E Ink conducts cross-departmental identification and assessment of short-, medium-, and long-term risks, opportunities, and potential financial impacts across the company's value chain (its operations, upstream, and downstream), and analyzes the impact of material climate-related risks and opportunities on the company's business, strategy, and financial planning. E Ink defines short-term as within 5 years, medium-term as 5 to 10 years, and long-term as more than 10 years in the furure, and uses climate change risk and opportunity assessment tools to identify material climate-related risks and opportunities. The material climate-related risks identified for 2024 include five factors: low-carbon technology and process transition, net-zero carbon emissions, low-carbon product competitiveness, rising raw material (including electricity) costs, and increased severity of extreme weather events (such as typhoons, flooding, landslides, etc.). The opportunities include four factors: expanding new market applications for ePaper products, increasing market demand for environmentally friendly products, driving low-carbon green production, and enhancing low-carbon product development capabilities. The management strategies for addressing these issues include planning a net-zero carbon emissions pathway, improving energy efficiency, increasing the use of renewable energy, collaborating with industry, government, and academia to develop energy-saving products, managing the supply chain, focusing on carbon-negative technologies, and purchasing carbon credits to mitigate the impact of climate change.
Describe the impact of extreme climate events and transition actions on financials	E Ink considers scenarios for achieving net-zero carbon emissions and estimates future carbon emissions based on the International Energy Agency (IEA) Stated Policies Scenario (STEPS) and Net Zero Emissions by 2050 Scenario (NZE), analyzing the potential carbon cost impacts on its operational locations. To mitigate potential high carbon cost impacts, E Ink will continue planning for the use of low-energy equipment and carbon-reduction projects to effectively reduce electricity and energy consumption in manufacturing processes. Regarding energy use, the Company will continue purchasing green electricity and consider expanding solar panel installations at its manufacturing facilities to increase the proportion of renewable energy used, thereby reducing carbon emissions and environmental impact. Additionally, E Ink evaluates the potential financial impact of extreme weather events (such as flooding, and landslides) on its value chain, based on climate scenarios (SSP1-2.6, SSP5-8.5) published by the Intergovernmental Panel on Climate Change (IPCC).
Describe how the identification, assessment, and management process of climate risks is integrated into the overall risk management system	E Ink plans to evaluate climate-related risks and opportunities every three years based on the TCFD framework, industry peers' assessments, emerging climate change regulations, and cross-departmental communication. The Risk Management sub-committee reviews potential strategic, operational, financial, informational, compliance, integrity, and emerging risks every year and proceeds with risk identification and management. The Green Manufacturing sub-committee develops corresponding strategies for adaptation and mitigation. The Green Manufacturing sub-committee also reviews the financial impacts of material climate-related risks and reports their management status annually to the Corporate Sustainability Committee. **Risk Identification:** • Convening cross-departmental teams responsible for climate-related financial disclosures. • Identifying short-, medium-, and long-term climate-related risks and opportunities based on the TCFD framework. **Risk Analysis:** • Calculating risk levels based on the impact on the value chain and frequency of occurrence, and plotting a climate-related risk and opportunity matrix. **Risk Assessment:** • Risks and opportunities with a risk level ≥9 are considered material climate-related risks and opportunities. • Material climate-related risks and opportunities are integrated into the company's overall risk management and prioritized for further management.
If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analytical factors, and main financial impacts should be described	E Ink analyzes the potential financial impact on operating costs and capital expenditures under different scenarios. The risk scenarios and their assumptions are outlined as follows: **Transition Risks:** IEA STEPS： • Includes existing climate change measures and specific policies set by governments globally, with more conservative emission pathways for policy realization. • Carbon price ranges from NTD 834 to 5,215 per ton of CO_2e. IEA NZE： • The energy sector achieves net-zero emissions globally by 2050, with developed economies reaching the target earlier than others. • Carbon price ranges from NTD 2,682 to 6,109 per ton of CO2e. **Physical Risks** E Ink evaluates flooding and landslide risks in various regions of its value chain using the latest CMIP6 (Coupled Model Intercomparison Project Phase 6) model data provided by the National Science and Technology Center for Disaster Reduction, assessing climate risks under SSP1-2.6 and SSP5-8.5 scenarios to plan subsequent risk mitigation measures.

(Next Page)

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Item	Progress
If there are transition plans to address the management of climate-related risks, describe the content of the plan, as well as the indicators and targets used to identify and manage physical risks and transition risks	E Ink is actively implementing greenhouse gas reduction actions in line with the net-zero carbon pathway to achieve RE100 by 2030 and net-zero carbon emissions by 2040. The 2030 target includes reducing carbon emission intensity by 70% compared to 2021, increasing the number of suppliers using renewable energy by 5 companies by 2025, and developing 3 to 5 sustainable products.
If internal carbon pricing is used as a planning tool, the basis for price setting should be explained	E Ink calculates ICP (Internal Carbon Price) based on domestic and international carbon trading market prices and renewable energy procurement estimates, using shadow prices for assessing new investments and equipment procurement in Taiwan to evaluate future investment plans and reduce potential greenhouse gas emissions. In 2024, the ICP is set at NTD 1,000 per ton of CO_2e, with periodic adjustments planned to promote future energy efficiency improvements, carbon management awareness, and low-carbon investments.
If climate-related goals are set, information on the covered activities, GHG emission categories, planning period, and annual progress should be provided. If carbon offsets or Renewable Energy Certificates (RECs) are used to achieve these goals, the source and quantity of the offset carbon reductions or the number of RECs should be specified	E Ink's short-, long-term, and net-zero carbon targets were verified by the Science Based Targets initiative (SBTi) in 2023. The targets include: **Target:** • Short-term (by 2030): Reduce Scope 1 and Scope 2 GHG emissions by 80% compared to 2021, and reduce Scope 3 GHG emissions by 25% compared to 2021. • Renewable energy usage increases from 0.21% in 2021 to 100% by 2030. • Long-term (by 2040): Achieve a 90% reduction in Scope 1, Scope 2, and Scope 3 GHG emissions compared to the 2021 baseline year. • Net-zero: Achieve net-zero GHG emissions across the value chain by 2040. In 2024, E Ink has reduced Scope 1 and Scope 2 emissions by 42% compared to the 2021 baseline year, with 58% renewable energy usage at global sites and offices. The total renewable energy usage amounted to approximately 60, 449 MWh, sourced from 49, 320 Renewable Energy Certificates (RECs), 11, 025 MWh from renewable energy power purchase agreements (PPAs), and 104 MWh from self-generated renewable energy. This demonstrates E Ink's continued progress toward its RE100 goal. For details on the renewable energy purchased by E Ink's global sites, please refer to Section 4-3 Energy and Greenhouse Gas Management of this report.
GHG inventory and verification situation	E Ink conducts an annual greenhouse gas inventory according to ISO 14064-1:2018 at its global sites and offices and obtains external verification. Further details can be found in the appendix of the greenhouse gas inventory and verification section of the report.

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Inventory & Verification

E Ink qualifies as a "company with a capital of more than NTD 10 billion dollars", and in line with the TWSE sustainable development roadmap for listed companies, we disclose the "parent company's individual inventory" and the "parent company' s individual verification".

Scope		Emissions (tCO_2e)		Intensity (Metric ton CO2e)/NTD million)		Verification Agency	Description
		Scope1	Scope2	Scope1	Scope2		
Parent Company[Note1]		652.6	20,401.4	0.06	1.89	DNV	DNV completed the reasonable assurance level of greenhouse gas inventory verification in accordance with ISO 14064-1:2018.
Subsidiaries[Note2]	US site	2,807.0	0	0.55	-Note3		
	Yangzhou sites	276.2	2,468.4	0.02	0.15		
	Other sites	1.1	216.8	-Note4	-Note4		
	Total	3,736.9	23,086.6	0.12	0.72		

Note 1: The parent company includes the Hsinchu sites and Linkou sites in Taiwan, as well as the office in Korea.
Note 2: Subsidiaries include the US sites, Yangzhou sites, and other subsidiaries.
Note 3: As other subsidiaries have no product output, their intensity cannot be calculated.
Note 4: In 2024, the US sites achieved 100% use of renewable energy (RE 100), so its intensity cannot be calculated.
Note 5: The total Scope 2 greenhouse gas emissions are calculated based on the market-based method.

Appendix V: Supply Chain Information

Item	2024
Supplier Screening	
Total number of Tier-1 suppliers	77
Total number of significant suppliers in Tier-1	33
% of total spend on significant suppliers in Tier-1	87.3%
Total number of significant suppliers in non Tier-1	19
Total number of significant suppliers (Tier-1 and non Tier-1)	52
Supplier Assessment	
Total number of significant suppliers assessed via desk assessments/on-site assessments	45
% significant suppliers assessed	88.5%
Number of suppliers assessed with substantial actual/potential negative impacts	4
% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan[Note 1]	100%
Number of suppliers with substantial actual/potential negative impacts that were terminated[Note 2]	0

Item	2024
Corrective Action Plan Support	
Total number of suppliers supported in corrective action plan implementation	4
% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	100%
Capacity Building Programs	
Total number of suppliers in capacity building programs	52
% of significant suppliers in capacity building programs	100%

Note 1: Percentage of agreed corrective action/improvement plan = Number of Suppliers agreed corrective action/improvement plan / Number of Suppliers Identified with Significant Actual or Potential Negative Impacts * 100%.
Note 2: Percentage of Suppliers Terminated after Evaluation = Number of Suppliers Terminated after Evaluation / Number of Suppliers Identified with Significant Actual or Potential Negative Impacts * 100%.

2024 Amount of Local Procurement

Category	Item	Raw Materials			Components			Machinery and Equipment			Total Procurement		
		Taiwan sites	China sites	US sites	Taiwan sites	China sites	US sites	Taiwan sites	China sites	US sites	Taiwan sites	China sites	US sites
Amount of Procurement (Thousand NTD)	Amount of Local Procurement	1,533,585.5	2,640,054.7	1,924,214.0	66,929.2	43,346.4	473,310.0	329,120.3	992,613.7	401,837.0	1,929,635.0	3,676,014.7	2,799,361.0
	Total Procurement Amount	1,609,219.6	9,268,489.8	2,008,008.0	75,503.0	43,346.3	481,431.0	345,211.4	1,161,259.4	403,101.0	2,029,934.0	10,473,095.5	2,892,540.0
	Percentage of Local Procurement	95.3%	28.5%	95.8%	88.6%	100.0%	98.3%	95.3%	85.5%	99.7%	95.1%	35.1%	96.8%
Number of suppliers	Local Suppliers	84.0	65.0	47.0	224.0	48.0	797.0	88.0	248.0	269.0	396.0	361.0	1,113.0
	Total Suppliers	96.0	96.0	50.0	230.0	48.0	809.0	93.0	260.0	270.0	419.0	404.0	1,129.0
	Percentage of Local Suppliers to Total Suppliers (%)	87.5%	67.7%	94.0%	97.4%	100.0%	98.5%	94.6%	95.4%	99.6%	94.5%	89.4%	98.6%

Appendix VI: Environmental Information

Sites/Office	Item	2020	2021	2022	2023	2024
Energy Usage[Note1]						Unit: GigaJoules (GJ)
Taiwan	Purchased Electricity (Grey Electricity)	132,552.9	123,086.2	144,246.9	154,229.7	156,559.6
US		40,956.9	45,542.2	0	0	0
Yangzhou		78,549.6	90,876.5	93,973.0	44,331.5	9,021.0
Subtotal		252,059.4	259,504.9	238,220.0	198,561.2	165,580.6
Taiwan	Purchased and self-generated Renewable Energy	0	171.9	4,924.4	13,455.2	41,848.3
US		0	0	46,007.3	45,721.5	49,326.3
Yangzhou		395.8	429.0	10,578.4	49,236.1	125,752.8
Oversea Offices		-	-	559.8	585.9	688.1
Subtotal		395.8	600.9	62,069.8	108,998.8	217,615.5
Yangzhou	Purchased Steam	8,821.9	9,314.7	11,468.8	10,078.8	13,519.6
Subtotal		8,821.9	9,314.7	11,468.8	10,078.8	13,519.6

Sites/Office	項目	2020	2021	2022	2023	2024
Taiwan	Natural Gas	0	0	0	0	288.4
US		47,027.8	53,231.8	50,920.4	50,057.8	46,214.1
Yangzhou		2,152.5	2,529.6	2,364.4	1,935.6	1,939.9
Subtotal		49,180.3	55,761.4	53,284.7	51,993.4	48,442.4
Taiwan	Diesel	175.8	60.4	59.6	140.9	180.5
US		96.5	82.5	82.8	69.2	57.7
Yangzhou		48.9	373.0	356.6	389.4	389.4
Subtotal		321.1	515.9	499.1	599.6	627.6
Taiwan	Gasoline	218.2	192.9	201.7	96.9	82.5
Yangzhou		147.9	221.9	174.6	425.7	417.8
Subtotal		366.1	414.8	376.4	522.6	500.3
Total		311,144.6	326,112.7	365,918.7	370,753.5	446,286.0

(Next Page)

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Sites/Office	Item	2020	2021	2022	2023	2024
Greenhouse Gas Emissions[Note2-6]						Unit: Metric ton CO_2e
Taiwan	Scope1	128.3	207.6	325.7	419.1	653.7
	Scope 2 (Market-based)	18,750.7	17,172.1	20,404.9	21,208.6	20,618.2
	Scope 2 (Location-based)	18,750.7	17,172.1	21,101.5	21,553.1	20,898.1
US	Scope1	2,649.8	2,997.4	2,975.4	3,024.3	2,807.0
	Scope 2 (Market-based)	2,914.7	3,241.0	-	-	0
	Scope 2 (Location-based)	2,914.7	3,241.0	3,076.7	3,076.4	3,257.5
Yangzhou	Scope1	164.6	254.5	267.9	233.9	276.2
	Scope 2 (Market-based)	18,928.1	22,123.4	15,929.7	8,863.0	2,468.4
	Scope 2 (Location-based)	18,928.1	22,123.4	17,537.9	16,595.1	22,863.2
Oversea Offices	Scope1	-	-	-	-	0
	Scope 2 (Market-based)	-	-	0	-	0
	Scope 2 (Location-based)	-	-	76.3	76.8	90.0
Global sites	Scope1	2,942.7	3,459.5	3,569.0	3,677.3	3,736.9
	Scope 2 (Market-based)	40,593.5	42,536.5	36,334.6	30,071.6	23,086.6
	Scope 2 (Location-based)	40,593.5	42,536.5	41,792.4	41,301.4	47,108.8
	Total	43,536.2	45,996.0	39,903.6	33,748.9	26,823.5
Water Resource Withdrawal and Discharge[Note 8-11]						Unit: Million Liters
Taiwan	Water withdrawal	237.1	167.8	151.6	178.4	210.4
	Water discharge	175.6	119.1	108.6	121.9	101.3
	Water consumption	61.5	48.7	43.0	56.4	109.1
US	Water withdrawal	18.3	25.2	23.9	31.0	29.5
	Water discharge	6.9	10.4	7.9	6.8	15.8
	Water consumption	11.4	14.8	16.0	24.2	13.7
Yangzhou	Water withdrawal	240.4	310.2	302.4	263.8	309.6
	Water discharge	173.1	223.3	217.7	190.0	222.9
	Water consumption	67.3	86.9	84.7	73.8	86.7
total	Water withdrawal	495.8	503.2	477.9	473.2	549.6
	Water discharge	355.6	352.8	334.2	318.7	340.0
	Water consumption	140.2	150.4	143.7	154.5	209.6

Sites/Office	Item	2020	2021	2022	2023	2024
Air Pollution Emissions[Note 12-15]						Unit: Metric Tons
Taiwan	Volatile Organic Compounds (VOCs)	0.82	0.76	4.96	4.00	14.10
US		7.20	11.82	6.91	8.59	17.45
Yangzhou		0.03	0.14	0.61	0.52	0.14
Total		8.05	12.72	12.48	13.11	31.69
Environmental Violations						Unit: Item
Number of violations of legal obligations/regulations		0	0	0	0	0
Amount of fines/penalties related to the above		0	0	0	0	0
Environmental liability accrued at year end		0	0	0	0	0

Note 1: The conversion coefficient is calculated using the energy calorific value coefficient announced by the local government.
Note 2: All data have been verified by a third party.
Note 3: The global warming potential of greenhouse gases is uniformly adopted from the Fifth IPCC Report (AR5) values.
Note 4: The greenhouse gas emission consolidation method uses the operational control approach.
Note 5: The categories of greenhouse gases included in the calculation are CO2, CH4, N2O, HFCs, PFCs, SF6, and NF3.
Note 6: Scope 2 emissions are calculated using a location-based or market-based method.
Note 7: The overseas offices began conducting greenhouse gas inventories in 2022; therefore, there are no emissions data available for 2020 and 2021.
Note 8: All water used is tap water (third-party water), and the data is compiled from water bills.
Note 9: At the Hsinchu sites in Taiwan, wastewater is confirmed to meet the discharge water quality standards and is then treated by the Hsinchu Science Park sewage treatment plant. The volume of wastewater discharged is recorded by flow meter. The Linkou site does not produce any process wastewater.
Note 10: The Yangzhou site was approved by the Yangzhou Environmental Protection Bureau in January 2011 to directly discharge wastewater without operating the wastewater treatment facilities. The volume of wastewater discharged is calculated as 72% of the water intake (wastewater discharge coefficient).
Note 11: At the US sites, wastewater is collected and discharged into the industrial wastewater discharge system, with the volume recorded by flow measurement.
Note 12: At the Hsinchu sites, semi-annual test report data (unit hour emission intensity) is multiplied by the annual operation hours for the total calculation. In 2022, a new production line was added, and the site installed additional air pollution control equipment, increasing VOC emissions.
Note 13: The emissions from the Linkou site are calculated by multiplying the emission intensity data (in hours) from the semi-annual inspection reports by the total operating hours of the corresponding year.
Note 14: At the Yangzhou sites, annual emissions are calculated as follows: Annual Emission Volume = Emission Rate (according to third-party monitoring report) * Annual Emission Hours.
Note 15: At the US sites, emissions are calculated as follows: Billerica site uses the chemical mass balance method, South Hadley site uses direct measurement and outsourced testing, and Fremont site uses outsourced testing. The total emissions are aggregated from these methods.

Destination of Effluent Discharge

item	Wastewater Treatment	Destination of Effluent Discharge
Hsinchu	Hsinchu Science Park Wastewater Treatment Plant	Keya Creek
Linkou	Hwa Ya Science Park Wastewater Treatment Plant	Nan Kan River
Zhongli	Zhongli Industrial Zone Wastewater Treatment Plant	Huangqian River
Yangzhou	Yangzhou Six Wastewater Treatment Plant	Grand Canal of China
US	Town of Billerica, South Hadley POTW	Connecticut River, San Francisco Bay

Waste Generation and Disposal

Unit: Metric tons

Waste Categories	Waste Categories		2024			Subtotal
			Taiwan Sites	US sites	Yanzhou Sites	
General	Recycling		960.5	209.8	1,188.9	2,359.1
	Waste Disposal Methods	Waste incinerated with energy recovery	158.4	108.3	45.9	312.6
		Waste incinerated without energy recovery	0.0	0.0	0.0	0.0
		Waste landfilled	0.0	6.6	0.0	6.6
		Waste with other disposal method	0.0	26.5	0	26.5
	Subtotal		1,118.9	351.2	1,234.8	2,704.9
Hazardous	Recycling		503.8	0.3	11.2	515.3
	Waste Disposal Methods	Waste incinerated with energy recovery	282.8	133.9	3.5	420.2
		Waste incinerated without energy recovery	0	0	11.0	11.0
		Waste landfilled	0	0	0	0
		Waste with other disposal method	0	0	0	0
		Waste incinerated with energy recovery	0	0	0	0
	Subtotal		786.6	134.2	25.7	946.5
Total Waste Generated			1,905.5	485.4	1,260.5	3,651.5

Note: The direct disposal of E Ink's waste is handled off-site by qualified contractors.

Waste Risk Identification and Response

Value Chain	Upstream	Operations	Downstream
Actual or Potential Impacts	Increased demand for raw materials due to capacity expansion, leading to increased waste and disposal costs from related packaging materials and containers	Difficulty in reducing the total waste volume compared to the baseline year of 2021 due to the rise in production capacity, posing challenges in achieving the UL 2799 target	ncreased collaboration with waste disposal organizations necessitates strengthening and ensuring the fulfillment of management responsibilities to avoid third-party non-compliance with environmental regulations
Causes of waste generation	Gradual increase in raw material requirements along with increasing production capacity	Surge in waste generation as a result of capacity expansion	Limited on-site storage space for waste due to the increase in waste resulting from capacity growth, requiring assistance from third-party organizations for removal operations
Management Approaches	Requesting suppliers for packaging reuse, such as film material racks, plastic pallets, solvent drums, and cardboard boxes	• Implementation of production process improvements to reduce the consumption of film materials or promote material reuse, achieving source reduction • • Prioritizing waste disposal vendors that have qualifications for reuse, emphasizing resource circularity	Increasing audit frequency beyond the types of audits specified by environmental regulations

Appendix VII: Social Information

Workforce Structure

Category	Region				Gender		
	Taiwan	China	US	Other	Female	Male	Total
Employees	1,405	1,015	438	40	979	1,919	2,898
Permanent employee[sNote1]	1,402	1,003	438	40	966	1,917	2,883
Temporary employees[Note2]	3	12	-	-	13	2	15
Non-guaranteed hours employees[Note3]	-	-	-	-	-	-	-
Full-time employees[Note4]	1,405	1,015	438	40	979	1,919	2,898
Part-time employees[Note5]	-	-	-	-	-	-	-

Note 1: Permanent employee: Employee with a contract for an indeterminate period (e.g., indefinite contract) for full-time or part-time work.
Note 2: Temporary employee: Employee with a contract for a limited period (e.g., fixed term contract) that ends when the specific time period expires, or when the specific task or event that has an attached time estimate is completed (e.g., the end of a project or return of replaced employees).
Note 3: Non-guaranteed hours employee: employee who is not guaranteed a minimum or fixed number of working hours per day, week, or month, but who may need to make themselves available for work as required.
Note 4: Full-time employee: Employee whose working hours per week, month, or year are defined according to national law or practice regarding working time.
Note 5: Part-time employee: Employee whose working hours per week, month, or year are less than the number of working hours for full-time employees

Female Workforce

Item	Ratio in 2024 (%)	2030 goals (%)
Women in total workforce	33.8	30.0
Women in all management positions	19.7	23.0
Women in junior management positions	22.0	23.0
Women in top management positions	14.7	20.0
Women in management positions in revenue-generating functions	21.4	20.0
Women in STEM-related positions	32.8	30.0

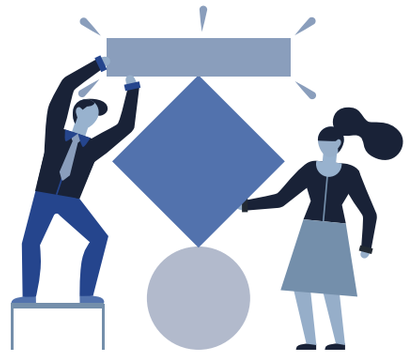
Race/Ethnicity Statistics of Employees

Race/ Ethnicity	Asian		Black or African American		Hispanic or Latino		White		Other[Note]		Not Applicable or Undisclose		Total	
	Number of Employees	Ratio(%)	Number of Employees	Ratio(%)	Number of Employees	Ratio(%)	Number of Employees	Ratio(%)	Number of Employees	Ratio(%)	Number of Employees	Ratio(%)	Number of Employees	Ratio(%)
Executive Management	26	76.5	0	0	0	0	8	23.5	0	0.0	0	0.0	34	1.2
Non-executive Management	237	90.8	1	0.4	1	0.4	22	8.4	0	0.0	0	0.0	261	9.0
Technical Employees	1,192	94.7	0	0.0	13	1.0	53	4.2	1	0.1	0	0.0	1,259	43.4
All Other Employees	1,132	84.2	8	0.6	24	1.8	176	13.1	4	0.3	0	0.0	1,344	46.4
Total	2,587	89.3	9	0.3	38	1.3	259	8.9	5	0.2	0	0.0	2,898	100

Note: "Other" includes Native Americans or Alaska Natives, Native Hawaiians or other Pacific Islanders, and two or more races

Gender and Job Category Statistics of Employees

Job Categories by Region		Female		Male		Not Applicable or Undisclosed		Total
		Number of Employees	Ratio(%)	Number of Employees	Ratio(%)	Number of Employees	Ratio(%)	
Taiwan	Executive Management	0	0	18	100	0	-	18
	Non-executive Management	28	17.7	130	82.3	0	-	158
	Technical Employees	121	23.3	399	76.7	0	-	520
	All Other Employees	245	34.6	464	65.4	0	-	709
China	Executive Management	0	0	1	100	0	-	1
	Non-executive Management	13	23.6	42	76.4	0	-	55
	Technical Employees	302	45.1	367	54.9	0	-	669
	All Other Employees	133	45.9	157	54.1	0	-	290
US	Executive Management	4	40	6	60	0	-	10
	Non-executive Management	11	28.9	27	71.1	0	-	38
	Technical Employees	14	20	56	80	0	-	70
	All Other Employees	96	30	224	70	0	-	320
Other	Executive Management	1	20	4	80	0	-	5
	Non-executive Management	1	10	9	90	0	-	10
	Technical Employees	0	0	0	0	0	-	0
	All Other Employees	10	40	15	60	0	-	25



About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Overview of Newly Hired in 2024

Category		Total Number of New Employee Hires (person)	New Employee Hire Ratio (%)[Note]	Total Number of Open Positions Filled by Internal Candidates (person)	Percentage of Open Positions Filled by Internal Candidates (%)
Gender	Male	324	11.4	72	13
	Female	126	4.4	33	6
Age group	Under 30	263	9.3	36	6.5
	31-40	132	4.6	29	5.2
	41-50	44	1.5	31	5.6
	Over 51	11	0.4	9	1.6
Sites	Taiwan	107	3.8	47	8.5
	China	302	10.6	52	9.4
	US	38	1.3	6	1.1
	Other	3	0.1	0	0
	Total	450	15.8	105	18.9

Note: The ratio of new recruits = Number of new recruits / ((Number of employees at the beginning of the year + Number of employees at the end of the year) / 2)

Total Employee Turnover in 2024

Category		Total Number of Employee Turnover (person)	Total Employee Turnover Rate(%)[Note]	Voluntary Employee Turnover Rate(%)
Gender	Male	242	8.5	6.3
	Female	99	3.5	2.8
Age group	Under 30	145	5.1	3.5
	31-40	104	3.7	2.9
	41-50	49	1.7	1.6
	Over 51	43	1.5	1.1
Sites	Taiwan	117	4.1	4
	China	179	6.3	4.2
	US	43	1.5	0.8
	Other	2	0.1	0
	Total	341	12.0	9.1

Note : Total employee turnover rate= Total Number of turnover in the year / ((Average of Initial and Final Employment Count in the Year)/2)

New Hire of Full-time Employees, Average Hiring Cost and Percentage of Open Positions Filled by Internal Candidates

Year	Total Number of New Employee Hires (person)	Average Hiring Cost (NTD/person)	Percentage of Open Positions Filled by Internal Candidates (%)
2024	450	52,301	18.9
2023	280	83,732	19.1
2022	1,064	22,324	7.7
2021	621	28,649	25
2020	457	32,401	32

Note: The internal rotation rate data from 2020 to 2022 only covers the Taiwan region.

Achievements of Training and Education in 2024

Category	Number of Hours of Education and Training (Hours)			Average Hours per Employee of Training and Development	Average Amount Spent per Employee on Training and Development (NTD)
	Physical Training Courses	e-Learning course	External Training Courses		
Total employees	33,486.93	336,319.89	8,448.25	130.52	4,143
Male	22,862.18	165,065.60	4,950.20	100.56	-
Female	10,624.75	171,254.29	3,498.05	189.16	-
Direct labor	25,503.30	140,688.83	773.00	132.62	-
Indirect labor	7,983.63	195,631.06	7,675.25	128.91	-
Supervisors	2,297.64	29,331.27	2,963.25	117.26	-
Non-supervisors	31,189.29	306,988.62	5,485.00	132.03	-



About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Category	Global	Taiwan	China	US
Total Number of Courses Opened	1,017	532	243	242
Total Training Participants	52,512	8,857	37,567	6,088
Training Hours Completed	378,255.1	23,971.3	349,610.4	4,673.3
Internal Training - Participant Training Hours	369,806.8	19,111.1	346,647.4	4,048.3
External Training - Participant Training Hours	8,448.3	4,860.3	2,963	625
Annual training hours per employee	125.67	17.06	344	10.67
Percentage of total employees receiving training		81.5%	99.9%	100%
Average Course Satisfaction: Online/ In-person	91.5%/92%	94.6%/95%	92%/93%	88%/88%

Type of Training	Category	Global	Taiwan	China	US
New Employee Training	Number of Participants	7,643	1,708	5,825	110
	Total Training Sessions	340	84	178	78
	Total Training Hours	25,805.2	1,287.3	24,225.7	292.2
General Education and Training	Number of Participants	32,256	3,500	28,639	95
	Total Training Sessions	118	63	35	20
	Total Training Hours	317,427	3,409.1	313,902.5	115.5
Core Competency Training	Number of Participants	3,426	937	1,185	1,304
	Total Training Sessions	29	4	2	23
	Total Training Hours	8503.5	1,609	6,030.0	864.6
Management Competency Training	Number of Participants	1,332	658	571	103
	Total Training Sessions	51	34	10	7
	Total Training Hours	2,965.1	1,262.2	1,489.6	213.3
Professional Competency Training	Number of Participants	7,855	2,032	1,347	4,476
	Total Training Sessions	479	347	18	114
	Total Training Hours	15,106.1	11,543.5	999.8	2,562.8

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Amount of Contributions Attributed to Politics/ Policies

Unit: NTD Thousand

Contributions & Other Spending	2020	2021	2022	2023	2024
Lobbyists and lobbying organizations, for-profit organizations	0	0	0	0	0
Local, regional or national political campaigns / candidates	0	0	0	0	0
Trade association/think tanks that may influence the outcome of election or legislation	0	0	0	0	0
Other (e.g. spending related to ballot measures or referendums)	0	0	0	0	0
Total	0	0	0	0	0

Reporting on Breaches

Item	2024 Number of Case
Corruption or Bribery	1
Discrimination or Harassment	1
Customer Privacy Data	0
Conflicts of Interest/ Money Laundering or Insider trading	0

Occupational Related Injuries

Sites	2024												
	Total hours worked	Number of severe occupational injury	Number of disabling injury	Number of fatalities	Number of days lost	Number of recordable occupational disease	Fatalities Note1	Severe occupational injury rate Note2	Disabling Injury Frequency Rate(FR) Note3	Disabling Injury Severity Rate (SR) Note4	Lost-Time Injury Frequency Rate (LTIFR) Note5 Full-Time Employees	Recordable occupational disease rate Note6	Frequency-Severity Indicator (FSI) Note7
Full-Time Employees													
Taiwan	2,661,905	0	1	0	7	1	0	0	0.37	2	0.37	0.37	0.03
China	2,758,830.5	0	1	0	37	1	0	0	0.36	13	0.36	0.36	0.07
US	858,589	0	0	0	0	0	0	0	0	0	0	0	0
Total	6,279,325	0	2	0	44	2	0	0	0.31	7	0.31	0.31	0.05
Other Employees (including contractors)													
Taiwan	162,768	0	0	0	0	0	0	0	0	0	0	0	0
China	184,208	0	0	0	0	0	0	0	0	0	0	0	0
US	5,426.5	0	0	0	0	0	0	0	0	0	0	0	0
Total	352,402.5	0	0	0	0	0	0	0	0	0	0	0	0

Note 1: Fatalities=(Total number of fatalities/ Total hours worked)* 1,000,000 hours worked
Note 2: Severe occupational injury rate= (Total number of severe occupational injury/ Total hours worked)* 1,000,000 hours worked
Note 3: FR=(Total number of Disabling Injury/Total hours worked)* 1,000,000 hours worked
Note 4: SR=(Total number of days lost/ Total hours worked)* 1,000,000 hours worked
Note 5: LTIFR=(Total number of disabling Injury) / (Total hours worked) x 1,000,000
Note 6: TRIFR=(Total number of recordable occupational disease/ Total hours worked) x 1,000,000 hours worked
Note 7: FSI=(FR*SR / 1,000)^(1/2)
Note 8: All occupational related injury indicators are rounded to two decimal places, except for the SR, which is rounded to the nearest whole number (decimal places are truncated).

About this Report
Table of Contents
CEO's Message
Sustainability Column 01
Sustainability Column 02
Sustainability Column 03
Sustainability Performance Summary of E Ink 2024

01 Sustainable Management
02 Corporate Governance
03 Product Sustainability
04 Green Production
05 Sustainable Supply Chain
06 Enterprise Care
07 Social Engagement
Appendix

Appendix X: Third-Party Verification and Assurance Statement

bsi.

bsi By Royal Charter

INDEPENDENT ASSURANCE OPINION STATEMENT

2024 E Ink Holdings Inc. Corporate Sustainability Report

The British Standards Institution is independent to E Ink Holdings Inc. (hereafter referred to as E Ink in this statement) and has no financial interest in the operation of E Ink other than for the assessment and verification of the sustainability statements contained in this report.
This independent assurance opinion statement has been prepared for the stakeholders of E Ink only for the purposes of assuring its statements relating to its sustainability report, more particularly described in the Scope below. It was not prepared for any other purpose. The British Standards Institution will not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read.
This independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of information presented to it by E Ink. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and accurate.
Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to E Ink only.

Scope

The scope of engagement agreed upon with E Ink includes the followings:

1. The assurance scope is consistent with the description of 2024 E Ink Holdings Inc. Corporate Sustainability Report.
2. The evaluation of the nature and extent of the E Ink's adherence to AA1000 AccountAbility Principles (2018) and the reliability of specified sustainability performance information in this report as conducted in accordance with type 2 of AA1000 AS v3 sustainability assurance engagement.
3. The verification of disclosure to be reliable with the applicable SASB industry standard(s) in this report as conducted in accordance with type 2 of AA1000AS v3 sustainability assurance engagement.

This statement was prepared in English and translated into Chinese for reference only.

Opinion Statement

We conclude that the 2024 E Ink Holdings Inc. Corporate Sustainability Report provides a fair view of the E Ink sustainability programmes and performances during 2024. The sustainability report subject to assurance is materially correct without voluntary omissions based upon testing within the limitations of the scope of the assurance, the information and data provided by the E Ink and the sample taken. We believe that the performance information of Environment, Social and Governance (ESG) are correctly represented. The sustainability performance information disclosed in the report demonstrate E Ink's efforts recognized by its stakeholders.
Our work was carried out by a team of sustainability report assurors in accordance with the AA1000AS v3. We planned and performed this part of our work to obtain the necessary information and explanations we considered to provide sufficient evidence that E Ink's description of their approach to AA1000AS v3 and their self-declaration in accordance with GRI Standards and SASB Standard(s) were fairly stated.

Methodology

Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- A top level review of issues raised by external parties that could be relevant to E Ink's policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers on E Ink's approach to stakeholder engagement. Moreover, we had sampled 1 external stakeholder to conduct interview.
- interview with 30 staffs involved in sustainability management, report preparation and provision of report information were carried out.
- review of materiality assessment process.
- review of key organizational developments.
- review of the extent and maturity of the relevant accounting systems for financial and non-financial reports.
- review of the findings of internal audits.
- the verification of performance data and claims made in the report through meeting with managers responsible for gathering data.
- review of the processes for gathering and ensuring the accuracy of data, followed data trails to initial aggregated source and checked sample data to greater depth during site visits.
- the consolidated financial data are based on audited financial data, we checked that this data was consistently reproduced.
- review of supporting evidence for claims made in the reports.
- an assessment of the organization's reporting and management processes concerning this reporting against the principles of Inclusivity, Materiality, Responsiveness, and Impact as described in the AA1000AP (2018).
- an assessment of the organization's use of metrics or targets of SASB Standard(s) to assess and manage topic-related risks and opportunities.

Conclusions

A detailed review against the Inclusivity, Materiality, Responsiveness, and Impact of AA1000AP (2018) and sustainability performance information as well as GRI Standards and SASB Standard(s) is set out below:

Inclusivity

In this report, it reflects that E Ink has continually sought the engagement of its stakeholders and established material sustainability topics, as the participation of stakeholders has been conducted in developing and achieving an accountable and strategic response to sustainability. There are fair reporting and disclosures for the information of Environment, Social and Governance (ESG) in this report, so that appropriate planning and target-setting can be supported. In our professional opinion the report covers the E Ink's inclusivity issues and has demonstrated sustainable conduct supported by top management and implemented in all levels among organization.

Materiality

The E Ink publishes material topics that will substantively influence and impact the assessments, decisions, actions and performance of E Ink and its stakeholders. The sustainability information disclosed enables its stakeholders to make informed judgements about the E Ink's management and performance. In our professional opinion the report covers the E Ink's materiality assessment process and material issues.

Responsiveness

E Ink has implemented the practice to respond to the expectations and perceptions of its stakeholders. An Ethical Policy for the E Ink is developed and continually provides the opportunity to further enhance E Ink's responsiveness to stakeholder concerns. Topics that stakeholder concern about have been responded timely. In our professional opinion the report covers the E Ink's responsiveness issues.

Impact

E Ink has identified and fairly represented impacts that were measured and disclosed in probably balanced and effective way. E Ink has established processes to monitor, measure, evaluate, and manage impacts that lead to more effective decision-making and results-based management within an organization. In our professional opinion the report covers the E Ink's impact issues.

Performance information

Based on our work described in this statement and with no conflict of interest with the E Ink in relation to providing the assurance of ESG performance information, which has been assured, specified sustainability performance information such as GRI Standards disclosures disclosed in this report, E Ink and BSI have agreed upon to include in the scope. In our view, nothing has come to our attention that the data and information contained within 2024 E Ink Holdings Inc. Corporate Sustainability Report were no significant errors, omissions, or misstatements based on procedures undertaken by means of vouching, re-tracking, re-computing and confirmation.

GRI Sustainability Reporting Standards (GRI Standards)

E Ink provided us with their self-declaration of in accordance with GRI Standards 2021 (For each material topic covered in the applicable GRI Sector Standard and relevant GRI Topic Standard, including the disclosures of applicable economic, environmental, and social information, comply with all reporting requirements for disclosures). Based on our review, we confirm that sustainable development disclosures with reference to GRI Standards' disclosures are reported, partially reported, or omitted. In our professional opinion the self-declaration covers the E Ink's sustainability topics.

SASB Standards

E Ink provided us with their self-declaration of in accordance with SASB Standard(s) (HARDWARE Sustainability Accounting Standard, version 2023-12). Based on our review, we confirm that the sustainability disclosure topics & accounting metrics of SASB Standard(s) (HARDWARE Sustainability Accounting Standard, version 2023-12) are reported, partially reported, or omitted. In our professional opinion, nothing has come to our attention that the sustainability disclosure topics, associated accounting metrics and activity metrics for applicable SASB industry standard(s) contained within 2024 E Ink Holdings Inc. Corporate Sustainability Report were no significant errors, omissions, or misstatements based on procedures undertaken by means of vouching, re-tracking, re-computing and confirmation.

Assurance level

The moderate level assurance provided is in accordance with AA1000AS v3 in our review, as defined by the scope and methodology described in this statement.
The moderate level assurance provided is in accordance with AA1000AS v3 in our review of SASB Standard(s).

Responsibility

This sustainability report is the responsibility of the E Ink's chairman as declared in his responsibility letter. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Competency and Independence

The assurance team was composed of auditors experienced in relevant sectors, and trained in a range of sustainability, environmental and social standards including AA1000AS, ISO 14001, ISO 45001, ISO 14064, and ISO 9001. BSI is a leading global standards and assessment body founded in 1901. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

For and on behalf of BSI:

Peter Pu, Managing Director BSI Taiwan

AA1000 Licensed Report 000-4/V3-68UZ0

...making excellence a habit.™

Statement No: SRA-TW-2024007

2025-06-02

Taiwan Headquarters: 2nd Floor, No. 37, Ji-Hu Rd., Nei-Hu Dist., Taipei 114, Taiwan, R.O.C.

BSI Taiwan is a subsidiary of British Standards Institution.



E Ink

We Make Surfaces Smart and Green

