2025 CORPORATE SUSTAINABILITY REPORT



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 and financial statement. The scope of reporting on corporate governance, environmental, and social aspects primarily focuses on Taiwan (Hsinchu and Linkou), 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 engagement. 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 2025 (from January 1 to December 31, 2025). Some content is traced back to 2021 to enhance the reader's understanding of the report's information.

Reporting Cycle

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 2025, and the English version was published in August 2025.
- Current Edition: The Chinese version was published in August 2026, and the English version was published in August 2026.
- Next Edition: The Chinese version will be published in August 2027, and the English version will be published in August 2027.

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.

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Download the Report

Verification and Assurance of the Report

This report has been verified by BSI Taiwan, a branch of the British Standards Institution, in accordance with the AA1000 Assurance Standard, Type 2-Moderate Assurance level. The financial information mentioned in the report is consistent with E Ink's 2025 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 sites	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
Operations Management	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 and Yangzhou sites	SGS	Chapter 5-1 Supply Chain Management
Environmental Management	ISO 14001:2015 Environmental Management System	Global sites	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	Taiwan and Yangzhou sites	BSI Taiwan, BV	
	UL 2799 Zero Waste to Landfill Validation	Taiwan and Yangzhou sites	UL Solutions	Chapter 4-5 Resource Circularity
	ISO 46001:2019 Water Efficiency Management Systems	Hsinchu sites	BSI Taiwan	Chapter 4-4 Environmental Impact Mitigation
Information Management	ISO/IEC 27001:2022 Information Security Management System	Taiwan sites	SGS	Chapter 2-3 Information and Cyber Security
Occupational Health and Safety	ISO 45001:2018 Occupational Health and Safety Management Systems	Taiwan and Yangzhou sites	SGS, BV	Official ESG webpage-Creating a Secure and Healthy Work Environment
	TOSHMS Taiwan Occupational Health and Safety Management System	Taiwan sites	SGS	

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CEO's Message

Amid the global momentum among governments, organizations, and businesses to advance sustainable development, a company's long-term competitiveness depends not only on financial performance, but increasingly on environmental sustainability, social value, innovation-driven growth, and transparent governance. More than a decade ago, E Ink began taking a forward-looking approach, gradually evolving from the practice of Corporate Social Responsibility (CSR) into a comprehensive strategy for sustainable business operations, while steadily learning, refining, and innovating.

Green Products Driving a Low-Carbon Future

E Ink's ePaper technology offers inherent environmental advantages, including energy efficiency, low carbon emissions, and no power consumption required to maintain a static image for extended periods. It is a solution that effectively balances the efficiency of information delivery with environmental sustainability, and is one of the core strengths and defining features of E Ink's efforts to advance sustainable development. According to assessments by FTSE Russell, 100% of E Ink's revenue qualifies as green revenue, fully demonstrating the substantive contribution of ePaper technology to reducing carbon emissions, promoting the efficient use of resources, and supporting the achievement of global sustainable development goals. We firmly believe that only by starting from the intrinsic nature of its products can a company truly create long-term value for the environment and society. Therefore, drawing on years of experience in sustainability practices, in 2026, I will lead E Ink to return to its original purpose and further deepen its core business, taking "solving problems for stakeholders" as the core approach to fulfilling corporate responsibility while forging a direct link between "products" and our "sustainability mission."

E Ink believes that profitability and sustainability are not in opposition; rather, they can grow in tandem and reinforce each other. Only by building a solid foundation for profitability, effectively meeting the expectations of different stakeholders, including suppliers, customers, investors, and employees, establishing relationships of mutual trust, honoring commitments and executing them thoroughly, transforming research and development achievements into products on schedule and with consistent quality, and continuously reinvesting earnings in technology research and development, environmental actions, and social engagement, can sustainable management truly take hold. At the same time, we will continue to increase our investment in research and development innovation and talent cultivation. In addition to advancing technological innovation, we will also support the professional development and functional growth of our employees, optimize the work environment and total rewards, and build organizational consensus through more open, pragmatic, and transparent communication mechanisms, thereby strengthening the resilience of corporate governance. With ePaper technology at its core, E Ink will partner with customers, partners, and society to move toward a low-carbon, inclusive, and resilient sustainable future.

Accelerating RE100 Progress Toward Net Zero

E Ink is committed to advancing global environmental sustainability. Anchored in green ePaper technology, E Ink embeds sustainability across operations, product design, and social inclusion. E Ink has also set ambitious targets of achieving RE100 by 2030 and Net Zero by 2040. By the end of 2025, E Ink had already achieved its global RE67 target ahead of schedule, meaning that 67% of its electricity came from renewable energy, well ahead of the Company's RE 40 originally set for 2025. In terms of renewable energy adoption across different regions, all E Ink sites outside Taiwan have already achieved RE100, using 100% renewable electricity. At the Hsinchu and Linkou sites, the renewable energy adoption rate also continues to rise, with E Ink's Taiwan sites having exceeded RE34. E Ink will continue to increase its use of renewable energy with the aim of achieving RE100 across all global sites as soon as possible.

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

In 2025, E Ink continued to demonstrate mature manufacturing management capabilities and actively transformed its operations by retiring outdated, energy-intensive facilities, optimizing process parameters, and strengthening energy management, the Company continued to implement through the ISO 50001 Energy Management System. E Ink's energy productivity nearly doubled compared to the 2018 baseline, maintaining its commitment to the Smart Energy Coalition initiative. Through the proactive adoption of renewable energy and the implementation of carbon reduction measures, E Ink achieved a 53% reduction in carbon emissions compared to a business-as-usual baseline, and a 69% decrease relative to the 2021 decarbonization baseline. At the same time, E Ink's recently inaugurated headquarters building in Hsinchu Science Park and the FAB VI & FAB VII "Twin Star" buildings at the Yangzhou site in China both received certification from the U.S. Green Building Council (USGBC) in 2025, earning LEED v4.1 Gold (New Construction) certification.

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 Best-in-Class World Index and the Dow Jones Best-in-Class Emerging Markets Index in 2026. In the S&P Global Corporate Sustainability Assessment (CSA), E Ink scored 93 out of 100, topping the Electronic Equipment, Instruments & Components sector for consecutive years and earning recognition among the top 1% of the sector in The Sustainability Yearbook 2026. This recognition not only affirms E Ink's exceptional sustainability performance but also highlights its pivotal role in promoting global sustainability initiatives.
In the assessments published by the global environmental disclosure organization CDP, E Ink maintained the highest A List rating in both the Climate Change and Water Security categories. This recognition affirms the Company's concrete actions and dedicated efforts in key environmental areas, including climate governance, carbon management, and water resource stewardship.

In the 2025 CommonWealth Magazine Excellence in Corporate Social Responsibility Awards, E Ink again ranked fifth place in the Manufacturing Sector of Large Enterprise. The Company has been recognized by the CommonWealth Magazine Excellence in Corporate Social Responsibility Awards for four consecutive years and was also selected for the third CommonWealth Talent Sustainability Award, demonstrating its achievements in advancing sustainability and talent management in parallel. At the same time, E Ink received the Taiwan Corporate Sustainability Award (TCSA) for the eighth consecutive year and was once again named among Taiwan's Top 10 Most Prestigious Sustainability Enterprises.

In supply chain management, E Ink regards sustainability standards as an important principle for managing its partners. The Company continues to encourage suppliers to comply with its Supplier Code of Conduct, which covers requirements related to human rights, labor conditions, environmental management, and ethical standards. E Ink also follows the ISO 20400 Sustainable Procurement Guidance as the management basis for its procurement processes. This integrates environmental and social responsibility into procurement decisions and embeds sustainability throughout supply chain operations.

Enhancing Corporate Governance and Upholding Ethical Business Practices

Transparent disclosure with integrity and accountability serves as the foundation of E Ink's sustainable development and continuous growth. In the 2025 Corporate Governance Evaluation of Taiwan-listed companies, E Ink once again ranked among the top 5% of OTC-listed companies. The Company also advanced to the top 10%, the first tier, among electronics companies with a market capitalization of more than NTD 10 billion among TWSE- and TPEx-listed companies, demonstrating its continued commitment to maintaining and improving corporate governance practices. In addition, E Ink ranked fourth in the 2025 Foreign Investors' Top 100 Taiwan Picks, a significant rise from sixteenth place in the previous year. The ranking reflects E Ink's market capitalization growth, rising foreign shareholding, three consecutive profitable years, and strong governance, earning broad recognition from international institutional investors.

Leveraging Core Technologies to Foster Social Engagement

E Ink promotes social engagement 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 2025, it successfully established mobile libraries equipped with eReaders in nine counties and cities across Taiwan. In 2025, the initiative expanded to Miaoli County, with the support of 21 ecosystem partners, including Netronix, Books.com, Ubright Optronics Corporation-Zhunan Branch, Fitipower,Zheng Sheng Hi-Tech, Xuan-Tong System Integration, Uniflex Technology, Kuen Yuh Machinery Engineering, Himax Technologies, Efun Technology, Global Lighting Technologies, Solomon Systech, Desiccant Technology, Innolux, ELAN Microelectronics, Crown Machinery, Integrated Solutions Technology, Ushine Photonics, Lee Ming Construction, and the ePaper Industry Alliance (EPIA). With the support of the Miaoli County Department of Education, the project delivered color eReaders and high-quality children's eBooks to 42 rural elementary schools and schools actively promoting reading literacy in Miaoli County, further strengthening the promotion of a digital reading culture. The project donated 1,040 color eReaders, each preloaded with 164 high-quality selected books for students from lower to upper elementary levels, totaling more than 170,000 eBooks.

The donation, valued at nearly NTD 30 million, benefited more than 21,000 students in Miaoli County.

E Ink's core ePaper technology has also gradually expanded into different arts and cultural venues to promote paperless solutions in public spaces. In collaboration with the Taipei Fine Arts Museum, E Ink continued to deploy ePaper displays as information interfaces across various exhibitions, making the museum the largest venue in northern Taiwan to introduce color ePaper devices on such a scale.

The collaboration was first demonstrated during the Taipei Fine Arts Museum's (TFAM) annual major exhibition, "Olafur Eliasson: Your Curious Journey," and was officially applied in public exhibition areas during the "2025 TFAM Day." ePaper features low power consumption, non-emissive display, and a glare-free viewing experience. Its natural and soft color presentation allows it to blend seamlessly with exhibition lighting and spatial ambience, enhancing the overall visitor experience.

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 example, the "Nutrition Donation Project" operated in partnership with the Chuhsin Comprehensive Human Life Education and Care Association's "Chuhsin Home" entered its second year. Through contributions from E Ink employees and matching donations from the Company, the project provides eggs and meal subsidies over the long term for underprivileged children. In addition, E Ink continues to collaborate with Man Fair's Shelter Workshop, operated by the Ai-Heng Development Center in Hsinchu, using employees' purchasing power to help create diverse job opportunities for individuals with disabilities and support them in achieving independent living.

In support of ecological restoration and environmental stewardship, E Ink sponsors the Trust in Nature Foundation to help protect natural habitats and extend its corporate influence to biodiversity-related projects. Leveraging the low-carbon and non-light-polluting features of ePaper, E Ink collaborated with the Hsinchu City Government to install ePaper displays around the Siangshan Wetland. Following the completion of the installation, the Company has continued to enrich the ecological content displayed on these signs and apply them to the promotion of ecological activities such as the Waterbird Festival and Art Festival. These efforts increase opportunities for local residents and the public to access and learn about the wetland, while supporting the conservation of the protected area and surrounding biodiversity.

Moving Forward Together for a Sustainable Future

With green ePaper technology and products at its core, E Ink advances its strategy of growing profitability and sustainability in tandem. The Company embeds sustainability principles into every operational dimension, including product design, green manufacturing, supply chain management, corporate governance, employee care, and social inclusion. Even when facing external challenges, E Ink remains true to its original purpose, steadily driving its sustainability transformation, advancing global sustainable development goals, and collaborating with partners to co-create a sustainable future.



CEO

Sustainability Column 01

AI Needs Power. E Ink Saves Power. Low-Power Display Driving the AI Era's Transformation

AI Development Trends: Energy as a Critical Challenge

With the rapid development of artificial intelligence (AI) and large language models, electricity demand from global technology infrastructure is rising sharply. According to the "Energy and AI" report published by the International Energy Agency (IEA), AI-related data centers accounted for 1.5% of global electricity consumption in 2024, equivalent to 415 TWh. By 2030, this figure is projected to increase to 945 TWh, representing more than 500 TWh of additional electricity demand compared with 2024. Over the past five years, AI-related electricity consumption has grown at an annual rate of 12%.Against this backdrop, low-power infrastructure will be critical to AI's sustainable growth.

Low-Power Displays: Reshaping the Energy Efficiency of Digital Infrastructure

In the AI era, displays serve as key interfaces for information delivery and human-machine interaction, while low-power displays are equally critical to achieving net-zero emissions. In public spaces and commercial venues, displays represent a fixed electricity load operating continuously over extended periods. Traditional LCD displays require continuous backlighting to operate. By contrast, ePaper's bistable, reflective design means it consumes power only when the image is refreshed and requires almost no electricity for static display, fundamentally reducing energy demand.

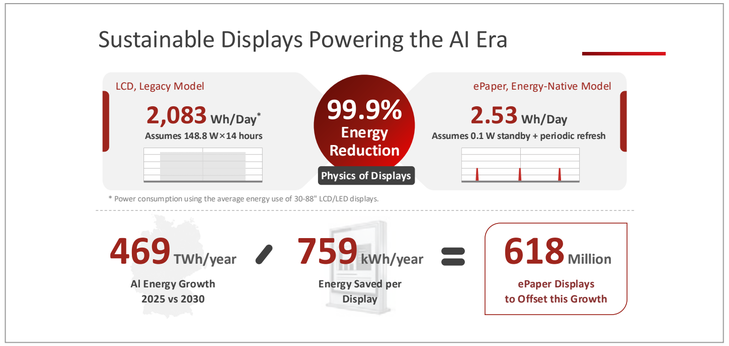
ePaper: Energy-Efficient Infrastructure for the AI Era

As AI continues to expand rapidly, rather than expanding power generation capacity, reducing demand is a more efficient and scalable strategy. The core value of ePaper lies in transforming conventional display devices from continuously power-consuming equipment into low-power digital infrastructure.

The transition to ePaper displays delivers three major benefits:
1.Easing grid pressure by reducing electricity competition between urban infrastructure and AI data centers.
2.Optimizing energy allocation, channeling available electricity toward core AI computing and cloud applications.
3.Reducing infrastructure expansion needs by lowering demand and deferring costly grid upgrades.

ePaper transforms displays from persistent energy consumers into low-power information interfaces. This not only reduces overall electricity demand but also frees up power for AI infrastructure. At the same time, by reducing energy consumption and carbon emissions, ePaper further strengthens the adaptive capacity of society and businesses in response to climate change.

At this critical juncture where energy transition and digital transformation converge, ePaper is redefining the role of display technology. It is not only a medium for information delivery, but also a foundation supporting the sustainable development of AI.



Sustainable Displays Powering the AI Era

A conventional LCD signage display consumes approximately 2 kWh of electricity per day. By contrast, ePaper consumes power only when the image is refreshed, using approximately 0.00253 kWh per day, about one-thousandth of the electricity consumed by an LCD display. This represents energy savings of approximately 99.9%. Each ePaper display saves around 759 kWh per year.

Assuming that 620 million LCD signage displays are replaced with ePaper displays, the estimated energy savings could offset the additional annual electricity demand of 469 TWh projected for 2030. The transformation of display technology could thus free up enough electricity to sustain AI's growth.

Driving Sustainability Through Technology: ePaper's Contribution to the SDGs

SDG 9.4: Upgrade Infrastructure and Enhance Energy Efficiency

Through its ultra-low power consumption, ePaper technology transforms traditional high-energy display systems into high-efficiency digital infrastructure, effectively improving resource-use efficiency and reducing environmental impact. This aligns with SDG 9.4's goal of improving energy efficiency and deploying clean technologies.

SDG 13.3: Strengthen Climate Action and Decarbonization Capacity

Through the large-scale adoption of ePaper display technology:
* Energy consumption and greenhouse gas emissions can be effectively reduced.
* The resulting carbon reduction benefits are comparable to those achieved through substantial reductions in vehicle emissions and carbon sequestration from tree planting.

Sustainability 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 has committed to achieving 100% renewable energy usage (RE100) by 2030 and reaching net-zero carbon emissions by 2040. Since 2022, the Green Production Sub-Committee of the 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[Note 3], Taiwan's largest biomass energy provider. This marked the largest T-REC transaction since Chung Hwa Pulp began offering renewable energy certificates.

Through its continued efforts, E Ink achieved RE67 across its global operations as of December 2025, surpassing its original RE60 target set for 2026 and approaching the RE70 target initially planned for 2027. Among its locations, E Ink has maintained 100% renewable energy usage (RE100) at its US sites, the Yangzhou sites in China, and its global business offices. In addition, the Linkou site in Taiwan reached 100% renewable energy use in 2025, while the renewable energy usage rate at the Hsinchu sites in Taiwan increased to 28% (RE28).

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 both 2024 and 2025, 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.

Enhancing Energy Productivity to Create Greater Value

In September 2022, E Ink joined the Smart Energy Coalition 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 as its Taiwan sites underwent capacity expansion from 2022 to 2025, E Ink steadily maintained its energy-saving initiatives. In 2025, enhanced energy-saving strategies led to a reduction of 3.88 million kilowatt-hours of electricity consumption at its Taiwan sites, equivalent to a decrease of 1,839 metric tons of carbon emissions; across its global operations, electricity consumption was reduced by 6.07 million kilowatt-hours, corresponding to a reduction of 2,910 metric tons of carbon emissions.

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) meant that reducing this ratio to increase reuse and recycling rates became the key challenge. 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.

2025 Achievements

Sites	Certification Level	Diversion Rate (%)	WTE(%)	Economic Benefit (NTD, thousand)	Carbon Reduction Benefit (ton CO_2e)
Yangzhou Sites	Platinum	100	3	1,142	523.8
Hsinchu Sites	Platinum	100	10	4,478	430.4
Linkou Site	Platinum	100	9	1,773	82.3

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.

Sustainability Column 03

Environmental Conservation: Supporting Ecological Education at Siangshan Wetland Through Core Technology

As the world confronts the challenges of climate change and biodiversity loss, businesses are expected not only to address the demands of decarbonization and the energy transition, but also to play an active role in conserving and restoring natural ecosystems. Continued expansion of human development has led to the degradation and loss of critical habitats, including wetlands, forests, and coastal environments, placing increasing pressure on wildlife populations and undermining ecosystem resilience. For companies, sustainability extends beyond minimizing the environmental footprint of their operations. It requires embedding nature conservation into corporate strategy and taking proactive steps to support ecosystem protection and restoration. By advancing economic growth in harmony with environmental stewardship, businesses can contribute to a nature-positive future where people and nature thrive together.



E Ink has long been committed to biodiversity and environmental sustainability, integrating ecological conservation into its corporate sustainability strategy. Through partnerships with local communities, research institutions, and environmental organizations, E Ink actively supports wetland conservation, environmental education, and citizen science initiatives. By leveraging the resources and influence of a technology company, E Ink contributes to ecological preservation while exploring ways to apply its core technologies in natural environments. For example, E Ink's low-power, non-backlight ePaper display technology has been introduced into ecological interpretation and environmental education settings, demonstrating how sustainable technologies can facilitate information sharing while minimizing environmental impact.

E Ink Environmental Conservation Milestones

2023

- Launched the first Environmental Protection Festival, featuring a series of internal activities focused on environmental and biodiversity themes, attracting more than 300 employee participations.
- Signed a Memorandum of Understanding (MOU) with the Taiwan Environmental Information Association (now the Trust in Nature Foundation), committing to support ecological restoration and environmentally friendly initiatives, and formally extending E Ink's sustainability efforts into the biodiversity domain.
- Published the company's first Nature and Climate Report, disclosing its strategies and actions related to climate and nature.
- Participated in the Autumn Waterbird Festival, organized by the Hsinchu City Government and executed by the Hsinchu Wild Bird Society. E Ink also introduced resources from the YFY Group to jointly support local conservation and environmental education efforts.

2024

- Signed an MOU with the Hsinchu City Government to promote ecological restoration and environmental education at Siangshan Wetland.
- Continued collaboration with the Nature Conservation and Environmental Information Foundation, providing resources to support biodiversity-related initiatives undertaken by nonprofit organizations.
- Donated five outdoor color ePaper ecological information boards to the Hsinchu City Government for installation at Siangshan Wetland. These displays integrate regulatory announcements, wetland maps, and environmental education content while supporting multilingual information and remote content updates, enhancing wetland management and communication efficiency.
- Added three Siangshan Wetland-themed ecology books to the "eRead for the Future" mobile library project, extending wetland education to 40 elementary schools in Yunlin County.

2025

- Upgraded the outdoor color ePaper ecological signage system at Siangshan Wetland to Version 2.0, integrating real-time tidal and weather information and developing environmental education linked to the Autumn Waterbird Festival.
- Donated a batch of indoor color ePaper displays to the Siangshan Wetland Marine Conservation Education Center for horseshoe crab conservation exhibits and routine information displays.

2026 Goal

- Continue optimizing existing facilities and educational content, including the five outdoor ePaper displays and indoor environmental education zones, to enhance the visibility and educational impact of environmental information through content updates and event promotion.
- Replicate the Siangshan Wetland model by expanding the application of ePaper × Environmental Education to cities and counties beyond Hsinchu, creating a second demonstration site that showcases critical ecological information through ePaper technology.
- Deepen collaboration with conservation communities and third-party environmental education organizations to integrate horseshoe crab ecology and wetland conservation knowledge into primary and secondary school education.

Supporting Ecological Conservation Through Core Business Capabilities

E Ink has long been dedicated to environmental sustainability and continues to invest in ecological protection and biodiversity initiatives as part of its social engagement strategy within its sustainability governance framework. In ecological conservation and environmental education settings, the way information is presented and communicated is itself an important aspect of sustainable practice.

ePaper display technology offers unique advantages, including no backlight, low power consumption, and the ability to display static content for extended periods. It remains clearly readable under natural sunlight and produces no light pollution, making it particularly suitable for environmentally sensitive areas such as wetlands, protected habitats, and ecosystems inhabited by nocturnal species. As a result, ePaper enables effective information dissemination while minimizing environmental disturbance.

Compared with traditional printed materials and high-brightness digital displays, ePaper significantly reduces paper consumption, electricity usage, and maintenance requirements. It offers a more sustainable approach to public communication while maintaining both real-time information delivery and environmental friendliness.

Leveraging its core ePaper technology, E Ink views "display technology serving the environment" as an important application direction for its products and strives to become part of the solution to environmental challenges. Accordingly, in January 2026, E Ink donated a range of ePaper devices to the Hsinchu City Government for deployment at the Siangshan Wetland Marine Conservation Education Center. The installation includes ePaper bulletin boards, freestanding information displays, and educational exhibits within the horseshoe crab conservation zone. These systems are operated by the Jane Goodall Institute Taiwan and replace single-use printed posters and energy-intensive display equipment. In doing so, they reduce paper and energy consumption while avoiding ecological disturbance caused by artificial lighting.

Looking ahead, E Ink will continue working closely with the Hsinchu City Government to enrich the content displayed on ecological information boards, incorporating real-time updates, scientific knowledge, and multilingual guidance to enhance public understanding and engagement with wetland ecosystems. Through ePaper technology, E Ink aspires to serve as a catalyst for environmental education—encouraging more people to connect with wetlands, appreciate the beauty of nature, and become practitioners of environmental knowledge and ecological stewardship.

2025 E Ink Sustainability Performance Summary

Corporate Governance (G)

Corporate Governance

Top 5 %
The 12th TPEx Corporate Governance Evaluation

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

0
No incident of significant compliance violation was reported

0
No incidents of significant information security breaches or virus attacks were reported.

Sustainable Supply Chain

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

ISO 20400 Certification
Headquarters and the Yangzhou sites have obtained external certification for sustainable procurement under ISO 20400.

⇓1,153 metric tons of CO_2e
Greenhouse gas emissions reduced through the Packaging Materials Recycling Project and Low-Carbon Logistics Management

27
Significant suppliers set renewable energy usage and carbon reduction targets

Social Engagement (S)

Enterprise Care

>82 points
Score of employee engagement survey

15,841 participants
Participating in professional skills training programs

11 years
Consecutive years of salary raise

Social Engagement (S)

>NTD 48.44 million
of investment in social engagement projects, including charitable donations, community investments, and commercial initiatives

9,745 hours
Global volunteering commitment

14 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 5.49 million benefiting over 20 rural schools

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

2 events
"Environmental Protection Festival" with approximately 100 participants.

Product Sustainability (P)

100%
Green Revenue

>6,900
Effective patents worldwide

⇓200,000 metric tons
CO_2e emission from ePaper bus stop vs. TFT-LCD bus stop signage

>81%
Revenue contribution from new product developed in past 3 years

⇓50 times
CO_2e emission from eReader vs. TFT-LCD tablets

>205
New technologies and products developed

8 projects
Open innovation with external organizations or enterprises

⇓12,000 times
CO_2e emission from 10" ESLs vs. 10" TFT-LCD labels

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

Environmental Sustainability (E)

Green Production

2,100 TWD
Internal carbon pricing per metric ton of CO_2e at Taiwan sites in 2025

Platinum certification
The Taiwan and Yangzhou sites have obtained UL 2799 certification

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

67% RE67
Utilized 67% renewable energy globally

⇓45%
Greenhouse gas emissions reduced compared to 2021

⇓27%
Water intensity reduced compared to 2021

⇓70%
Greenhouse gas emission intensity reduced compared to 2021

01 Sustainable Management

Implementing Sustainable Management with PESG

1-1 Company Overview
1-2 Business Performance and Strategy
1-3 Sustainable Operations
1-4 Material Topics and Stakeholders





1-1 Company Overview

1-1-1 About E Ink

E Ink, founded in 1992, is located in the Hsinchu Science Park and 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 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 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 bistable 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 increasingly stringent power-consumption requirements of smart IoT products, together with their growing use in outdoor settings, have highlighted ePaper's advantages, 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.
Headquarters	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 Exchange (TPEx: 8069) in March, 2004
Number of Global Employees	2,901 people
Total Assets	Total Equity NTD 69.9 billion Total Liabilities NTD 37.3 billion Total Assets NTD 107.2 billion

In addition to assisting customers in achieving their environmental sustainability goals through its ultralow 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 2025, E Ink had already achieved the goal of using 67% renewable energy (RE67) [Note 2], demonstrating its dedication to promoting low-carbon and sustainable environmental development through electronic paper technology and applications [Note 3].

Note 1: Energy productivity compared to the baseline year of 2018.

Note 2: For details on E Ink's Net Zero Carbon Emissions 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 the 2025 Annual Report.

1-1-2 Worldwide Presence



For more information, please visit Eink website

Sales Center ●

Sales Center / Operation Center

Operation Center ●

1-1-3 Honors, Recognitions, and Initiatives

Awards Recognitions

GOLD PANEL AWARDS

75-Inch E Ink Kaleido™ 3 color ePaper display received Gold Panel Awards 2025 Outstanding Product Award-Panel Module Category

Johnson Lee, Chairman of E Ink Holdings, Honored with the Outstanding Contribution Award from 2025 Gold Panel Awards



The 5th TSAA Taiwan Sustainability Action Award
Gold Award : SDG13-Enhancing Efficiency, Reducing Waste, and Advancing Green Solutions Toward Net Zero
Gold Award : SDG15-ePaper Signage at Siangshan Wetland
Silver Award : SDG03-Smart Healthcare Powered by Sustainable ePaper Display Innovation

The 4th APSAA Asia-Pacific Sustainability Action Award
Gold Award : SDG04-Empowering visual friendly digital reading in Yunlin-2024 "eRead for the Future" eReader library
Bronze Award : SDG03-Smart Healthcare Powered by Sustainable ePaper Display Innovation

TAIWAN EXCELLENCE 2026

The 75-inch E Ink Spectra™ 6 Color ePaper and Ripple Driving Technique Honored with the Taiwan Excellence Silver Award



Asia Sustainability Reporting Awards
Asia's Best Workplace Reporting-Silver Award

SDA 智慧顯示應用大賞 Smart Display Application Awards

E Ink Spectra™ 6 color Signage Solution received Smart Display Application Awards 2025-Smart Retail Awards

The Gallery™ 3 eNote Solution received the Smart Display Application Awards 2025-Smart Education and Entertainment Awards



Recognized for four consecutive years in CommonWealth Magazine Excellence in Corporate Social Responsibility Award, ranking 5th in the manufacturing sector



Selected for the 3rd CommonWealth Talent Sustainability Award

TAICCA 文化內容策進院 TAIWAN CREATIVE CONTENT AGENCY



Honored with first TAICCA 'ESG for Culture' Impact Awards, the Long-term Partnership Award, the Professional Assistance Award, and the Resource Support Award

BRANDING TAIWAN

Best Taiwan Global Brands-Ranked 20th
Brand value of USD 132 million



Taiwan Corporate Sustainability Awards
- Sustainability Report Platinum 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
- Manufacturing Sector-Taiwan's Top 10 Sustainable Enterprise Award



Global Corporate Sustainability Awards, GCSA Sustainability Report Silver Award

LSEG

2025 LSEG Sustainability Ratings
E Ink Achieved an ESG Score of 3.9 out of 5, Ranking 4th globally in the Electronic Equipment & Components Industry

LexisNexis

Top 100 Global Innovators (LexisNexis)

RETAILTECH BREAKTHROUGH AWARD 2025

2025 RetailTech Breakthrough Award

Certification and Evaluation

S&P Dow Jones Indices
A Division of S&P Global

Selected as a constituent of the 2025 Dow Jones Best-in-Class (DJ BIC) Indices:
- World Index
- Emerging Markets Index

FTSE Russell FTSE4Good

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

Taiwan Ratings An S&P Global Company

Rated 'twA-' for its Long-Term Issuer Credit Rating by Taiwan Ratings

TAIWAN STOCK EXCHANGE

Top 5% of OTC-listed companies in 2025
The Corporate Governance Evaluation by Taiwan Stock Exchange's Corporate Governance Center

TIPS

The Industrial Development Bureau, Ministry of Economic Affairs
Taiwan Intellectual Property Management System A-Level

TÜVRheinland CERTIFIED

TÜV Rheinland Germany
E Ink Kaleido™ Plus certified as Paper Like Display Quality-mark and China-mark

SUSTAINALYTICS
Neglig. | Low | Medium | High | Severe

SUSTAINALYTICS ESG Rating
Low ESG Risk

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

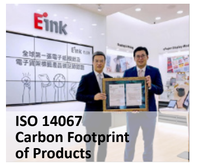
Taiwan Sustainability Assessment
AAA

ida DARK SKY APPROVED

International Dark Sky Association
Dark Sky Certification
ePaper Technology



Top 1% in the ITC Industry in the 2026 S&P Global Sustainability Yearbook



ISO 14067:2018 Product Carbon Footprint International Standard Certification
- The 6.8-inch eReader module
- The 2.9-inch ESL module

Climate Water CDP A List 2025

Supplier Engagement Leader CDP 2025

2025 CDP
Leadership A List, Climate Change
Leadership A List, Water Security
Leadership A List, Supplier Engagement Assessment (SEA)

UL VALIDATED PLATINUM

UL 2799 Zero Waste to Landfill Validation
Hsinchu, Linkou, and Yangzhou sites have obtained the Platinum Validation

Sustainability Initiative

THE CLIMATE PLEDGE

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

RE100

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

CLIMATE GROUP SMART ENERGY COALITION

Smart Energy Coalition
E Ink has joined the climate action initiative launched by the Climate Group
The first company to join the initiative in the electronics industry in Taiwan

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION
BUSINESS AMBITION FOR 1.5°C

Science Based Targets initiative (SBTi)
Targets for carbon reduction and net-zero emissions, validated by the SBTi in line with the 1.5° C global warming scenario

TCFD Supporter — TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

TCFD Supporter
Initiative for voluntary Climate-Related Financial Disclosures

SCIENCE BASED TARGETS NETWORK
GLOBAL COMMONS ALLIANCE

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

TNFD

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

BUSINESS FOR NATURE

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

UN GLOBAL COMPACT — United Nations Global Compact

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 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.

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, business and cross-sector alliances involving industry, government, and academia. 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 provides 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)	Member
	Intelligent Transportation Society of Taiwan (ITS)	Member
	Photonics Industry & Technology Development Association (PIDA)	Director
	Society for Information Display[Note 1] (SID)	Member
	Taipei Computer Association (TCA)	Member
	Taiwan Display Union Association (TDUA)	Director
	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
	World Out Of Home Organization (WOO)	Member
	Taiwan Technical Textiles Association (TTTA)	Member
Sustainable and ESG Initiative	CommonWealth Sustainability League (CWS)	Member
	Smart Energy Coalition	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[Note 2] (DSC)	Member
	SEMI 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.

1-2 Business Performance and Strategy

1-2-1 Business Performance

2025 Operational Performance

In 2025, E Ink Holdings' consolidated annual revenue reached NTD 36.116 billion, a 12.3% year-over-year increase and the highest in nearly 14 years. Operating profit margin reached 29.6%, net profit margin was 29.1%, net income after tax totaled NTD 10.515 billion, and earnings per share (EPS) was NTD 9.14. Operating profit margin, net profit margin, net income after tax, and EPS all rose steadily alongside revenue growth, reflecting improved overall operating quality.

Overall business showed rising penetration of ePaper applications across consumer electronics, smart retail, and commercial displays, as the Company's business structure shifted from a single application toward a growth model spanning multiple markets and applications. Benefiting from product mix optimization, improved manufacturing efficiency, and ongoing cost control, the Company's profitability showed sustained improvement. These results stemmed not from short-term fluctuations, but from structural adjustments in product mix, operational efficiency, and capital allocation-reflecting a maturing operational foundation and laying solid groundwork for future strategic growth.

Industry Environment and Market Overview

The global economic environment remained highly volatile in 2025, with geopolitical tensions, inflationary pressures, monetary policy shifts, and supply chain restructuring together challenging international trade and investment decisions. Policy shifts and potential tariffs in certain countries further increased uncertainty for multinational manufacturing and technology industries. The display industry continued to polarize toward high- and low-energy-consumption technologies. With its ultra-low power consumption, reflective display, and eye-friendly features, ePaper is evolving from a niche display technology into a low-carbon display solution of long-term environmental and strategic value amid the global shift toward net-zero and sustainability, showing strong growth potential across diverse applications.

Main Products and Application Development

The Company's core business is ePaper-related products and solutions, spanning consumer electronics (CE), smart retail, and commercial and public information displays. In 2025, revenue remained driven primarily by core ePaper products; as applications continued to expand, revenue sources grew more diversified, reducing exposure to fluctuations in any single market.

In CE, demand for color eReaders and eNotes remained stable, while the adoption of E Ink Kaleido™ 3 and E Ink Gallery™ 3 technologies enhanced product differentiation and drove both replacement and new demand.

In smart retail, adoption of ESL continued to expand across major retail channels in Europe, the U.S., and Asia-Pacific, with penetration rising steadily and deployment extending further to small and medium-sized retailers.

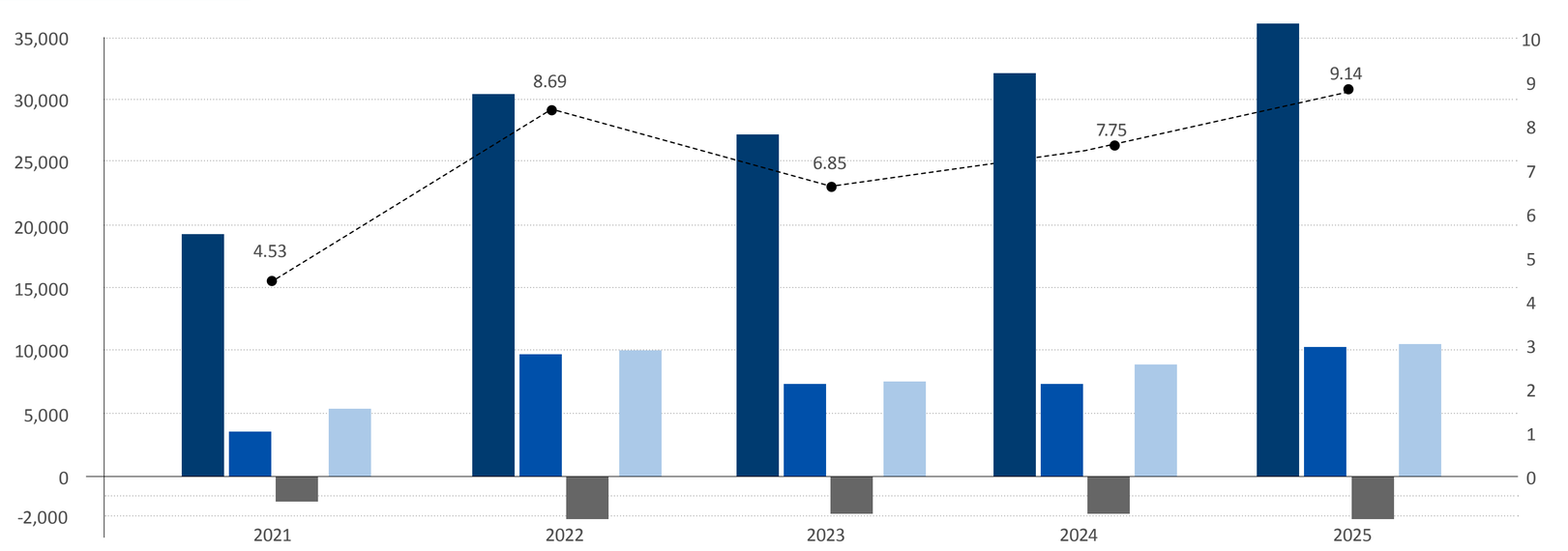
In IoT and commercial display, mid- to large-size color ePaper signage is increasingly positioned as a low-carbon solution for advertising and public information displays. The launch of the 75-inch E Ink Kaleido™ 3 outdoor color ePaper signage further enhanced the flexibility and feasibility of outdoor and Digital Out-of-Home (DOOH) advertising.

Research and Development Investment and Technology Development

In 2025, R&D focused on advancing core ePaper technologies and accelerating the commercialization of key platforms, while continuing to improve display quality, color performance, system stability, and manufacturing maturity. Color ePaper platforms, including the 75-inch E Ink Kaleido™ 3, E Ink Spectra™ 6, and E Ink Marquee™, achieved key milestones on schedule and were progressively introduced into commercial display and public information applications, expanding potential use cases. R&D investment remained at a strategically significant level and was recognized with awards including the Taiwan Excellence Award and the Smart Display Application Awards.



Financial Performance[Note1-4]



Unit: Earnings per share are in NTD; all other amounts are in millions of NTD.

Note 1: Financial data is sourced from the 2025 consolidated financial statements of E Ink Holdings Inc. and its subsidiaries, audited by Deloitte & Touche Taiwan.
Note 2: In 2025, the Company applied for R&D investment tax credits amounting to NTD 860 million in Taiwan under the "Company Research and Development Expenditure Applicable Investment Tax Credit Measures." Applications in China amounted to NTD 320 million and in the United States to NTD 1,740 million, totaling NTD 2,920 million.
Note 3: The Company did not make any political donations or engage in any political/policy-influenced donations or activities from 2021 to 2025.
Note 4: For detailed financial information and performance, please refer to the 2025 annual report.

Direct Economic Value Generated and Distributed



Note : Cash dividends distributed in the current year.

Tax governance

In response to international trends in tax governance and tax management policies for sustainable development, E Ink revised its "Group Tax Policy and Management Regulations" in 2023. E Ink and its subsidiaries adhere to these regulations across all global operating locations (including subsidiaries), covering regions such as Taiwan, the US, Japan, Mainland China, South Korea, and the Netherlands. Through compliance with tax laws and regulations, tax risk management, stakeholder engagement, and information transparency, the Company implements its tax policies and operating procedures, effectively controls tax risks, ensures regulatory compliance, enhances shareholder value, and fulfills its corporate social responsibility.

Tax Risk

- 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.
- Tax authorities in various jurisdictions are actively responding to the anti-tax avoidance regulations promoted by the Organization for Economic Cooperation and Development (OECD) and strengthening anti-tax avoidance measures and tax audit efforts, which may increase taxpayers' costs of responding to tax audits and complying with regulations.
- 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.

Effective Tax Rate

Fiscal Year	2025	2024	2023	2022	2021
Income Before Income Tax[Note 1]	12,763	10,879	9,824	12,084	6,548
Income Tax Expense[Note 1]	2,257	1,956	1,958	2,145	1,336
Effective Tax Rate (Before Adjustment)	17.68%	17.98%	19.93%	17.75%	20.41%
Adjustment[Note 1]	(340)	(450)	(192)	57	(135)
Effective Tax Rate (After Adjustment)	20.35%	22.12%	21.89%	17.28%	22.49%
Income Tax Paid[Note 1]	2,763	1,781	2,665	1,151	915
Cash Tax Rate	21.65%	16.37%	27.13%	9.53%	13.99%

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.

Tax Management Structure and Responsibility



Annual Penalties

From 2021 to 2025, E Ink incurred no significant penalties[Note]. In 2025, E Ink's total fine amount was NTD 120,020, with the related explanations and improvement plans detailed below:

Scope	Item	Amount of Fine (NTD)	Improvement Approach
E Ink	Fine imposed for violating Article 15-6 of the Fire Services Act due to failure to assign personnel to complete required training and certification.	40,000	The Company adopts the N+1 control principle. Currently, three security inspection sites are supported by four certified security inspectors to ensure sufficient personnel backup and manpower redundancy.
E Ink	Fine imposed for violating Article 9, Paragraph 1 of the Fire Services Act due to failure to commission qualified professionals to conduct the required annual inspection and maintenance of fire safety equipment.	20,020	Given that fire safety inspection filings in the Hsinchu area are primarily concentrated toward the end of each year, and the number of qualified contractors authorized to perform such inspections is limited, contractor scheduling often becomes saturated, resulting in delays and overdue filings. To address this issue, E Ink will enter into annual contracts with qualified fire safety inspection contractors and proactively plan and schedule inspections in the middle of the year to ensure inspections are completed on time and to avoid overdue filings.
E Ink	Fine imposed for violating Article 77-2 of the Building Act due to commencement of interior renovation work without prior approval.	60,000	In addition to establishing a comprehensive document management process and internal review mechanism, E Ink has strengthened communication with building management authorities to ensure the accuracy of regulatory filings and document submissions. Through regular training programs and the implementation of an effective monitoring system, E Ink continues to improve its processes, prevent compliance violations, and ensure regulatory compliance and smooth project execution.

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

1-2-2 Business Strategy

Looking ahead to 2026, the global technology industry is moving rapidly into a new phase where energy efficiency is a core competitive advantage. Market research indicates that power demand from AI computing and infrastructure is growing at a compound annual growth rate (CAGR) of roughly 15%, and annual electricity consumption by AI data centers worldwide is projected to rise sharply through 2030. Compared with 2025, incremental demand will reach approximately 469 TWh, which is equivalent to Germany's total annual electricity consumption, while total AI data center consumption will climb to about 945 TWh, roughly matching Japan's entire annual usage. This shift shows the technology industry moving beyond process shrinkage and performance gains alone, toward a broader focus on securing energy supply and maximizing efficiency.

As AI data center power demand accelerates, governments are placing greater emphasis on whether energy supply can meet both industrial growth and everyday needs. Heavy AI data center consumption is increasingly displacing power once available to households and other industries, making energy supply and allocation a critical issue for national competitiveness and social stability. In Taiwan, the semiconductor industry is a major source of electricity demand; as advanced process nodes progress and large-scale data centers are built out, pressure on power supply will only intensify. Against this backdrop, reducing energy consumption across end applications will be essential to sustaining long-term industry growth.

The display industry has long focused on improving brightness and refresh rates, advancing steadily across LCD, OLED, and Micro LED technologies. Yet these emissive display technologies typically consume significant power, increasingly facing a dual challenge of energy efficiency and user experience. Drawing on its long-term view of industry trends, E Ink continues to advance ePaper technology centered on reflective display, which renders images using ambient light and is dramatically cutting energy use during display while delivering a reading and viewing experience closer to paper.

E Ink is committed to advancing ePaper's visual quality, color performance, and user experience toward becoming "more like paper." At the same time, the company is investing in wider-format manufacturing technology and production line expansion to boost efficiency and meet growing market demand for large-format displays. Wider-format manufacturing not only raises per-unit output efficiency but also strengthens cost competitiveness, helping accelerate ePaper adoption across a broader range of applications. While yield and process challenges remain in the early stages of rollout, this strategy will build lasting scale and cost advantages, laying a critical foundation for future market growth.

ePaper's energy-saving advantage is becoming increasingly evident in applications. In outdoor displays, for example, a single LED outdoor sign consumes roughly as much power as 120 ePaper outdoor signs, a striking demonstration of ePaper's energy efficiency. As global energy-saving and carbon-reduction requirements tighten, this advantage will accelerate ePaper adoption in outdoor advertising and smart city applications.

As color ePaper technology matures, its range of applications continues to expand rapidly. In retail, ePaper has evolved from price tags into a digital content medium, supporting real-time updates and marketing use cases and driving demand for larger display sizes. In outdoor settings, ePaper's low power consumption and freedom from light pollution, combined with its ability to run independently on renewable energy, offer a more sustainable solution for smart cities and outdoor information displays.

To capture this growth opportunity, E Ink will continue strengthening its technology platform portfolio, including the E Ink Spectra™ series for vivid indoor color display, the E Ink Gallery™ series built around high-definition full-color display, E Ink Marquee™ for wide-temperature outdoor applications, and E Ink Kaleido™ for higher refresh rates, addressing diverse performance and energy-efficiency needs across applications. Amid rapidly evolving global energy dynamics and the rise of AI, E Ink will keep ePaper at the center of its strategy, deepening its technology edge, expanding into new markets, and working with industry partners to push display technology toward greater energy efficiency, environmental sustainability, and broader adoption, building a solid foundation for the company's long-term growth.



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 Disclosure with Integrity and Accountability," 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 to Promote Business Growth," " Sustainable and Value-Added Supply Chain," and " Local Engagement Aligned with Core Business," E Ink strives to achieve sustainable development goals.



4 Scopes

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

5 Pillars

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 a safe and healthy workplace with the right talent in the right roles; "Corporate Governance" for effective management; "Supply Chain" for a value-added, sustainable supply network; and "Social Engagement" for inclusive, community-focused initiatives aligned with core business. Additionally, "Risk Management" spans across all six pillars, identifying and mitigating risks to ensure their successful execution.

18 Actions
53 Indices

Following the six foundations of sustainability, E Ink implements 18 sustainable actions and further defines 53 sustainability indices. Through the establishment, execution, and follow-up of practical action plans and indicators, the Company strives 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."

Product Sustainability
Innovation for Low-Carbon Sustainable Products

- **Product Realization & Technology Innovation**
  IP & Trade Secret, New Product & Technology, Development Resource, IP Management, Open Collaboration — 5
- **Expansion of Low Carbon Products**
  Sustainable Products, Green Revenue, Ecosystem — 3

Green Production
Low-carbon and Energy Saving Operations and Manufacturing

- **Response to Climate Change**
  SHEE Policy, Risk & Opportunity, Internal Carbon Pricing, Environmental Initiatives — 4
- **Transformation Path to Net Zero**
  GHG, Energy & Electricity, Renewable Energy, Renewable Energy — 3
- **Environmental Impact Mitigation**
  Environmental Management, Water Resource, Waste, Air Pollution, Production &Waste Reduction — 5

Enterprise Care
Creating a Healthy and Safe Workplace for Employees

- **Protecting Human Rights of Workforces**
  Human Right Policy, Diversity & Equity & Inclusion — 2
- **Talent Attraction & Retention**
  Employee Compensation, Communication & Identity, Talent Retention, Employee Care, Employee Engagement — 5
- **Talent Cultivation**
  Learning Vitality, Reserving Talent — 2
- **Ensuring Occupational Safety & Health**
  Safety Culture, Working Environment, Employee Health and Well-Being — 3

Corporate Governance
Effective Governance for Business Growth

- **Strong Corporate Governance Structure**
  Board Structure, Corporate Governance Evaluation, Ethics and integrity, Privacy — 4
- **Intensifying the Operation of Risk Management**
  Risk Identification, Risk Awareness, Risk Response — 3
- **Implementing Business Integrity**
  Compliance with Laws & Regulations, Information Security Management — 2

Sustainable Supply Chain
Sustainable and Value-Added Supply Chain

- **Developing a Green & Low-Carbon Supply Chain**
  Local Procurement, Low-Carbon Energy, Sustainable Collaboration — 3
- **Control & Mitigation Sustainable Risks**
  Supplier Behavior Management, Risk of Supply Chain — 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
- **Supporting the Underserved Groups & Philanthropic Activities**
  Philanthropic Initiative — 1
- **Caring for Ecological Restoration & Friendly Environments**
  Environmental conservation — 1

1-3-2 Sustainable Development and Corporate Sustainability Committe

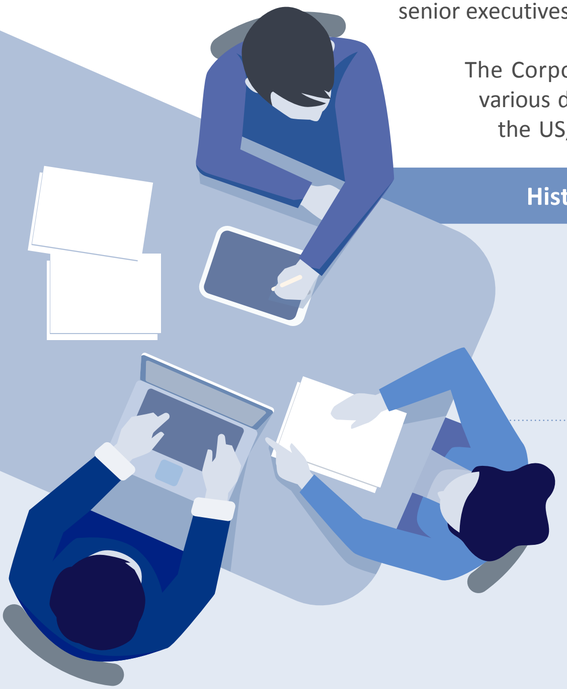
In accordance with the sustainable development vision and blueprint, E Ink has established a functional "Sustainability Development Committee[Note 1] at the board level to strengthen governance, oversight, and the advancement of sustainability progress and performance. This committee coordinates with 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[Note 2], 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-committees to implement the pillars of the "E Ink Sustainability" 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, and Netherlands. The sustainability sub-committees hold 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 Corporate 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 2025, during which a total of 10 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 five report items and two discussion items[Note 4], which included the results of greenhouse gas inventory and verification, the status of sustainability development goals, frameworks, strategic planning, 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 Corporate Social Responsibility Principles" 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.

Sustainability Committee Structure

Sustainability Development Committee

Board Level Committee

Board of Directors

Sustainability Development Committee

Convener
Johnson Lee Chairman

Member
FY Gan President **Po-Young Chu** Independent Director
Huey-Jen Su Independent Director **Chang-Mou Yang** Independent Director

Executive Secretary
Lloyd Chen CFO

Corporate Sustainability Committee

Operational Level

Chairman
Johnson Lee Chairman

Steering Committee Member
FY Gan President **Luke Chen** Executive Vice President
JM Hung Vice President
Paul Apen Business & COO **Edzer Huitema** CTO (US)

Committee Chief
Lloyd Chen CFO

Secretary Division
Ingo Lin CSO

Sustainability Department

Product Sustainability Sub-committee
Ian French CTO (Taiwan)

Green Production Sub-committee
Mano Lo Vice President

Enterprise Care Sub-committee
Sandrea Liu Director

Corporate Governance Sub-committee
Patrick Chang Senior Director
Susan Huang Senior Director

Sustainable Supply Chain Sub-committee
Abraham Lin Associate VP

Social Engagement Sub-committee
Lynne Garone Associate VP
Freda Lee Senior Director

Risk Management Sub-committee
Lloyd Chen CFO

Note 1: Lloyd Chen, Chief Financial Officer, serves as the Chair of the Committee, while Ingo Lin, Chief Sustainability Officer responsible for overseeing sustainability matters, acts as the Secretary of the Corporate Sustainability Committee.
Note 2: The terms of the above organizational structures of E Ink's Sustainability Development Committee and Corporate Sustainability Committee expired on May 26, 2026. For information on the newly appointed members of the Sustainability Development Committee and Corporate Sustainability Committee, please refer to the official website.

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 mid-to-long-term strategic directions[Note]. These efforts align with the Company's material topics and the United Nations Sustainable Development Goals (SDGs).

Sustainability Sub-Committee	Material Topics	2025 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 and Sustainable Product 3-2 Research and Development Innovation 3-3 Low Carbon Sustainability
Green Production	• Climate Change Mitigation and Adaptation • Energy and Greenhouse Gas Management • Resource Management and Circular Economy • Water and Wastewater Management	• Achieve 67% 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 • Plan the new Hsinchu office building to obtain LEED green building certifications	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 • Labor Relations and Communication	• Enhance employee skills and increase training hours • Launch employee engagement surveys and assistance programs	Creating a Healthy and Safe Workplace for Employees		6-2 Talent Attraction and Retention 6-3 Employee Development and Growth 6-4 Safeguarding Employee Safety and Health
Corporate Governance	• Corporate Governance and Integrity Management • 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 Aligned with Core Business		7-1 Concepts of Social Engagement 7-2 Educational and Cultural Initiatives 7-3 Philanthropic Initiatives 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: For the short-, medium-, and long-term goals of each sustainability sub-committee under the Corporate Sustainability Committee, please refer to Appendix I of this report.

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 AA1000 Stakeholder Engagement Standard (AA1000 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	2025 Outcomes and Engagement Results
• Product Research, Development and Innovation • Green and Sustainable Product Development • Talent Attraction and Retention • Market Expansion • Talent Training and Career Development	• Establish a Sustainable Product Management Policy centered on innovation and green products, strengthen the development of new technologies and products, continuously provide customers with forward-looking ePaper technologies, and collaborate with customers to develop ePaper products that generate positive environmental and eye health benefits. • Incorporate environmental considerations into the development process of new technologies and products. In addition to developing low-carbon products, continuously conduct product carbon footprint assessments for ePaper products to comprehensively identify carbon hotspots and integrate the findings into new product development for continuous improvement. • Provide competitive compensation and benefits, along with comprehensive talent retention mechanisms, to ensure the stability of R&D, manufacturing, and service teams and continuously deliver reliable products and technical support to customers. • Expand collaboration across the value chain ecosystem to broaden the application markets for technologies and products, and work together with ecosystem partners to achieve mutual growth and shared success. • Establish systematic training and talent development programs to continuously strengthen employees' professional capabilities and enhance the quality of technical services and support provided to customers .	• New product development meetings (irregular) • New technology exchange meetings (irregular) • New product development meeting (irregular) • Customer site audits (irregular) • Customer satisfaction surveys and responses (annually) • Customer environmental requirements meetings (irregular) • ePaper Industry Innovation Conference (annually)	• More than 10,000 meetings were held with domestic and international customers, covering topics such as new technology exchanges and new product development projects. • The ePaper value chain ecosystem expanded to 225 partners, resulting in the completion of more than 205 new technology applications and new product development projects, including the development of eight product technologies incorporating sustainable product design concepts. • The carbon footprint assessments of the 6.8-inch eReader module and the 2.9-inch ePaper ESL module were recalculated using a more appropriate methodology that incorporates the benefits of renewable electricity. Compared with 2022, the carbon footprint of an equivalent eReader was reduced by 45.5%, while that of an electronic shelf label was reduced by 55.9%. • Four customer meetings were conducted to discuss topics including net-zero emissions, renewable energy adoption, and waste management. • The average customer satisfaction scores for ePaper module and ePaper film customers have exceeded 90 points for five consecutive years.

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	2025 Outcomes and Engagement Results
• Green and Sustainable Product Development • Talent Attraction and Retention • Product Research, Development and Innovation • Talent Training and Career Development • Corporate Governance and Integrity Management	• With the low-power and low-carbon characteristics of ePaper at its core, E Ink incorporates environmental indicators and product carbon footprint management into its product and technology development processes, continuously advancing low-carbon product design. Through its sustainable product development strategy, the Company further strengthens its long-term competitiveness and enhances employee engagement. • 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. • Continue to invest in research and development resources and encourage cross-departmental and cross-disciplinary collaboration. Through new product and technology development mechanisms, E Ink further strengthens its core ePaper technologies while providing employees with opportunities to participate in the development of forward-looking technologies and innovative projects. • 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. • Promote ethical business conduct and regulatory compliance, while strengthening employees' awareness of and engagement in ethical business practices and risk management through internal policies, education and training programs, and communication channels.	• Employee town hall meeting (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) • Excellent Teams Selection (annually)	• Global salary increases have been implemented for 11 consecutive years. In Taiwan, the average salary and benefits expense per employee increased by approximately 21% compared with the previous year. In terms of the average salary and median salary of non-managerial full-time employees, E Ink ranked No. 1 among TPEx-listed optoelectronics companies and within the top 2% of all TWSE- and TPEx-listed optoelectronics companies. • A total of 10 labor-management engagement meetings were held globally to promote positive labor relations, including seven employee town hall meetings conducted worldwide. • The global employee engagement survey achieved an average score of 82.1, and five improvement action plans were established across the Company's three major operating regions. • A total of 97 proposals were received through labor-management meetings and employee town hall meetings globally, and seven employee grievance cases were processed and addressed. • Employee training programs included 34 core competency training sessions, 65 management competency training sessions, and 661 professional competency training sessions. • The overall retention rate of participants in APPLE reached 97%. In Taiwan, the promotion readiness rates were 76% for Management Associate candidates and 59% for Director-level talent candidates.

Supply Chain

Significance to E Ink

Suppliers and contractors within the supply chain are important partners of E Ink. Through continuous management and collaborative engagement, E Ink works together with them to build a more sustainable value chain.

Material Topics	E Ink's Responses	Communication Methods and Frequency	2025 Outcomes and Engagement Results
• Green and Sustainable Product Development • Corporate Governance and Integrity Management • Product Research, Development and Innovation • Occupational Health and Safety • Sustainable Supply Chain Management	• In accordance with ISO 20400, E Ink established its Sustainable Procurement Management Policy and incorporated sustainability elements into its procurement policies to enhance sustainable supply chain management performance. • In addition to strengthening internal awareness of ethical business conduct, the Company reviews procurement contracts based on principles of integrity and fairness. Suppliers are evaluated annually in accordance with the Qualified Supplier Periodic Evaluation Procedure, with assessment criteria covering ESG-related aspects. • Green and environmentally friendly materials and equipment are incorporated into customer new product introduction (NPI) and development meetings to evaluate the feasibility of their adoption. • Through education and training programs, suppliers are encouraged to work collectively toward the shared goal of achieving net-zero emissions by 2040. • Collaborate with suppliers to promote packaging recycling and reuse programs, thereby reducing greenhouse gas emissions. • Require contractors to comply with applicable occupational safety and health regulations and reduce operational risks through training, on-site management, and audit mechanisms to ensure a safe working environment.	• 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 Commitment Letter. • Approximately two to three suppliers visited the Taiwan and Yangzhou sites each month for business discussions and working meetings. • A total of 11 QBRs or QTRs and one Supplier Conference were conducted. • Approximately two supplier audits or site visits were conducted each month. Quality system and process audits were completed for two new suppliers, while quality process audits were conducted for 16 existing key material suppliers. • Weekly quality meetings were held with key material suppliers, with participation from 14 suppliers. • Five suppliers assigned on-site personnel to the Yangzhou sites to provide immediate support and resolve raw material-related issues directly on the production line. • 100% of significant suppliers completed ESG training. • The Packaging Recycling Program was expanded in collaboration with 10 suppliers. In 2025, the amount of packaging materials recycled was equivalent to reducing 1,113 metric tons of CO_2e emissions. • A total of 2,208 contractor training sessions were completed in Taiwan, and no contractor work-related injuries occurred during the reporting period.

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	2025 Outcomes and Engagement Results
• Corporate Governance and Integrity Management • Green and Sustainable Product Development • Energy and Greenhouse Gas Management • Product Research, Development and Innovation • Sustainable Supply Chain Management	• Respond promptly to policy consultations and recommendations from government agencies and industry associations on topics including industry regulations, environmental protection, pollution prevention, and greenhouse gas management. • Actively participate in industry associations and peer exchanges to promote collaboration on industry-related issues, including decarbonization and net-zero initiatives. Examples include participation in the Occupational Safety, Health and Environmental Protection Committee of the Taiwan Panel & Solution Association (TPSA), contributing recommendations on carbon fee mechanisms, carbon fee rates, and carbon credit trading to relevant authorities, as well as collaborating with the Industrial Development Administration, Ministry of Economic Affairs, to implement the "Panel Industry Decarbonization Promotion and Application Guidance Program." • Strengthen employees' awareness of ethical business conduct through systematic training and awareness programs covering anti-corruption, anti-monopoly, and insider trading prevention, while ensuring strict compliance with applicable laws and regulations. • Establish a sustainable supply chain management system by integrating sustainability considerations into supplier management and evaluation processes, and work with supply chain partners to enhance environmental, social, and governance (ESG) performance through audits, capacity-building initiatives, and training programs.	• 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 27 regulatory advocacy briefings organized by government agencies. • Underwent 15 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. • Conducted one supplier conference.

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	2025 Outcomes and Engagement Results
• Talent Attraction and Retention • Product Research, Development and Innovation • Green and Sustainable Product Development • Energy and Greenhouse Gas Management • Corporate Governance and Integrity Management	• Actively strengthen E Ink's employer brand to enhance its reputation among young talent while providing equal employment and career development opportunities for all job applicants. • Communicate the latest developments in ePaper technologies and applications, as well as corporate performance, through various channels including press releases, media events, and media interviews. The Company also responds promptly and proactively to media inquiries to enhance external stakeholders' understanding of E Ink. • Collaborate with leading domestic and international academic institutions to advance ePaper technology research and development. By providing research resources and corporate mentorship, E Ink helps bridge academic research and industry applications while cultivating a pipeline of future talent. • Conduct greenhouse gas inventories, target setting, and information disclosure in accordance with international standards, demonstrating the Company's commitment to climate action and environmental responsibility.	• Campus recruitment activities (irregular) • Industry-academia cooperation projects (irregular, based on project schedule) • Press releases, media interviews, and media events (irregular) • Timely response to media needs (irregular)	• Held 17 campus recruitment activities. • Engaged in industry-academia cooperation with 3 universities, both domestically and internationally. • Released 59 press releases and conducted 35 media events, including two press conferences, four investor conferences, and one media interview at the shareholders' meeting in Taiwan, along with 28 media briefings, exchange sessions, contributed articles, and interviews in U.S.. • Greenhouse gas emissions intensity decreased by 43% compared to the 2021 baseline year. Renewable energy usage reached RE67, achieving the original target ahead of schedule. • Participated in one Taiwan RE100 member 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	2025 Outcomes and Engagement Results
• Product Research, Development and Innovation • Talent Attraction and Retention • Energy and Greenhouse Gas Management • Market Expansion • Corporate Governance and Integrity Management	• In addition to interacting with shareholders through multiple channels and listening to their feedback as a reference for future development strategies, the Company continues to transparently disclose its operational performance through channels such as the official website, the Market Observation Post System, annual reports, and Corporate Sustainability Reports. Information disclosed includes financial reports, annual reports, talent management, greenhouse gas reduction, renewable energy usage, human rights management, new technologies and products, and customer collaborations, providing shareholders with the latest corporate updates.	• 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 91.21% of all issued shares. • Issued 46 significant announcements. • Held 6 corporate briefings and participated in 2 corporate briefings upon invitation, providing financial and business information to investors through physical meetings or conference calls.

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 both the internal impact of sustainability issues on its business operations and the external impact of its operations on the environment and society (including people and human rights), while also considering governance-related factors. 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

With reference to domestic and international industry trends, major news events, domestic and international regulations and policies, sustainability ratings and assessments, sustainability-related standards and frameworks, and challenges faced in business operations, the Company considered sources including MSCI, the CommonWealth Magazine Corporate Citizenship Awards, the S&P Global Corporate Sustainability Assessment (CSA), the Sustainability Accounting Standards Board (SASB), climate- and nature-related financial disclosures, GRI Sector Standards, and grievance mechanisms. Internal feedback from various departments was also incorporated into the overall assessment. Based on this process, the Company identified the positive and negative, actual and potential impacts of its operations on the economy, environment, society, and governance. A total of 80 impact items were collected and further consolidated and categorized into 25 sustainability issues, including 10 economic and corporate governance issues, 8 social issues, and 7 environmental issues.

Step 2

Assessment of Sustainability Issues

237 Questionnaires

Through questionnaire surveys, the Company collected feedback from six major stakeholder groups regarding their "concern level" for each sustainability issue, as well as evaluations from internal management regarding the "operational impact degree" associated with each topic. A total of 237 valid questionnaires were collected, including 227 stakeholder questionnaires and 10 questionnaires completed by internal management personnel.

Step 3

Identification and Prioritization of Material Topics

14 Material Topics

Based on the comprehensive materiality assessment results, the Company prioritized sustainability topics using a materiality matrix and identified 14 material topics and 11 secondary topics. The assessment results were confirmed by the Chief Sustainability Officer and subsequently reviewed and approved by the Board of Directors. The material topic assessment results have been integrated into the Company's enterprise risk management process and serve as an important basis for identifying and managing sustainability-related risks and opportunities. The materiality identification and assessment process included the following approaches:

- **Questionnaire Survey Results:** Analysis of questionnaires regarding "stakeholder concern levels" and "organizational operational impact."
- **Financial and Other Impact Analysis:** Comprehensive evaluation of the financial impact of each sustainability topic on business operations, the likelihood of negative impacts occurring, whether violations or penalty incidents occurred in the previous year, and whether there were any human rights-related negative impacts.
- **Internal Expert Meetings:** Referring to the key risk trends identified in the World Economic Forum (WEF) Global Risks Report 2025, the Company adjusted stakeholder concern scores for each topic. In alignment with the overall direction of sustainability management development, the Sustainability Management Department also adjusted the organizational operational impact scores as the final calibration basis for each topic.

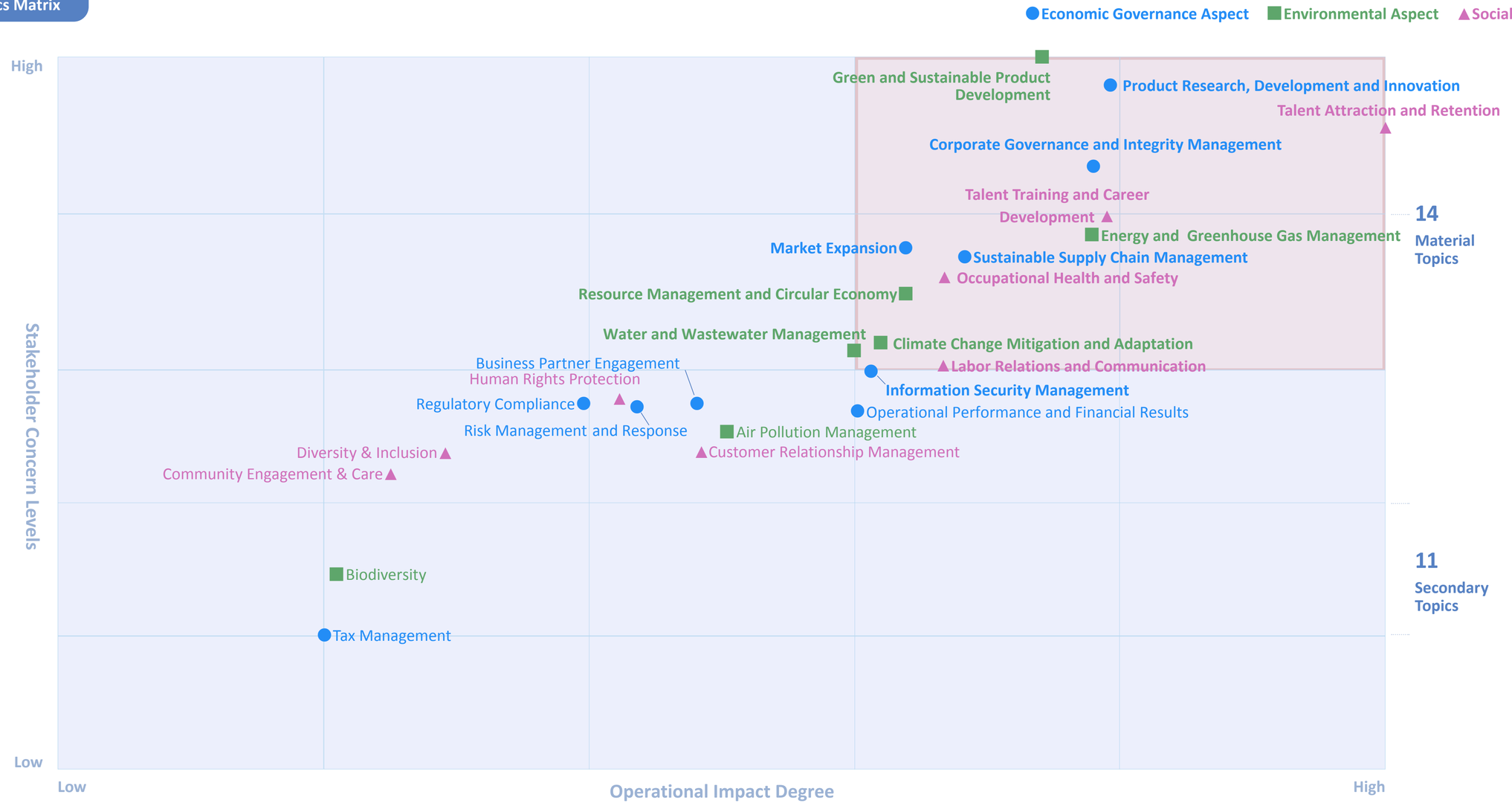
Step 4

Disclosure and Reporting of Material Topics

Ongoing Communication and Response

The 14 material topics will be disclosed in this report in accordance with the recommendations of the relevant GRI Topic Standards. The 11 secondary topics will continue to be monitored by the Corporate Sustainability Committee, and related progress will be explained through short-, medium-, and long-term objectives. All relevant information is comprehensively disclosed in this report to meet stakeholders' expectations of the Company. Going forward, the Company will continue to review the significance of each sustainability topic and appropriately adjust material topics based on valuable stakeholder feedback to ensure that the report disclosures remain transparent, reasonable, and balanced.

E Ink's Material Topics Matrix



Material Topics Impact Assessment and Value Chain Mapping

✚ Positive Impact ▬ Negative Impact ● Actual ○ Potential ➡ Direct ▲ Indirect

Aspect	Material Topic	Impact Description	Corporate Operational Financial Impact	Corporate Risk Classification	Value Chain Impact			GRI Standards	Chapter	Material Topic Change
					Up-stream	Opera-tions	Down-stream			
Economic Governance	Product Research, Development and Innovation	Continuously enhance product functions and develop new technologies to maintain industry competitiveness. ✚Technological and product innovation enhance competitiveness. ▬Insufficient green design and patent management may result in infringement risks.	High	High		➡		Custom Topic	3-2 Research and Development Innovation	Maintained
	Corporate Governance and Integrity Management	Ensure the sound operation of board governance and implement integrity management policies through training and whistleblowing mechanisms. ✚Board diversity contributes to improved operational performance. ▬The composition of directors' industry experience may affect operational risk assessment.	Medium	Low		➡		GRI 205 Anti-corruption GRI 206 Anti-competitive Behavior	2-1-2 Integrity Management 2-1-1 Board of Directors and Functional Committees	Corporate Governance and Integrity Management topics merged
	Sustainable Supply Chain Management	Incorporate sustainability principles into supplier management mechanisms and encourage suppliers to comply with the Supplier Code of Conduct to strengthen supply chain responsibility and resilience. ✚Implementing sustainable procurement policies enhances supply chain resilience. ▬Insufficient supply chain management may lead to material shortage risks.	Medium	High	▲	➡		GRI 204 Procurement Practices GRI 308 Supplier Environmental Assessment GRI 414 Supplier Social Assessment	2-1-2 Integrity Management 5-1 Supply Chain Management	Maintained
	Market Expansion	Expand product applications and market presence to capture market opportunities and increase revenue. ✚Enhancing product application scenarios contributes to revenue growth. ▬Delays in production line setup or mass production schedules may affect delivery timelines.	Medium	Extremely High		➡	▲	Custom Topic	3-1-3 Expanding ePaper Applications	Maintained
	Information Security Management	Follow the ISO 27001 framework to establish an information security management system, prevent data breaches, and ensure the security of operational and customer information. ▬Confidential information leakage may result in financial losses.	High	High	▲	➡	▲	Custom Topic	2-3 Information and Cyber Security	Maintained
Environmental	Green and Sustainable Product Development	Develop products featuring low-carbon, smart, and eye-care characteristics, and promote sustainable product management policies to reduce environmental impacts throughout the product life cycle. ✚Enhancing the environmental benefits of products strengthens competitiveness. ▬Failure to promptly capture green consumer market trends may affect product demand.	Medium	High		➡	▲	Custom Topic	3-3 Low-carbon Sustainability-Green Products	Maintained
	Energy and Greenhouse Gas Management	Continue promoting energy-saving measures and increasing the proportion of renewable energy usage to reduce greenhouse gas emissions. ✚Improved energy efficiency helps reduce operating costs. ▬Stricter regulations may increase carbon fee burdens.	Low	Low		➡		GRI 302 Energy GRI 305 Emissions	4-3 Energy and Greenhouse Gas Management	Maintained
	Resource Management and Circular Economy	Promote zero waste to landfill and improve recycling and reuse efficiency to strengthen resource circulation and environmental benefits. ✚Resource and energy reuse helps reduce costs and enhance environmental benefits. ▬Stricter regulations may lead to risks of fines and penalties.	Medium	Extremely Low		➡		GRI 306 Waste	4-5 Resource Circularity	Maintained
	Climate Change Mitigation and Adaptation	Formulate risk mitigation and adaptation strategies in response to operational impacts arising from climate change. ✚Reduce transition and physical risks. ▬Increase low-carbon transition costs.	Extremely High	High		➡		GRI 201-2 Financial Implications and Other Risks and Opportunities Due to Climate Change	4-1 Transformation Path to Net Zero	Maintained
	Water and Wastewater Management	Improve process water recycling rates and manage wastewater discharge. ✚Enhanced water-use efficiency. ▬Increased wastewater treatment costs.	Medium	Low		➡		GRI 303 Water and Effluents	4-4 Environmental Impact Mitigation	Newly Added
Social	Talent Attraction and Retention	Establish competitive compensation and benefits programs to attract and retain key talent. ✚Talent retention helps strengthen R&D capabilities. ▬Insufficiently competitive benefits may affect talent retention.	High	Extremely High		➡		GRI 401 Employment	6-2 Talent Attraction and Retention	Maintained
	Talent Training and Career Development	Promote diversified and AI-related training and career development programs to cultivate professional skills and leadership capabilities. ✚The introduction of AI training helps enhance professional capabilities and work efficiency. ▬Insufficient understanding of employee development needs may affect skill enhancement and employee satisfaction.	High	Extremely High		➡		GRI 404 Training and Education	6-3 Employee Development and Growth	Maintained
	Occupational Health and Safety	Strengthen occupational safety and health management to create a safe and healthy workplace environment. ▬Poor occupational safety management may result in accidents and penalties.	Low	Extremely Low	▲	➡		GRI 403 Occupational Health and Safety	6-4 Safeguarding Employee Safety and Health	Maintained
	Labor Relations and Communication	Establish effective labor-management communication mechanisms and grievance channels to ensure employee opinions receive appropriate responses. ✚Comprehensive communication mechanisms help foster mutual trust and stability between labor and management. ▬Labor disputes may reduce employee engagement and increase turnover risks.	Medium	Extremely Low		➡		GRI 402-1 Minimum Notice Periods Regarding Operational Changes	6-2-3 Labor Relations and Communication Appendix 2: GRI Standards Content Index	Newly Added

Note: "Direct" impacts refer to impacts caused by E Ink's own operations ("cause"); "Indirect" impacts refer to impacts contributed to through value chain business relationships ("contribute to") or impacts that are directly linked ("directly linked") to its operations.

Explanation of Disclosure for Secondary Topics

During the year, a total of 11 secondary topics were identified. Four new topics were added, while the topics of "Product Quality and Responsibility" and "Brand Management" were removed. The impacts of the relevant topics will continue to be monitored and disclosed in the report.



Secondary Topic	Impact Description	Chapter	Material Topic Change
Operational Performance and Financial Results	Information related to business performance, financial data, and market results.	1-2-1 Business Performance	Maintained
Business Partner Engagement	Strengthen strategic cooperation and partnerships to expand the ePaper ecosystem.	3-1-4 ePaper Ecosystem	Maintained
Air Pollution Management	Control air pollutant emissions to ensure regulatory compliance and continuously improve air quality.	4-4-2 Air Pollution Management	Maintained
Human Rights Protection	Implement human rights policies and due diligence to ensure operations and the supply chain meet international human rights standards.	6-1-3 Respect for Human Rights	Maintained
Risk Management and Response	Integrate risk management into operations and daily management processes to enhance business resilience and management performance.	2-2-1 Risk Governance and Management 2-2-2 Identification of Corporate Risk	Newly Added
Customer Relationship Management	Maintain strong customer interactions and after-sales service to enhance satisfaction.	5-3-1 Customer Satisfaction and Response	Newly Added
Regulatory Compliance	Comply with domestic and international regulations, standards, and reporting requirements to reduce legal and compliance risks.	1-2-1 Business Performance	Maintained
Diversity and Inclusion	Foster a culture of diversity and inclusion to enhance employees' sense of belonging and attract diverse talent.	6-2-1 Talent Recruitment	Newly Added
Community Engagement and Care	Continue promoting reading initiatives and public welfare programs, integrating core business strengths to support society and amplify corporate influence.	Chapter 7: Social Engagement	Newly Added
Biodiversity	Promote ecological conservation and habitat preservation to reduce operational impacts on the natural environment.	4-1-2 Climate and Nature Management 7-4 Environmental Conservation	Maintained
Tax Management	Ensure tax compliance and transparent disclosure to enhance corporate trust and governance quality.	1-2-1 Business Performance	Maintained

1-4-3 Sustainability Impact

As corporate sustainability evolves from merely "disclosing actions" toward "measuring impacts," E Ink has adop d applied a systematic inside-out perspective to assess its sustainability impacts. The Company identified 26 sustainability impact indicators covering supply chain procurement, corporate operations, and proc ltimately presented using a consistent monetary unit to quantify the positive value created by corporate activities for the environment, society, and both internal and external stakeholders, as well as the associat ach enables a more comprehensive reflection of the Company's overall sustainability performance and serves as an important reference for enhancing future sustainability strategies and actions.

This refers to an economic valuation method that applies estimated economic values derived from existing studies, policy evaluations, or academic literature in situations where direct survey data are unavailable. The values are appropriately adjusted based on the characteristics of the study subject, regional conditions, or price levels, and then applied to new assessment scenarios to estimate the monetary value of related social or environmental impacts.

Supply Chain Procurement

Suppliers are indispensable partners to E Ink. The Company firmly believes that establishing close and long-term part suppliers not only enhances operational efficiency but also amplifies positive impacts on external stakeholde procurement demands stimulate supply-and-demand interactions across diverse industries, strengthen economic further drive industrial development. Based on industry characteristics and procurement expenditures, E Ink adopted the Input-Output Model to analyze the economic impacts generated by procurement activities in Taiwan. According to the analysis results, procurement demand generated supply chain multiplier effects, creating NTD 3,871.4 million in industrial output, 2,999 supply chain employment opportunities, and NTD 1,323.4 million in wage income. However, supply chain activities also resulted in greenhouse gas emissions and air pollutant emissions, generating approximately NTD 545.7 million in potential environmental and social costs. Of this total, approximately NTD 504.1 million represents the external climate damage associated with 81,930.0 metric tons CO_2e of Scope 3 Category 1 “Purchased Goods and Services” emissions in 2025. This impact was monetized using the Social Cost of Carbon (SCC) methodology, with valuation references including the US EPA (2023). Meanwhile, by assisting suppliers in improving electricity-saving performance, E Ink created approximately NTD 16.2 million in environmental benefits. To reduce environmental impacts arising from the supply chain, E Ink has established a standardized sustainable procurement system across all manufacturing sites in accordance with ISO 20400 since 2024. The Company also encourages key suppliers to set carbon reduction targets, strengthen packaging recycling mechanisms, and enhance related education and training. Through these measures, E Ink aims to effectively reduce greenhouse gas emissions and move toward its goal of reducing Scope 3 emissions by 25% by 2030 compared with the 2021 baseline.

Corporate Operations

E Ink evaluated the potential positive impacts generated for stakeholders during its operations using the Gross Value Added (GVA) approach, estimating a total positive impact of NTD 10,928 million. In addition to delivering reasonable returns to investors, the Company also promotes industrial technology development, supports customer product success, and contributes to the expansion of government infrastructure and social welfare. From an environmental perspective, E Ink adopted the Environmental Profit & Loss methodology to assess impacts generated during operations and production processes, including energy consumption, water use, wastewater treatment, air pollutant emissions, and waste management. These activities resulted in approximately NTD 384.5 million in negative environmental impacts. To mitigate environmental impacts from operations, E Ink continuously promotes energy-saving measures, water conservation initiatives, and expanded renewable energy usage, generating approximately NTD 193.5 million in potential positive environmental benefits. In 2025, energy-saving measures at Taiwan, Yangzhou, and US sites saved 6,069 MWh of electricity and reduced emissions by 2,910 metric tons CO_2e. E Ink uses the SCC to quantify the external climate benefits of these avoided emissions at approximately NTD 17.9 million. E Ink committed to achieving 100% renewable energy use

o carbon emissions by 2040. Through the implementation of various environmental management ny ensures that business growth and environmental protection advance simultaneously. From a nk referenced the Value Balancing Alliance (VBA) impact valuation methodology to assess the social gh compensation and benefits, talent development, and health and safety initiatives. Relevant compensation that supports quality of life, benefits exceeding regulatory requirements, and future salary growth benefits resulting from education and training. The Company also applied the Willingness to Pay (WTP) and Value Transfer (VT) methods to measure the social costs and benefits associated with occupational injuries and health management.

Regarding social impact results, compensation levels exceeding living wage standards generated employee well-being and purchasing power valued at NTD 5,399.5 million. Compensation structures and benefit programs exceeding regulatory requirements created NTD 61.8 million in value. Comprehensive talent training and career development programs enhanced employee capabilities and generated NTD 31.0 million in future salary growth benefits. Social participation and care initiatives created NTD 39.1 million in social value. Comprehensive health examination systems and health promotion activities generated NTD 2.6 million in health improvement benefits, while occupational accidents resulted in NTD 0.1 million in physical, psychological, and medical costs.

Customer Use

E Ink is committed to improving product design and manufacturing processes to reduce product carbon footprints and energy consumption during product use. Through product carbon footprint reduction analyses and comparisons with LCD displays and traditional paper usage scenarios, the Company avoided greenhouse gas emissions, generating approximately NTD 11,210.1 million in positive environmental benefits. In addition, E Ink continues to invest approximately 10% to 15% of its revenue in research and development to provide customers and the market with advanced, innovative, environmentally friendly, and eye-friendly product solutions. These efforts strengthen product competitiveness and promote the creation of sustainable value.



Cause of Impact	Material Issue	Business Activities (Input/Output)	IRIS Metric Note 1	Impact Pathway	Impact Metric	Stakeholder Affected	Impact Type	2025 Monetized Impact Level	Data Scope
Supply Chain	Sustainable Supply Chain Management ◉	Payments to local suppliers for procurement	PI1849	Procurement demand stimulates supply and demand relationships within industries	Supply chain output generated	Society	Positive	●●●●	Local procurement spending in Taiwan
				Procurement demand drives employment opportunities and income within the supply chain	Employee compensation driving economic growth	External employees	Positive	●●●●	Procurement amount from significant suppliers
				Procurement demand increases air pollutant emissions in the supply chain	Health damage costs arising from air pollution emissions	Environment Society	Negative	●●	Procurement amount from significant suppliers; air pollutants include PM2.5, NOx,SOx,NH_3, As, Cd, Pb
		Greenhouse gas emissions from purchased goods	-	Greenhouse gas emissions generated during the upstream production of purchased goods	Social cost of carbon from greenhouse gas emissions	Environment	Negative	●●●	Greenhouse gas emissions from purchased goods
		Electricity-saving performance improvement at suppliers	OI6697	Reduced environmental footprint of the supply chain	Avoided social cost of carbon from greenhouse gas emissions	Environment	Positive	●●	Electricity savings achieved through energy-saving support in Taiwan
Operations	Operational Performance and Financial Results	Cash dividends and bonuses distributed to shareholders	-	Cash dividends and bonuses distributed to shareholders	Promotes economic growth	Society	Positive	●●●●	Consolidated financial data
		Depreciation and amortization	FP9462	Assets drive industrial technology development	Promotes supplier income	Society	Positive	●●●●	Consolidated financial data
		R&D investment	-	Supports customer product success	Drives industrial economic development	Society	Positive	●●●●	Consolidated financial data
		Tax payments	FP5261	Increases government public fiscal revenue	Supports government expansion of infrastructure and welfare	Society	Positive	●●●	Consolidated financial data
	Energy and Greenhouse Gas Management ◉ Climate Change Mitigation and Adaptation ◉	Greenhouse gas emissions	OI1479	Greenhouse gas emissions contribute to global warming	Social cost of carbon from greenhouse gas emissions	Environment	Negative	●●●	Global greenhouse gas emissions
		Benefits from self-generated renewable energy for self-use	OI2496	Avoided social cost of carbon from greenhouse gas emissions	Avoided social cost of carbon from greenhouse gas emissions	Environment	Positive	●●	Global self-generated and self-consumed renewable energy
		Benefits from purchased renewable energy	OI3324	Avoided social cost of carbon from greenhouse gas emissions	Avoided social cost of carbon from greenhouse gas emissions	Environment	Positive	●●●	Global purchased renewable energy
		Electricity savings from energy conservation measures	OI6697	Electricity savings reduce GHG emissions and climate damage	Avoided social cost of carbon from greenhouse gas emissions	Environment	Positive	●●	Taiwan, Yangzhou, and US sites
	Water and Wastewater Management ◉	Water consumption	OI0263	Water scarcity affects the health of nearby residents	Health damage costs arising from water scarcity	Environment	Negative	●●●	Electricity savings at Taiwan, Yangzhou, and US sites
		Water savings from water conservation measures	OI4015	Avoided greenhouse gas emissions mitigate global warming	Avoided social cost of carbon from greenhouse gas emissions	Environment	Positive	●	Taiwan site
		Wastewater discharge	OI0386	Wastewater treatment processes generate greenhouse gas emissions	Social cost of carbon derived from wastewater discharge	Environment	Negative	●	Water consumption at Taiwan and Yangzhou sites
	Air Pollution Management	Air pollutant emissions	-	Air pollution emissions increase environmental pollutant concentrations	Health damage costs arising from air pollution	Environment	Negative	●	VOC emissions from Taiwan, Yangzhou, and US sites

(Continue)

Driver of Impact	Topic	Business Activities (Input/Output)	IRIS Metric [Note 1]	Impact Pathway	Impact Indicator	Stakeholder Affected	Impact Type	2025 Monetized Impact Level	Data Scope
Operations	Resource Management and Circular Economy ◉	Waste treatment volume	OI6192	Waste incineration and landfill generate greenhouse gases	Avoided social cost of carbon from greenhouse gas emissions	Environment	Negative	●	Global; only includes waste treated through incineration and landfill
	Talent Attraction and Retention ◉	Number of employees receiving compensation above living wage	OI4724	Generates well-being and purchasing power	Total compensation for employees above living wage level	Society Internal employees	Positive	●●●●	Global employee compensation
		Employee benefits and support programs	OI2742	Provides employees with financial and non-financial support that supports family life	Value of compensation structures and benefits exceeding regulatory requirements	Society Internal employees	Positive	●●	Employee benefits at Taiwan, Yangzhou, and US sites
	Talent Training and Career Development ◉	Employee training and development hours	OI7877	Training enhances employee skills	Creates future salary growth benefits for employees	Society Internal employees	Positive	●●	Employee training hours at Taiwan, Yangzhou, and US sites
	Community Engagement and Care	Volunteer service hours invested Cash donations In-kind donations (eReaders)	OI1619	Financial and non-financial resource investments in various public welfare projects	Value of social investment	Society	Positive	●●	Number of employees participating in health management programs at Taiwan sites
	Occupational Health and Safety ◉	Number of employees participating in health management	OI4061	Health data awareness improves health management consciousness	Employees regain health and avoid social medical expenditures	Society	Positive	●	Taiwan site
		Employee occupational injury incidents	OI3757	Physical, mental, and medical resource impacts on workers	Social costs arising from employee occupational injuries	Society	Negative	●	Taiwan site
Products and Services	Product R&D Innovation ◉	Sales volume of specific products [Note 3]	PI1263	Low-power display technology reduces energy consumption during product use	Avoided social cost of carbon from greenhouse gas emissions	Environment	Positive	●●●●	Specific products
	Green and Sustainable Product Development ◉			Reducing the product's carbon footprint can help reduce greenhouse gas emissions	Avoided environmental impacts arising from greenhouse gas emissions	Environment	Positive	●●●●	Specific products

Note 1: The Impact Reporting and Investment Standards (IRIS), developed by the Global Impact Investing Network (GIIN), is a standardized metrics framework used to measure corporate environmental, social, and economic performance, with the aim of improving the comparability of impact investments.

Note 2: This method analyzes potential opportunities and risks within the supply chain based on industry statistical data rather than actual events. The coefficients are sourced from the Industry Association Statistics Compilation Report (Directorate-General of Budget, Accounting and Statistics, 2021) and the EXIOBASE 3 database.

Note 3: Since unit carbon avoidance emissions factors have not yet been established for most product sizes, representative products with available data were used as the basis for estimation.

Note 4: Environmental externality impact factors include the social cost of carbon and human health damage costs arising from greenhouse gases, air pollution, wastewater, waste, and water resource consumption. Monetary value conversion references include the US EPA (2023) and OECD (2012), while coefficient sources include databases such as ReCiPe 2016 and ImpactWorld+. For greenhouse gas impacts, emissions or avoided emissions (metric tons CO_2e) are multiplied by the applicable SCC factor (NTD per metric ton CO_2e) to estimate external climate damage or avoided climate damage in monetary terms.

Note 5: Local living wage data published in the Numbeo Cost of Living Database were used as the benchmark to measure employee salary levels relative to living wages in each region.

Note 6: The economic value created by employee training and development hours was estimated based on the VBA (2022) methodology, with conversion coefficients referenced from Psacharopoulos & Patrinos (2004), VBA (2022), and OECD (2025).

Note 7: Health risk coefficients and improvement effects were referenced from the National Nutrition and Health Survey, while economic benefit estimations were based on Lee Chieh-Hsien (2010).

Note 8: The social costs arising from occupational injury incidents were calculated by considering factors such as productivity losses caused by workplace injuries, occupational accident insurance compensation, and willingness-to-pay values for avoiding occupational accidents. Monetary value conversion references include Ho Chun-Chieh (2005).

Note 9: Items marked with an asterisk ◉ are material topics.

Monetized Value (NTD million)	Impact Level
10,000-100,000	●●●●●
1,000-10,000	●●●●
100-1,000	●●●
10-100	●●
0-10	●

02 Corporate Governance

Effective Governance to Promote Business Growth



5 GENDER EQUALITY | 8 DECENT WORK AND ECONOMIC GROWTH | 16 PEACE, JUSTICE AND STRONG INSTITUTIONS | 17 PARTNERSHIPS FOR THE GOALS

2-0 Management Approach of Sustainable Topics
2-1 Integrity Management and Sustainable Governance
2-2 Risk Management
2-3 Information and Cyber Security

Performance Achievements

- The 12th Board of Directors comprises seven seats, including **three independent directors** and **two female directors.**
- The **average age** of the 12th Board members is **63.**
- The average attendance rate of the 12th Board members is **100%.**
- **No significant information security incidents** or **virus attacks** caused any impact or loss to production operations.
- **Ranked in the top 5%** among OTC-listed companies in the 12th Corporate Governance Evaluation.



2-0 Management Approach of Sustainable Topics

Strengthening the Corporate Governance Structure Implementing Integrity Management

Corporate Governance and Integrity Management ◉Material Topics

GRI Sustainability Topics

205-1 Operations assessed for risks related to corruption
205-2 Communication and training on anti-corruption policies and procedures
205-3 Confirmed incidents of corruption and actions taken
206-1 Legal actions for Anti-Competition, Anti-trust, and monopoly practices

Policy Commitments

E Ink upholds and implements the spirit of corporate governance practices, maintaining operational and information transparency while placing great importance on the rights and interests of stakeholders. In addition, E Ink adheres to the principles of integrity management by establishing and complying with codes of professional conduct, internal controls, insider trading management, intellectual property management, and personal data protection. The Company strictly prohibits corruption and anti-competition conduct, and is committed to maintaining a fair, integrity-driven, and responsible business environment.

Sustainability KPIs	Management Objectives	▶Short-term Goals (2025)	▶Achievements (2025)	▶Short-term Goals (2026)	▶Mid-term Goals (2030)	▶Long-term Goals (2035)
Sound and Diverse Board Structure	Ratio of Independent Directors[Note 1]	40%	Achieved	40%	50%	
	Ratio of Female Directors[Note 2]	29%	Achieved	29%	40%	
Corporate Governance Evaluation	Corporate Governance Evaluation Indicator	Ranked in the top 5%	Achieved	Ranked in the top 5%		
Integrity Management	Integrity Management Compliance-Number of Violations	Zero	Achieved	Zero		
	Cultivating Integrity Management Awareness- Completion Rate of New Hire Training and Training Coverage	100%	Achieved	100%		
Privacy	Privacy Protection-Annual Privacy Violation Cases	Zero	Achieved	Zero		

Note 1: The ratio of independent directors refers to the percentage of independent directors among all board seats.
Note 2: The ratio of female directors refers to the percentage of female directors among all board seats.

Implementing Integrity Management

Compliance with Laws and Regulations ◎ Secondary Topics

Sustainability KPIs	Management Objectives	▶Short-term Goals (2025)	▶Achievements (2025)	▶Short-term Goals (2026)	▶Mid-term Goals (2030)	▶Long-term Goals (2035)
Compliance with Laws and Regulations	Compliance with Laws and Regulations-Annual Number of Significant Violations[Note]	Zero	Achieved	Zero		
	Annual Number of Human Rights Policy Violations in relation to employees	Zero	Achieved	Zero		

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

(Continue)

Deepening Risk Management Practices

Risk Management and Response ◎ Secondary Topics

Sustainability KPIs	Management Objectives	▶Short-term Goals (2025)	▶Achievements (2025)	▶Short-term Goals (2026)	▶Mid-term Goals (2030)	▶Long-term Goals (2035)
Risk Review	Risk Assessment	Twice a Year	Achieved	Twice a Year		
Risk Awareness	Training Coverage Rate for Risk Management Courses	**100%**	Achieved	**100%**		
Risk Response	Risk Response	Reducing the ratio of high-risk items	Not Achieved[Note2]	Reducing the ratio of high-risk items		

Note 1: In response to the progressive enhancement of risk management implementation, E Ink adjusted its risk management and response objectives in 2025.
Note 2: Due to instability in the international landscape and heightened uncertainty in the external environment, the level of impact and likelihood of occurrence of certain risk items have increased.

Implementing Integrity Management

Information Security Management ◉ Material Topics

GRI Sustainability Topics
Custom topics

Policy Commitments
To maintain the high availability of the Company's information systems, ensure the security of its information environment, protect the Company's trade secrets, and prevent the improper use, leakage, alteration, or destruction of its information systems and data, E Ink aims to sustain its competitive advantage, earn the trust of customers, and ultimately achieve the primary goal of sustainable business operations.

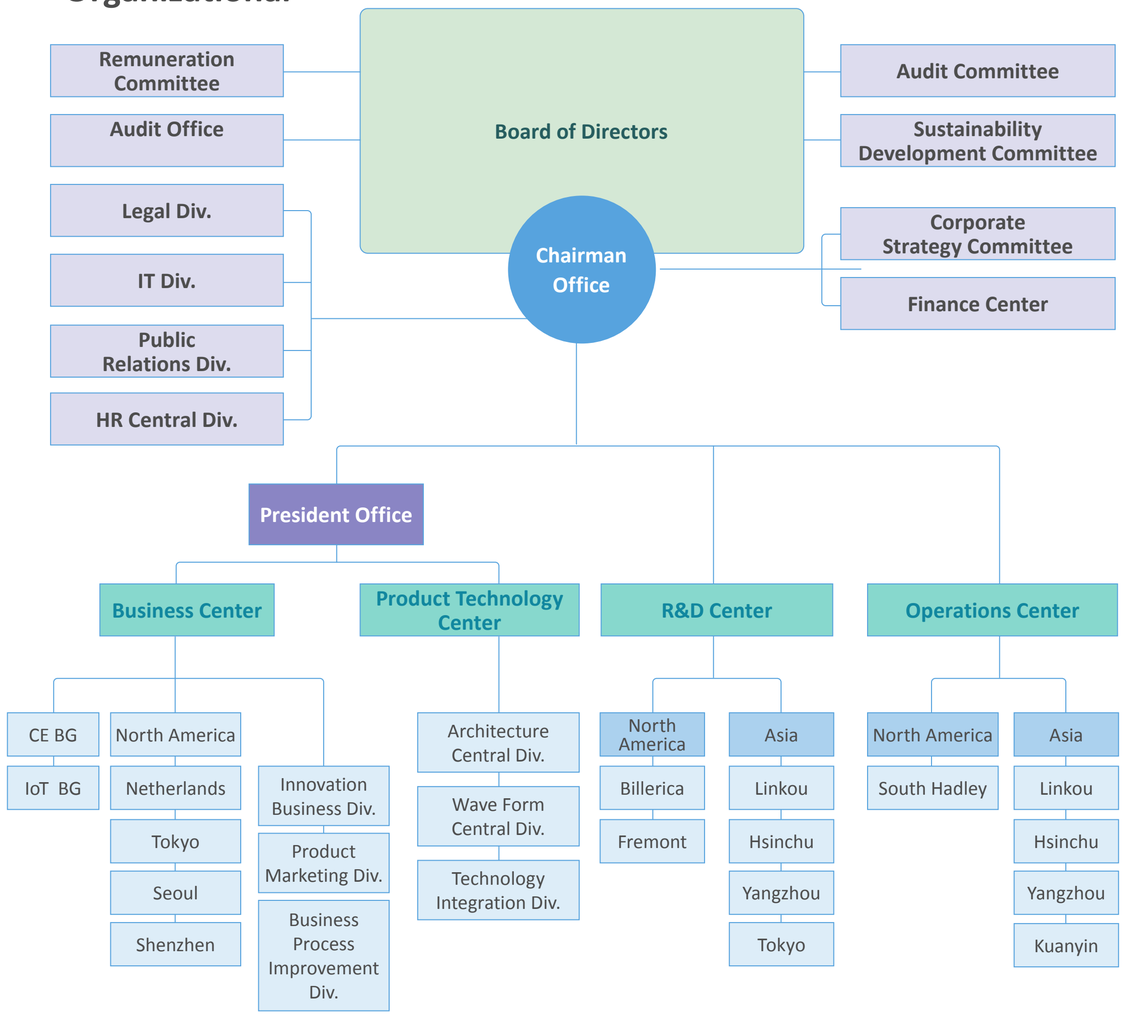
Sustainability KPIs	Management Objectives	▶Short-term Goals (2025)	▶Achievements (2025)	▶Short-term Goals (2026)	▶Mid-term Goals (2030)	▶Long-term Goals (2035)
Information Security	Information Security Management	Passed ISO/IEC 27001:2022 verification (Taiwan site)	Achieved	• Passed ISO/IEC 27001:2022 surveillance audit (Taiwan sites) • Implemented the ISO/IEC 27001:2022 Information Security Management System (ISMS) at China sites and US sites	Achieved ISO/IEC 27001:2022 certification at major operational sites	
	Information Security Resilience	New Goals		• Achieved **100%** coverage of security protection systems • Achieved **100%** coverage of threat detection systems	Achieved a **100%** pass rate for Red Team exercises conducted on critical information systems[Note]	

Note: Refers to advanced cybersecurity testing exercises that simulate real-world cyberattacks.

2-1 Integrity Management and Sustainable Governance

2-1-1 Board of Directors and Functional Committees

Organizational



Overview of Organizational Functions

Department	Function Units	Responsibilities and Scope of Work
Chairman Office	Corporate Strategy Committee, Legal Division, Information Technology Division, HR Central Division, Public Relations Division, Research and Development Center, Finance Center, President Office and its subordinate units	• 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: Establishment 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 of the Company's business strategies and objectives; authorization of the President to execute Board resolutions; planning and execution of human resources affairs; IT planning and introduction of new information technologies; and oversight of the direction of product research and development, design, and application.
President Office	Business Center and Product Technology Center	• Oversee the Business Center and Product Technology Center through effective operational management, resource alignment, and cross-functional coordination to drive organizational excellence. • Lead business growth, product and technology innovation, and key initiatives to strengthen the Company's competitiveness and support sustainable growth.
Business Center	CE BG, IoT (Internet of Things) BG, Global Sales, Innovation Business Division, Product Marketing Division and Business Process Improvement Division.	• Responsible for strategic planning and management of global business and product. • Planning and execution of new products, new applications, new markets, new business models, and ecosystem establishment. • Business flow and process optimization
Product Technology Center	Architecture Central Division, Waveform Central Division and Technology Integration Division.	• Product Development- IC design, driving waveforms, new panel technology development, system development and application development.
Operation Center	Operation Centers 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 focuses on expanding the application of color ePaper in consumer products and actively developing signage products, particularly for the large and challenging outdoor signage market. • Patent portfolio and intellectual property management. • To achieve sustainability targets all projects are now assessed for impact on sustainability in manufacturing and final product use. • The scope of work includes ePaper types, patent portfolio management, prototype panel design, new production technologies, metrology, new platform development, module production technologies, and the introduction of key materials, parts, and components.
Finance Center	Accounting Division, Finance Division, Sustainable Operations Management Division, General Affairs Department	• Accounting operations and control of financial statement preparation. • Promotes financial digital transformation, optimizes closing processes, and enhances automated reporting systems. • Capital management and project investment analysis. • Development and implementation of sustainability policies and promotion of corporate social responsibility. • Budgeting and cost management. • Investor relations management. • Planning and execution of public affairs.

Composition and Operation of the Board of Directors

■ Composition of the Board of Directors

E Ink is committed to upholding and effectively implementing sound 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, the independence of E Ink's Board members complies with the Company's Corporate Governance Principles and the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies. 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 Board of 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 list of nominated director candidates. The members of the 12th Board of Directors were re-elected through voting at the shareholders' meeting on June 29, 2023, with a total of 7 seats, including 3 independent directors and 2 female directors, with an average age of 63. In accordance with the law, the term of office for the current directors is three years, running from June 29, 2023 to June 28, 2026. The 13th Board of Directors will be re-elected upon the expiration of the current term in 2026, with candidates expected to better align with E Ink's technological development and enhance its humanistic marketing strategies to support the Company's long-term growth.

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 take diversity into consideration. In addition, directors who concurrently serve as Company executives should not exceed one-third of the total Board seats. E Ink has also set a target for independent directors to account for more than 40% of the Board in 2026. Based on its operations, business model, and development needs, E Ink has formulated appropriate diversity guidelines, including but not limited to the following two dimensions:

Diversity Criteria and Considerations	Gender, age, nationality, ethnicity, culture, etc.
Professional Knowledge and Skills	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, ratios, and terms of Board members are aligned with the objectives of the diversity policy:

	Number of Directors	Number of Independent Directors	Director Concurrently Serving as a Company Officer	Number of Female Directors
Composition of seats	7	3	3	2
Ratio 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 directors cannot serve more than three consecutive terms.			
Average Tenure of All Directors (As of May 27, 2026)	6 years and 2 months			

Note 1: In accordance with the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies, E Ink's independent directors may not concurrently serve as independent directors of more than three other public companies.
Note 2: For more details on the independence status of the directors, please refer to E Ink's 2025 Annual Report.
Note 3: On June 29, 2023, E Ink re-elected its 12th Board of Directors. The Board comprises a total of 7 seats. Independent directors hold 3 of these seats, accounting for 43% of all Board seats, calculated as 3/7 = 43%.
Note 4: On June 29, 2023, E Ink re-elected its 12th Board of Directors. The Board comprises a total of 7 seats. Female directors hold 2 of these seats, accounting for 29% of all Board seats, calculated as 2/7 = 29%.

Title	Name	Functional Committee Oversight and Governance Responsibilities	Professional Knowledge and Skills							Industry Experience Categorized by GICS Level 1[Note 2]
			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 security, and nature-related matters	V	V	V	V	V	V	V	GICS 45 Information Technology
Director	FY Gan	Member of Sustainability Development Committee Governance of climate change, human rights, occupational safety and health, and 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 Development Committee	V	V	V	V	-	V	-	GICS 20 Industrials
Independent Director	Huey-Jen Su	Convener of Remuneration Committee Member of Audit Committee and Sustainability Development Committee	V	V	V	V	V	V	-	GICS 35 Health Care
Independent Director	Chang-Mou Yan	Member of Audit Committee, Remuneration Committee and Sustainability Development 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.

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 2025, E Ink held 5 Board meetings, 5 Audit Committee meetings, 3 Remuneration Committee meetings, and 2 Sustainability Development Committee meetings. The average attendance rate of directors in the Board meetings for 2025 reached 100%[Note 2]. There were 40 important resolutions made in the 5 Board meetings in 2025. For detailed information regarding the attendance rate of directors and important decisions, please refer to "Operation of the Board of Director Meetings" in the 2025 Annual Report.

Note 1: According to the "Company Act" and "Regulations Governing Procedure for Board of Directors Meetings of Public Companies," at least half of all directors must be present for a meeting to be legally convened.

Note 2: Includes proxy attendance.

Sustainability Related Motions Reported to the Board of Directors in 2025[Note]	
Acknowledgement, Discussion, and Election Motions	Execution status
Report on the Company's implementation status of the "International Financial Reporting Standards (IFRS) Sustainability Disclosure Standards Adoption Plan"	Reporting item
Proposal to amend the "Safety, Health, Environment, and Energy Management Policy," including policies on environmental safety and health, climate change, water resources, waste, and energy management	Implemented as instructed
Report on the minutes of the fourth meeting of the Company's second Sustainability Development Committee	Reporting item
Report on sustainability development implementation and performance, risk management implementation, stakeholder communication, and the greenhouse gas inventory and verification results of the Company and its subsidiaries	Reporting item
Proposal for the Company's 2024 Corporate Sustainability Report	Implemented as instructed
Report on the implementation status and progress of the Company's International Financial Reporting Standards (IFRS) Sustainability Disclosure Standards	Reporting item
Report on the implementation and progress of the Company's International Financial Reporting Standards (IFRS) Sustainability Disclosure Standards	Reporting item

The average attendance rate of the Board of Directors was

100%

Note: The above is an excerpt of key reports and resolutions related to sustainability presented to the Board of Directors in 2025. For a comprehensive list of the key resolutions and decisions made by the Board of Directors in 2025, please refer to the 2025 Annual Report.

Conflict of Interest Clause of the Board of Directors

E Ink has provisions in its meeting regulations for the Board of Directors and Audit Committee Charter 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 recusals due to conflicts of interest in 2025 is as follows:

- Board of Directors: 4 agenda items across 3 of the 5 meetings involved director recusals.
- Audit Committee: None.

Note: For detailed implementation status, please refer to the 2025 Annual Report.

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 domestic and international trends in line with E Ink's core business model and the four major sustainability dimensions of PESG. In 2025, each director exceeded 6 hours[Note] of continuing education, with a total of 51 hours of continuing education. For more details about CPE of the Board please refer to the 2025 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 the "Regulations for Board Performance Evaluation," 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. In 2025, E Ink commissioned the Taiwan Investor Relations Institute to conduct the performance evaluation of the Board of Directors and Board committees.

Note 1: For the 2025 performance evaluation of the Board's functional committees, the Audit Committee, Remuneration Committee, and Sustainability Committee were evaluated using a single consolidated functional committee evaluation questionnaire.

Note 2: The 2025 Board performance evaluation adopted a 5-point rating scale, with 5 points as the maximum score, and the results were converted into percentages based on the scoring ratio.

Scope	Evaluation Dimensions	Performance
Board of Directors	• Board Composition and Professional Development • Quality of Board Decision-Making • Operational Effectiveness of the Board • Internal Control and Risk Management • Directors' Participation in Corporate Social Responsibility (CSR)	96%
Functional Committees[Note 1]	• Level of Participation in Company Operations • Understanding of Functional Committee Responsibilities • Enhancement of Functional Committee Decision-Making Quality • Composition and Member Selection of Functional Committees • Internal Control	98%

Functional Committees

Functional Committees	Responsibility	Practices in 2025
Audit Committee	E Ink strengthens 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, and conducts reviews regarding their appointment, independence, and performance. Additionally, the internal auditors 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 composed 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 5 meetings were held in 2025, with an average attendance rate of 100% for the Audit Committee. For more details, please refer to the 2025 Annual Report.
Remuneration Committee	The primary objective of the Remuneration Committee is to establish a reasonable, fair, and competitive remuneration 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 audit 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 3 meetings were held in 2025, with an average attendance rate of 100% for the Remuneration Committee. For more details, please refer to the 2025 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 health and safety, 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 Production, Enterprise Care, Corporate Governance, Sustainable Supply Chain, Social Engagement, and Risk Management.[Note]	A total of 2 meetings were held in 2025, with an average attendance rate of 100% for the Sustainability Development Committee. For more details, please refer to the 2025 Annual Report.

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

Remuneration Policy

Senior Executive Remuneration Policy

The compensation of E Ink's Chairman, CEO, 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 components are closely linked to performance indicators, including financial, sustainability, and strategic outcomes. For 2025, more than 60% of the total compensation for senior executives is in the form of variable compensation. Notably, 30% of this variable compensation is structured as deferred bonuses, to be disbursed over the next one to two years.

Remuneration Structure

To fulfill the Company's sustainability commitments and implement key actions in sustainable management, the variable compensation of the Chairman, CEO, 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 (Dow Jones Best-in-Class Indices, DJ BIC), 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. • Engagement with ecosystem partners to launch actions such as Community Investments and Commercial Initiatives.

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 up to three years. After the two-year lock-up period expires, stock options may be exercised progressively according to a predetermined ratio. The total vesting period spans five years. Through various incentive compensation mechanisms over different timeframes, E Ink aims to work hand in hand with the 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 ratio of rewards or recover incentive awards or adjust the payout ratio.

Senior Executives' Stock Ownership Policy

To enhance corporate governance and operational efficiency, and to strengthen the alignment between the performance, operational results of senior executives, and long-term interests of shareholders, a Senior Executives' Stock Ownership Policy has been implemented. According to this policy, the Chairman, CEO, 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 equivalent to approximately five times their Guaranteed Compensation. As of 2025, the senior executives have successfully reached the targets.

Compensation Status

Ratio of the highest-paid individual's compensation to the employees' average compensation in 2025 Note 1	Ratio of the highest-paid individual's compensation to the employees' median compensation in 2025 Note 2	Ratio increased of the highest-paid individual's compensation to the employees' median compensation Note3
28.3X	33.7X	2.0

Shareholding Status

Senior Executives Note 4	Shareholding Value, Multiple of Guaranteed (Fixed) Compensation Note 5
Johnson Lee, Chairman & CEO	22.5
FY Gan, President Luke Chen, Executive Vice President Lloyd Chen, Chief Financial 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	15.6

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, Excluding the Highest-paid Individual)
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 2025, the median employee compensation increased by 4. 24%, while the annual compensation of the highest-paid individual increased by 8.5%.
Note 4: Senior Executives of E Ink (Taiwan Region)
Note 5: Multiple of Guaranteed (Fixed) Compensation=Average stock value held by senior executives/average guaranteed (fixed) compensation.
Note 6: Shareholding value is calculated based on the closing stock price dated December 31, 2025.

2-1-2 Integrity Management

E Ink conducts all business activities in accordance with the principles of integrity management and adopts a zero-tolerance approach toward corruption, bribery, monopolistic practices, and any form of unfair competition that violates business ethics. Guided by the principles of integrity, fairness, and transparency, the Company has established relevant policies and operating procedures for integrity management, covering areas such as codes of professional conduct, prevention of sexual harassment, financial reporting preparation, internal controls, insider trading management, intellectual property management, and personal data protection. These measures are designed to enhance the effectiveness of operational management and ensure compliance with applicable laws and regulations.

With respect to the governance and oversight of integrity management, the Board of Directors serves as the highest governance body, with the Chairman acting as the highest governance officer. At the operational level, the Company has established task forces, including the Anti-Corruption and Compliance Audit Task Force, the Integrity Management Task Force, and the Personal Data Protection Executive Team. Through a management cycle of prevention, detection, and corrective follow-up, together with regular audits conducted by the Audit Office, the Company ensures the effective operation of relevant control mechanisms.

In addition, to further strengthen integrity management as well as anti-corruption and anti-bribery management, E Ink implemented the ISO 37001 Anti-Bribery Management System in 2024 and continued to pass external certification in 2025. In alignment with international standards, the Company implements anti-corruption and anti-bribery requirements and has established an "Anti-Corruption and Anti-Bribery Policy." Through the three lines of defense comprising daily operational controls, compliance oversight, and audit governance, E Ink strengthens its integrity risk management mechanism. The scope of this management mechanism applies to directors, executives, employees, and internal and external stakeholders such as suppliers and customers. The Company maintains a zero-tolerance principle toward bribery and corruption and is committed to building a corporate governance culture grounded in integrity and transparency.

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.



Prevention Establishing a Culture of Business Integrity

Establishing a Robust Governance Framework for Sustainable Operations

To maintain a corporate culture of integrity management and support sustainable development, E Ink has established the E Ink Business Integrity Code of Conduct with reference to the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies. The Code applies to E Ink and its subsidiaries included in the consolidated statement of comprehensive income. With the Business Integrity Code of Conduct as its core framework, E Ink implements measures to prevent corruption, bribery, fraud, anti-competition conduct, antitrust violations, and monopolistic practices.

In accordance with the E Ink Business Integrity Code of Conduct, the Company has further established preventive measures against unethical conduct to analyze business activities within its scope of operations that present a higher risk of unethical conduct and to strengthen related preventive measures. These efforts support a comprehensive management mechanism for prevention, detection, tracking, and improvement.

Preventive measures include, but are not limited to, measures to prevent bribery and the acceptance of bribes; illegal political contributions; improper charitable donations or sponsorships; the offering or acceptance of unreasonable gifts, entertainment, or other improper benefits; infringement of trade secrets, trademark rights, patent rights, copyrights, and other intellectual property rights; unfair competitive practices; and conduct that directly or indirectly harms the rights, interests, health, or safety of consumers or other stakeholders during the research and development, procurement, manufacturing, provision, or sale of products and services.

Anti-Bribery and Anti-Corruption Management System

- To maintain a fair, impartial, and transparent corporate management environment and prevent corruption, disciplinary measures are implemented based on the severity of corrupt conduct, the degree of involvement of relevant personnel, and the resulting impact. Under internal supervisory procedures, such measures may include warnings, demotion, or suspension to reduce the impact on other employees or customers. In serious cases, employment may be terminated in accordance with applicable laws and regulations. Where criminal offenses are involved, the case will also be referred for criminal proceedings.
- To prevent corruption and misconduct, the Anti-Corruption and Anti-Bribery Policy defines the "Guidelines of What Is Considered Acceptable Behavior," clearly specifying the standards of conduct that employees must follow in the performance of their duties. The guidelines regulate all conduct related to improper benefits and facilitation payments, emphasizing that, in any business context, it is prohibited to directly or indirectly offer money, gifts, kickbacks, positions, services, entertainment, or anything else of value to influence government decisions, obtain improper authorization, interfere with contracts or bidding processes, or secure business opportunities. In addition, providing facilitation payments to public officials to expedite routine procedures is strictly prohibited.
- E Ink has established and implemented a clear gift policy, with transparent recordkeeping and approval procedures for the giving and receiving of gifts, as well as gifts and entertainment. The Company ensures that such conduct complies with ethical and legal standards to avoid potential bribery risks. In particular, declaration thresholds have been established based on gift value and the frequency of giving or receiving gifts. These measures help effectively manage bribery risks and prevent the misuse of gift-giving and gift-receiving practices, ensuring the Company's compliance with laws and regulations while enhancing the social responsibility and ethical awareness of the Company and its employees.
- Both internal and external stakeholders may report relevant matters through the reporting channels. Upon receipt of a report, all relevant contact points will be notified, and an investigation team will be established to investigate the violation and document the facts of the case. Once the violation has been clarified and confirmed, and responsibility has been determined, disciplinary measures will be implemented in accordance with the aforementioned procedures. The Company will also assess potential legal consequences, financial impacts, and reputational impacts on the organization. It will then review existing management procedures, make necessary improvements, and track the implementation status of such improvements to ensure continued compliance in the future.

Anti-Competition, Antitrust, and Monopolistic Practices Compliance

- On September 14, 2023, E Ink adopted the "Antitrust Compliance Guidelines" and incorporated topics such as anti-corruption, antitrust, and the Code of Conduct into employee integrity management training to strengthen employees' awareness of legal compliance through institutionalized training. As an official internal policy document of the Company, the Guidelines demonstrate E Ink's implementation of antitrust compliance management through a systematic approach. In addition, E Ink's Sustainability Report discloses information related to anti-competition behavior, antitrust, and monopolistic practices in accordance with the GRI 206 standard, reflecting the Company's risk management and information transparency in corporate governance.

■ Building a Culture of Integrity through Training and Education

In alignment with the E Ink Business Integrity Code of Conduct, E Ink requires all employees to strictly comply with relevant regulations and strengthens their awareness and practice of Integrity Management through regular training courses on anti-corruption, Anti-Competition, trade secret protection, the provisions of the Code, roles and responsibilities, and the whistleblowing mechanism. To enhance the effectiveness of communication and ensure consistency across global sites, E Ink provides multilingual versions of the E Ink Business Integrity Code of Conduct, including Chinese and English, based on the languages used in each operating region, enabling employees to fully understand the content in their native languages and further enhance their compliance awareness and ability to take action. In 2025, all New Hires completed the Integrity Management training course. In addition, the Company communicates updates to relevant laws and regulations and the content of the E Ink Business Integrity Code of Conduct to all employees from time to time through internal websites, email announcements, and other channels. The training courses and communication materials also explain the whistleblowing system and reporting procedures to ensure the effective implementation of supervision and protection mechanisms. Furthermore, Integrity Management is overseen by the HR Central Division, which is responsible for promoting Integrity Management policies, conducting education and training, and managing the acceptance and handling procedures for whistleblowing reports. Its operations and implementation status are reported to the Board of Directors on a regular annual basis.[Note]

Note: The reporting frequency is once per year.

Achievements of 2025 Business Integrity Related Training and Education

Course Topic	Number of participants who completed the training course[Note]	Training hours[Note]
Integrity Management	953	639
Anti-Corruption	1,798	716
Anti-Bribery	1,694	634
Anti-Competition/ Antitrust	222	213
Prevention of Insider Trading	845	859
Protection of Trade Secrets	1,140	692

Note: The number of participants who completed training courses and training hours include both initial training and refresher training.

Anti-Corruption Training Courses

In 2025, E Ink conducted online anti-corruption training across its global sites, including Taiwan sites, China sites, and US sites. All employees were required to complete the online course and pass the online anti-corruption assessment. By explaining corruption cases and relevant regulations, the online training course on anti-corruption policies reminds employees to adhere to anti-corruption principles when conducting business activities, thereby reducing the risk of corruption incidents involving employees. In 2025, a total of 1,798 employees across global sites participated in relevant training courses, with total training hours reaching 716 hours. Communication on anti-corruption policies and procedures with management and employees in the main scope regions achieved a 100% communication coverage.

To implement anti-corruption principles, E Ink prioritizes requiring significant suppliers and new suppliers to sign the Supplier Code of Conduct and Clean Transaction Commitment, encouraging partners to jointly comply with the principles of integrity management and ensuring that no corruption or illegal activities occur in business dealings. To continuously strengthen the effectiveness of communication with suppliers, E Ink established a supply chain management system in 2024. In 2025, the Company used this system to conduct ISO 37001 Anti-Corruption and Anti-Bribery Policy communication for all suppliers, communicating E Ink's anti-corruption policies to suppliers worldwide.

Training Outcomes on E Ink's Anti-Corruption Policies and Procedures in 2025

Category	Management Level			Employees		
Region	Taiwan sites	China sites	US sites	Taiwan sites	China sites	US sites
Number of Participants Note	166	56	16	677	757	123
Percentage	90%	97%	31%	91%	83%	31%

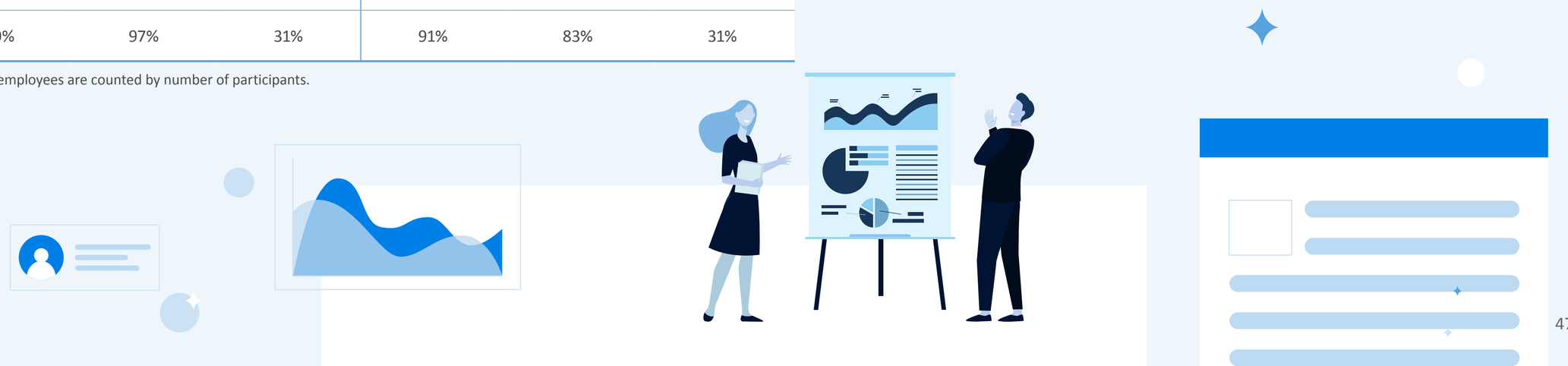
Note: Management-level personnel and employees are counted by number of participants.

Antitrust Compliance Training and Education

As a leading global enterprise in ePaper technology, E Ink upholds the business principles of integrity and honesty and strictly complies with regulations governing anti-competition and antitrust laws. Accordingly, E Ink's education and training program on antitrust compliance covers all levels, from senior management to frontline employees, and provides training on the fundamental concepts of antitrust laws and related codes of conduct across different roles and business responsibilities. Based on industry needs and trends in legal amendments, E Ink arranges education and training to provide the latest legal knowledge and practical experience. The program not only helps employees comply with the law, but also enables them to gain a deeper understanding of the spirit of the law, thereby allowing them to proactively avoid potential violations during business operations. In 2025, E Ink was not involved in any incidents involving anti-competitive conduct.

Prohibition on Insider Trading and Anti-Insider Trading Declaration

In 2025, E Ink conducted an online training course on the prevention of insider trading, providing a clear and accessible introduction to relevant insider trading regulations and practical dos and don'ts. The purpose of the course was to enable employees to understand the key aspects of insider trading and avoid legal violations. Through practical examples, the course explained the civil and criminal liabilities associated with insider trading and instructed employees on how to prevent and avoid insider trading.



Protection of Confidential Information and Data

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 its competitive advantage in the industry. Therefore, E Ink not only continuously optimizes the effectiveness of key technologies, information management, and technology succession, but also strengthens awareness and vigilance regarding the protection of confidential information through education and training for all employees, thereby reducing the risk of information leakage. For customers and vendors engaged in business transactions with the Company, E Ink jointly implements the protection of confidential information through the signing of confidentiality agreements to safeguard the best interests of the Company, shareholders, employees, customers, and suppliers. E Ink currently implements a Privacy Policy to ensure that confidential information is appropriately and effectively protected. In 2025, there were no privacy violation incidents involving E Ink.

To ensure appropriate storage methods and related protection measures for each level of confidential documents, E Ink introduced the Taiwan Intellectual Property Management System (TIPS) in 2021 and established confidential document management procedures in accordance with the system. Confidential documents are classified into two levels: "Level 1 (Confidential)" and "Level 2 (Strictly Confidential)." Responsible personnel manage documents according to their confidentiality levels to ensure clear compliance. In addition, E Ink conducts internal audits annually in accordance with TIPS to ensure that employees comply with relevant requirements and protect the Company's trade secrets throughout operational processes. In 2025, E Ink conducted one internal audit and identified five improvement items, all of which were completed in 2025. Furthermore, in addition to duly implementing the signing of confidentiality agreements with employees, customers, and vendors, E Ink strengthens communication regarding trade secret-related obligations during recruitment procedures for new employees and employee separation procedures. E Ink also 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, requiring all departments to adopt adequate protection measures when collecting, processing, and using personal data. In accordance with this regulation, E Ink has established the Personal Data Protection Executive Team, with the Legal Division serving as the annual implementation and consolidation unit. Each year, the team regularly requests relevant departments that may be involved in personal data matters, such as Legal, General Affairs, Occupational Safety, Finance, IT, Human Resources, Document Management, Operations Management, and Audit, to complete personal data protection checklists. This process reviews whether personal data is involved in business processes and identifies preliminary handling approaches, facilitating the subsequent consolidation of relevant information, meeting reviews, and improvement plans by the Personal Data Protection Executive Team.

In compliance with the General Data Protection Regulation(GDPR) of the European Union and the California Consumer Privacy Act(CCPA), E Ink has completed updates to its Chinese and English versions of the Privacy Policy and Terms of Use, established a Cookie Policy, and continues to track, plan, and control the flow of internal and external personal data to ensure regulatory compliance. To date, there has been no secondary use of customer data, and in 2025, there were no incidents or complaints related to personal privacy breaches.

E Ink also promotes the responsibilities and obligations related to the protection of trade secrets and intellectual property through education and training, and regularly requests employees to sign the Code of Ethics, Confidentiality and Intellectual Property Agreement. Through online courses on trade secrets and intellectual property protection training, E Ink ensures that employees understand their obligations, enhances their awareness of trade secrets and the importance of intellectual property rights protection to the Company, and implements relevant confidentiality agreement measures. In 2025, the Personal Data Protection Executive Team achieved solid implementation results, with 22 participants trained, one training hour per person, 22 total training hours, coverage of 15 management units, and a 100% training completion rate.

In addition, to strengthen information security and personal data protection management, E Ink continued to maintain the transition certification for ISO/IEC 27001:2022 Information Security, Cybersecurity and Privacy Protection, Information Security Management System in 2025. This not only demonstrates that E Ink's information security operations mechanism has reached the latest international standards, but also expands the scope to cover information security, cybersecurity, and privacy protection, meeting modern information security management requirements and serving as an important foundation for personal data and privacy protection.

E Ink Privacy Policy



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 compliance, 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 oversees 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 compliance. In the event of any legal violations, E Ink will, in accordance with the Company's regulations, the requirements and regulations of the competent authorities, transparently disclose the reasons for the violation with integrity, without any concealment.

Anti-Corruption and Anti-Bribery Risk Assessment

In 2025, 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 of the anti-corruption risk assessment indicated a low level of risk, demonstrating that internal operations and controls are effective and appropriate. In addition, all new suppliers are required to complete anti-corruption and anti-bribery risk assessments. Existing suppliers receive annual communication on anti-corruption and anti-bribery through the supplier platform to strengthen Integrity Management across the supply chain.

Whistleblowing Channels

E Ink supports an open and transparent culture of ethical conduct and provides public whistleblowing channels. Employees and external parties may report concerns via email (Appeal@eink.com), mail, or the website, and whistleblowers may choose to file reports either anonymously or under their real names. Upon receipt of a whistleblowing report, E Ink[Note] will conduct an investigation and verification. The identity of the whistleblower and the details of the case will be kept confidential, and the Company adopts a zero-tolerance principle against retaliation. If a report is verified as substantiated, strict measures will be taken to prevent corruption and unfair practices.

Note: E Ink's HR Central Division is responsible for the whistleblowing system, including case acceptance, investigation, and follow-up handling. For US sites, this process is operated by an independent third-party institution.

Improvement and Tracking Continuous Improvement Measures

E Ink uses internal control procedures and public whistleblowing channels to detect whether there are any internal misconduct incidents involving violations of Integrity Management, corruption, bribery, fraud, infringement, insider trading, or other malpractice. In 2025, the Company received no reported cases involving violations of integrity management.

Corporate Governance Evaluation

E Ink actively participates in the Corporate Governance Evaluation System promoted by the Financial Supervisory Commission (FSC) and continues to strengthen its governance mechanisms. The Company has ranked among the top 5% of OTC-listed companies for four consecutive years. Through sound Board operations, robust audit oversight, strengthened sustainability governance, and the implementation of concrete actions, E Ink continues to enhance its corporate governance performance.

In 2025, a total of 1,810 listed and OTC-listed companies participated in the 12th Corporate Governance Evaluation, which assessed companies based on four key dimensions.

In 2025, E Ink continued to implement sustainable development practices and strengthen information disclosure on corporate value enhancement, climate and energy management, employee development, and sustainability governance. As a result, the Company ranked among the top 5% of OTC-listed companies in this year's Corporate Governance Evaluation and among the top 10% of electronics companies with a market capitalization of over NTD 10 billion.

For areas requiring further improvement, E Ink will continue to strengthen corporate governance in 2026 by deepening sustainability practices and enhancing the effectiveness of governance operations as its key goals and improvement measures.

IFRS Sustainability Disclosure Standards Implementation Plan

To successfully implement the International Financial Reporting Standards (IFRS) Sustainability Disclosure Standards, meet regulatory requirements, and enhance information transparency, E Ink has developed an implementation plan for IFRS S1 and IFRS S2 Sustainability Disclosure Standards. With reference to the IFRS Sustainability Disclosure Standards roadmap for TWSE/TPEx listed companies under the dedicated section for alignment with the IFRS Sustainability Disclosure Standards, E Ink plans to complete the implementation in phases according to the following timeline, thereby strengthening transparency in corporate sustainability and climate risk governance, as well as consistency with financial information.

Q4 2024

Launched the IFRS Sustainability Disclosure Standards implementation plan; established an IFRS Sustainability Disclosure Standards project team, with governance, oversight, and recommendations carried out at the Board level, and implementation executed at the operational level. The implementation status is reported to the Board of Directors at least quarterly for oversight and management.

2025

Completed the identification of sustainability-related risks and opportunities and the assessment of financial impacts; identified and conducted trial reporting of material sustainability-related financial information; identified and collected required data; proposed solutions to address the operational impacts of implementing the IFRS Sustainability Disclosure Standards on the Company; revised and adjusted the Company's relevant internal processes, internal controls, and daily operations across departments. Actively participated in consultations to assist the competent authorities in formulating standards applicable to the Company's industry category.

2026

Plans to conduct a trial preparation of the sustainability information section in the annual report, expected to be completed in Q3 2026 and publicly disclosed as the "IFRS Sustainability Disclosure Standards- Trial Version." E Ink will also continue to update internal control procedures related to IFRS sustainability information and conduct education and training.

2027

Officially disclose IFRS S1, General Requirements for Disclosure of Sustainability-related Financial Information, and IFRS S2, Climate-related Disclosures, in the sustainability information section of the annual report.

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 regularly assesses the Company's risks and formulates the annual audit plan. To develop a risk-based plan, the head of internal audit consults with and confirms with senior management and the Board of Directors regarding the Company's strategies, objectives, risks, and management processes. The risk assessment considers the likelihood of event occurrence, the impact on achieving objectives and targets, and the effectiveness and prioritization of existing controls. Internal audit also covers operational audits to review the Company's operational activities and related management mechanisms, thereby identifying opportunities for operational improvement.

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 conduct in-depth reviews of relevant operations. In response to changes in the Company's business, risks, operations, plans, systems, and controls, the head of internal audit reviews and adjusts the audit plan as necessary. Audits are performed in accordance with the audit plan, and the results are reported to the directors at Board of Directors and Audit Committee meetings on a regular or ad hoc basis, enabling management to understand the relevant circumstances, achieve management objectives, and reasonably ensure the continued effectiveness of the internal control system.

Note 1 : The Audit Office has a dedicated team of seven full-time audit personnel.
Note 2: For more details on the communication between the independent directors, the head of internal audit, and the accountants, please refer to E Ink's 2025 Annual Report.

Planning the annual audit plan for next year

The audit team conducts confirmation and evaluation based on the following items

- Risk assessment
- The annual audit status
- Self-assessment results of annual internal control
- Laws and regulations

Approved by the Board of Directors

Complete the Taiwan Stock Exchange's Market Observation Post System (MOPS) declaration

Implement the annual audit plan and submit reports

- Audit report
- Report of Audit result
- Report of exception tracking

Internal Audit Execution Status

In 2025, E Ink conducted a total of 42 audits across its Taiwan sites, Yangzhou site, and the US sites, identifying a total of 17 deficiencies or recommendations, with a subsequent improvement rate of 94%[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 ratio of deficiencies or recommendations resolved within the same year. Uncompleted improvements may be addressed in the following year.

Audit Scope	Number of Findings or Recommendations (A)	Number of Completed Improvements for Findings or RecommendationsNote (B)	Ratio of Findings Improvement (B/A)
Operations Management	10	10	100%
Financial Management	4	3	75%
Business Integrity	0	0	-
Legal Compliance	0	0	-
Subsidiary Supervision	3	3	100%
Sustainability Information	0	0	-
Risk Management	0	0	-

Note: The number of completed improvements for findings or recommendations is counted as of July 28, 2026.



2-2 Risk Management

The high and rapid volatility of the global economy and political landscape, together with the intensifying impacts of climate change, has exposed businesses to environmental, social, and management-related risk factors. To strengthen corporate governance and implement risk management throughout its business operations, E Ink has established comprehensive Risk Management Policy and Procedures in accordance with the principles and guidelines of ISO 31000 Risk Management and the Risk Management Best-Practice Principles for TWSE/TPEx Listed Companies issued by the Financial Supervisory Commission. The procedures were approved by the Board of Directors in November 2022 and implemented accordingly. By integrating risk management into operational activities and daily management processes, E Ink enhances operational resilience and management performance, allocates resources effectively, and achieves its sustainable operations targets.

2-2-1 Risk Governance and Management

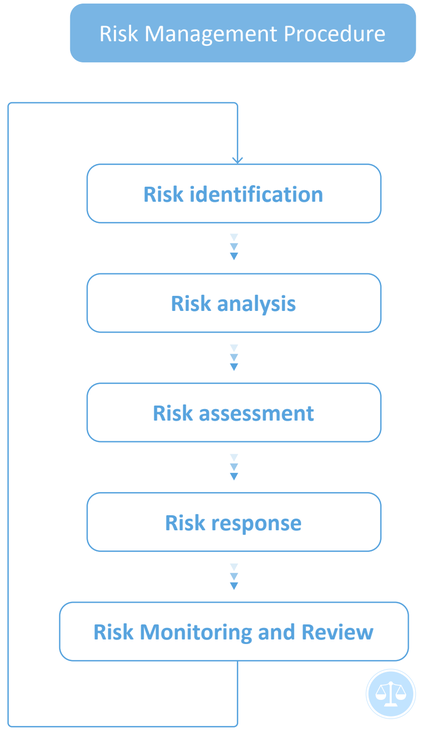
In response to the dynamic changes in the environment, E Ink implements a cyclical risk management process encompassing five steps: risk identification, risk analysis, risk assessment, risk response, and risk monitoring and review[Note 1].

E Ink comprehensively identifies potential risk events that may prevent the Company from achieving its targets or result in losses or negative impacts by considering macro-level dimensions such as the economy, industry, politics, laws and regulations, and the natural environment, together with the Company's sustainable operations targets, material topics in sustainability management, past business experience, and key stakeholder concerns. Through this identification process, E Ink identifies risk items across six risk categories: strategic risks, operational risks, financial risks, information risks, compliance and integrity risks, and emerging risks.

During the risk analysis phase, E Ink further analyzes the short-, medium-, and long-term likelihood of occurrence and the degree of financial and non-financial impact of each risk item, using qualitative or quantitative measurement criteria to calculate the Risk Value (R). Through a risk matrix, the risk values of risk items are compared, screened, and ranked to identify and determine material risk items that require management. For material risks, including financial and non-financial risk items, financial and non-financial impact assessments are conducted through stress analysis and sensitivity testing. During risk response, in addition to establishing response plans and performance metrics and continuously monitoring the implementation status of such plans, E Ink also considers the Company's strategic targets, the perspectives of internal and external stakeholders, and available resources to mitigate and adapt to material risk items. This ensures the continuous control, mitigation, or elimination of risks, while making necessary adaptations wherever possible to enhance the Company's risk tolerance and resilience. The risk management process and results are also documented to provide a basis for review and reporting and retained for future reference.

E Ink regularly identifies[Note 2], 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 risks, enhance 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 targets 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 Procedures Audit

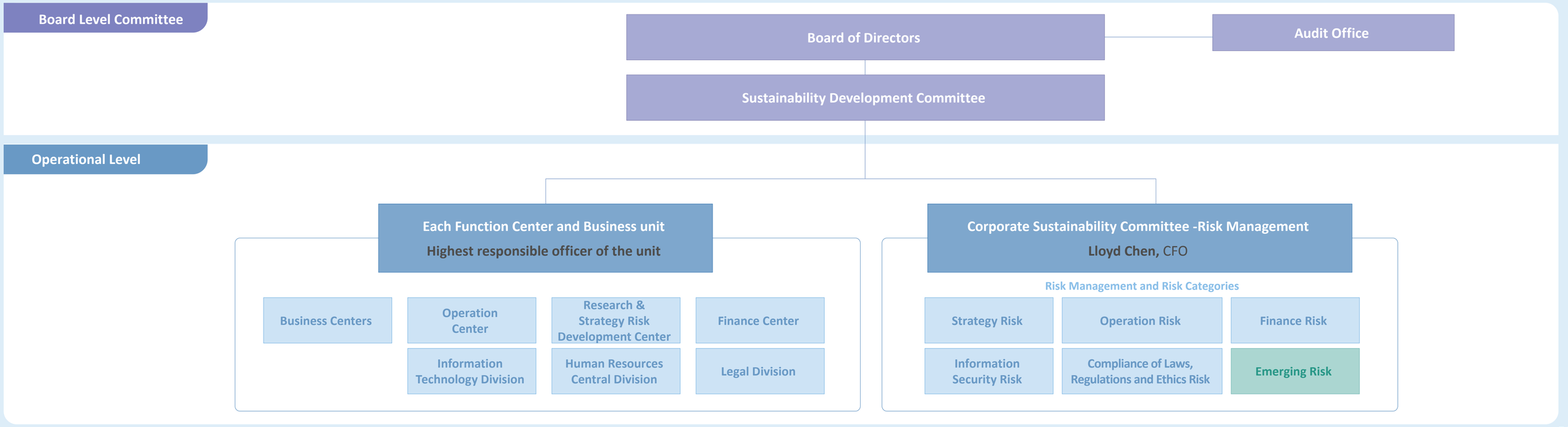
E Ink has established Risk Management Policy and Procedures through a systematic and institutionalized risk management process. The Company built its mechanism to identify operational risks and assess the feasibility of risk mitigation and risk adaptation. Based on the self-assessment results of the relevant accountable departments, the Audit Office has preliminarily evaluated the design and implementation of these policies and procedures and confirmed the effectiveness in 2025.

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 governance body, with the Chairman overseeing risk governance. At the operational level, each risk issue is linked to the relevant organizational function. Each center and business unit serves as the First Line of Defense, where the highest responsible officer of the unit manages and responds to risk issues. Through mitigation and adaptation strategies, these units reduce the potential impact of risks on operations and ensure the achievement of operational targets.

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. The sub-committee is responsible for establishing control standards, overseeing compliance, supervising the implementation of risk management, and providing risk-related expertise and support to each operating business unit to ensure the achievement of risk management objectives. The process is overseen and managed by the Chief Financial Officer. The operational units responsible for responding to specific risk items and the Risk Management sub-committee of the Corporate Sustainability Committee hold quarterly cross-departmental and cross-regional follow-up meetings on risk sensitivity analysis and stress testing to maintain a proactive and comprehensive risk management mechanism. The Sustainability Development Committee under the Board of Directors regularly reviews the implementation status of risk management, provides necessary improvement recommendations, and reports the effectiveness of risk management to the Board of Directors at least once a year.

The Third Line of Defense is the Audit Office, which is responsible for the internal audit of E Ink's risk management. In accordance with the risk management procedures, the Audit Office conducts risk management audits annually and performs independent and objective reviews based on the Risk Management Policy to ensure the effectiveness and adequacy of risk management, control, and governance processes, thereby strengthening the value of organizational risk management.



2-2-2 Identification of Corporate Risk

Risk Identification and Review

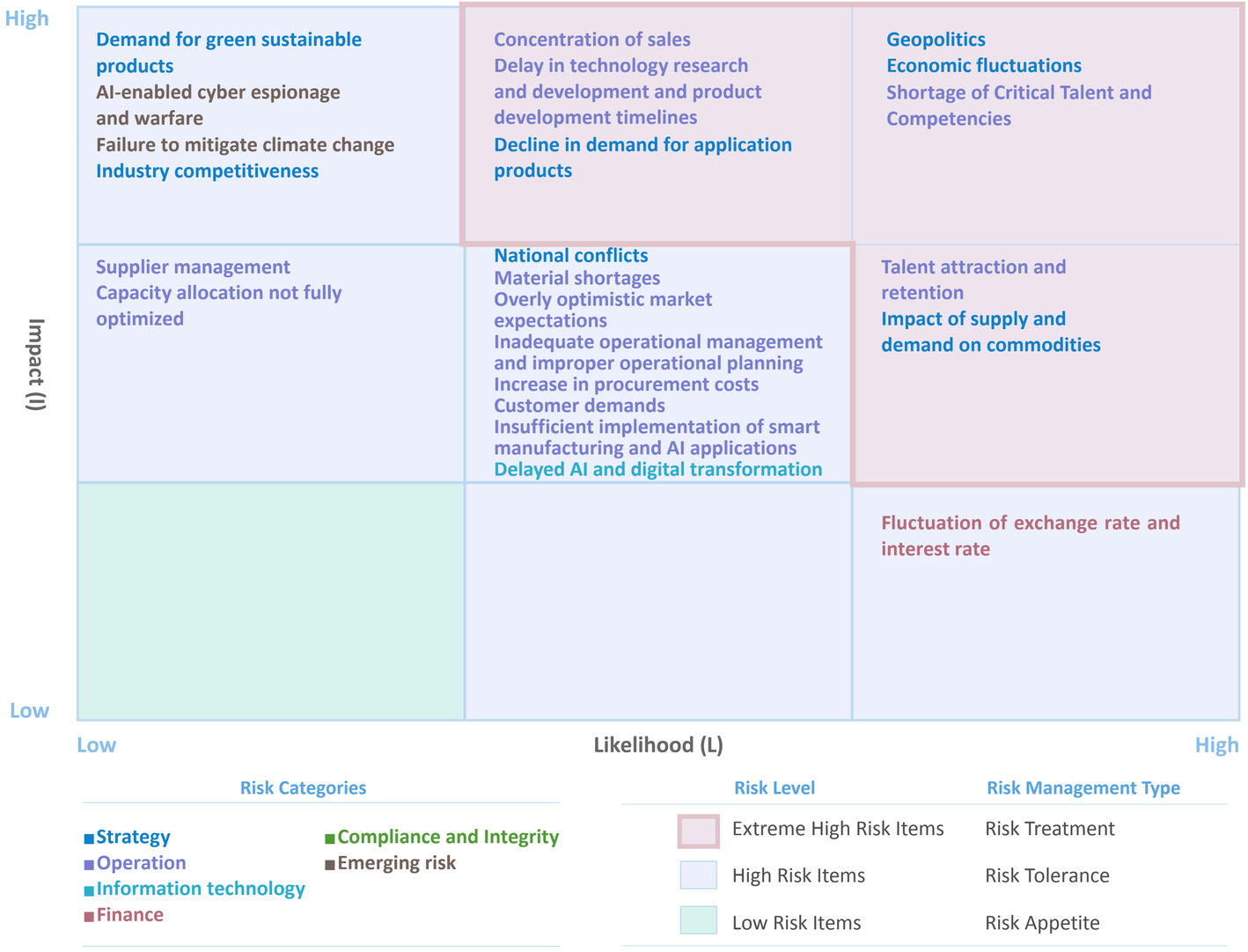
In accordance with the Risk Management Policy and Procedures, E Ink has identified 64 potential risk items, including strategic risks, operational risks, financial risks, information risks, compliance and integrity risks, and emerging risks, to comprehensively identify risks that may hinder the achievement of the Company's targets or result in losses or negative impacts. Although emerging risks currently do not have a significant impact on operations, they are expected to have potential impacts on medium- to long-term operations. Therefore, with reference to the World Economic Forum's (WEF) Global Risks Report 2025 and Global Risks Report 2026, E Ink identifies three emerging risk that is closely related to its operations.

For risk quantification assessment, E Ink uses Impact (I) and Likelihood (L) as the assessment criteria. Global function center heads and director-level or higher executives assess the exposure level of each risk based on financial and non-financial metrics, including financial, strategic, and operational aspects, within the scope of their responsibilities. E Ink then analyzes the level of each risk item and the corresponding management measures, including:

- Low-risk items are defined as being within the scope of Risk Appetite, indicating that these risks remain within E Ink's tolerable upper limit. Appropriate management strategies must be adopted to monitor and maintain risks at this level.
- High-risk items fall within the scope of Risk Tolerance and require proactive management strategies to ensure that risks are controlled within an acceptable range.
- Extremely high-risk items fall within the scope of Risk Treatment, indicating that their risk levels have exceeded E Ink's acceptable range. Necessary treatment measures must be taken to reduce the risks to a controllable level.

In 2026, a total of 23 material risk items were identified, including 8 extremely high-risk items and 15 high-risk items. These items were further reorganized and consolidated into three major risk themes—strategic, operational, and financial—and eight risk categories for material risk management. Compared with the risk identification results in 2025, the number of extremely high-risk items increased from seven to eight, mainly reflecting risk factors such as changes in the economic environment, technology research and development timelines, talent-related issues, sales concentration, and geopolitical risks. E Ink will continue to control, mitigate, or eliminate risks to enhance risk tolerance and resilience.

Risk Matrix



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

Risk Categories		Risk Item	Risk Description	Mitigating Actions
Strategy	Economic fluctuations and geopolitical conflicts	Economic fluctuations	Changes in the overall economic environment may lead to a downturn in the electronics industry, resulting in an overall decline in sales and affecting the Company's revenue, profitability, and other financial performance indicators.	Close collaboration with customers enables the Company to monitor market sales conditions and formulate response strategies. Expenses are also continuously controlled and production costs reduced to withstand the impact of changes and uncertainties in the economic environment on operations.
		Geopolitics	Political or economic tensions between the US and China increase uncertainty over future operations. For example, higher tariffs may affect production costs and end-market demand.	External changes, including global regulations, political developments, and economic conditions, are continuously monitored, with production allocation and capacity expansion plans adjusted in a timely manner.
		Supply and demand shocks	Changes in the global economy or geopolitical landscape may affect raw material supply and market demand, leading to supply-demand imbalances that may further affect revenue and inventory management.	Changes in market supply and demand and industry trends are continuously monitored. Demand forecasting mechanisms and cross-departmental coordination are strengthened, and production and inventory strategies are flexibly adjusted to reduce the impact of supply and demand fluctuations on operations.
	Market sales fluctuations	Decline in demand for application and products	Inflationary impacts may increase the risk of a global economic recession. A decline in the consumer electronics market may lead to lower sales of products such as eReaders and eNotes, as well as downward pricing pressure.	Although consumer electronics are affected by economic conditions, Electronic Shelf Labels and ePaper signage continue to grow. Sales of retail advertising applications are therefore strengthened to offset the impact of reduced demand for eReaders and eNotes.
		Sales concentration	Concentration of sales among a limited number of customers makes the Company vulnerable to changes in customer demand, which may have a material impact on operations.	Partnerships are leveraged to expand the ePaper ecosystem, develop more diverse applications for ePaper products, and cultivate more potential customers.
		Overly optimistic market expectations	Overly optimistic forecasts of the market potential of new products or misjudgment of market demand may result in lower-than-expected acceptance and sales of new products.	Market research and product testing are strengthened, and launch plans are adjusted based on feedback. A diversified product portfolio is developed, and product awareness and acceptance are enhanced through effective communication to ensure the market success of new products.
		Customer demand	Customer demand may fluctuate due to market changes and end-use applications. Failure to capture trends in a timely manner may affect order stability and revenue performance.	Customer collaboration and demand forecasting mechanisms are strengthened, and product customization and application development capabilities are enhanced to reduce the impact of demand fluctuations on operations.
	Product technology research and development	Delay in technology research and development and product development timelines	If the Company is unable to promptly identify technological changes, rapidly develop innovative technologies, or respond to competitors' acquisition of new technologies and accelerated product development, it may miss market opportunities.	Continued investments are made in ePaper films and materials, color ePaper, flexible ePaper, and technologies required for the ePaper ecosystem, while ePaper-related patented technologies are comprehensively deployed. Market trends in technology and application demand are continuously monitored, product development cycles are shortened, and technology commercialization and mass production in end markets are accelerated.
		Industry competitiveness	If the Company fails to continuously improve technology innovation, product differentiation, or cost structure, it may lose its competitive advantage in the rapidly changing display technology industry, affecting its long-term market position.	Continued investments are made in the research and development of core technologies, patent deployment and strategic partnerships are deepened, and industry trends and competitive dynamics are closely monitored to enhance product added value and overall competitiveness.

(Continue)

Risk Categories		Risk Item	Risk Description	Mitigating Actions
Operation	Supply chain management	Supplier management	If suppliers experience unstable operations, insufficient quality control, or reduced fulfillment capabilities, the stability of raw material supply and product quality may be affected, potentially disrupting production and delivery schedules.	Supplier evaluation and audit systems have been established, risk management and diversification among significant suppliers are strengthened, and supply chain resilience is enhanced through long-term partnerships.
		Increase in procurement costs	Increases in material procurement prices, transportation costs, and storage costs may raise manufacturing costs.	Alternative materials are evaluated, and a diversified supply chain system is established to reduce material and transportation costs.
		Material shortages	Concentrated procurement may create material shortage risks. For example, insufficient supplier capacity, factory accidents, or natural disasters may result in material shortages	Inventory levels of various raw materials are reviewed weekly to determine optimal inventory planning. Suppliers are prudently evaluated, and sources of supply are actively developed.
	Production Supply and Planning, Green Production	Capacity allocation not fully optimized	Capacity expansion increases operating costs. If sales do not grow accordingly, financial performance may be adversely affected. In addition, improper short-, medium-, and long-term capacity planning may result in idle capacity, further affecting the Company's revenue.	Implement flexible capacity management by establishing phased capacity planning and monitoring mechanisms, strictly controlling costs, and improving capacity efficiency through market and product diversification to ensure reasonable operating costs and sound financial performance.
		Inadequate operational management and Improper operational planning	Insufficient preparedness and response capabilities for various disasters may prevent the Company from mitigating operational impacts and shortening recovery time, which would be unfavorable to business continuity. In addition, improper operational planning may result in imbalanced resource allocation or missed market opportunities.	Disaster preparedness and response plans are strengthened to ensure the rapid recovery of critical operations. Flexible resource allocation is established, strategic operational planning is conducted, and operational efficiency is regularly monitored and evaluated to improve the ability to respond to market changes and ensure operational stability.
		Insufficient implementation of smart manufacturing and AI applications	If the level of smart manufacturing and digitalization is insufficient, production efficiency, quality stability, and real-time decision-making capabilities may be affected, reducing operational flexibility and cost competitiveness.	Smart manufacturing and digital transformation are continuously promoted to optimize process management and improve production efficiency, quality control, and resource use efficiency.
	Human Resources	Insufficient talent attraction and retention	If the Company is unable to recruit and retain high-quality talent in a timely manner, its business operations may be affected.	Continue to actively invest in talent development, compensation and benefits, and a friendly workplace to attract and retain high-quality talent.
		Shortage of Critical Talent and Competencies	If employee skills fail to keep pace with evolving requirements, the Company's competitive advantage and growth momentum may be undermined.	Since 2020, E Ink has established the E Ink University, offering 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	Delayed AI and digital transformation	If progress in digital transformation and AI applications falls behind, operational efficiency, data governance capabilities, and decision-making quality may be affected, thereby weakening the Company's competitiveness.	A clear roadmap for digital transformation and AI implementation is established. Information security and data governance mechanisms are integrated, and employees' digital capabilities are developed to enhance overall operational efficiency and information security standards.
Finance	Financial and investment risks	Fluctuation of exchange rate and interest rate	Fluctuations in exchange rates and interest rates may affect profit and loss and financing interest expenses. In addition, the Company's external transactions are mainly denominated in foreign currencies, and adverse exchange rate fluctuations may negatively affect revenue and profitability.	A prudent foreign exchange strategy is adopted, foreign currency asset and liability positions are dynamically adjusted, and hedging instruments are continuously used to control the impact of exchange rate fluctuations on the Company's overall operations.

Identification of Emerging Risks and Mitigation Actions

Emerging Risk	Description	Potential Impact to E Ink	Mitigating Actions
 **Extreme weather events and failure to climate change**	The increasing intensity and frequency of natural disasters may result in shortages of water resources required for production, infrastructure damage, or disruptions to energy and resource supply, causing losses from business interruptions.	• Severe natural disasters such as typhoons, floods, and storms may cause flooding at sites and power outages, resulting in operational interruptions. • In response to international trends, the electricity market is actively promoting renewable energy generation. Taiwan has also adopted regulations for major electricity users, requiring them to install renewable energy capacity equivalent to 10% of their contracted capacity within five years. Failure to meet the required installed capacity may result in substantial annual substitute payments.	• Risks arising from natural disasters are continuously analyzed, and appropriate response strategies have been developed. Disaster response plans have been established for events with a high impact on operations, such as typhoons and chemical leaks, to address potential disaster risks. • Renewable energy is actively used, with consideration given to the diversification and decentralization of renewable energy sources, including rooftop solar power, onshore wind power, and biomass energy generation. In 2025, E Ink achieved 67% renewable energy use (RE67). • The Task Force on Climate-related Financial Disclosures (TCFD) framework and scenario analysis have been introduced to address potential future climate risks and identify development opportunities under climate change. For information on TCFD, please refer to Chapter 4-1-2, Climate and Nature Management.
 **AI-enabled cyber espionage and warfare**	Generative AI may enable targeted, automated, and scalable cyber espionage and ransomware beyond conventional threats, disrupting operations and exposing trade secrets, patents, and customer data, with significant financial, reputational, and competitive impacts that remain uncertain over the long term.	• Cybersecurity failures could expose trade secrets, patented technologies, or customer product-development information, weakening E Ink's ePaper advantage and causing customer loss, business interruption, litigation, and reputational damage. • Ransomware and phishing attacks could compromise internal data centers and result in substantial ransom payments. • Over the medium to long term, autonomous AI-enabled attacks could affect global R&D and customer programs, requiring changes to data governance, product collaboration, and information security strategy.	• The ISO/IEC 27001: 2022 Information Security Management System has been introduced to establish a highly secure information protection network based on five major information security strategies: Identify, Protect, Detect, Respond, and Recover. External cyberattack behavior, including emerging AI-enabled attack patterns, is also continuously monitored, and external intelligence rating systems are used to understand E Ink's information security risk index and optimize information security management measures accordingly. • A Business Continuity Plan (BCP) has been established to ensure that major disaster events do not result in the risk of operational termination. Each year, one to two information security incident emergency response drills are selected to ensure that operations can be promptly restored in the event of a major cybersecurity incident, thereby achieving the target of uninterrupted operations. • Information security communication, education, training, and drills are conducted regularly, and employees' awareness of phishing emails and ransomware is enhanced to strengthen information security protection awareness. For information security management policies and related response measures, please refer to Chapter 2-3, Information and Cyber Security.
 **Nature-related resource constraints**	The simultaneous acceleration of renewable energy development and industrial expansion, together with ecosystem degradation, may create new constraints on land, water, and suitable renewable energy sources. E Ink relies on stable water and electricity supplies across its operations and supply chain, while the timing and extent of these medium- to long-term constraints remain uncertain.	• Constraints on industrial water or suitable renewable energy sources could affect production continuity, progress toward E Ink's RE100 target by 2030, and facility or supplier capacity planning. Impacts across multiple locations could increase resource procurement and capital expenditures and require adjustments to site selection, capacity allocation, renewable energy procurement, and supplier management strategies.	• As part of its company-wide risk management process, E Ink applies the TNFD LEAP approach to assess nature-related risks across its operating sites, significant suppliers, and major customers accounting for approximately 90% of revenue. Ecological sensitivity, water stress, and ecosystem dependencies are incorporated into site selection, procurement, and capacity planning. E Ink also implements its Biodiversity and Non-Deforestation Commitment, evaluates nature-related risks associated with new facilities and renewable energy sources, diversifies renewable energy sourcing, and promotes water conservation, water recycling, and green-building measures.

Risk Culture and Awareness

Comprehensively deepening risk culture and enhancing risk awareness will effectively embed risk management across all levels and integrate the concepts of risk management, prevention, mitigation, and adaptation into daily operational management and decision-making. Through two strategies-shaping a risk culture and fostering risk awareness-E Ink helps all employees build strong risk awareness, enabling them to identify potential risks in daily workflows and take appropriate measures to prevent or mitigate risks, thereby avoiding the impact of potential losses. By identifying risks and capturing development opportunities, E Ink promotes innovation and sustainable development.

Shaping Risk Culture

Establishing Risk Culture

E Ink has established 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 of material risk items and response policies. In accordance with the scope, organization, responsibilities, and risk management procedures defined in the Risk Management Policy and Procedures, the committee promotes various risk management activities.
- The management of annual material risk items is discussed at the annual strategy meeting chaired by the management team. Senior executives responsible for material risk items explain the management and response policies for each risk item. Through a cross-departmental meeting platform, risk response policies are collectively focused and adjusted, and are substantively linked to the work objectives and responsibilities of relevant departments.

Linking Risk Item Management with Targets and Performance Metrics

By linking risk items with operational and sustainability goals and metrics, E Ink incorporates the implications of risk management into operational practices and performance 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 innovation and potential risk improvement in mind. Approved proposals are awarded bonuses in accordance with the evaluation indicators defined in the relevant programs.

In addition, risk management outcomes are included in the annual performance evaluations of senior executives as one of the assessment metrics for senior executive compensation[Note]. Through the goal management of senior executives, risk management practices are promoted, thereby comprehensively strengthening the Company's risk culture awareness.

Note: Please refer to the Remuneration Policy in this chapter.

Incorporating Risk Assessment into New Product and Technology Development

As a leader in the ePaper industry, E Ink regards the continuous research and development of advanced ePaper technology as critical to strengthening its industry position. Through the Sustainable Product Management Policy, intellectual property rights and product risk management are incorporated into innovation and research and development. The development of new technologies and products must consider the minimization of potential internal and external risks across the product life cycle, including technology, research and development, production, use, and disposal and recycling, while maintaining the intellectual property management system and aligning patent deployment with technology and product implementation and target markets.

In addition, E Ink's internal New Product Development Procedure stipulates that, during the new product development and design process, risk items related to cost, performance, environmentally restricted substances, sales, and markets must be assessed. This is intended to prevent or reduce potential risks arising from the transition of new technologies into production and manufacturing, thereby optimizing research and development benefits.

Cultivating Risk Awareness

Through training programs on topics such as risk management and specific risk items, E Ink cultivates risk awareness across the organization. Members of the Board of Directors, the highest governance body, continue to participate in risk-related courses[Note] to strengthen their oversight and review functions for corporate risks. In the same year, E Ink achieved a 100% coverage rate for risk management awareness training. In addition to planning topic-specific courses on material risk items such as information security and product technology research and development, E Ink also plans courses on potential operational risk items, including Integrity Management and regulatory compliance, employee health and safety, information security risks, and Climate change risk, and arranges training for all employees. These efforts comprehensively enhance knowledge of different risk items, establish a sound risk culture, and raise risk awareness, which are essential to strengthening the Company's competitiveness and ensuring continued success. In 2025, E Ink achieved its target of a 100% training coverage rate for risk courses related to cultivating risk management awareness.

Note: For more details, please refer to the 2025 Annual Report.

Overview of Risk Management Topic Courses

Risk Categories	Risk Item	Training Course Content	Training Course Topic/Risk Implication	Target Audience
Strategy	Product technology research and development	Product Patent Protection	Protection of Trade Secrets	All Employees
Operation	Integrity management and regulatory compliance	Integrity management and regulatory compliance	Business Integrity	
			Anti-Corruption	
			Anti-Bribery	
			Antitrust	
			Prevention of Insider Trading	
Operation	Employee health and safety	Workplace Safety	Occupational Safety and Health Courses	
Emerging risk	Information security	Information Security	Information Security Related Courses	
	Climate change risk	Climate Change and Greenhouse Gas Management	ISO 14001, ISO 14064-1, and ISO 50001	Environmental and related personnel

2-3 Information and Cyber Security

2-3-1 Information Security Management

No official penalties or fines were imposed in 2025

As information technologies continue to evolve rapidly and the use of the internet and diverse digital applications becomes increasingly widespread, information security faces significant challenges. In particular, external malicious attacks may result in risks such as data breaches, ransomware, and operational disruptions, potentially causing material losses to the Company. To strengthen information security management, E Ink introduced the ISO/IEC 27001:2013 Information Security Management System (ISMS) in 2022. In 2025, the Hsinchu site and Linkou site passed the surveillance audit for the ISO/IEC 27001:2022 Information Security Management System, demonstrating that E Ink's information security operating mechanism has reached the latest international standards and expanded its scope to cover information security, cybersecurity, and privacy protection. Looking ahead, the ISO/IEC 27001 framework will be implemented at US sites and China sites to strengthen the global information security protection network.



ISO 27001 Certification

Information Security Management Strategies and Procedures

E Ink aims to maintain the confidentiality, integrity, and availability of its information systems. Its information security governance follows the ISO/IEC 27001:2022 Information Security Management System standard and advances four major information security management strategies across three key dimensions: governance, participation, and execution. Through the PDCA (Plan-Do-Check-Act) cycle management mechanism, the Company continuously strengthens the establishment, implementation, and improvement of its information security system. In 2025, E Ink did not receive any official penalties or fines, nor did it experience any information security breach incidents. As a result, no customers or employees were affected by such risks.

Three Key Dimensions

Governance	The highest governance body for information security provides guidance and recommendations for information security management.
Participation	The Information Security Committee is composed of senior executives and convenes meetings every six months to review, discuss, and resolve matters related to information security policies. The effectiveness of information security governance is reported to the Board of Directors annually.
Execution	The dedicated Information Security Department is responsible for planning and implementing information security policies, risk management, and audits.

Information Security Management Strategies

Information Security Identification	Internal and external information security vulnerabilities are monitored and analyzed. Information security health checks and information security incident scenario drills are conducted regularly, and the risk levels of information systems are identified through periodic vulnerability scans and penetration tests.
Information Security Protection	Information security training programs and awareness communication are conducted. Firewalls are established and maintained; servers and endpoint hard drives are encrypted and subject to access control; network and mobile device access is controlled; secure VPN connections are ensured; and email and file security and encryption are managed.
Information Security Detection and Response	System monitoring alerts, information security joint defense, and the collection of external information security intelligence are implemented.
Information Security Recovery	Regular and offline backups of emails, data, and systems are performed, and offsite host management and backup restoration drills are conducted.

Information Security Incident Reporting

Information security protection is critical to business continuity. To comprehensively prevent information security crises, E Ink has established a robust Information Security Escalation Process, enabling employees to report identified information security vulnerabilities and suspicious information security activities. E Ink classifies incidents reported by employees into three major categories based on confidentiality, integrity, and availability, and further classifies them according to the impact level of each incident. In 2025, the Company received three information security incident reports from employees, all of which were properly handled.

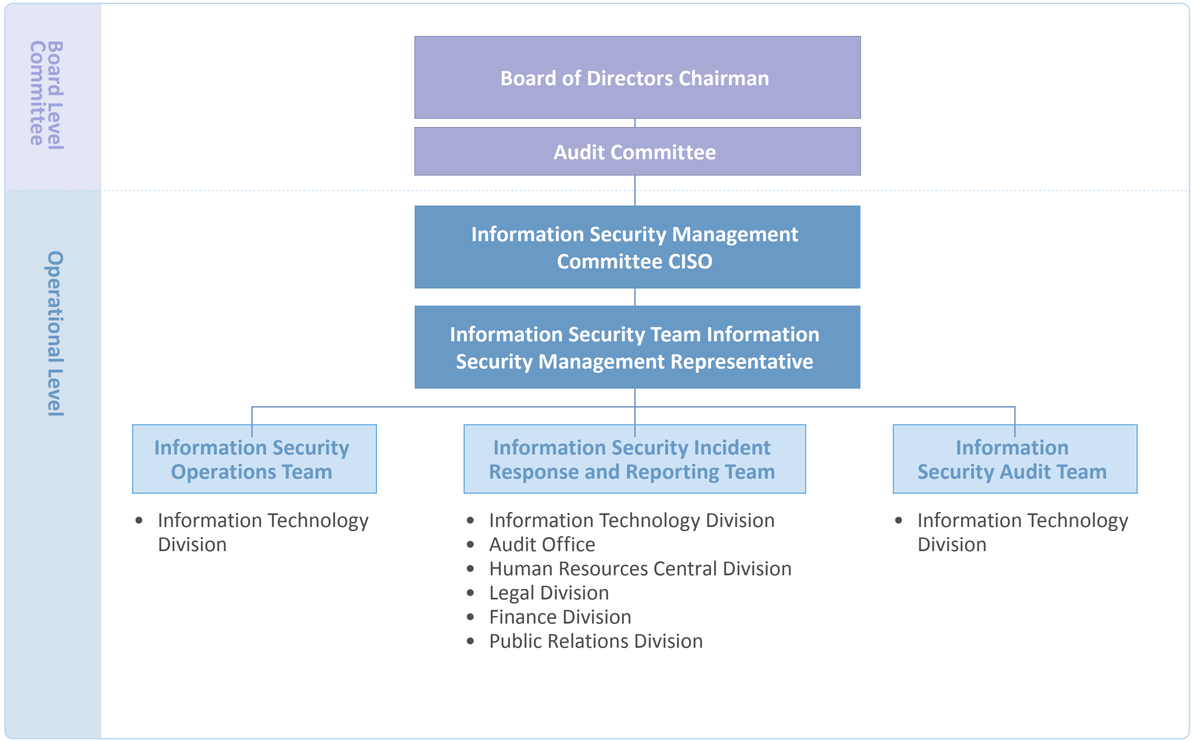
Information Security Escalation Process

Receive Report → Contingency response → Classification & grading → Update progress → Review & improve

- Employees report abnormal events to the response team through channels such as phone, instant messaging, email, system processes, etc.
- The Emergency Response Team is based on the principles of priority processing, damage control, recovery operations, and track preservation, and reports to CISO.
- 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.
- Continuously report and update the emergency response progress to Information Security Incident Response and Reporting Team.
- Analyze root causes, adjust preventive measures, and record reports.

Organization and Responsibilities of the Information Security Management Committee

As risks related to the application of emerging technologies, personal data, intellectual property protection, and ethical issues have become increasingly difficult to prevent, E Ink established the Information Security Management Committee in 2022 to prevent information security-related risks and comprehensively enhance information security management and protection capabilities. The committee is governed and supervised by the Board of Directors and chaired by the Chairman[Note.] At the operational level, the Information Security Management Committee is led by the Chief Information Security Officer (CISO), who oversees information security protection. Committee members are first-level executives from cross-departmental functional business units, including the President, Chief Financial Officer, Vice President of the Operations Center, and Vice President of the Product Development Center. The Information Security Team reports the implementation performance of the Information Security Management System (ISMS) to the Information Security Management Committee twice a year. In addition, the CISO, on behalf of the Information Security Management Committee, reports information security management strategies and performance to the Audit Committee and the Board of Directors at least once a year. In 2025, a total of two reports were delivered to the Board of Directors.



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
	HR 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

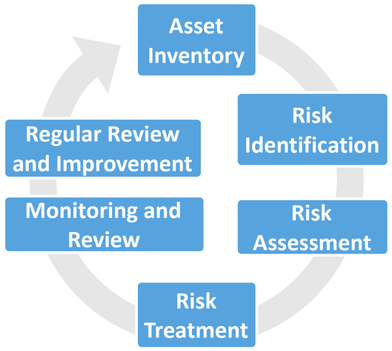
Note: Since 2019, E Ink Chairman Johnson Lee has led the Information Technology Division of E Ink Group, which oversees the Information Security Department, Infrastructure Systems Department, Application Systems Department, ERP Systems Department, and Manufacturing Systems Department. During this period, he has led and supervised E Ink in strengthening information security and cybersecurity management, including the establishment of the Information Security Management Committee and a dedicated task force at the operational level in 2022. The committee and task force are responsible for information security and cybersecurity management, preventing information security-related risks, and comprehensively enhancing information security management and protection capabilities.

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

Information Security Risk Impact and Response Strategies

To reduce the impact of information security risks on operations, E Ink conducts an information security risk management drill once a year, covering asset inventory, risk identification and assessment, and the development of risk treatment strategies. In addition, monitoring and review mechanisms have been established, including the evaluation and implementation of information security-related monitoring mechanisms and a security monitoring team. Information security policies and measures are regularly reviewed and updated to respond to new threats and risks. Emergency response plans have also been established to address potential information security incidents and disasters, ensuring corporate information security and continuous operations. Information security awareness among employees is also enhanced through topic-specific information security education and training courses. In 2025, no major information security incidents occurred[Note].

Note: A "major information security incident" refers to an incident involving confidential data or critical information infrastructure, such as official websites and core information systems, where unauthorized data disclosure or tampering occurs, or where service interruption caused by malicious attacks or intrusions cannot be restored to normal operations within the defined Recovery Time Objective (RTO).



1. **Asset Inventory**: E Ink comprehensively identifies and classifies its information assets, including hardware, software, personnel, information, sites, and services. A comprehensive asset inventory is established to record the owner, value, and sensitivity of each asset in detail, and protection priorities are assigned based on the importance of each asset.
2. **Risk Identification**: Potential risk types related to information assets are analyzed and assessed in depth, with comprehensive risk identification conducted across hardware, software, data, and processes.
3. **Risk Assessment**: Risk assessments are conducted for each asset by considering threats, vulnerabilities, and risk impacts. High-risk items are prioritized, and quantitative analysis is performed using a risk matrix.
4. **Risk Treatment**: Risk response strategies are developed by selecting whether to accept, transfer, reduce, or avoid risks. Based on the assessment results, specific improvement measures are planned, such as patching vulnerabilities, strengthening security protection, and establishing emergency response plans.
5. **Monitoring and Review**: Monitoring systems are established to regularly track system operations and information security incidents, and periodic security reviews are conducted to ensure the effectiveness of the measures implemented.
6. **Emergency Response Plan**: Response plans are developed to address information security incidents and disasters, covering scenarios such as data breaches, ransomware attacks, and natural disasters. These plans include contact information, recovery steps, and testing procedures.
7. **Employee Education and Training**: Information security education and training are implemented to enhance employees' ability to identify information security risks and strengthen their awareness. Employees are trained on techniques for identifying social engineering attacks, spam, and malicious attachments.
8. **Regular Review and Improvement**: Information security policies, procedures, and control measures are periodically reviewed and adjusted or optimized based on review results to address emerging threats and risks.

Business Continuity Management

E Ink has established the Business Continuity Management Procedure to systematically manage and protect the Company's critical operational processes and systems, ensuring that operations are not disrupted by major incidents, disasters, or information security attacks. Through business impact analysis and plan drills, critical resources and systems are comprehensively inventoried to identify risks of operational interruption if they are unable to function properly. Information security incident emergency drills are also conducted annually to ensure that operations can be promptly restored in the event of a major information security incident, thereby achieving the goal of uninterrupted business continuity. In 2025, E Ink conducted information security disaster incident drills for critical operational systems, including the information server room and employee portal. Well-established management procedures are also in place for emergency handling of abnormal incidents, enabling employees to understand how to report and respond to information system abnormalities or major information security incidents. In addition, E Ink introduced the ISO/IEC 27001 Information Security Management System certification in 2022, establishing information security incident handling and reporting mechanisms in accordance with international standards. An information security reporting team has also been established, with clearly defined reporting procedures and responsibility allocation for incidents at each level. In 2025, updates to the Business Continuity Management Procedure and Information Security Incident Management Procedure were completed, and the business continuity drill plan was also completed.

Key Systems	Information Security Incident Emergency Drill Description	Achievements in 2025
IT Server Room	Simulated a power outage at the site where the IT server room is located, triggering an alarm in the server room's power monitoring system and automatic backup power takeover.	• Maximum Tolerable Period of Disruption (MTPD): **48 hours** • Recovery Time Objective (RTO) : **40 hours**
Employee Portal Website	Simulated a service failure on the Employee Portal website and performed a backup and restore operation.	• Recovery Point Objective (RPO): **24 hours** • Recovery Time Objective (RTO): **6 hours**



2-3-3 Enhancing Protection of Information Security

Enhancing Information Security Awareness

The Information Technology Division regularly conducts information security communication and training programs, and clearly communicates employees' obligations to maintain information security and confidentiality through contractual clauses, thereby enhancing the information security awareness of all employees and IT personnel. In 2025, Information Security Week was held, with a series of activities designed to enhance employees' information security awareness. In addition, 12 awareness articles and posters were released from time to time to provide employees with the latest information security protection updates, ensuring effective prevention of potential crises.

Training Courses	Trainees	2025 Training Performance
		Completion Rate
ISO 27001 Business Continuity Management and Internal Audit Management Course	All Information Technology Division employees and employees from departments involved in ISO/IEC 27001	100%
New Employee Orientation Training	New hires at Taiwan sites and China sites	100%
Information Security Education and Training	All employees at Taiwan sites and China sites	99.15%
Social Engineering Drill	Employees at Taiwan sites, China sites, US sites, and other overseas sites	97.30%

Information Security Management

Project	Implementation Details	Implementation Results in 2025
Network Security	• Endpoint and wireless network security control systems are introduced to prevent non-company information devices from accessing the Company's internal network. • Firewall firmware is updated from time to time, and software security vulnerabilities are patched promptly to prevent hackers from intruding, stealing the Company's confidential information, or causing damage. • Windows AD authentication is integrated to identify various user internet activities and malicious threats, facilitating network forensics and audit tracking records. • Access to the Company's internal network from external networks through secure connections is controlled. • Access and transmission permissions of endpoint devices to the external internet are also controlled.	• Unauthorized information devices are controlled from accessing the Company's internal network to avoid the risks of system hacking or data leakage. • Timely updates and patches are conducted to reduce the risk of vulnerabilities being exploited, intruded upon, or damaged. • User and resource management, authentication requirements, and permission settings are implemented to prevent unauthorized access. • Encrypted channels are provided to ensure the security of data transmission when accessing internal resources from external networks. This prevents data leakage caused by unauthorized connections and reduces the risk of malware threats from connections to malicious websites.
Endpoint Device Security	• Antivirus software with comprehensive functions is installed on personal computers and servers. • Information endpoint control software with security control functions is installed on all endpoint devices. • A mobile device management system is deployed on smartphones to provide secure, real-time access to the Company's internal resources.	• Cloud-based big data analytics and machine learning are integrated with malware community databases to implement global joint defense measures against various types of attacks in real time. • Antivirus software is installed on all internal office computers, with a coverage rate of 100%. • Security policies are implemented to protect the Company's information assets and prevent information leakage or loss. • Information endpoint control software is installed on all internal office computers, with a coverage rate of 100%. • The risk of data leakage caused by the use or loss of smartphones is reduced.
Email Security	• An email protection system with advanced functions such as external reputation ratings and sandbox simulation is adopted to enhance the Group's ability to filter and protect against new forms of business email compromise, multi-layered phishing links, and emails with diverse malicious attachments.	• External malicious emails were effectively blocked, and there were zero information security incidents caused by external emails in 2025.

(Continue)

Project	Implementation Details	Implementation Results in 2025
Information System Backup, Verification and Restoration	• Appropriate backup systems and monitoring mechanisms are introduced to regularly back up all information systems and provide status reports. • Well-established system disaster recovery drills and data verification mechanisms are established to ensure the accuracy of backup data and personnel familiarity with operating procedures. Offsite backup systems are also established for critical information systems, such as SAP ERP and key databases.	• The existing backup systems and monitoring mechanisms effectively met current operational needs. Backup restoration drills were conducted annually for inventoried critical systems to ensure that the Company's information systems can be effectively restored in the event of an incident. The 2025 target achievement rate was 100%. • Offsite backup systems have been established for critical information systems, such as SAP ERP and key databases, ensuring that business operations can continue normally through offsite backup systems in the event of an information security incident.
Cyber Rating	• An external threat intelligence rating system is introduced to manage external threat intelligence across the Group, continuously and effectively understand external threats and information security protection status, and reduce exposure to external risks.	• The external threat intelligence rating system is used to understand the Company's external threat level and track the Company's risk level, risk score, and various exposure monitoring, detection, and remediation activities. • In 2025, the risk score was 96, and the risk rating was A.
Penetration Testing	• Penetration testing is conducted by simulating attacker behavior against external target websites, simulating hacker intrusions, and testing security strength to identify potential vulnerabilities and reduce the risk of intrusion.	• Website security was strengthened, and remediation and retesting operations were completed to optimize information security protection measures. • In 2025, the completion rate for remediation of high-risk findings from external website penetration testing was 100%.
Vulnerability Scanning for Security Monitoring	• Through a vulnerability scanning system platform, continuous scanning and remediation of information system and equipment vulnerabilities across the Group are planned. Information is collected and analyzed to identify potential risks and reduce the risk of lateral movement within the internal network.	• Regular or ad hoc scans are planned based on risk levels. Vulnerability scanning, analysis, mitigation, remediation, and retesting measures are conducted to increase protection capabilities and visibility and reduce the risk of lateral movement within the internal network. • In 2025, the completion rate for remediation of high-risk vulnerabilities across Group systems and equipment was 74.85%. • In 2025, 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 System

Through internal and external information security audits, E Ink reviews the implementation status of its Information Security Management System and continues to improve its information security management policies and operating procedures, while also strengthening customers' and suppliers' trust in E Ink's information protection. In Q3 2025, E Ink completed its internal audit procedures and implemented improvements for five observations identified based on the audit results. As of Q1 2026, all five items had been improved. In Q4 2025, E Ink passed the external verification and audit for the recertification audit of the ISO/IEC 27001:2022 Information Security Management System. The external audit identified four observations, of which E Ink has improved three items, with one item under continuous improvement.

03 Product Sustainability

Innovation for Low-Carbon Sustainable Products



7 AFFORDABLE AND CLEAN ENERGY
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
11 SUSTAINABLE CITIES AND COMMUNITIES

3-0 Management Approach of Sustainable Topics
3-1 Green and Sustainable Product
3-2 Research and Development Innovation
3-3 Low-Carbon Sustainability

Performance Achievements

- **Green revenue 100%**
- Invested **NT$4.9 billion** in R&D expense, accounting for **14% of revenue**
- **Over 81% of** revenue contributed by new products developed **in the past 3 years**
- **701 new patents added, with 6,917 cumulative effective patents worldwide**
- Completion of **over 205 new technology applications and product developments**
- Carbon footprint (CFP) of a **6.8-inch eBook module is 1.8 KgCO_2e/pc ; 2.9-inch ePaper label module is 0.26 KgCO_2e/pc**
- **Lean Design & Material Reduction, Energy Conservation & Carbon Reduction, Recycling**, and **Innovation** as the sustainability design dimensions, encompassing more than **22** product design technologies

3-0Management Approach of Sustainable Topics

Product Realization and Technology Innovation

Market Expansion ◉Material Topics

GRI Sustainability Topics
Custom topics

Policy Commitments
E Ink aims to replace single-use printed 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 (2025)	▶Achievements (2025)	▶Short-term Goals (2026)	▶Mid-term Goals (2030)	▶Long-term Goals (2035)
New Product and Technology	Proportion of New Product Developed in Past 3 Years to Revenue	>60%	Achieved	>60%	>65%	>70%

Product Realization and Technology Innovation

Product Research, Development and Innovation ◉Material Topics

GRI Sustainability Topics
Custom topics

Policy Commitments
E Ink continues to expand the applications of its products by providing high-quality products and services. The Company is committed to promoting the replacement of single-use paper with ePaper, thereby reducing tree felling and carbon dioxide emissions. As a reflective display technology, ePaper does not emit light and does not expose users' eyes to harmful High Energy Visible (HEV) blue light.

Sustainability KPIs	Management Objectives	▶Short-term Goals (2025)	▶Achievements (2025)	▶Short-term Goals (2026)	▶Mid-term Goals (2030)	▶Long-term Goals (2035)
IP and Trade Secret	Number of New Active Patents Annually	300	Surpassed, reaching 701	400		
	Accumulated Number of Active Patents	6,000	Surpassed, reaching 6,917	5,000		
	Number of Trade Secret Proposals	220	Surpassed, reaching 304	240	280	
Intellectual Property Management	Taiwan Intellectual Property Management System (TIPS)	Maintaining A-level certification	Achieved	Maintaining A-level certification		
Development Resource	Proportion of R&D Workforce to Total Workforce	22-27%	Not achieved; annual proportion was 21% note1	20% note2		
	Proportion of R&D Expense to Revenue	10-15%	Achieved	10-15%		

Note1: The total number of R&D employees globally increased in 2025 compared to 2022, but the target was not met due to challenges such as a shortage of global technology professionals and high demand.

Note 2: In consideration of the increasing difficulty in recruiting global technology talent and the tight labor market supply-demand conditions, the target was strategically adjusted downward to better align with actual operational needs and resource allocation.

(Continue)

Product Realization and Technology Innovation

Business Partner Engagement ◎Secondary Topics

GRI Sustainability Topics
Custom topics

Sustainability KPIs	Management Objectives	▶Short-term Goals (2025)	▶Achievements (2025)	▶Short-term Goals (2026)	▶Mid-term Goals (2030)	▶Long-term Goals (2035)
Industry-Government-Academia Collaboration	Promoting Industry-Government-Academia Collaboration-Annual Number of New Collaboration	1 collaboration project	Achieved	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 features of ePaper products, reducing the negative impacts generated by its products.

Sustainability KPIs	Management Objectives	▶Short-term Goals (2025)	▶Achievements (2025)	▶Short-term Goals (2026)	▶Mid-term Goals (2030)	▶Long-term Goals (2035)
Sustainable Products	Sustainable Product Development-Annual Number of New Projects	2-3 projects	Achieved	2-3 projects	3-5 projects	5-10 projects
	Upgrading Existing Products for Sustainability - Annual Number of New Projects	1-2 projects	Achieved	1-2 projects	2-3 projects	3-5 projects
	Optimization of Product Packaging Materials-Reduction Raw Material Usage of Packaging Usage	-5% (compared to 2024)	Achieved	-3% (compared to 2025)	-5% (compared to 2025)	-5% (compared to 2030)
	Proportion of Sustainable Raw Materials Used in Specified Products (% by weight)	10-15%	Achieved	10-15%	15-20%	20-30%
	Proportion of Recycled Raw Materials Used in Light Guides/ Touch Panels for Specified ePaper Modules (% by weight)	5%	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	150	Achieved	245	325	425

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 "Innovation for Low-Carbon Sustainable Products." Through two major strategies, "Research and Development Innovation" and "Green Products," E Ink respectively builds its competitiveness in sustainability and in low-carbon development, and has established the "Sustainable Product Management Policy" accordingly.

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 expands 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

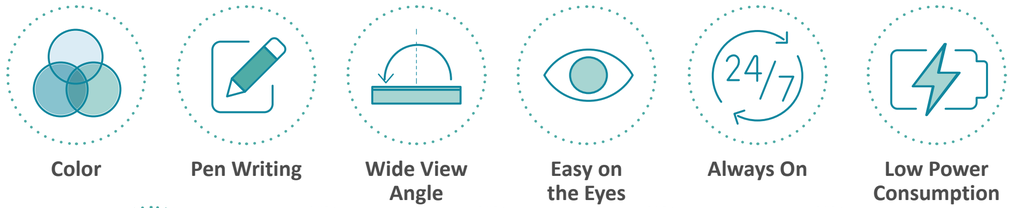
By focusing on "Lean Design & Material Reduction," "Energy Conservation & Carbon Reduction," "Recycling," and "Green Certification," E Ink enhances the low-carbon sustainability of ePaper products throughout the processes of raw material selection, production and manufacturing, distribution and sales,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

3-1-2 Introduction to ePaper Principles

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.

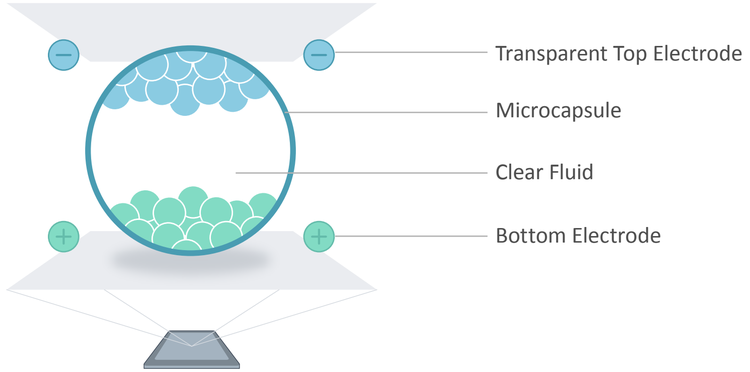
The Operating Principle of ePaper	
Reflective Display Technology	• The light source comes from the environment or external sources, eliminating the need for continuous backlighting, which reduces power consumption and lowers carbon emissions, making it environmentally friendly. • It does not emit light 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.

BiStable / Reflective / Flexible



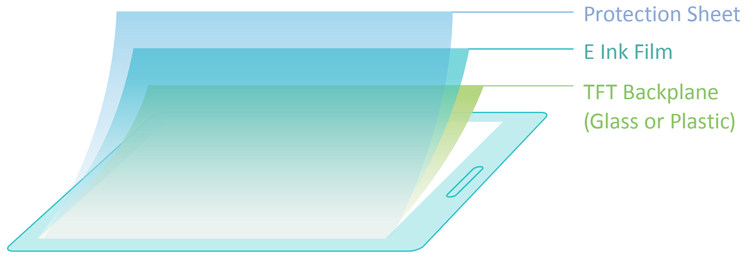
more info in video

Technology Principle of Electronic Ink



ePaper, the Paper Like Display

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



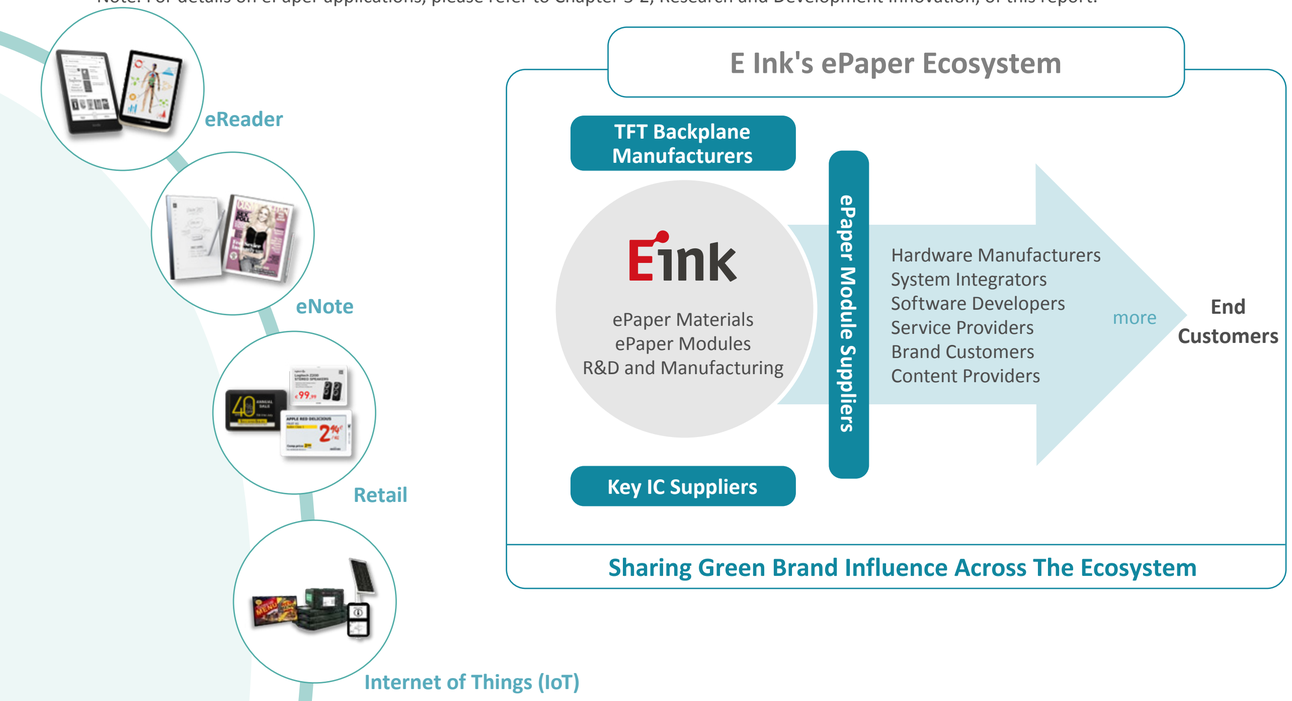
more info in video

3-1-3 Expanding ePaper Applications

Utilizing the environmentally and visually friendly display features of ePaper, the technology is well suited for a wide range of Internet of Things (IoT) display applications, including retail, transportation, healthcare, logistics, and smart home environments. It enables customers to adopt ePaper as the primary display interface across various application scenarios. Current market applications include eReaders, eNotes, Electronic Shelf Labels (ESLs), signage, and wearable ePaper devices. E Ink will continue to invest in the development of ePaper display technologies and product applications to expand the global market for ePaper solutions.

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. ePaper is among the most energy-efficient, environmentally friendly, and visually comfortable display technologies in the rapidly advancing AI era. By expanding the application of ePaper displays across smart education, smart signage, smart retail, smart transportation, and smart logistics, E Ink aims to drive sustainable profitability while advancing its long-term sustainability objectives.

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 ePaper Industry Alliance (EPIA) in December 2020, with Johnson Lee, Chairman of E Ink serving as the chairman of the alliance. As of December 2025, the alliance has reached over 225 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.







2025 4th Annual ePaper Industry Ecosystem Development Summit Forum





CINNO·ePaper Insight and IOTE IoT Exhibition Co-host the 2025 "New Vision, Paperless Realm" 3rd Annual ePaper Innovation Conference.

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.

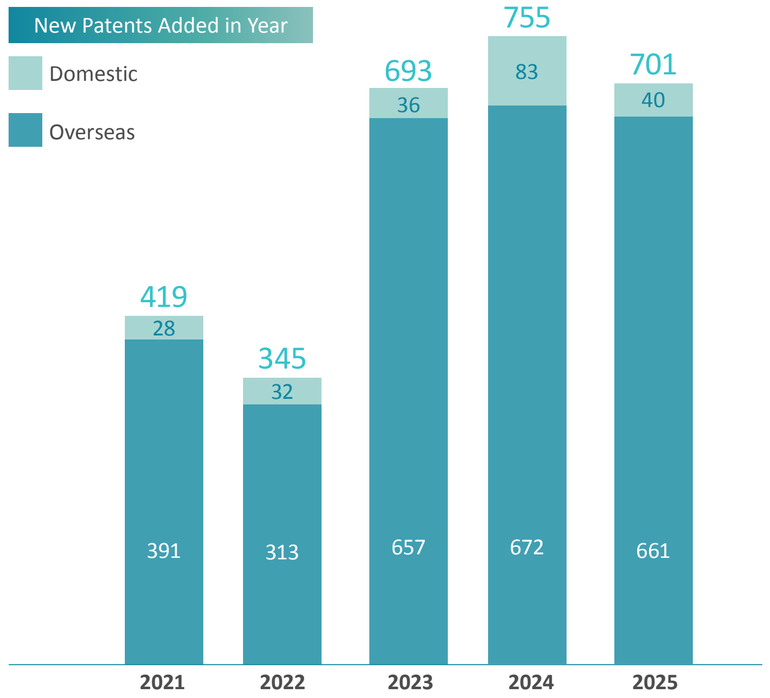
Patent and Intellectual Property Strategy

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 2025, E Ink added 701 new patents, bringing the total number of active patents globally to 6,917. 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 2025, 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.



A-Level Certification



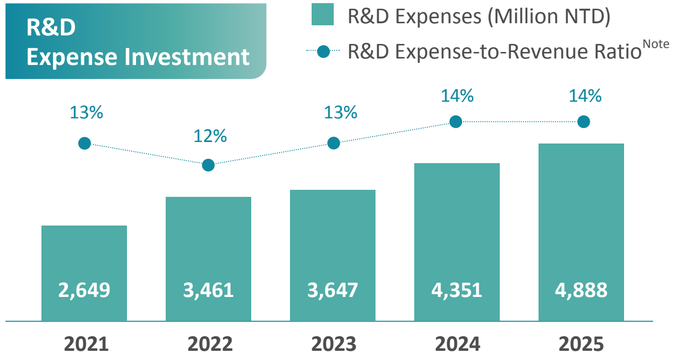
Investment In Research and Development Resources

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.

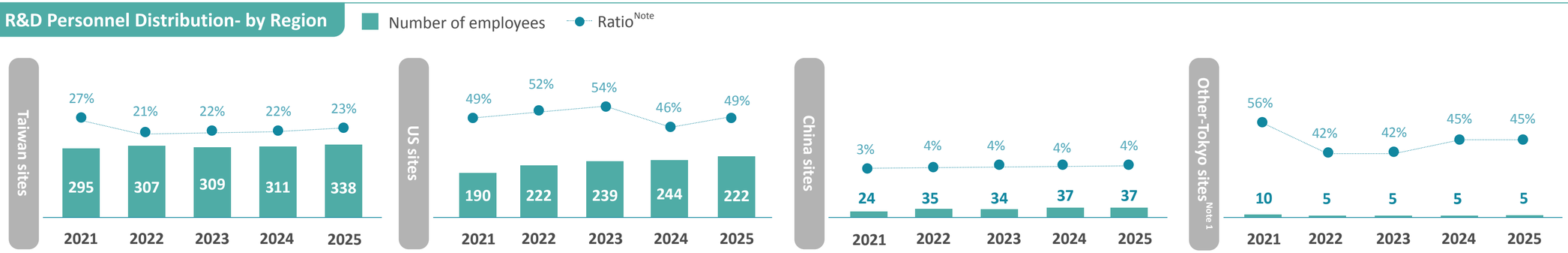
- In 2025, E Ink invested approximately NTD 4.9 billion in research and development, accounting for 14% of revenue.
- In 2025, E Ink had 602 R&D personnel worldwide, making up 21% of the total number of employees.
- E Ink's R&D personnel are distributed across sites in Taiwan, the US, China, and Japan, 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



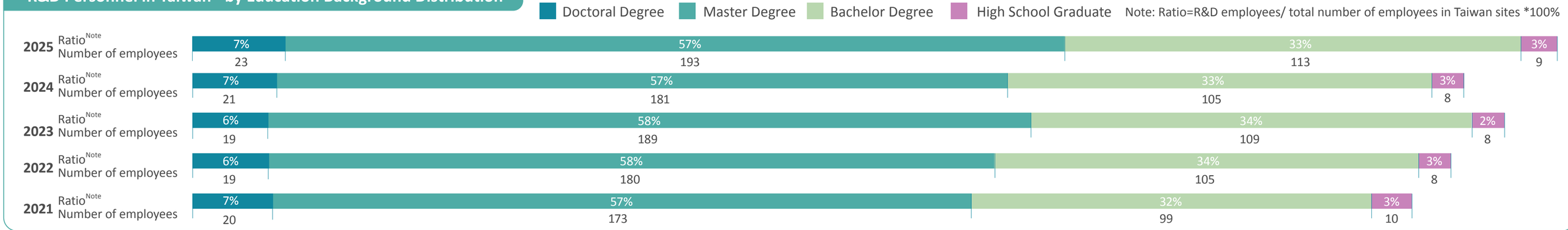
Note: As E Ink's revenue has steadily grown in recent years, the proportion of R&D expenses to revenue has correspondingly decreased.

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

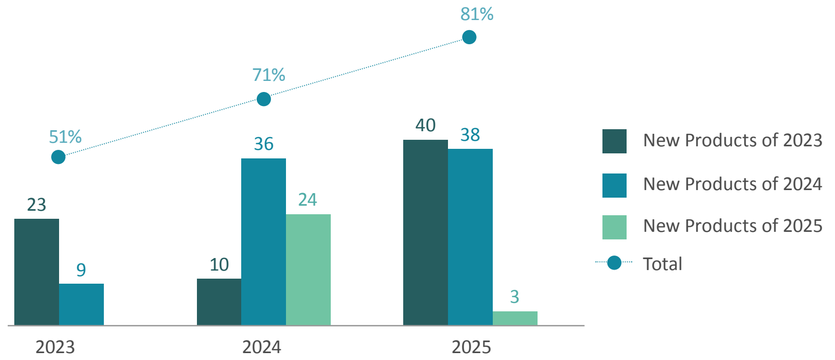


3-2-2 Research and Development Achievements

In 2025, E Ink developed over 205 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 81% of 2025 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™

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.

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
- Public Information Displays

E Ink Spectra™ 6

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.

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: 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 provides a more eye-catching way to enhance product promoion effectiveness.



Applications

- Advertising Signage
- Public Information Displays

E Ink Kaleido™ 3

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.



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

E Ink Gallery™ 3

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.



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 Prism™ 3



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.

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 8 interdisciplinary cooperation projects in 2025. 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	Project Name	Achievements
Academic Institutions	Consistent Color Temperature Technology Under Different Front Light Brightness Levels	Incorporating an Ambient Light Sensor (ALS) to accurately detect changes in ambient lighting conditions, the system can not only automatically adjust the color temperature and brightness of the front light module to optimize power consumption, but also dynamically fine-tune ePaper image rendering, ensuring consistent color performance across varying lighting environments.
Suppliers and Academic Institutions	One-Stop Digital Signage Turnkey Solution	Jointly conducted AI technology research for ePaper applications by integrating image sensors with an edge AI inference framework for pedestrian flow detection and audience segmentation analysis, including age groups, gender, and dwell time. The system was designed to process data without storing image records, outputting only classification results in accordance with privacy-by-design principles, and has successfully completed real-world system validation.
Academic Institutions	Innovative Multi-Display Applications of Reflective Displays for Smart Retail	A multi-size ePaper display system was deployed in a real-world retail environment, utilizing E Ink Spectra™ 6 and E Ink Kaleido™ display technologies to support promotional visuals, shelf labeling, and information displays. The system incorporates low-flicker display mechanisms and partial screen refresh technology to reduce refresh flicker and power consumption while enhancing display stability and efficiency. Selected devices feature a cable-free design that eliminates the need for external power connections, enabling flexible deployment based on shelf configurations. The solution also integrates pressure-sensing modules as interactive triggers and leverages AI-generated promotional images and marketing copy, connected with inventory data systems. Combined with cloud-based content rendering and distribution capabilities, the system enables centralized display content management, reduces labor requirements, and improves operational efficiency.
External Business Partners	Digital Learning Content Application Collaboration Project	In collaboration with Junyi Academy, E Ink integrated its existing digital learning content into an Android-based ePaper notebook platform to validate its application in educational settings. The system supports learning activities including learning material reading, content highlighting, and handwritten note-taking. Leveraging the low-blue-light and low-distraction display characteristics of ePaper, it provides a reading and writing environment suitable for extended learning sessions. This project serves as a practical validation case for the application of ePaper devices in digital education and campus learning scenarios.
External Business Partners	Electric Bus Low-Power Display System Development Project	In collaboration with partners in the electric bus industry, E Ink deployed ePaper display systems for onboard and bus stop applications to conduct real-world technology validation and system integration. The project focused on low-power display performance, long-duration visibility, and adaptability to vehicular operating environments, supporting applications such as route information, schedule displays, and real-time announcements. By leveraging the low-power characteristics of ePaper displays, the solution reduces onboard energy consumption while enhancing the stability and reliability of information delivery. This project serves as a demonstration case for the application of ePaper technology in electric buses and smart transportation systems.
External Business Partners	Smart Display Card	ePaper was integrated into card-based applications by leveraging NFC wireless charging technology. This core technology enables wireless power transfer to drive the ePaper display and update content without the need for a battery.

3-3 Low-Carbon Sustainability

3-3-1 Positive Environmental Impact

Sustainable Products Design

Although E Ink's ePaper display products have been recognized as environmentally friendly, energy-saving, and low-carbon (Green Products, GP), the Company continues to invest in the research, development, and design of ePaper products with even lower environmental impacts, advancing toward its goal of developing "innovation-based environmentally friendly ePaper products."

Therefore, with innovation at its core, E Ink follows the three dimensions of "Lean Design & Material Reduction," "Energy Conservation & Carbon Reduction," and "Recycling." By integrating product life cycle concepts and the Eco-design Assessment methodology [Note 1], E Ink has established its Green Sustainable Product Inspection Standards-4R [Note 2], comprising Reuse, Repair, Recycle, and Regenerate. Through the development of more than 22 products and technologies, E Ink promotes the use of sustainable raw materials, continuously improves product energy efficiency, and reduces product carbon footprints throughout manufacturing, packaging, and distribution processes, thereby substantially minimizing environmental impacts.

Additionally, to increase the adoption rate of sustainable raw materials in new products, E Ink provides education and training for personnel in R&D, product development, manufacturing, and procurement. The training emphasizes sustainable product design objectives and processes and clarifies the responsibilities of each function throughout the product development, design, and manufacturing lifecycle. Procurement personnel, for instance, are responsible for incorporating sustainable raw materials into sourcing decisions and daily procurement activities, thereby increasing the proportion of sustainable materials used in products.

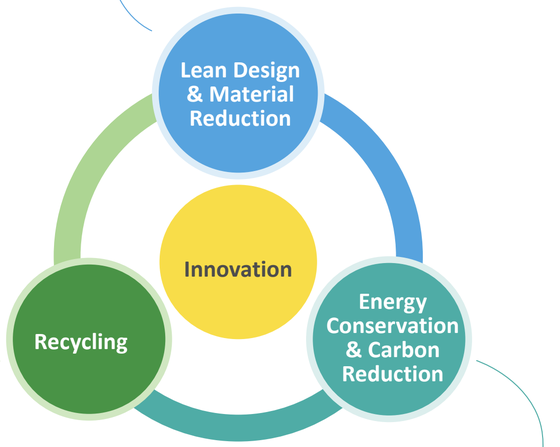
To advance the implementation of Green Sustainable Products, E Ink continued to invest resources in 2025. This included approximately NTD 1.09 million in education and training related to sustainable product design to strengthen the capabilities of R&D, manufacturing, and procurement personnel in sustainable design and material selection. In addition, approximately NTD 29 million was invested in sustainability-related manufacturing processes and energy-efficient equipment to improve product energy efficiency and material utilization. Furthermore, E Ink invested approximately NTD 4.6 billion in sustainable product-related research and development, driving the development and adoption of low-carbon materials, energy-efficient designs, and circular application technologies.

Note 1: Eco-design Assessment is incorporated at the early stages of product design to evaluate potential environmental and social impacts throughout the product life cycle. This approach enables improvements in product design and helps reduce impacts on the environment and society. The scope of the Eco-design Assessment includes concept development, selection of low-impact materials, reduction of material consumption, optimization of manufacturing processes, optimization of transportation and distribution, reduction of impacts during product use, product life cycle optimization, and end-of-life optimization. For materials used in products, potential environmental and social risks are assessed to support prioritization and the selection of the most appropriate materials.

Note 2: The 4R Green Sustainable Product Inspection Standards are used to evaluate the extent to which materials and components used throughout the life cycle of newly designed products meet the criteria of Reuse, Repair, Recycle, and Regenerate. Products whose materials satisfy at least two of the four criteria are internally classified as Green Sustainable Products. In addition, product design teams are encouraged to incorporate Green Sustainable Product design principles into product development.

Dimensions of Sustainable Products Design

Focuses on reducing the consumption and waste of product materials and packaging materials. Product material selection seeks to minimize negative environmental, social, and economic impacts while collaborating with internal and external stakeholders to promote best practices in sustainable material management.



Products are designed to incorporate recyclable materials and facilitate disassembly, while ensuring the proper management and disposal of waste. Product material selection prioritizes the use of recyclable materials wherever feasible.

Focuses on improving product energy efficiency and reducing product carbon footprints. Product material selection prioritizes the use of materials with lower carbon footprints and reduced environmental impacts whenever feasible.

Key Sustainable Products Design

	Technology / Product	Features	Environmental Benefits
Lean Design & Material Reduction	Narrow Bezel Design and Material Performance Enhancement	Through structural design and material performance optimization, E Ink reduced the use of peripheral protective materials while enhancing overall module integration efficiency.	Achieved a 37% to 58% reduction in the carbon footprint of bezel materials, depending on the product category.
	Integrated Display Driver Design	Integrated display driving functions into the panel structure, reducing the need for external components and packaging materials while simplifying product design.	Reduced the use of semiconductor components and packaging materials, lowering the product carbon footprint.
	Integrated Display Module and Optical Material Design	Consolidated multiple functional components into a single carrier, reducing material layers and product weight.	Reduced raw material consumption and minimized waste generation.
	Optimized Display Driving Function Design	Optimized display driving methods to reduce power consumption and extend battery service life.	Reduced circuit power consumption and electronic waste, lowering the product's life cycle carbon emissions.
	Multifunctional Thin-Film Integrated Materials	Integrated protective and anti-glare functions into a single film layer. Through material thinning and structural integration, plastic material usage was reduced and production processes simplified.	Replacing conventional materials with thinner materials reduced plastic usage in new applications by more than 22%.
	Integrated Test System Design	Consolidated multiple production test fixtures for ePaper display modules into a single test system and removed unnecessary baseboard components through fixture circuit redesign, improving overall testing efficiency.	Reduced baseboard PCB dimensions by 42.1%, resulting in an approximately 57.9% reduction in PCB material usage.
	Packaging Structural Optimization	Simplified packaging carrier structures and reduced the use of cushioning materials.	Reduced plastic waste by approximately 18.4 metric tons per year.
	Enhanced Packaging Structural Design	Strengthened packaging carrier structures, allowing thinner designs while maintaining the same level of product protection.	Reduced packaging tray usage by 13% for certain products.
Energy Conservation & Carbon Reduction	Battery-Free Display Driving Technology	Utilizes the characteristics of ePaper displays, which generate a small amount of electricity through ambient light without requiring batteries. The generated energy can directly drive display updates without external power sources.	No batteries are required, resulting in zero battery waste and zero power consumption in the operating environment. Certain card-based products (e.g., public transportation cards) use ePaper display films and can be updated through Near Field Communication (NFC) without batteries, thereby eliminating battery waste.
	Solvent-Free Coating Processes	Adopted solvent-free coating processes. The synthesis of coating components and the manufacturing process use no organic solvents, while UV-curing methods are applied to complete coating processes, reducing carbon emissions.	Compared with conventional coating processes, power consumption can be reduced by approximately 50%, while significantly reducing solvent use and associated carbon emissions.

(Continue)

	Technology / Product	Features	Environmental Benefits
Energy Conservation & Carbon Reduction	Low power driving by adaptive content with cloud service	Uses cloud-based systems to analyze image content and display characteristics, dynamically adjusting ePaper display driving methods to improve overall energy efficiency and reduce terminal computing loads.	Cloud computing optimizes processing requirements for image rendering, effectively reducing device-side power consumption and improving overall energy efficiency. Under conditions of one update per day and Wi-Fi transmission, a 5,000 mAh battery can extend ePaper display operation to approximately 3.15 years, reducing overall power consumption by more than 80% compared with conventional architectures.
	New Coating Materials	By applying special coating materials to the front light surface, light extraction efficiency and brightness are improved, thereby reducing energy consumption requirements.	Certain front-light-equipped products can reduce energy consumption by 20% to 40%.
	New Image Driving Method	Display pixels can be driven under lower voltage conditions, reducing power consumption.	Certain products achieve an overall energy consumption reduction of more than 30%.
	Low-Voltage Driving Technology	Low-voltage driving technology is applied during the ePaper display driving process, reducing power consumption.	Depending on the product, energy consumption can be reduced by 20% to 30%.
	Touch Panel Idle Mode Design	Touch panels are designed with Idle Mode and Sleep Mode, reducing product power consumption.	For certain touch-enabled products, enabling idle and sleep modes can reduce power consumption by 70% or more.
Recycling	In-House Production of Multilayer Material Structures	Introduced two types of multilayer material structures to improve material utilization efficiency.	100% of packaging materials are recyclable, and reusable packaging carriers achieved a reuse rate of 25.8%.
	Glass Carrier Recycling and Reuse	Through the use of glass carriers and new carrier materials, carriers generated during production are recycled and reused.	Reduced 66% of glass carrier usage and lowered environmental impact.
	Improved Manufacturing Procedures for Carrier Repair and Maintenance	Adopted new repair materials and optimized repair processes to improve carrier yield and reuse rates.	Reduced carrier losses during production and maintenance processes, thereby lowering environmental pollution.
	Use of Recyclable Packaging Materials for Samples	Samples are packaged using recyclable materials, and packaging materials are collected and reused after delivery.	Reduced packaging material consumption and minimized environmental impacts.
	Use of Recyclable Packaging Materials for Incoming Components	Recyclable pallets and carrier materials are used for incoming components, reducing packaging waste and environmental impacts.	Reduced packaging material consumption and environmental impacts. Through supplier promotion of recyclable packaging and waste reduction initiatives, carbon emissions were reduced by 1,024.6 metric tons CO_2e.
	Application Design Using Recyclable Materials	Components such as top covers, light guides, and touch panels are designed using recyclable plastic materials, including PET (polyethylene terephthalate), PC (polycarbonate), and PMMA (polymethyl methacrylate).	The feasibility of applying recycled PET materials has been verified. The use of PET materials with a 95% recycled content can reduce the product carbon footprint by approximately 30%.

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.

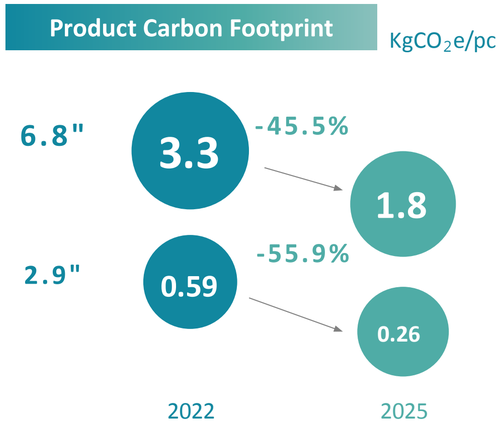
Assessment of Carbon Footprint of Products

In 2021, E Ink conducted a product life cycle greenhouse gas emissions inventory and assessment for its 6.8-inch eReader module and 2.9-inch electronic shelf label (ESL) module, based on the Life Cycle Assessment (LCA) management concept and in accordance with the ISO 14067:2018 Carbon Footprint of Products standard, using a Cradle-to-Gate boundary. In 2022, both modules were verified by a third party under the ISO 14067:2018 standard, making E Ink the first company in the world to have electronic paper modules certified for product carbon footprint.

In 2025, 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 45.5%, while the ESL module achieved a 55.9% 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, demonstrating its commitment and contribution to environmental protection.

ISO 14067





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 Similarity 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 to 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 2022, 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.

Green Revenue

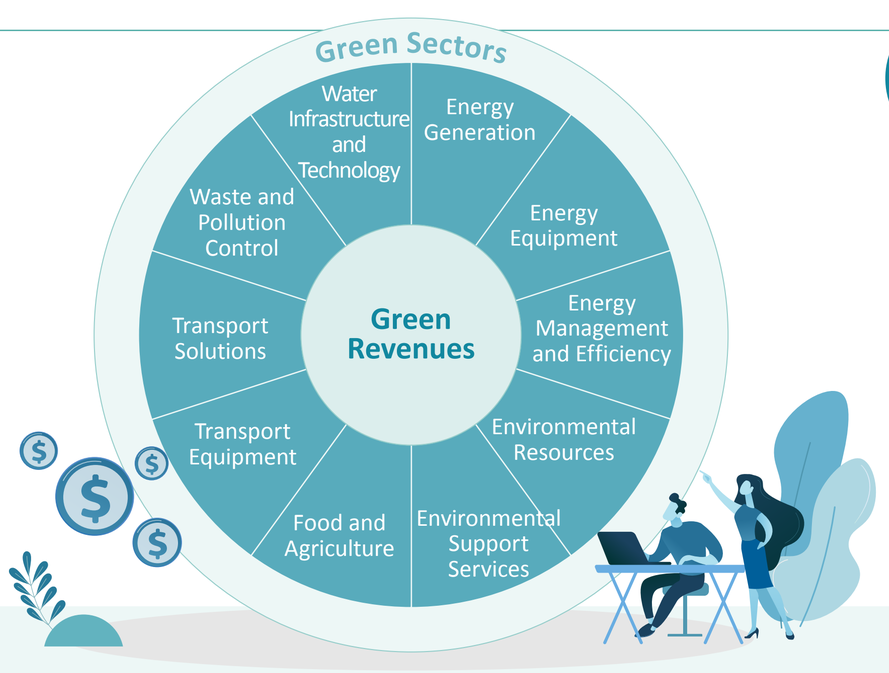
E Ink's ePaper technology features energy efficiency and low-carbon characteristics, enabling the development of applications that reduce carbon emissions. According to the Green Revenues 2.0 Data Model under the FTSE Russell Green Revenues Classification System (GRCS), 100% of E Ink's 2025 revenue is classified as green revenue, indicating a positive environmental impact. This demonstrates that, in addition to the environmental benefits of ePaper products, they also offer better energy efficiency and lower power consumption than conventional LCD displays. E Ink's green revenue is classified under the Energy Management & Efficiency category, specifically the IT Process classification, with the second-level environmental impact classification of Net Positive under Code EM 5.0, "Revenue generated from activities directly related to the design, development, manufacture, or deployment of energy-efficient information technology products and services." The analysis based on the Green Revenues 2.0 Data Model also shows that E Ink's 100% green revenue corresponds to the Information and Communication Technology (ICT) category under the EU Taxonomy Regulation and NACE J63.1.1, "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 SQS2 (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. 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.



3-3-2 Sustainable Product Value



ePaper utilizes bistable and reflective display technology, requiring power only when content is updated and no continuous power supply to maintain a displayed image. In addition, ePaper does not rely on a backlight, enabling significant reductions in energy consumption and carbon emissions while demonstrating distinct low-carbon characteristics. By using ambient light for image display, ePaper does not generate light pollution and helps minimize impacts on the natural environment and nighttime ecosystems. Its paper-like reading experience also provides greater visual comfort during extended use, making it a display interface that combines low-carbon, environmentally friendly, and eye-friendly attributes.

Owing to its ultra-low power consumption and durability, ePaper has been widely adopted across diverse applications, resulting in the development of various green ePaper products, including eReaders, eNotes, Electronic Shelf Labels (ESL), logistics labels, and transportation and public information displays. E Ink conducted a comparative study of carbon dioxide emissions among ePaper, paper, LCDs, and other display media. The results demonstrate the significant low-carbon benefits of ePaper. The research findings are summarized below:

Digital Reading and Education-Vision Care for Readers

Features

- ePaper features ultra-low power consumption and a paper-like reading experience, making it well suited for extended reading sessions.
- Unlike self-emissive display technologies such as LCD and OLED, ePaper does not emit light. During prolonged reading, ePaper displays do not flicker, helping to reduce eye strain and mitigate the risks of eye disorders and other health concerns associated with blue light exposure. As a result, ePaper provides the education sector with an eye-friendly smart learning and teaching experience.

Applications

- eReader
- eNote

Estimated Environmental Benefits

- If 180 million eReaders worldwide each download 50 eBooks over a five-year period, the total number of eBooks would reach 9 billion. In comparison, if all of these books were read in printed form, the associated carbon emissions would amount to approximately 67.14 million metric tons of CO_2e , equivalent to the annual carbon sequestration capacity of approximately 276,751 Da'an Forest Parks. Compared with printed books, the use of eReaders can reduce CO_2e emissions by approximately 95,384 times. In addition, compared with reading on LCD tablets, eReaders can reduce CO_2e emissions by approximately 49.6 times, equivalent to a reduction of approximately 35,000 metric tons of CO_2e [Note.]

Achievements

- As international brands such as Amazon Kindle and Rakuten Kobo continue to launch color eReader models, the market is experiencing not only an ongoing replacement cycle among existing users but also an accelerating influx of new users. Major domestic e-commerce platforms, including Books.com.tw and MOMO, also launched their own branded eReaders earlier this year. Within less than three months, Books.com.tw sold more than 10,000 units, while MOMO recorded nearly twofold growth in sales. Demand for color eReaders and eNotes continues to rise, driving sustained growth momentum across the ePaper industry ecosystem.



Readmoo-mooInk V Foldable Color eReader (8", Gallery 3)



BOOX-Mira Pro C 25.3" (Kaleido 3)

Color ePaper applications continue to expand into reading and professional display fields, driving new forms of reading and information display experiences. For example, at Touch Taiwan 2025, Readmoo showcased an 8-inch mooInk V foldable color eReader developed with technical support from E Ink, marking the first adoption of the E Ink Gallery™ 3 color ePaper panel. Combining a foldable design with color display technology, the device offers both portability and a comfortable, paper-like reading experience, introducing a new type of application to the digital reading market.

In addition, in professional display and productivity applications, BOOX launched the Mira Pro C 25.3-inch color ePaper monitor, which adopts E Ink Kaleido™ 3 color ePaper technology and supports multiple operating systems, including Windows, Mac, Android, and iOS, enabling its use as an external display. It provides different refresh rates for Standard, Text, Video, and Image modes, delivering warm and comfortable colors, with adjustable front-light color temperature and brightness for a more comfortable reading experience.

Note: The reading scenario assumes the reading of 10 books per year (300 pages per book). The electricity consumption for downloading each book via Wi-Fi is 1.5×10^{-4} kWh/book. The electricity consumption for reading (72 seconds per page) is 2.68×10^{-5} kWh/page for an LCD tablet and 0.005×10^{-5} kWh/page for an eReader. The carbon emission factor is 0.494 kg CO_2e/kWh (2023 Carbon Emission Factor announced by the Energy Administration). The carbon emissions associated with producing one book are 7.46 kg CO_2e. Da'an Forest Park absorbs approximately 242.6 metric tons of CO_2e annually.

Smart Healthcare-Sustainable Healthcare Ecosystem

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, room identification cards, healthcare information displays, staff identification badges, mobile epidemic prevention information displays, electronic medical record and consent form signing systems, medication boxes, medication carts, and pharmaceutical inventory management labels.

Estimated Environmental Benefits

- Taichung Veterans General Hospital has integrated ePaper technology into clinical applications, including medication box labels, bedside cards, mobile documentation boards, and medical identification cards. Currently, all acute care beds are equipped with ePaper-related devices. Once nursing staff enter physician orders into the system, the information is automatically transferred to ePaper bedside cards and other ePaper displays. This parallel transfer of information eliminates the need for repeated manual transcription, saving time while reducing the risk of transcription errors. On average, each nurse saves approximately 20 minutes per day.
- The Outpatient Department (OPD) of Kuang Tien General Hospital has introduced a Color ePaper Patient Registration System, utilizing large-format E Ink Kaleido™ 3 color ePaper technology to replace conventional registration displays. Unlike traditional display screens, ePaper consumes no power while maintaining a static image, significantly reducing energy consumption. During non-clinic hours, the displays can be switched to provide health education information. Based on field studies, if the system were deployed across 200 outpatient consultation rooms throughout the hospital, it could save more than 24,000 kWh of electricity annually.
- Tungs' Taichung MetroHarbor Hospital has introduced battery-free color ePaper smart cards into its health examination process. The solution helps healthcare personnel identify examinees more efficiently and improves operational workflow efficiency. Throughout the examination process, examinees can also experience shorter waiting times and complete their health check-ups more quickly. Many health examination centers currently provide tablet computers for use during waiting periods. Based on a health examination scenario consisting of 10 examination items, the electricity consumption associated with tablet use during waiting periods is approximately 4,000 times higher than that of ePaper smart cards used for notification alerts.



Tungs' Taichung MetroHarbor Hospital – Battery-Free Color ePaper Smart Card for Health Check-Ups



Kuang Tien General Hospital – Green Smart Hospital

ePaper technology is also being increasingly adopted by healthcare institutions to enhance service efficiency and information management. For example, Tungs' Taichung MetroHarbor Hospital has integrated battery-free color ePaper smart cards into its health examination process. Connected to the hospital's smart healthcare system, the solution utilizes artificial intelligence to dynamically optimize the sequencing of examination stations. Through wireless communication and energy-harvesting technologies, small amounts of power and real-time examination information are transmitted and updated on the ePaper display of the health examination smart card. This enables healthcare personnel to access examinee information and examination progress in real time, improving operational efficiency, reducing the risk of manual transcription errors, shortening waiting times, and accelerating the overall health examination process.

In addition, Kuang Tien General Hospital has adopted ePaper technology to create a smart healthcare environment. E Ink collaborated with the Smart Display Industry Alliance (SDIA) under the Industrial Development Administration, Ministry of Economic Affairs, as well as partners including Netronix, RapidSignage, and Tontek Intelligent Technology Co., Ltd., to jointly promote smart healthcare and smart ward applications. The project introduced ePaper registration systems, color ePaper health education displays, and smart bedside systems that can provide real-time registration information and health education content, offering patients and caregivers clear and timely access to medical information. Leveraging the low-power consumption and highly readable characteristics of ePaper displays, these solutions not only improve the efficiency of information delivery within healthcare facilities but also enhance the overall healthcare experience and support the development of smart healthcare environments.

Note: It is assumed that a health examination center provides each examinee with one tablet computer during waiting periods. Based on a 10-item health examination, with an average waiting time of 5 minutes per examination item, total tablet usage time would be 50 minutes. Under these assumptions, the total electricity consumption of tablet use is approximately 4,000 times that of ePaper smart cards used for notification alerts.

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

Achievements

As the digital transformation of the retail industry accelerates, the global market for retail store digitalization is expected to continue expanding. In response to rising labor costs, large-scale retailers are increasingly adopting Electronic Shelf Labels (ESLs) to replace traditional paper labels, particularly in Europe and the US, improving operational efficiency while reducing management costs. New internet-enabled brick-and-mortar retail formats have shown strong acceptance of ePaper ESLs, enabling seamless integration of online and offline channels and driving year-over-year growth in adoption.

Driven by Walmart's full-scale deployment of Electronic Shelf Labels (ESLs) in 2025, annual shipments reached 500 million units, compared with 300 million units in 2024, representing an increase of 200 million units. Compared with paper labels, the use of 500 million 3-inch ePaper ESLs over a seven-year period can reduce carbon emissions by approximately 10.95 million metric tons of CO_2e.



Partnering with Realtek to Launch the Second-Generation SoP Electronic Shelf Label



Simple Mart – Retail Media Network Experience Store

The application of ePaper technology in retail environments continues to expand, extending from smart shelf management to next-generation retail media services and providing physical retail channels with more efficient and interactive display solutions. E Ink partnered with Realtek Semiconductor to introduce a new-generation System on Panel (SoP) Electronic Shelf Label (ESL) reference design. By integrating circuitry directly onto the ePaper display glass substrate and embedding a radio frequency (RF) IC using Chip on Glass (CoG) technology, the solution represents the world's first ePaper device with a wireless communication chip directly embedded in the glass substrate. This innovation effectively lowers the development threshold for electronic shelf labels, reduces material usage and product size, streamlines the manufacturing process, and provides an environmentally friendly ePaper display solution.

In addition, E Ink collaborated with Simple Mart, Apex Communications and other partners to establish a Retail Media Network (RMN) experience store centered on ePaper technology, introducing a new digital marketing model for physical retail stores. The store features a 75-inch Kaleido™ 3 color ePaper display. When customers pick up different products, the display system instantly generates AI-powered promotional content and product pairing recommendations while simultaneously presenting promotional prices and related information, providing a more real-time and interactive shopping experience.

Estimated Environmental Benefits

- If 30 million 10-inch ePaper Electronic Shelf Labels (ESLs) are used worldwide as promotional advertising displays, and each ESL updates its display four times per day, the use of ePaper ESLs instead of LCD displays could reduce CO_2e emissions by approximately 1.75 million metric tons, representing approximately 12,000 times lower CO_2e emissions.[Note 1]
- Based on a 32-inch color ePaper indoor advertising display[Note 2], assuming the image is updated once every six hours, with each update taking 20 seconds, the display is refreshed three times per day and operates for 18 hours daily. Under these conditions, the associated carbon emissions are approximately 0.0133 kg CO_2e.[Note 3]
- Compared with LCD digital signage, the use of ePaper advertising displays can reduce CO_2e emissions by approximately 46 times.[Note 4]

Note 1: For a 10-inch LCD Electronic Shelf Label (ESL), the assumed use scenario is five years of operation, resulting in total electricity consumption of 118 kWh (based on a current of 450 mA, operating 12 hours per day and 365 days per year). In comparison, a 10-inch ePaper ESL consumes approximately 0.01 kWh over a five-year battery life. The carbon emission factor is 0.474 kg CO_2e/kWh (Energy Administration, Ministry of Economic Affairs, 2024 Carbon Emission Factor).

Note 2: The 32-inch Spectra 6 display operates at 12 V and updates the image every six hours (with a six-hour interval between image updates and a 20-second refresh time). With three image refresh cycles per day, the total electricity consumption is 0.0281 kWh per day.

Note 3: The daily electricity consumption of a 32-inch Spectra 6 display is 0.0281 kWh. The carbon emission factor is 0.474 kg CO_2e/kWh (Energy Administration, Ministry of Economic Affairs, 2024 Carbon Emission Factor). Therefore, 0.0281 kWh × 0.474 kg CO_2e/kWh = 0.0133 kg CO_2e.

Note 4: The electricity consumption of a 32-inch Samsung QMR-B Series professional commercial display operating for 18 hours per day is 1.296 kWh. Using a carbon emission factor of 0.474 kg CO_2e/kWh (Energy Administration, Ministry of Economic Affairs, 2024 Carbon Emission Factor), the associated carbon emissions are calculated as follows:1.296 kWh × 0.474 kg CO_2e/kWh = 0.61 kg CO_2e

Compared with the 32-inch Spectra 6 ePaper display, the carbon emissions of the Samsung QMR-B Series display are approximately 46 times higher:0.61 kg CO_2e ÷ 0.0133 kg CO_2e = 46

Smart Transportation - Energy Saving Display

As smart cities continue to evolve, providing the public with real-time information and convenient smart communication experiences while maintaining a balance between ecological and environmental protection and urban aesthetics has become a key challenge for sustainable smart cities. Cities are committed to ensuring that the public can access information in a safe and accurate manner. At the same time, consideration must be given to the carbon footprint of smart city solutions and the electricity consumption of lighting equipment. In this context, ePaper displays have become the optimal solution for balancing information delivery and environmental sustainability.

Features

- Reflective ePaper features a non-emissive display design and ultra-low power consumption. ePaper signage devices can be integrated with solar panels or other renewable energy power systems, eliminating the need for external power connections and avoiding the constraints associated with wired installations. By combining ultra-low energy consumption with renewable energy sources, ePaper signage systems provide a digital display solution that is free from light pollution and capable of achieving zero-carbon operation, supporting both environmental sustainability and ecological preservation.

Applications

- ePaper Signage: Smart bus stop displays, public information displays, parking fee displays, parking signs, fuel price displays, onboard passenger information displays, and crowd management smart display systems.

Achievements

In collaboration with domestic partners, E Ink has deployed ePaper bus stop displays across cities and counties throughout Taiwan. As of December 2025, more than 2,689 ePaper bus stop displays had been installed nationwide.

Estimated 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].



Kaleido 3 Color ePaper Bus Stop Sign

ePaper bus stop signs have been widely deployed for many years, with black-and-white ePaper bus stop displays installed in numerous cities around the world. In 2025, Hanjentek introduced Taiwan's first Kaleido™ 3 Color ePaper bus stop signs, marking a significant milestone in the transition from monochrome to color public transit displays. The solution has since been deployed in several cities, including Taipei, New Taipei, Kaohsiung, and Changhua.

These color ePaper bus stop signs provide more visible and eye-catching alerts, enabling bus service information to be communicated more quickly and clearly while enhancing the overall passenger information experience.



Note: The assumed use scenario is based on a 32-inch LCD display with daily electricity consumption of 3.4 kWh. The carbon emission factor is 0.474 kg CO_2e/kWh (Energy Administration, Ministry of Economic Affairs, 2023 Carbon Emission Factor).

From the Energy Crisis to Low-Carbon Displays: ePaper Signage Responds to Emerging Energy-Saving Trends

As the world accelerates the deployment of renewable energy, the central challenge of the energy transition is no longer limited to expanding green power supply, but also involves reshaping energy demand patterns. With ongoing digitalization, electricity consumption from display devices, information infrastructure, and commercial facilities continues to rise. Relying solely on the transformation of energy supply is no longer sufficient to support growing global electricity demand. Following the European energy crisis, reducing non-essential energy consumption has become a key priority for policymakers and industries alike. Consequently, energy-intensive digital signage that operates continuously and relies on self-illuminating displays has increasingly become a focus of energy conservation policies.

In recent years, several European countries have introduced regulations and initiatives to restrict the operating hours of digital advertising signage and require nighttime shutdowns. For example, Germany implemented the Energy Saving Ordinance (EnSikuMaV) in September 2022, requiring digital advertising displays to cease operation between 10:00 p.m. and 4:00 a.m. The ordinance further stipulates that devices must be fully powered down rather than remaining in standby mode with a black screen to ensure meaningful energy savings. In France, digital signage has been incorporated into existing regulations governing illuminated advertising (des publicités lumineuses), which require such displays to be switched off during late-night hours. Although the European Union has not established a unified regulation governing digital signage operating hours, many European countries have moved toward policies that limit nighttime operation and reduce unnecessary electricity consumption in response to the energy crisis and decarbonization objectives.

In addition to restrictions on operating hours, the European Union has also established energy efficiency requirements for display devices through the Ecodesign Regulation (EU) 2019/ 2021 and the Energy Labelling Regulation (EU) 2019/ 2013. Under the Ecodesign Regulation (EU) 2019/ 2021, electronic displays—including digital signage—are subject to limits on on-mode power consumption, standby power consumption, and overall energy performance. Meanwhile, Article 3 of the Energy Labelling Regulation (EU) 2019/ 2013 requires manufacturers to disclose product energy efficiency ratings and power consumption information. While these regulations do not directly restrict operating hours, they complement national nighttime shutdown policies by improving the energy efficiency of display equipment and reducing overall energy consumption.

As the world advances toward a low-carbon future, display technologies are increasingly expected to deliver greater energy efficiency and environmental sustainability. Compared with conventional LCD and LED digital signage, ePaper technology employs a bistable, reflective display mechanism that consumes power only when content is updated, requiring no continuous electricity to maintain a static image. This fundamentally reduces energy demand. In addition, because ePaper is non-emissive, it does not generate light pollution at night, making it better aligned with urban environmental considerations and community well-being while supporting increasingly stringent European regulations on nighttime lighting and illuminated advertising. Through its low-power and non-emissive characteristics, ePaper contributes to optimizing energy consumption from the demand side.

In response to growing energy pressures and the global transition toward net-zero emissions, E Ink leverages ePaper technology to reduce energy consumption at its source and optimize energy-use structures. Expanding the adoption of ePaper signage represents one of the practical solutions to address both energy security challenges and evolving regulatory trends. To accelerate the growth of its ePaper signage business, E Ink has not only established this initiative as a corporate annual objective but has also implemented incentive programs to encourage its global sales teams to expand the adoption of ePaper signage solutions, supporting global energy transition goals.



04 Green Production

Low-Carbon and Energy-Saving Operations and Manufacturing



6 CLEAN WATER AND SANITATION
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION

4-0 Management Approach of Sustainable Topics
4-1 Transformation Path 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

Performance Achievements

- Achieved **CDP Climate Change A list** and **Water Security A list** for two consecutive years
- Reduced greenhouse gas emissions **↓45%** compared to 2021
- Decreased greenhouse gas emission intensity **↓70%** compared to 2021
- **67%** renewable electricity use globally (RE67)
- Implemented the "One-to-Many Carbon Reduction Plan", aiming to reduce electricity consumption by **8,260 MWh** annually, equivalent to a reduction of **4,081 metric tons** of CO_2e emissions per year
- Increased internal carbon pricing to **NTD 2,100** per metric ton of CO_2e
- Reduced water intensity **↓27%** compared to 2021
- Two manufacturing sites obtained LEED Gold Green Building Certification
- Taiwan and Yangzhou sites have achieved UL 2799 top-tier **platinum certification**

4-0 Management Approach of Sustainable Topics

Response to Climate Change

Climate Change Mitigation and Adaptation | ◉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 (2025)	▶Achievements (2025)	▶Short-term Goals (2026)	▶Mid-term Goals (2030)	▶Long-term Goals (2035)
SHEE Policy	SHEE Policy Management	Reviewing the SHEE Management Policy	Achieved	Reviewing the SHEE Management Policy		
Risks and Opportunities	Climate and Nature Related Risk and Opportunity Management	Completion of identification, analysis, evaluation, and implementation of mitigation measures	Achieved	Review of financial impacts		Completion of financial impact assessment
Carbon Right Management	Internal Carbon Pricing Framework	Implementing internal carbon pricing continuously	Achieved	Announce ICP over the past **five** years	Planning of internal carbon fee mechanism	Planning and implementing an internal carbon pricing mechanism
	Carbon Credit Procurement	Domestic and international carbon credit procurement research and planning	Achieved	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]
Environmental Initiatives	Initiatives Related to the Environment	CDP Climate Change Questionnaire at **A list**	Achieved	CDP Climate Change Questionnaire at **A list**		
		CDP Water Security Questionnaire with a score of **A-** or above	Achieved	CDP Water Security Questionnaire at **A list**		

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

(Continue)

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 (2025)	▶Achievements (2025)	▶Short-term Goals (2026)	▶Mid-term Goals (2030)	▶Long-term Goals (2035)
Energy and Electricity	Energy Productivity	USD 10 thousand/MWh	Not achieved, reaching USD 8.5 thousand/MWh[Note 1]	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	**40%**	Surpassed, reaching **67%**	**60%**	**100%**	
Greenhouse Gas (GHG) Emissions	Absolute GHG Emission	Scope 1 and scope 2 emissions: **55,000** metric tons CO_2e	Achieved	Scope 1 and scope 2 emissions: **29,500** 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
		Scope 1 emissions: **4,000** metric tons CO_2e	Not achieved, reaching 4,529.7 metric tons CO_2e [Note 2]	Scope 1 emissions: **4,000** metric tons CO_2e		Scope 1 emissions: 2,500 metric tons CO_2e
		Scope 2 emissions: **51,000** metric tons CO_2e	Achieved	Scope 2 emissions: **25,500** metric tons CO_2e	Scope 2 emissions: **0** metric tons CO_2e	
	GHG Emission Intensity (Scope 1 and 2)	**20%** reduction compared to the baseline year	Achieved	**30%** 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 2025, electricity consumption increased, leading to a slight decline in energy productivity.
Note 2: Scope 1 emissions increased due to expanded production capacity and the installation of air pollution control equipment using natural gas.
Note 3: The baseline year is 2021.

Environmental Impact Mitigation

Air Pollution Management ◎Secondary topics

Sustainability KPIs	Management Objectives	▶Short-term Goals (2025)	▶Achievements (2025)	▶Short-term Goals (2026)	▶Mid-term Goals (2030)	▶Long-term Goals (2035)
Air Pollution	VOC Emission Intensity	**5%** reduction compared to the baseline year	Surpassed, reaching a **47%** reduction	**50%** reduction compared to the baseline year	**60%** reduction compared to the baseline year	**70%** reduction compared to the baseline year

Note : The baseline year is 2021.

(Continue)

Environmental Impact Mitigation

Water and Wastewater Management ◉Material Topics

GRI Sustainability Topics

303-1 Interactions with water as a shared resource
303-2 Management of water discharge-related impacts
303-3 Water withdrawal
303-4 Water discharge
303-5 Water consumption

Policy Commitment

Implement the SHEE Management Policy to strengthen water resource management and daily water conservation measures, while continuously improving water use efficiency.

Sustainability KPIs	Management Objectives	▶Short-term Goals (2025)	▶Achievements (2025)	▶Short-term Goals (2026)	▶Mid-term Goals (2030)	▶Long-term Goals (2035)
Water Resource	Water Resource Usage	**5%** reduction compared to the baseline year	Not achieved, with a **33%** increase compared to the baseline year[Note 1]	Growth under **30%** from the baseline year	Growth under **25%** from the baseline year	Growth under **20%** from the baseline year
	Water Recycle Rate in Production	**35%**	Not achieved, reaching **29%**[Note 1]	**35%**	**50%**	
	Water Use Intensity	**20%** reduction compared to the baseline year	Achieved	**25%** reduction compared to the baseline year	**30%** reduction compared to the baseline year	

Note 1: Due to the addition of new operational buildings and production lines at the Hsinchu and Yangzhou sites in 2025, which leads to increased water consumption and a subsequent decline in process water recovery rates.
Note 2: The baseline year is 2021.

Environmental Impact Mitigation

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 (2025)	▶Achievements (2025)	▶Short-term Goals (2026)	▶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 **48%** reduction compared to the baseline year[Note 1]	**40%** reduction compared to the baseline year[Note 2]	**50%** reduction compared to the baseline year[Note 2]	
Waste	General Waste Recycling Rate	**55%**	Surpassed, reaching **85%**	**85%**	**90%**	
	Implementation of Product Recycling/ Circular Economy Project	Accumulated completion of **3** projects	Surpassed, reaching **5** 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 2025, increased use of chemicals for testing was required, resulting in failure to meet the target.
Note 2: In 2026, due to the continued development of next-generation products and the introduction of new manufacturing processes, a significant amount of chemicals is required for testing. Therefore, the original reduction target has been adjusted from 60% to 40%.
Note 3: The baseline year is 2021.

4-1 Transformation Path to Net Zero

Faced with the severe challenge of global climate change, achieving net-zero transition 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 has also charted its pathway to net-zero transformation and views net-zero transition 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. 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.



■ 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

Item	2030 Near-term Target	2040 Long-term Target	2040 Net zero target
Scope 1 and 2	80% reduction compared to the baseline year	90% reduction compared to the baseline year	Achieve net-zero emissions across 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 categories of greenhouse gases included in the calculations are CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, and NF_3.
Note 3: The baseline year emissions for Scope 1 and 2 are 45,996 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 4: The target covers 100% of scope 1 and scope 2 emissions, and 95.47% of scope 3 emissions.

E Ink's Milestones in the Transition to Net Zero

2025
- Achieved 67% renewable energy usage globally (RE67). The Yangzhou sites in China, the US sites, and offices in Shenzhen (China), South Korea, Japan, and the Netherlands operate on 100% renewable energy
- Received CDP Climate Change A List and Water Security A List ratings for two consecutive years
- Received the TCSA Climate Leadership Award and the TSAA Environmental Gold Award for three consecutive years

2024
- Achieved 58% global renewable energy usage (RE58)
- Received the Climate Leadership Award at the Taiwan Corporate Sustainability Awards (TCSA) and the Gold Award in the Environmental Category at the Taiwan Sustainability Action Awards (TSAA) for two consecutive years
- Yangzhou sites and the US sites, as well as offices in Shenzhen, South Korea, Japan and the Netherlands in Europe use 100% renewable energy (RE100)
- First recognized by CDP with A Leadership ratings for both 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
- Received the Climate Leadership 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 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, South Korea, and Japan

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

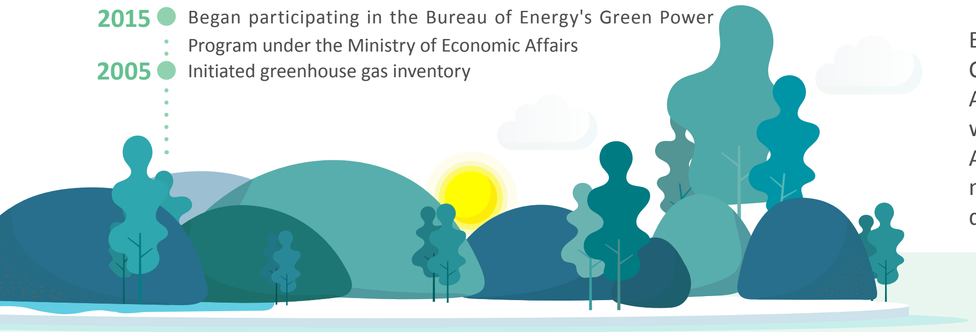
2020 Established E Ink's Renewable Energy Project Team

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 is committed to the goals of the Paris Agreement and strives to limit the global temperature increase to no more than 1.5° C above pre-industrial levels by the end of this century, while achieving its commitment to net-zero emissions by 2040. The Green Production Subcommittee under the Corporate Sustainability Committee actively participates in carbon reduction-related lobbying activities and industry associations to jointly promote the development of climate change-related policies and regulations across all jurisdictions where E Ink operates.

- E Ink is a founding member of the Taiwan Panel & Solution Association (TPSA) and serves as a vice chair within the association. In 2025, the Company actively contributed to climate change management-related engagement, including proposing amendments to environmental regulations such as the Climate Change Response Act, carbon fee regulations, Effluent Discharge Standards, as well as the management of per- and polyfluoroalkyl substances (PFAS) and hydrofluorocarbons (HFCs). 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, the application and future prospects of carbon-negative technologies, and scope 3 estimation methodologies. These activities underscore the Company's commitment to climate action and environmental sustainability. In 2025, TPSA participated in the compilation and publication of the "2024 Environmental Report" of the World Display Device Industry Cooperation Committee (WDICC). This involvement enhanced the Company's visibility and influence in global environmental issues and facilitated international collaboration within the industry.

- RE100 is a global renewable energy initiative led by The Climate Group and the Carbon Disclosure Project (CDP), aiming to encourage companies to commit to achieving 100% renewable energy use between 2020 and 2050. As a member of the RE 100 initiative, E Ink actively participates in related workshops and engages in in-depth discussions with RE100 organizations, member companies, and government agencies on renewable energy policies. These discussions particularly focus on key issues such as surplus electricity resale and the separation of electricity and renewable energy certificates. It was noted during these discussions that, under the current regulatory framework, most surplus renewable energy is sold back to Taipower, making it difficult for companies to obtain the corresponding renewable electricity or certificates. This limits companies' ability to utilize renewable energy in practice and poses challenges to achieving RE100 targets. Through this platform, E Ink communicates practical challenges faced by the industry and advocates for improving the feasibility and flexibility of corporate access to renewable energy and related certificates, in order to accelerate renewable energy development and support the industry's decarbonization transition.

- E Ink collaborates with its suppliers and customers to jointly advance the low-carbon transition, expanding the impact of decarbonization efforts across the entire value chain. E Ink continues to communicate its carbon reduction and net-zero commitments at its annual supplier conference, and invites suppliers to participate in climate actions. Through collecting suppliers' environmental management and carbon footprint data, requiring key suppliers to set renewable energy and carbon reduction targets, and promoting packaging material recycling and reduction initiatives, E Ink progressively implements scope 3 greenhouse gas emissions reduction. At the same time, E Ink engages with its customers on climate and decarbonization topics, integrating the low-carbon transition into product and service collaborations. Together with its customers, E Ink commits to achieving net-zero carbon emissions and joining the RE100 renewable energy initiative by 2040. Through collaborative efforts in material selection, product design, and low-carbon manufacturing processes, both parties work to reduce product carbon footprints and jointly drive the value chain toward low-carbon and sustainable development.

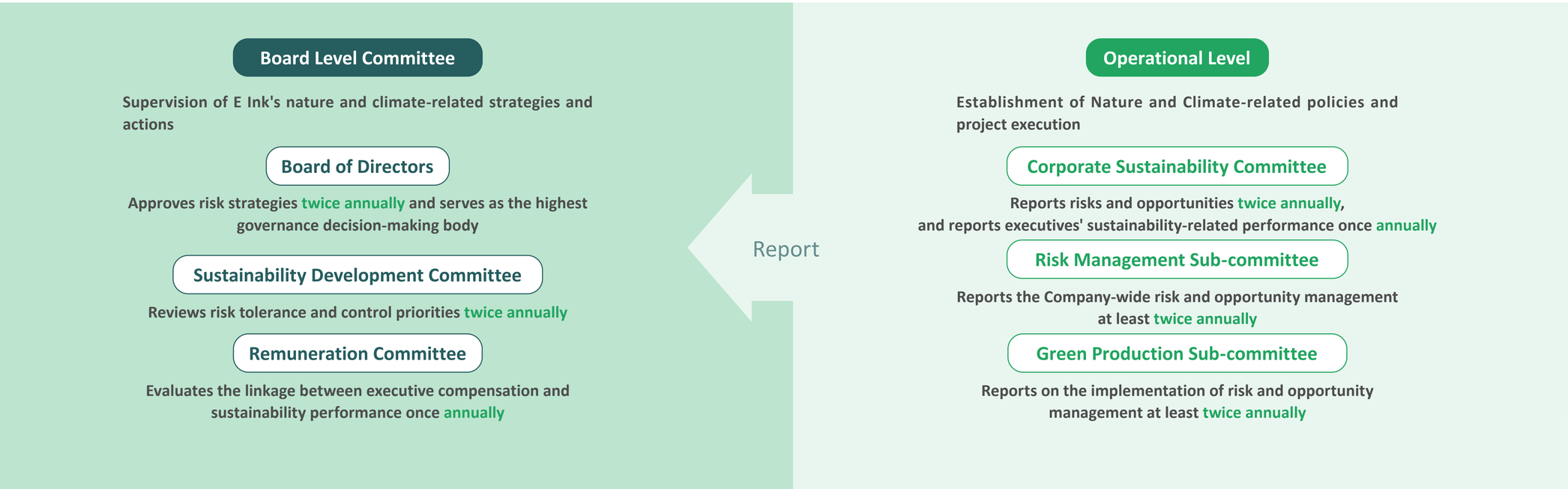
E Ink continues to deepen its "E Ink Policy on Safety, Health, Environment, and Energy Management" through the Green Production sub-committee of the Corporate Sustainability Committee, which regularly reviews and monitors climate-related performance, public policy engagements, and lobbying activities. Additionally, the policy is also applicable 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 Sustainability Development 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 nonaligned with the Paris Agreement, misaligned, significantly weaker than, or contradict E Ink's climate change policy positions, E Ink will publicly disclose its stance on climate actions, continue discussions with the association to align with corporate goals, and evaluate participation in other suitable business and industry associations.

4-1-2 Climate and Nature Management

E Ink identifies nature- and climate-related risks and opportunities based on the frameworks of IFRS S2, the Taskforce on Nature-related Financial Disclosures (TNFD), and the Task Force on Climate-related Financial Disclosures (TCFD). These serve as a key basis for formulating its climate transition plan. At the same time, the Company strengthens its response to the impacts arising from nature and climate change by applying risk and opportunity assessment tools. Relevant responsible units conduct analyses based on multiple aspects, including policies and regulations, international initiatives and trends, technological development and market transformation, reputation-related transition risks, as well as short-, medium-, and long-term physical risks. Scenario analysis is incorporated, and effective management measures are established to develop adaptation and mitigation strategies. With the support and participation of senior management, E Ink enhances its resilience in addressing nature- and climate-related challenges. For detailed information on E Ink's management performance and actions regarding climate- and nature-related issues, please refer to the Company's " 2025 Nature and Climate Report".

Strengthening Governance Mechanisms and Team Management

E Ink's Board of Directors serves as the highest governing body for risk management. The Board formulates strategies and sets annual targets for nature- and climate-related issues, oversees their implementation, and evaluates performance, linking it to executive compensation. The Corporate Sustainability Committee is responsible for execution, chaired by the Chairman, and reports to the Board of Directors twice a year. Governance and risk management for nature and climate change are primarily driven by the Green Production sub-committee. This group continuously assesses and manages the impacts of nature and climate change on operations, organizes cross-departmental meetings to discuss annual implementation plans, and promotes sustainability initiatives. In addition, material nature- and climate-related risks and opportunities are incorporated into the Company's enterprise risk management framework, enabling the risk management team to conduct comprehensive risk management at the organizational level.



Risk and Opportunity Management and Response Strategies

■ Risk Management

E Ink has adopted the ISO 31000 framework to establish its "Risk Management Policy and Procedure," integrating nature and climate-related risks and opportunities into the Company's overall risk management process, including risk identification, analysis, assessment, response, monitoring, and review. Every three years, E Ink identifies potential nature and climate-related risks and opportunities across its value chain, including its own operations, upstream suppliers, and downstream customers, by referencing the TNFD and TCFD frameworks, industry benchmarking results, existing and emerging climate- and nature-related regulations, and cross-functional stakeholder engagement. The assessment covers short-term (within 5 years), medium-term (5–10 years), and long-term (more than 10 years) time horizons. The Green Production Subcommittee under the Corporate Sustainability Committee reviews nature and climate-related risks and opportunities semi-annually, evaluates their likelihood of occurrence and associated financial and non-financial impacts, and coordinates the development of relevant adaptation and mitigation measures. The operational management team monitors the implementation and effectiveness of these measures and reports the results to the Board of Directors on a regular[Note] basis. By integrating nature and climate-related risk management into daily operations and decision-making processes, E Ink enhances its ability to identify and respond to risks, strengthens corporate resilience and long-term preparedness, and ensures the effective implementation of its sustainability strategy throughout its operations.

Note : At least twice a year.

■ Identification of Nature- and Climate-related Risks

E Ink follows the TNFD-recommended LEAP methodology, encompassing the four phases of Locate, Evaluate, Assess, and Prepare, to systematically assess nature-related risks and opportunities across its value chain. In the Locate phase, E Ink analyzed the geographic locations of its 11 operational sites worldwide, 62 significant suppliers, and major customers representing approximately 90% of its revenue in relation to biodiversity-sensitive areas and protected areas. The assessment results indicate that neither E Ink's operational sites nor its significant suppliers are directly located within biodiversity-sensitive areas. To further understand potential impacts, E Ink extended the assessment to evaluate ecological sensitivity within a two-kilometer radius of each operational site. The results showed that four operational sites and 14 significant suppliers are located in proximity to ecologically sensitive areas. In the Evaluate phase, E Ink conducted a comprehensive analysis by integrating ENCORE industry data, internal operational data, water stress indicators, Mean Species Abundance (MSA), and information on nearby sensitive areas. The results indicate that there are currently no high-risk priority areas across the value chain. In the Assess phase, E Ink utilized the ENCORE tool to identify nature-related dependencies and impacts across its value chain. The assessment identified seven topics with moderate or higher levels of nature dependency and six topics with moderate or higher potential nature-related impacts. Based on the above analyses, E Ink systematically mapped the identified issues against the TNFD nature-related risk and opportunity registers defined by the TNFD, while considering the characteristics of its business operations, to identify material nature-related risks and opportunities.

E Ink follows the TCFD framework, incorporating industry practices, cross-functional engagement mechanisms, and the Sustainability Accounting Standards Board (SASB) Standards to ensure that its disclosures are aligned with industry-specific characteristics and to systematically identify potential climate-related risks and opportunities.

Based on the integrated analysis results for the current year, a total of 23 nature- and climate-related factors were identified, including 11 transition risks, 6 physical risks, and 6 opportunities. After materiality assessment, 4 material risks and 2 material opportunities were identified. Among them, material risks meeting the Company's materiality disclosure threshold include "Transition to low-carbon manufacturing technology and processes" and "Net-zero emissions," while material opportunities include "Increasing demand and applications for ePaper products" and "Promoting low-carbon and green production." Going forward, scenario analysis results will continue to be incorporated to develop corresponding management strategies and action plans to reduce potential impacts and enhance corporate resilience.

■ Scenario Analysis

To assess the potential impacts of nature and climate change on operations and the value chain, E Ink has introduced scenario analysis as a core tool for strategic planning to examine risk exposure and opportunity development under different future scenarios and to strengthen strategic resilience. In the natural dimension, based on analysis results, impact factors such as water scarcity, air quality, landslides, wildfires, extreme heat, and tropical cyclones were selected. Using "natural ecosystem services" and "regulatory and trend requirements" as the two key drivers of transition risks, four nature scenarios were constructed, with priority analysis conducted on the "Ahead of the Game" and "Go Fast or Go Home" scenarios to explore their impacts on business activities, potential risks and opportunities, and potential financial impacts. In the climate dimension, scenarios aligned with the Paris Agreement 1.5° C target were incorporated, using the International Energy Agency (IEA) "NZE 2050" as the basis for transition scenarios, supplemented by IEA STEPS and IPCC SSP1-2.6 and SSP5-8.5 scenarios, to analyze the impacts of transition risks (such as carbon pricing) and physical risks (such as flooding, landslide, and water stress) on operations and the value chain.

The results of the scenario analysis indicate that the overall risks across E Ink's major operating sites remain manageable. For example, under extreme precipitation scenarios, the Hsinchu site may face a relatively higher risk of localized flooding compared with other operating sites. However, the Hsinchu Science Park has established comprehensive drainage and flood control infrastructure, which can effectively mitigate potential impacts. Although the Netherlands office faces water stress risks, the overall impact is limited due to its relatively low water demand. Through these scenario analyses, E Ink has gained a preliminary understanding of uncertainties associated with future nature- and climate-related changes. The results are incorporated into strategic planning and resource allocation and serve as an important basis for developing mitigation and adaptation measures. This approach enables E Ink to continuously strengthen its long-term resilience and sustainable competitiveness in response to nature- and climate-related challenges.

Potential Financial Impacts and Response Strategies

The results of nature and climate risk analysis have been incorporated into the Company's climate change mitigation transition planning and decision-making processes, serving as an important basis for promoting energy transition, improving energy efficiency, reducing greenhouse gas emissions, and enhancing operational and supply chain management strategies, to ensure that E Ink's long-term development pathway remains aligned with the global 1.5° C net-zero transition target. In 2025, related investments amounted to approximately NTD 6.4 billion, accounting for about 70% of total expenditures, including NTD 4.9 billion in R&D expenses, NTD 1.1 billion in sales expenses, NTD 0.25 billion in green building capital expenditures, and NTD 0.1 billion in renewable energy procurement costs. In addition, E Ink plans to gradually increase renewable energy procurement expenditures, aiming to achieve 100% renewable energy use (RE100) by 2030, and expects to invest approximately NTD 2 billion in operating expenditures for renewable energy procurement from 2026 to 2030, to achieve RE100 and move toward the net-zero emissions target by 2040.

Category	Aspect	Item	Description	Timeline	Scope of Impact	Management Practices	Financial Impact	
							2025	Future
Transition Risk	Policy	Net-zero emissions	Based on the Climate Change Response Act, Taiwan will impose carbon fees on enterprises emitting over 25,000 metric tons of CO2e annually starting in 2026. E Ink and its supply chain may be subject to these regulations, potentially incurring high carbon fees due to the 2050 net-zero consensus in the future.	Short-to-long term	Upstream/ Company Operations	Aiming to achieve net-zero emissions by 2040 and 100% renewable energy use (RE100) by 2030, reducing GHG emissions through energy conservation, improved electricity efficiency, and the use of renewable energy. Achieved 67% renewable energy use in 2025.	• Capital expenditure on energy-saving equipment: approx. NTD 0.044 billion • Renewable energy procurement costs: approx. NTD 0.1 billion • Maintenance costs for environmental management systems: approx. NTD 0.006 billion • Capital expenditure for new green building facilities: approx. NTD 0.25 billion • R&D expenses: approx. NTD 4.9 billion	Continuous procurement of renewable energy, green building expansion, implementation of high-efficiency energy-saving equipment, development of low-carbon ePaper technology, and solar systems. Although this increases capital expenditure in the short to medium term, it enhances electricity cost resilience and meets low-carbon customer demands. The overall financial impact is manageable, and revenue is expected to grow steadily.
	Technology, Market	Transition to low-carbon manufacturing technology and processes	In response to global net-zero trends, climate policies, and increasing customer demand for low-carbon products, E Ink needs to invest capital to accelerate the development and adoption of low-carbon processes, raw materials, and equipment. Failure to effectively reduce the product carbon footprint may impact revenue.		Upstream/ Company Operations/ Downstream	Continuously introducing low-carbon technology and processes from the design and material stages through manufacturing, and perfecting the environmental management system to reduce product carbon footprint; completed the introduction of energy-saving equipment and the establishment of ISO 14001 at the US site in 2025, achieving 100% coverage across global sites.		
Opportunity	Market	Increasing demand and applications for ePaper products	Global smart and sustainable development trends drive the growth in demand for low-carbon displays. With international brands and consumers prioritizing energy-saving and environmentally friendly products, ePaper, with its advantages in energy saving, low carbon, and low light pollution, has become a low-carbon display solution for retail, transportation signage, education, and logistics, helping to increase market share and brand value.		Company Operations	Actively expanding ePaper applications and collaborating with ecosystem partners to penetrate retail, healthcare, education, and transportation sectors. Also conducting product carbon footprint inventories according to ISO 14067 and enhancing the product's green benefits through databases and third-party verification to meet market demand for low-carbon products.	• Contribution from new applications: approx. NTD 29.3 billion • Sales expenses: approx. NTD 1.1 billion • R&D expenses: approx. NTD 4.9 billion • Product carbon footprint inventory cost: NTD 170 thousand	Continuing to invest in ePaper R&D and expand applications, collaborating with partners to develop diverse products, and strengthening carbon footprint inventory and verification to respond to low-carbon demand and drive revenue growth. The proportion of sales and R&D expenses is expected to remain stable in the short, medium, and long term, and carbon management costs will have a limited financial impact.
	Resource Use Efficiency	Promoting low-carbon and green production	Enhancing low-carbon design, sustainable raw material usage, and product recyclability through R&D and technological innovation. Also introducing green electricity, the ISO 50001 energy management system, process improvements, and green building designs during the manufacturing stage to reduce operational carbon emissions and secure an internationally recognized proportion of green revenue.		Company Operations	Continuously promoting green production by introducing energy-saving equipment, green buildings, and the ISO 50001 energy management system to reduce energy consumption and carbon emissions. Simultaneously, developing green products that leverage the energy-saving and low-carbon characteristics of ePaper to increase revenue contribution.	• R&D expenses: approx. NTD 4.9 billion • Capital expenditure on energy-saving equipment: approx. NTD 0.044 billion • Capital expenditure for green building facilities: approx. NTD 0.25 billion • Maintenance costs for energy management systems: approx. NTD 630 thousand	In the short term, capital expenditures and operating expenses will increase due to the adoption of renewable energy and equipment upgrades; in the medium term, stable orders and increased revenue can be achieved by reducing the product carbon footprint; in the long term, reducing carbon emissions and improving energy efficiency will lower carbon cost risks and enhance competitiveness.

Nature and Climate Vision and Targets

Based on the risk and opportunity analysis results from the TNFD and TCFD frameworks, E Ink incorporates nature and climate issues into its overall sustainable management framework. Centered on four core sustainability policies "Innovation for Low-Carbon Sustainable Products," "Low-Carbon and Energy-Saving Operations and Manufacturing," "Sustainable and Value-Added Supply Chain," and "Local Engagement Aligned with Core Business". E Ink sets phased targets for 2025, 2030, and 2035 as crucial guidelines for promoting corporate sustainable development. The following table provides a summary of key highlights; for detailed content, please refer to the "2025 Nature and Climate Report"

Achieved Not Achieved

Innovation for Low-Carbon Sustainable Products

Management Objectives and Actions	Achievements		2030 Targets
Percentage of R&D expenses to revenue	Target: 10-15%	14% ✓	10-15%
Contribution of new product development to total revenue over the last 3 years	Target: >60%	>81% ✓	>65%
Newly added industry-academia-government collaborations annually	Target: 1 case	1 ✓	1 case
Percentage of FTSE Russell green revenue to total revenue	Target: >99%	100% ✓	>99%
Accumulated number of value chain ecosystem partners	Target: 150	225 ✓	200

Low-Carbon and Energy-Saving Operations and Manufacturing

Management Objectives and Actions	Achievements		2030 Targets
GHG Emission Intensity	Target: 20% reduction vs 2021	↓ 70% ✓	70% reduction vs 2021
Percentage of renewable energy use	Target: 40%	67% ✓	100%
Water Use Intensity	Target: 20% reduction vs 2021	↓ 27% ✓	30% reduction vs 2021
General Waste Recycling Rate	Target: 55%	85% ✓	90%
VOC emission intensity	Target: 5% reduction vs 2021	↓ 47% ✓	60% reduction vs 2021

Sustainable and Value-Added Supply Chain

Management Objectives and Actions	Achievements		2030 Targets
Number of suppliers using renewable energy	Target: 2 Increase vs 2024	2 ✓	5 increase vs 2025
Supply chain risk assessment	Target: 100% evaluation rate for significant and BOM suppliers	Completed ✓	100% evaluation rate for significant and BOM suppliers
Procurement personnel training completion rate- Completion rate of training for procurement personnel and significant suppliers	Target: 100%	Completed ✓	100%

Local Engagement Aligned with Core Business

Management Objectives and Actions	Achievements		2030 Targets
Biodiversity protection actions and support	Target: Continue and deepen existing collaboration projects	Completed ✓	2 biodiversity collaboration projects

4-1-3 Net Zero Carbon Emission Goals and Blueprint

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

E Ink is committed to progressively fulfilling its carbon reduction commitments and responding to domestic and international climate initiatives. Using 2021 as the baseline year, E Ink has established a net-zero emissions pathway and five major decarbonization strategies as the core framework for its medium- and long-term climate transition. Although E Ink initially assumed that carbon emissions would peak in 2025 under a scenario of continued capacity expansion, benefiting from its proactive dual strategy of implementing energy-saving and carbon reduction measures and procuring renewable energy, together with continuous improvements in operational and equipment energy efficiency, the Company aims to bring forward its peak emissions year to 2021. The implementation of these strategies is expected to result in a gradual decline in overall carbon emissions after the peak, steadily advancing E Ink toward achieving RE100 by 2030 and net-zero emissions across Scopes 1, 2, and 3 by 2040. This demonstrates E Ink's forward-looking deployment and tangible achievements in clean energy transition and its net-zero roadmap.

In 2025, E Ink advanced a range of decarbonization initiatives in alignment with its net-zero emissions pathway. Through structured stakeholder engagement mechanisms, the Company also supported the implementation of its climate transition plan. These efforts have delivered measurable progress, including the completion of greenhouse gas inventories and third-party verification across global operations, cumulative product carbon footprint assessments for five products, the use of 79,085 MWh of renewable energy, and improvements in equipment energy efficiency. Over the next five years, E Ink will continue to implement key decarbonization actions across scopes 1, 2 and 3. Within its own operations (scopes 1 and 2), the Company focuses on improving energy efficiency, phasing out outdated low-efficiency equipment, implementing ISO 50001 energy management systems, and increasing the share of renewable energy through green electricity procurement and renewable energy certificates. Across the value chain (scope 3), E Ink engages suppliers through structured engagement mechanisms to drive the adoption of greenhouse gas reduction targets and increased renewable energy use, while continuously monitoring their performance against these targets. In addition, the Company collaborates with suppliers to implement packaging recycling and reuse initiatives and optimize logistics operations (e.g., improving load efficiency, return logistics, and shipment consolidation), thereby reducing product carbon footprints and transport-related emissions. Furthermore, E Ink engages customers through regular communication mechanisms to jointly support net-zero commitments and renewable energy initiatives. In response to customer requirements for lower carbon footprints in next-generation products, the Company continuously enhances product design and manufacturing processes to reduce product carbon footprints and associated emissions.

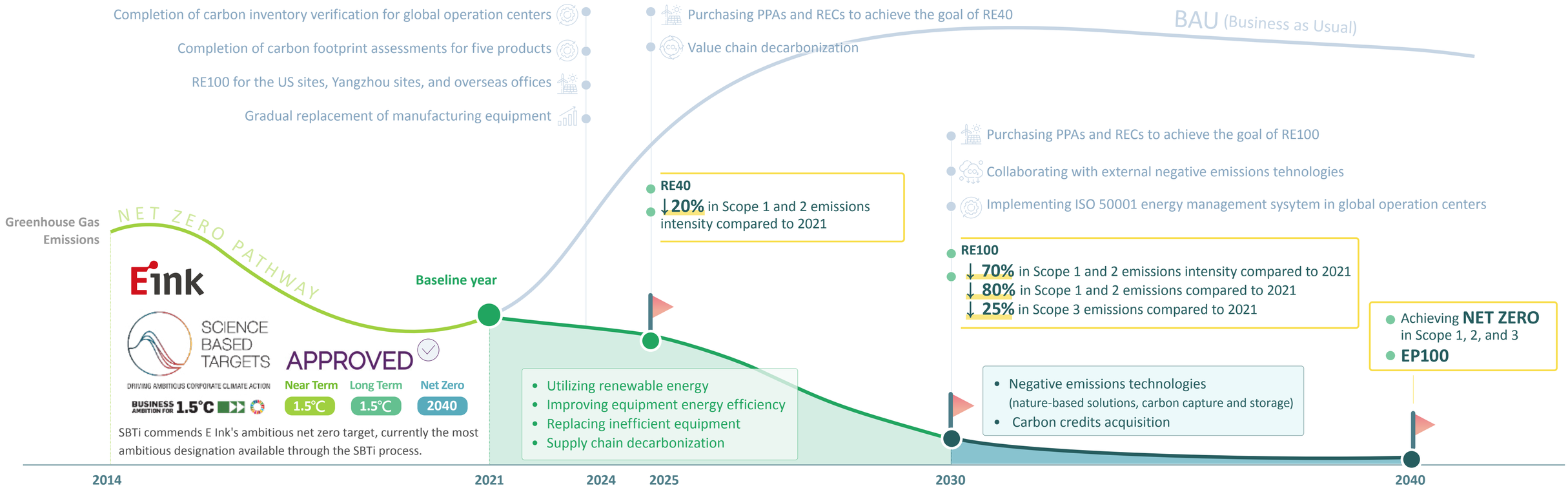
At the industry level, E Ink regularly participates in discussions and exchanges through the Taiwan Panel & Solution Association (TPSA). Together with industry peers, the Company explores greenhouse gas reduction strategies, energy transition trends, and low-carbon technology development directions, facilitating knowledge sharing and collective actions to enhance the industry's overall capacity to respond to climate transition. With respect to government and public sector engagement, E Ink participates in relevant meetings and policy dialogue platforms to share practical experience and industry perspectives on climate change response, energy transition, and industrial decarbonization. These efforts support policy development and implementation while jointly promoting the advancement of a low-carbon economy. At the same time, through ongoing exchanges and information sharing with industry partners and other stakeholders, E Ink monitors and evaluates the development trends and feasibility of supplementary mitigation strategies, including nature-based carbon sinks, carbon capture and storage (CCS) technologies, and carbon credits. These approaches may serve as complementary measures after prioritizing emission reductions across its own operations and value chain, supporting the achievement of mitigation beyond the value chain and the realization of its long-term net-zero ambitions.

E Ink's net-zero transition strategy is designed based on climate scenarios aligned with the Paris Agreement goal of limiting global temperature rise to within 1.5°C and the latest climate science. Through scenario-based transition planning, energy transition, process decarbonization, renewable energy deployment, and capital allocation are systematically integrated into the Company's overall strategy. In addition, E Ink applies the TCFD framework to assess climate-related risks and financial impacts, complemented by an internal carbon pricing mechanism and the management of medium- to long-term decarbonization pathways, to ensure that operational decisions and investment directions remain aligned with the 1.5°C pathway.

In the process of advancing its climate transition, E Ink has assessed the potential social implications of its decarbonization measures on employees, the value chain, and other stakeholders. As the Company's decarbonization strategy primarily focuses on increasing the use of renewable energy, including PPAs, installation of rooftop solar photovoltaic systems, and procurement of renewable energy certificates, and does not involve significant process changes or workforce restructuring, the direct social impacts on employees and operations are considered to be limited. Across the value chain, E Ink continues to monitor potential challenges faced by suppliers during the decarbonization transition. Through structured supplier engagement and communication mechanisms, the Company provides support to mitigate potential impacts while maintaining stable and long-term business relationships. E Ink is committed to promoting decarbonization in a manner that integrates fairness, inclusiveness, and respect for human rights. The Company will continue to monitor potential social impacts and support a just transition, contributing to the achievement of its long-term net-zero ambitions.



E Ink's Net Zero Pathway



Five Major Strategies for Net-Zero Actions

1. Establish international environmental management systems

Promote greenhouse gas inventories, carbon footprint inventories, and related environmental management systems

2. Energy efficiency enhancement

Upgrade and replace outdated equipment, improve equipment efficiency, and implement office energy-saving solutions

3. Utilize low-carbon energy

Increase the proportion of renewable energy usage

4. Reduce carbon emissions in the value chain

Require the supply chain to save energy or adopt renewable energy

5. Focus on negative emissions technologies

Invest in natural carbon sinks, carbon capture and storage, permanent carbon removal, and acquire of carbon credits

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 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 workers (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.

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

- 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.

ncludes focus on net-zero actions and Paris Agreement targets

Planning

- 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.

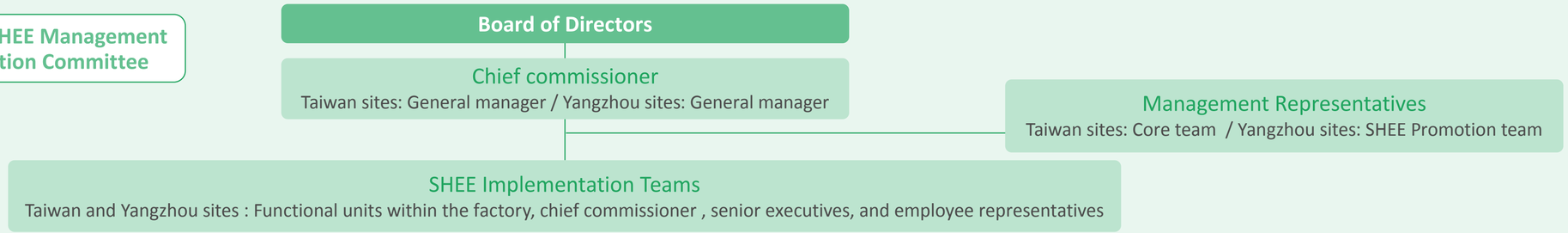
Execution

- Implements action plans and procedures, gathers necessary information and feedback.
- Coordinates with government agencies and public associations.

Monitoring and Review

- 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



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 environmental management mechanisms across its global manufacturing sites and offices, E Ink plans to establish relevant management systems in accordance with international standards, including ISO 14001, ISO 50001, and ISO 14064-1, and obtain external certification or verification by 2030. As of 2025, E Ink has completed the implementation of ISO 14064- 1 and ISO 14001 management systems across 100% of its manufacturing sites. The ISO 50001 energy management system is also being progressively implemented in line with the planned schedule.

Achieved Not Achieved

International Environmental Management Systems	Target Year		
	2025	2030	2035
ISO 14001:2015 Environmental management system external verification coverage (%) Note 1	100% ✓	100%	
ISO 50001:2018 Energy management system external verification coverage (%) Note 1	75% ✓	100%	
ISO 14064-1:2018 Greenhouse gas inventories external verification coverage (%) Note 2	100% ✓	100%	
ISO 46001:2019 Water Efficiency Management System Note 1	-	100%	

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

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.
Act	Management Review and Continuous Improvement	• Continuously improve plans to achieve targets.

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.

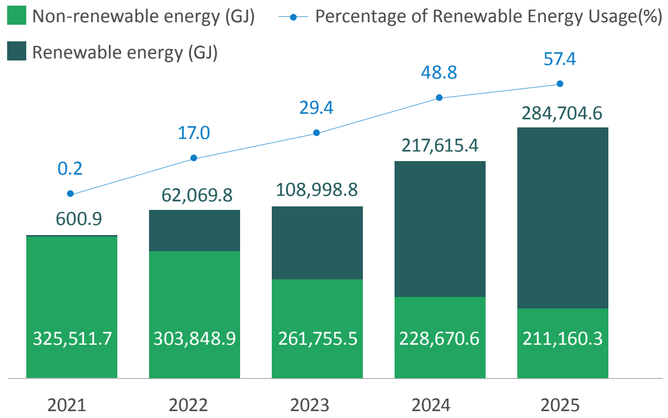
4-3-1 Energy Usage

In 2025, the global energy consumption of E Ink's production sites and offices was 495,864.9 GJ, with electricity accounting for 85.9%, natural gas 10. 3%, steam 3.7%, and diesel and gasoline combined 0.1%. The use of renewable energy (including electricity, natural gas, steam, diesel, and gasoline) increased from 0.2% in the 2021 baseline year to 57.4% in 2025 (with 67% 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.

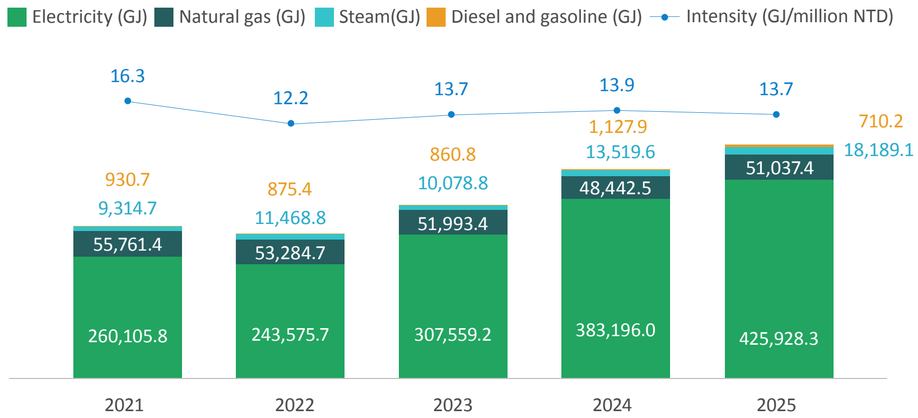
4-3-2 Greenhouse Gas Emissions

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 2025, the total greenhouse gas emissions from E Ink's global sites and offices amounted to 25, 402. 5 metric tons of CO_2e, a 45% reduction compared to the 2021 baseline year. Scope 2 emissions from purchased energy accounted for 20, 872. 8 metric tons of CO_2e, representing 82% 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.

Renewable Energy Usage



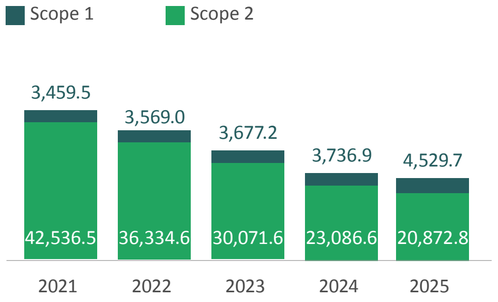
Energy Consumption - By Emission Source



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 67% in 2025.
Note 4: Energy conversion uses 0.277778 MWh/GJ, with reference to the International Energy Agency (IEA) and international benchmarks.

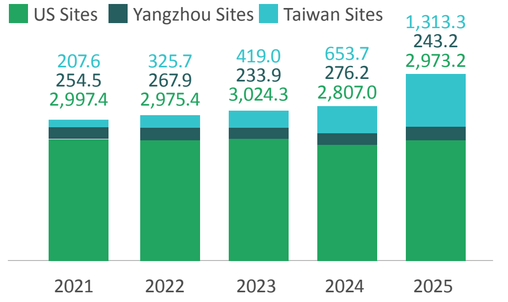
Scope 1 and 2 Emissions

Unit: Metric tons CO_2e



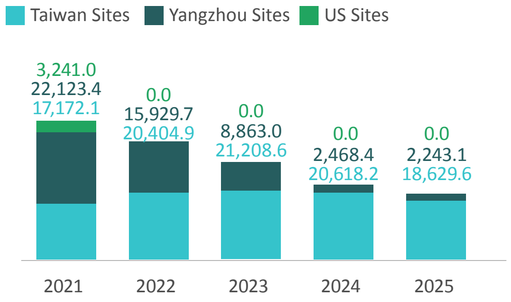
Scope 1 Emissions

Unit: Metric tons CO_2e



Scope 2 Emissions

Unit: Metric tons CO_2e



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 2025 are calculated based on the market-based method.
Note 6: All greenhouse gas emission data have been verified by a third party (DNV).

■ 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 2025, 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 2025 inventory results are disclosed in the table below. The top three categories "Purchased goods and services," "Processing of sold products," and "Capital Goods", account for 81% of total Scope 3 emissions.

Categories[Note1]	GHG Protocol Categories	Explanation	2025 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 glass substrate, IC, ePaper Film, Tray, and FPC flexible printed circuit boards).	81,930.0
Capital Goods	2	Based on the major capital expenditures disclosed in the annual report, referencing emission factors from domestic and international databases, and using procurement amounts to estimate emissions of equipment and buildings.	34,584.9
* 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 Ministry of Environment.	9,129.0
*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.	1,399.5
Upstream Leased Assets	8	Not applicable, there are no upstream leasing arrangements with suppliers.	-
Indirect Greenhouse Gas Emissions from Transportation			
*Upstream Transportation and Distribution[Note 4]	4	For procured raw materials and consumables, the transportation distance from the supplier's shipping location (actual address or a representative site selected from the website) to the Company's receiving plant is used, and the relevant greenhouse gas emissions are calculated using Well-to-Wheel (WTW) factors; transportation between plants is not included in the calculation.	2,457.6
*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.	1,163.8
*Employee Commuting[Note 5]	7	Emissions from employee commuting, including transportation from home to the workplace	2,479.7
*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.	4,013.6
Indirect Greenhouse Gas Emissions from Organizational Use of Products (downstream)			
Processing of Sold Products	10	Emissions generated during the subsequent processing of all sold intermediate products into final products are estimated based on the major product sales volumes disclosed in the annual report, referencing emission factors from international databases.	13,226.2
Use of Sold Products	11	Carbon emissions from electricity use during the use phase over the expected lifetime of all sold products are calculated based on the major product sales volumes disclosed in the annual report, along with estimated product lifetimes and energy consumption.	85.3
End-of-Life Treatment of 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.	9,422.1
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			159,891.7

Note 1: The total "*" indicated emissions of 102,573.2 metric tons of CO_2e (accounting for 64% of the total disclosed emissions) have been verified by the external professional organization DNV in accordance with the ISO 14064-1 standard, and a limited 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.

Note 7: The categories of greenhouse gases included in the calculations are CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, and NF_3.

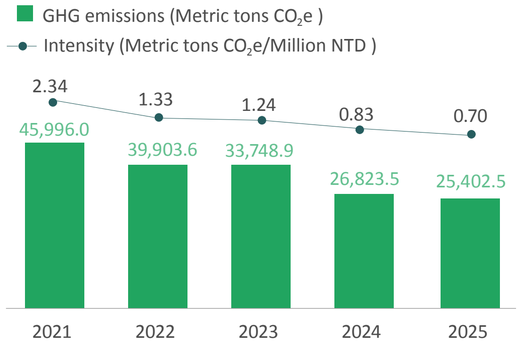
Note 8: The baseline year is 2021.

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 2025 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.

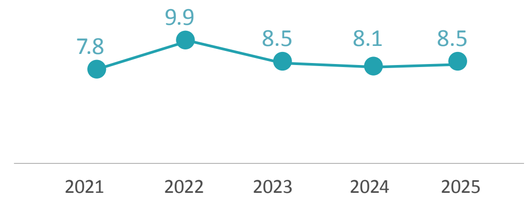
The greenhouse gas emission intensity in 2025 decreased from 0. 83 in 2024 to 0. 70 metric tons of CO□e per million NTD in revenue, representing a 70% reduction compared to the 2021 baseline year. In 2025, E Ink Holdings reported an energy productivity of 8.5 thousand USD revenue per MWh, reflecting a 72% improvement compared to the 2018 baseline year. The energy consumption intensity in 2025 was 13.7 GJ per million NTD, 1% lower than previous year and representing a 17% decrease compared to the 2021 baseline year.

GHG Emissions



Energy Productivity

Unit:Thousand USD/MWh



Energy Efficiency Improvement

■ Major Reduction Measures in 2025

Since transforming its business in 2016 to focus on the research and manufacturing of ePaper technology, E Ink has simultaneously initiated its energy transition strategy. Despite continuous expansion in operations and business scale, and significant revenue growth, electricity consumption has not increased proportionally, demonstrating the Company's ability to achieve both business performance and sustainability. In 2025, E Ink's Taiwan sites achieved an electricity savings rate of approximately 6%, consistently outperforming the regulatory requirement of 1% annual savings for large electricity users.

To enhance energy efficiency, the Company adopts a systematic approach centered on process optimization. This includes first reviewing whether each stage of the production process operates at optimal efficiency, followed by refining process parameters, introducing automation and digital management systems, and ultimately establishing standardized operating procedures. These standardized practices are then replicated across sites, enabling reduced working hours, increased production capacity, and lower energy consumption. Building on existing energy-saving initiatives, E Ink implemented more than 25 new energy efficiency projects across its global sites in 2025. These efforts resulted in annual electricity savings of 6,069 MWh, equivalent to a reduction of 2,910 metric tons of CO_2e emissions.

In addition, E Ink actively leverages big data to monitor energy consumption, enabling real-time tracking of major equipment performance. Facility systems account for approximately 60% of total electricity usage, with HVAC systems, air pollution control equipment, and compressed air systems being the top three energy consumers. Given that some equipment has been in operation since the initial plant construction is less energy efficient, E Ink plans to introduce a smart energy management system for facility operations at both existing and new plants in Hsinchu in 2026, further enhancing the efficiency of high energy-consuming systems.

2025 Global Site Reduction Measures

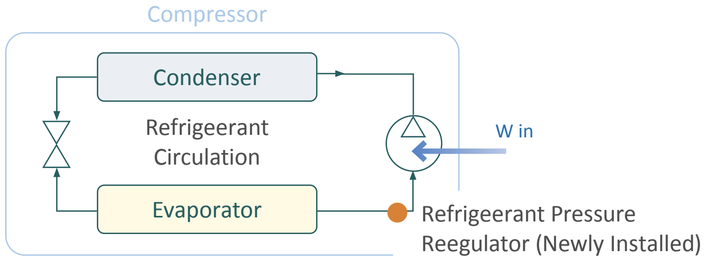
Action	Category	Description	Annual Electricity Savings (MWh)	Annual Carbon Reduction (Metric tons CO_2e)
Source replacement	Process Equipment	Air pollution control equipment has been switched from using electricity to operating on natural gas, improving energy efficiency	3,126	1,430
Efficiency Improvement	Process Equipment	Oven equipment is used to optimize production scheduling		
		Manufacturing chamber compressor modification for improved temperature and humidity stability		
		Panel clean process with optimized production scheduling using pure water heating		
		Optimized production scheduling for constant temperature and humidity equipment		
		Coating machine optimized production scheduling		
		Increase the cut part conversion yield		
		Optimization adjustment of the control chamber		
		Upgrade the vacuum platform configuration to replace the original high-energy-consuming autoclave equipment		
		The blower of the laser cutting machine was changed from manual start/stop to automatic start/stop		
		Import product power automatic adjustment function		
	Facility Equipment	Parking building lighting operation is timed		
		The lighting in the showroom is controlled by a timer		
		The two existing kitchen equipment systems were consolidated into a single centralized system for shared use		
		Optimization of production scheduling for process equipment air handling units (AHUs)		
Efficiency Improvement	Facility Equipment	VOC exhaust system operation at night saves energy by reducing load.	1,035	502
		The process vacuum system was changed from a central supply to a regional supply		
		The mixing process of blue particles was upgraded by adopting a disperser mixing tank to replace the original electric stirring tank		
Equipment Replacement	Air Conditioning Systems	Air compressor replacement		
		Replacement of old vacuum machines		
		Dryer replacement		
		Vacuum pump unit replacement		
		Centrifugal air compressors were introduced to the plant area		
	Lighting Systems	Replace RD corridor lighting with LED energy-saving lights		
		The explosion-proof lighting fixtures in the gasification area have been replaced with energy-saving LED lights		
	Process Equipment	Replace halogen bulbs with LED bulbs to save energy		
	Others	Gradually replace office equipment		
		2024 Deferred Benefits [Note2]	1,908	978
		Total	6,069	2,910

Note 1: In 2025, the Taiwan sites uses the 2024 grid emission factor of 0.474 metric tons CO_2e/MWh, while the Yangzhou sites uses the 2023 grid emission factor of 0.5306 metric tons CO_2e/MWh, the Billerica and South Hadley sites uses the 2024 grid emission factor of 0.2454 metric tons CO_2e/MWh, the Fremont site uses the 2024 grid emission factor of 0.1987 metric tons CO_2e/MWh.

Note 2: Electricity savings are calculated in accordance with the ISO 50001 energy management system methodology, based on the actual operating period. Energy-saving measures implemented in 2024 only reflected partial-year benefits; therefore, their full-year electricity savings are disclosed in 2025.

Manufacturing Chamber Compressor Retrofit Improves Temperature and Humidity Stability

The original process was prone to inefficient circulation during operation, which could lead to compressor icing and further result in unstable system operation, accompanied by significant energy loss and waste. To improve system stability and reduce energy waste, E Ink implemented engineering improvement measures by installing a refrigerant pressure regulator in the equipment system. Through precise control of refrigerant pressure, inefficient circulation and compressor icing were effectively prevented. Following the optimization of the chamber system and equipment upgrades, overall system operational stability has been significantly enhanced, achieving annual energy savings of 230 MWh and cost savings of approximately NTD 1.1 million.



One-to-Many Carbon Reduction Plan

E Ink collaborated with its suppliers to participate in the "Leading Enterprises Driving SMEs toward Low-Carbon and Smart Manufacturing Transformation Subsidy Program" launched by the Industrial Development Administration, Ministry of Economic Affairs. The project was fully completed in October 2025. Through equipment replacement, upgrades to energy management systems, and greenhouse gas inventories, the initiative enabled precise evaluation of energy efficiency and the development of long-term energy-saving strategies to address environmental regulations and strengthen market competitiveness. This sustainability momentum was further extended to the supply chain by supporting nine manufacturers in establishing self-management and carbon inventory capabilities. Among them, four companies improved equipment efficiency, four introduced smart electricity meters, and one implemented the ISO 50001 energy management system. In addition, five companies were assisted in completing greenhouse gas inventories to establish baselines for carbon reduction. Through technology diffusion and the establishment of management systems, the initiative effectively reduced the carbon footprint of the supply chain and enhanced industry resilience. Working together with partners, E Ink aims to create a positive cycle for a green supply chain and fulfill its long-term commitment to sustainable development. During the project period, E Ink and its participating suppliers are expected to jointly reduce electricity consumption by 8,260 MWh, equivalent to a reduction of 4,081 metric tons of CO^2e emissions.

Upgrade 5 Key Equipment for Energy Efficiency

+

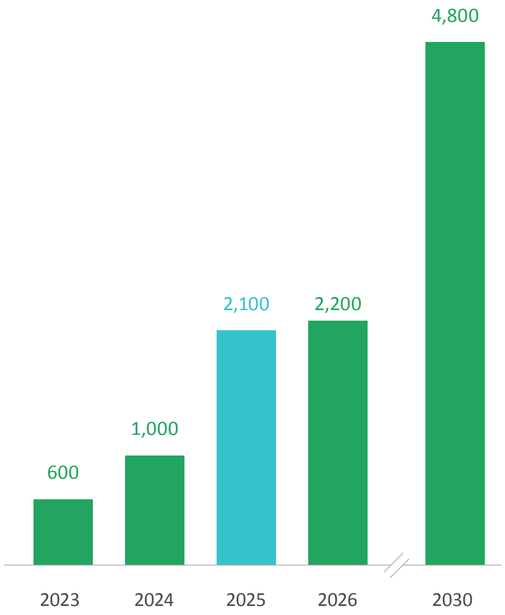
4 Companies Upgraded Equipment Energy Efficiency
4 Companies Installed Smart Meters
5 Companies Implemented Greenhouse Gas Inventories
1 Company Implemented an Energy Management System

Internal Carbon Pricing (ICP)

To promote low-carbon transition, 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 for all business decision-making processes. In 2025, E Ink has adjusted its ICP to NTD 2,100 per metric ton of CO_2e and plans to increase it to NTD 4,800 per metric ton of CO_2e by 2030, equivalent to USD 150 per metric ton of CO_2e.

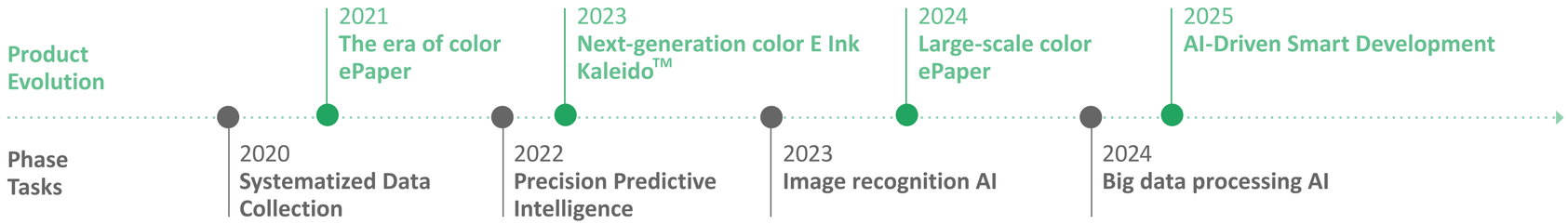
Starting in 2024, E Ink has incorporated ICP into the "ISO 50001 Management Plan Action Assessment Form" and factored carbon fees into cost considerations, making them a key parameter in return on investment (ROI) evaluations.

2023-2030 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 the smart manufacturing initiatives to shorten cycle times and increase overall production efficiency.



Phases	Systematized Data Collection (2020)	Precision Predictive Intelligence (2022)	Large-scale and AI-driven production (2023-2024)	Big data processing AI (2024-2025)
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** The width of the roll-to-roll process in the front-end manufacturing stage and the production size of the module production line in the back-end manufacturing stage were expanded. Equipment technologies were also developed to address product requirements for uniformity and production speed. • **Advanced Inspection Technology** Leveraging big data collected from manufacturing equipment, E Ink introduced AI technologies to establish virtual defect models for rapid large-area modeling and improved defect detection rates. By integrating automated optical inspection technology with AI, E Ink further enhanced the accuracy of defect detection and classification, while developing an in-house AI modeling platform to reduce the cost of externally procured systems.	• **AI-Driven Process Parameter Recommendation System** Integrate historical mass-production data, pilot-run data, and yield data to build AI-based process parameter recommendation models. Automatically recommend optimal initial process parameter sets during New Product Introduction and process change phases, significantly reducing manual trial-and-error efforts. • **Intelligent Product Development Workflow** Directly connect AI-recommended parameters with pilot production and mass production processes, establishing a closed-loop learning framework of Data → Model → Recommendation → Validation → Feedback. Shorten pilot-run and parameter tuning cycles, accelerating overall product development timelines. • **Cross-Product and Cross-Site Knowledge Reuse** Transfer proven process knowledge and parameter experience from mature products to new sizes and next-generation products through AI models. Reduce dependency on individual expertise and establish a scalable, reproducible intelligent R&D capability.
Implemented Sites	Yangzhou	Yangzhou and Hsinchu	Yangzhou and Hsinchu	Hsinchu
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 site ePaper Film production line by 91%.	• Introduced 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.	• Reduced time for new product pilot runs and process parameter tuning • Shortened product development cycle • Improved initial yield rate of new products • Reduced manual effort in process parameter adjustment

Green Building

In response to the continued growth in demand for ePaper, E Ink actively expanded its existing facilities in 2025 while initiating plans for new plant construction. In Taiwan and China, nearly 80,000 ping of land area has been reserved for future facilities, which is more than double the current production area, in preparation for future operational growth. These developments will be centered on low carbon building design, with the aim of fully fulfilling the Company's commitment to sustainable operations. For future plant development, E Ink will incorporate sustainability principles and ecological considerations from site selection through the construction process to minimize impacts on the surrounding environment. The new facilities are planned to be designed and constructed in accordance with green building standards and are expected to obtain LEED certification, demonstrating E Ink's commitment to low carbon and energy efficient operations and manufacturing.

Hsinchu Headquarters Building

The Hsinchu headquarters building, which integrates manufacturing facilities and office space, has demonstrated outstanding performance across several categories within the LEED certification framework, including Energy and Atmosphere, Water Efficiency, Innovation, and Regional Priority. In terms of energy and water resource management, the building incorporates a high performance building envelope, a centralized chilled water air conditioning system, and smart lighting control systems. An Energy Management System (EMS) has also been implemented to continuously monitor and optimize electricity distribution. High energy consuming equipment is managed through sub metering and intelligent control mechanisms. As a result, the building achieved an overall annual energy saving rate of 26%. In addition, a rainwater harvesting and reuse system has been installed to collect and reuse rainwater for landscape irrigation, effectively reducing water consumption. The lighting system automatically adjusts based on indoor natural daylight levels and allows individual seat level control, achieving energy savings while maintaining user comfort. For outdoor spaces, directional LED lighting fixtures are used to minimize light scattering and light pollution while enhancing energy efficiency. During the construction phase, green building principles were strictly implemented to reduce waste at the source. Waste sorting, reuse, and recycling practices were promoted, resulting in an overall construction waste recycling rate of 75%. Furthermore, digital solutions based on ePaper technology have been introduced within the building to reduce material consumption. These include an ePaper notebook based meeting room reservation system, ePaper displays in parking areas providing real time parking availability, and ePaper visitor badges replacing traditional paper passes at building entrances, significantly reducing consumable waste.

- E Ink's **first** building to obtain LEED Gold certification
- **26%** improvement in annual energy efficiency
- **Rainwater harvesting** and reuse system installed
- **75%** construction waste recycling rate
- Low carbon applications using ePaper



"Twin Star" buildings in Yangzhou Sites

The Twin Star building incorporates highly insulated wall panels and low emissivity glass curtain walls in its structural design. These features are complemented by a high efficiency cooling system and intelligent lighting controls. Low volatile organic compound environmentally friendly coatings and a fresh air system equipped with carbon dioxide sensors are also applied to ensure indoor environmental quality while reducing energy consumption. The building is equipped with a Facility Management and Control System (FMCS) energy monitoring platform that tracks and analyzes energy consumption in real time. Through data driven management and intelligent adjustments, the system improves overall energy efficiency. The building saves up to 4, 770 MWh of electricity annually, equivalent to a reduction of 2,797 metric tons of carbon emissions. At the Yangzhou site, a self generated solar power system has been installed for on site consumption, with a total installed capacity of 9. 9 MW. The system generates approximately 11, 800 MWh of renewable electricity annually, reducing carbon emissions by about 6, 910 metric tons. Integrated with the parking area design, the solar system also provides charging services for electric vehicles. In terms of water resource management, the facility is equipped with water saving devices that achieve a water saving rate of 53. 8%. A rainwater harvesting system has also been installed to collect and process 56,000 metric tons of rainwater annually, which is reused for landscape irrigation, solar panel cleaning, and general domestic water use, enabling the circular utilization of water resources. During the construction phase of the Yangzhou site, waste reduction measures such as categorized storage, recycling, and reuse were implemented. As a result, construction waste was reduced by more than 40% compared with the LEED benchmark, and the overall waste recycling and reuse rate reached 82.1%. In addition, 100% recycling was achieved for materials including wood, metal, paper, glass, and gypsum board.

- LEED **Gold** certified green building
- Annual electricity savings of up to **4,770 MWh**
- Solar power system with an installed capacity of **9.9 MW**
- Water saving rate of **53.8%**
- Construction waste recycling rate of **82%**



Expand the Use of Renewable Energy

■ Surpassed the 2025 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).

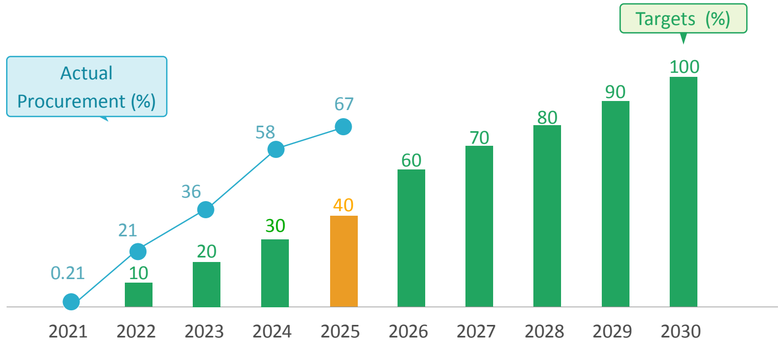
In 2013, the Yangzhou site planned and installed a rooftop solar photovoltaic (PV) power station with an installed capacity of 0. 1 MW, capable of generating approximately 120 MWh of green electricity annually for on site consumption. In 2024, in line with the construction progress of the new facility, an additional rooftop solar PV system was installed in the production area, adding approximately 9. 9 MW of installed capacity, which is 100 times the original capacity. The green electricity usage model adopts a self consumption approach with surplus power fed into the grid. Construction was completed and power generation commenced in April 2025. The system generates an average of approximately 900 MWh of green electricity per month, covering about 18% of the site's annual electricity consumption.

In other regions, E Ink also prioritizes the procurement of rooftop solar and wind power projects to maximize environmental benefits. By the end of 2025, E Ink had achieved a 67% renewable energy usage rate (RE67) globally, reaching the target one year ahead of schedule and exceeding its original 2025 goal, while also approaching its 2027 target.

Notably, E Ink's sites 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).

Achievements in 2025 include the purchase of 54,265 RECs (equivalent to 54,265 MWh), PPA power supply of 16,444 MWh (equivalent to 16,444 RECs), and 8,376 MWh of self-generated solar power for on-site consumption. Through these efforts, renewable energy contributed to a reduction of 36,874 metric tons of CO_2e in Scope 2 emissions.

RE Pathway by Targets and Actual Procurement



Renewable Energy Procurement Status of Each Site in 2025

Site	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 (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.	16,397	-	-	30	34	113	7,772
		-	3,454	-				1,628
Yangzhou	Purchased Green Energy Certificates (GEC) and solar power generation in China.	-	37,067	8,376	100	100	100	24,112
US	Purchased Renewable Energy Certificates (REC) in the US.	-	13,407	-	100	100	100	3,183
Overseas Offices	Purchased The Certificate of Green Power in Japan; Confirmation of Renewable Energy Use in South Korea; Green Energy Certificates (GEC) in China; The Netherlands purchases Guarantees of Origin (GOs).	47	338	-	100	100	100	179
	Total	16,444	54,265	8,376	40	67	168	36,874

Note 1: In 2025, the Taiwan sites uses the 2024 grid emission factor of 0.474 metric tons CO_2e/MWh, while the Yangzhou sites uses the 2023 grid emission factor of 0.5306 metric tons CO_2e/MWh, the Billerica and South Hadley sites uses the 2024 grid emission factor of 0.2454 metric tons CO_2e/MWh, the Fremont site uses the 2024 grid emission factor of 0.1987 metric tons CO_2e/MWh.

4-4 Environmental Impact Mitigation

4-4-1 Water Resources Management

E Ink's process water use primarily includes process cooling, equipment cleaning, and other production-related needs. To strengthen water resource management, the Company has adopted the ISO 46001 Water Efficiency Management System and established a management framework centered on the PDCA cycle to systematically enhance water use efficiency and risk management. Under this framework, E Ink implements a range of management practices, including the development of water management policies, water resource inventory and baseline establishment, risk and opportunity assessment, planning and implementation of water-saving measures, performance monitoring and continuous improvement, as well as employee education and training. Through these efforts, the Company aims to improve water use efficiency, promote environmental sustainability, and reduce operating costs. Detailed management approaches and implementation practices are presented in the table below. Currently, the Hsinchu plant in Taiwan has obtained ISO 46001 external certification, and the Company plans to progressively implement this management system across all sites by 2028.

Note: The Hsinchu site in Taiwan has been promoting the implementation of the ISO 46001 Water Efficiency Management System since 2025 and successfully obtained external certification in February 2026。

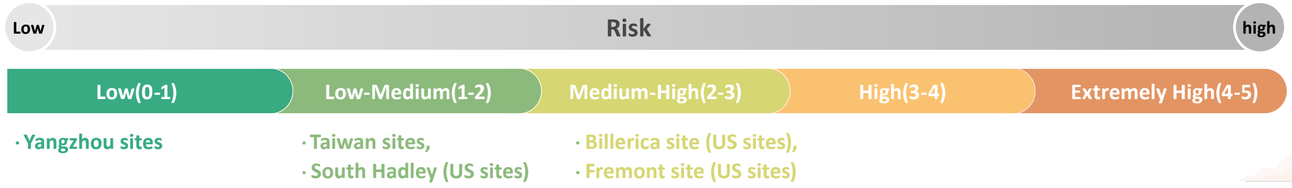
Water Resource Risk Identification

In recent years, climate change has led to frequent extreme weather events, posing significant challenges to water resource management. E Ink conducted a water risk assessment using the Aqueduct 4.0 tool developed by the World Resources Institute (WRI) to evaluate the level of water stress that its operational sites may face by 2030 under the SSP 5- 8. 5 worst-case (pessimistic) scenario. The results indicate that two sites in the US are exposed to medium to high water stress risks, while the remaining sites are generally within low to medium risk levels. Although none of E Ink's sites are currently located in areas of high water stress, considering that climate change may exacerbate future water scarcity risks, E Ink plans to implement the ISO 46001 Water Efficiency Management System across its sites to ensure that water withdrawal and discharge comply with local regulations and policy requirements.
At the same time, E Ink establishes water management targets based on site-specific water risk assessment results and local water resource conditions, and adjusts them with reference to local water policies. The Company continuously monitors water use and potential water scarcity risks to enhance water use efficiency, and mitigates operational impacts on water resources through water conservation initiatives, water recycling systems, and process optimization measures (see the "Water-Saving Measures" section for details).

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	Implementation and Operation	• Implement action 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	Monitoring and Measurement	• 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.
Act	Management Review and Continuous Improvement	• Management review and action plan adjustment: 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.

To effectively manage water-related impacts, E Ink not only implements internal water resource management systems but also actively collaborates with stakeholders. The Company regularly participates in regulatory briefings organized by the Taiwan Panel & Solution Association (TPSA) and government agencies to ensure that water withdrawal and discharge comply with regional water resource management policies, and to jointly safeguard the sustainable use of water as a shared resource. In addition, through its supplier management mechanisms, E Ink incorporates water resource management into its Supplier Code of Conduct, encouraging suppliers to improve water use efficiency and wastewater management practices, thereby reducing water-related risks across the supply chain.

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.

Water Consumption

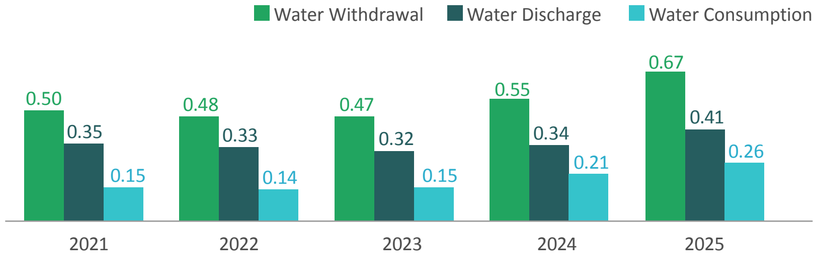
E Ink's primary water sources for its Taiwan, Yangzhou, and the US sites are municipal water supplies, without reliance on surface or groundwater. In 2025, the total water consumption for the three main sites reached 0.67 million m³ (equivalent to 671.1 million liters), 22% increase from the previous year. Among the three sites, the Yangzhou sites had the highest water consumption, accounting for 63% of the total. Therefore, E Ink will prioritize improving water efficiency at the Yangzhou sites to reduce the Company's overall water usage.

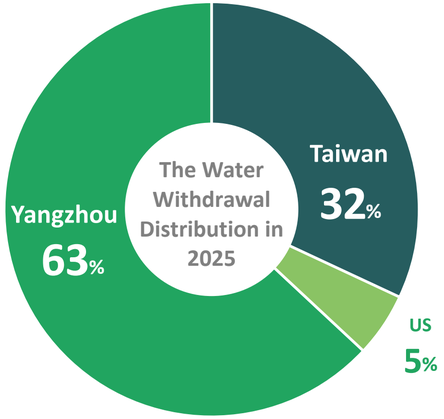
In 2025, E Ink' s total wastewater discharge amounted to 0. 41 million m³ (equivalent to 410. 4 million liters). All monitored parameters of process wastewater discharge, including Biochemical Oxygen Demand (BOD), Chemical Oxygen Demand (COD), Suspended Solids (SS), and heavy metals, complied with regulatory requirements in the locations of each operating site. The applicable wastewater discharge standards are established based on local government regulations at each site and are adopted as the minimum discharge standards for management and monitoring. E Ink conducts wastewater treatment and water quality testing in accordance with these standards, and performs regular monitoring and necessary operational adjustments to ensure that discharged water consistently complies with relevant requirements. In the event of non-compliance, corrective and improvement actions are immediately implemented. Wastewater treatment measures at each manufacturing site include:

- Wastewater generated at the Hsinchu site undergoes on-site physical or chemical treatment (including coagulation, flocculation, and pH neutralization) before being legally discharged into the Hsinchu Science Park Wastewater Treatment Plant.
- Additionally, since the end of 2010, the Yangzhou sites has 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. Process wastewater is discharged directly into the industrial park's sewage network, merging into the park's main outfall before entering the municipal sewage system. This effectively reduced operational costs and minimized the environmental impact of water treatment. The former wastewater basin has been repurposed as a process water recovery tank to facilitate the reuse of process wastewater.
- Wastewater generated at the South Hadley and Billerica facilities is processed through on-site wastewater treatment systems and discharged in compliance with local standards.

Water Withdrawal, Discharge, and Consumption

(Unit: million m³)





Water Quality and Discharge Management

Item		Hsinchu site	Yangzhou sites	South Hadley sites	Billerica sites
Water Source		Baoshan Reservoir	Yangzhou section of the Yangtze River water diversion project	Quabbin Reservoir	Concord River
Destination of Effluent Discharge		Keya Creek	Grand Canal of China	Connecticut River	Concord River
Wastewater Treatment		Hsinchu Science Park Wastewater Treatment Plant	Yangzhou Six Wastewater Treatment Plant	South Hadley POTW	Town of Billerica Public Wastewater Treatment Plant
Discharge Standard	BOD(mg/L)	500	300	N/A	750
	COD(mg/L)	300	500	N/A	N/A
	SS(mg/L)	300	400	1,500	750
	PH	5-9	6-9	5.5-9.5	6-9.5
2025 Actual Concentration	BOD(mg/L)	73.7	2.6	245	2.5
	COD(mg/L)	105.8	21	N/A	N/A
	SS(mg/L)	18.6	16	930	N.D.
	PH	7.6	7.5	7.41	8.11

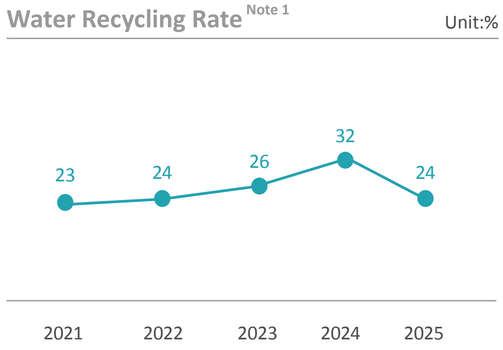
Note: The sewer discharge or effluent standards regulations establish the minimum discharge standards for each plant in accordance with the following requirements:

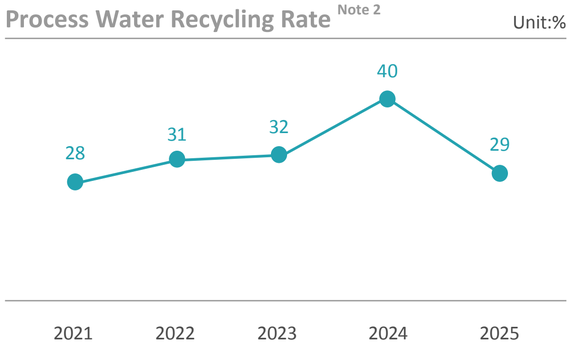
- Hsinchu site: Water Quality Standards for Acceptable Discharges into the Sewerage System of the Hsinchu Science Park, National Science and Technology Council (November 3, 2022).
- Yangzhou sites: "Integrated Wastewater Discharge Standard" (GB 8978-1996) and "Discharge Standard of Water Pollutants for Electronic Industry" (GB 39731-2020).
- South Hadley site: Town of South Hadley Water Department (signed by the Director of Public Works) (May 10, 2023).
- Billerica site: Town of Billerica Sewer Use Rules and Regulations (January 6, 2020).

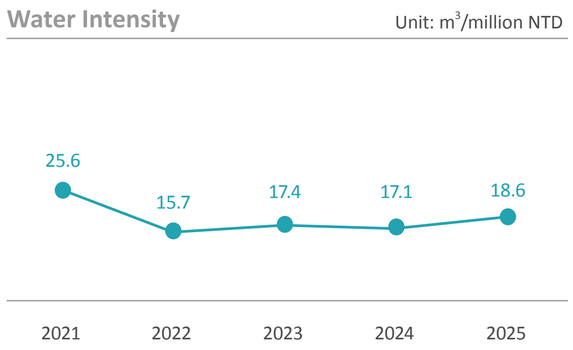
Water Conservation Plans and Measures

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 2025, the overall water recycling rate was 24%, representing a decrease of 8% compared with the previous year. The process water recycling rate was 29%, a decrease of 11% compared with 2024. Water intensity was 18.6 m³ per million NTD of revenue, representing an increase of 8.7% compared with 2024 while remaining 27% lower than the 2021 baseline year. In 2021, a new ePaper production line was introduced at the Hsinchu site in Taiwan. Although the facility maintained a water recycling efficiency of over 70%, the new production line resulted in water quality exceeding the recycling standards, thereby reducing the volume of water available for recycling and consequently lowering the overall water recycling rate. With the continued implementation of measures to optimize water resource utilization, E Ink has improved both the overall water recycling rate and the process water recycling rate over the past few years.







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

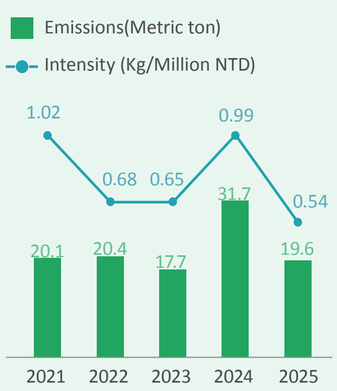
E Ink's Hsinchu site in Taiwan is equipped with an advanced rainwater harvesting system to efficiently utilize natural resources while reducing reliance on municipal water supplies. This system includes components such as rainwater collection units, filters, and storage tanks, capable of collecting and 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 2025 are summarized as follows:

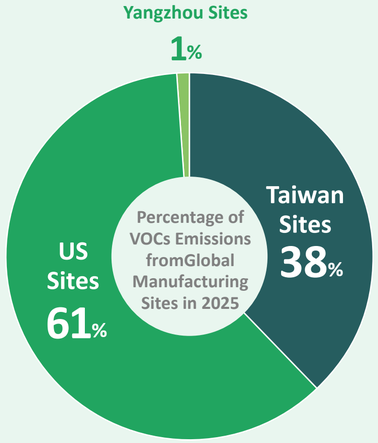
Category	Action	Descriptions	Annual Water Savings (metric ton/year)	Benefits per Year
Air pollution control equipment system	Reduce the makeup water volume of acidic and alkaline scrubbing towers.	The original water replenishment capacity for the acidic and alkaline scrubbing towers was 10 m³/day each. After plant assessment and testing, the capacity was reduced to 7 m³/day each.	2,184	Saved **NTD 27,000** in tap water costs
Water recycling system	Shorten activated carbon regeneration time in the recycled water system.	The original activated carbon regeneration time in the recycled water system was 12 minutes per cycle. After plant assessment and testing, the time was reduced to 10 minutes per day.	106	Saved **NTD 1,000** in tap water costs
Total			2,290	Saved **NTD 28,000** in tap water costs

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 site 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.

Emissions of VOCs





Air Pollution Control Measures

In response to increasingly stringent environmental regulations in Taiwan, E Ink not only adopts high-efficiency pollution control facilities but also continuously enhances the performance of its pollution control facilities. Through operational monitoring and routine inspections, E Ink ensures the stable operation of its environmental protection facilities, effectively reducing pollutant emissions and minimizing environmental impacts.

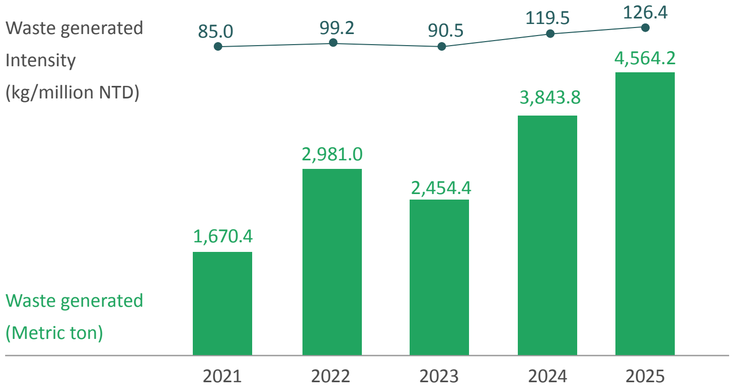
4-5 Resource Circularity

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

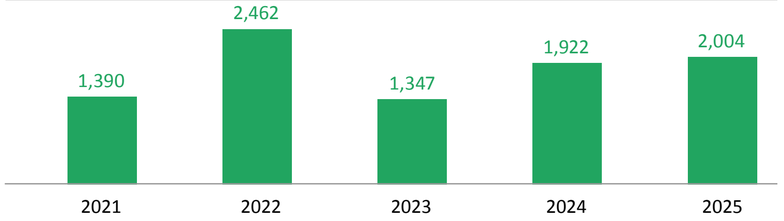
In 2025, E Ink's global manufacturing sites generated a total of 4,564.2 metric tons of waste, representing a 19% increase compared with 2024. The overall recycling rate increased from 75% in 2024 to 85% in 2025. Among the manufacturing sites, the recycling rate at the Taiwan sites increased by 12% compared with 2024, while the Yangzhou site and the US sites each increased by 2%.

Total Waste Generated



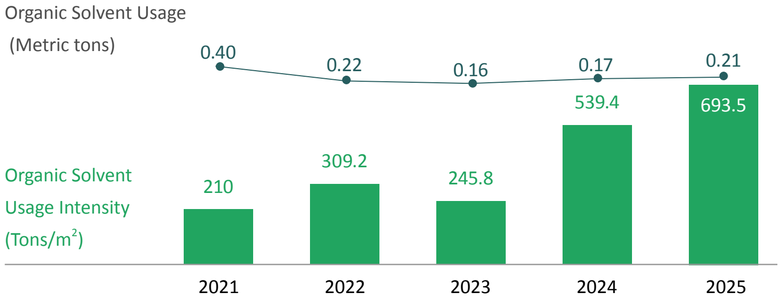
Plastic Films Usage

Unit: Metric tons



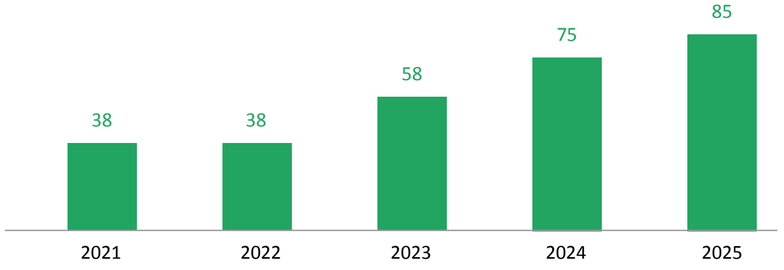
Note: Data for 2021 pertains to the Linkou sites; data for 2022-2025. includes both the Linkou and Hsinchu sites.

Organic Solvent Usage



Waste Recycling Rate

Unit: %



Waste Generation and Disposal

Unit: Metric tons

Waste Categories	Waste Disposal Categories		2021	2022	2023	2024	2025
General		Total Waste Recycling	614.2	1,084.9	1,350.2	2,359.1	2,802.0
	Waste Disposal Methods	Waste incinerated with energy recovery	0.0	995.6	426.4	312.6	295.7
		Waste incinerated without energy recovery	708.3	105.9	0.0	0.0	0.0
		Waste landfilled	0.0	17.6	13.2	6.6	7.7
		Waste with other disposal method	17.9	23.0	18.9	26.5	19.8
	Total waste generated		1,340.5	2,227.0	1,808.7	2,704.9	3,125.1
Hazardous		Total Waste Recycling	26.1	56.5	73.2	515.3	1,058.3
	Waste Disposal Methods	Waste incinerated with energy recovery	0.0	459.8	450.7	514.7	324.0
		Waste incinerated without energy recovery	303.9	218.9	65.0	55.8	34.3
		Waste landfilled	0.0	0.0	0.0	0.0	0.0
		Waste with other disposal method	0.0	18.8	56.8	53.0	22.5
	Total waste generated		330.0	754.0	645.6	1,138.8	1,439.1
General and Hazardous		Total Waste Recycling	640.3	1,141.4	1,423.4	2,874.5	3,860.2
	Waste Disposal Methods	Waste incinerated with energy recovery	0.0	1,455.4	877.1	827.3	619.7
		Waste incinerated without energy recovery	1,012.2	324.8	65.0	55.8	34.3
		Waste landfilled	0.0	17.6	13.2	6.6	7.7
		Waste with other disposal method	17.9	41.8	75.7	79.5	42.3
	Total waste generated		1,670.4	2,981.0	2,454.4	3,843.8	4,564.2

Note: Due to adjustments in waste disposal categories in 2025, the data for the US sites has been retrospectively revised for 2023 and 2024.

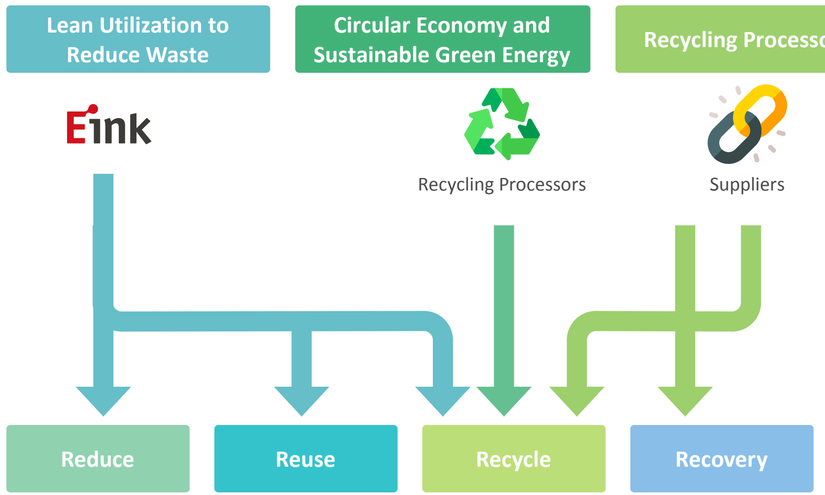
4-5-2 Resource Circularity Management

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 UL2799 Zero Waste to Landfill Validation 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.

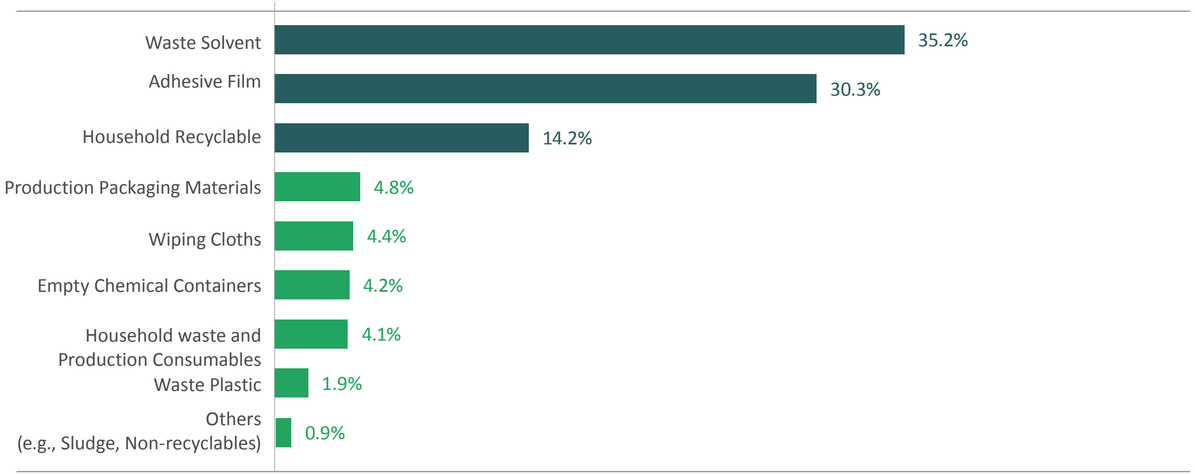
E Ink's primary sources of waste include waste solvents, adhesive plastic film, household recyclable materials, and production packaging materials, which account for over 80% of the total waste by weight. In the past, this waste was primarily handled through incineration, a process that produces a large 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 2025, E Ink's Taiwan and Yangzhou sites achieved a 100% waste diversion rate[Note 1] and obtained the UL2799 Platinum Certification, the highest level under the standard. This ensures that all waste is managed through recycling or reuse, with no waste sent to landfill or incineration without energy recovery. These achievements demonstrate E Ink's strong commitment and progress in advancing the circular economy and sustainable development.

2025 Taiwan Sites Waste Generation Analysis



The UL2799 certification scoring method

Levels	Diversion Rate (Including WTE)	Allowable WTE%[Note 2] Range	Sites
Platinum	100%	0-10%	Taiwan, Yangzhou
Gold	95-99%	0-9%	
Silver	90-94%	0-4%	
Certified	>90%	No Restriction	

Note 1: Waste diversion 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.

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 packaging materials, and product raw materials.

Waste Type	Disposal and Reduction Status		2025 Achievements
Household Waste	Recycle	• Strengthened waste sorting signage on each floor of factories and offices to improve waste classification and recycling practices. • Replaced disposable tableware with reusable plastic and metal utensils in employee cafeterias to reduce the use of single use tableware and minimize waste generation.	A reduction of 2.8 metric tons of cafeteria trays, tableware, and containers.
Production packaging materials	Reuse	• FamilyMart convenience stores within the facilities adopted reusable plastic logistics containers to replace traditional cardboard boxes, enabling repeated use and reducing waste generation.	A reduction of 1.8 metric tons of cardboard box waste.
		• Empty chemical drums are collected by suppliers for cleaning and refilling, enabling reuse to reduce raw material consumption and waste generation.	A reduction of 16.53 metric tons
	Reduce	• In house production of certain raw materials was implemented to replace procurement from suppliers, indirectly reducing packaging waste from supplier materials.	An indirect reduction of 30.5 metric tons of waste.
Product Raw Materials	Reduce	• Promoted green product design through employee training, aiming to reduce waste generation during product design, material selection, and manufacturing processes. Efforts are made to reduce product weight and minimize packaging materials during product design and production, while incorporating environmentally friendly concepts into the product's end of life management to ensure the product life cycle aligns with environmental sustainability principles.	For further details, please refer to Chapter 3-3 "Low Carbon Sustainability" of this report.

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 Type	Disposal and Reduction Status		2025 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.	922.7 metric tons of waste solvents were recycled, accounting for approximately 36% of the total waste generated at the Taiwan sites in 2025.
Adhesive Films & Plastic Waste	Recycle	• Plastics are sorted, crushed, and physically processed (pelletized) into recycled plastic products.	1,074.6 metric tons of waste plastics were crushed and pelletized for recycling.
Production of Packaging Materials	Recycle	• Wooden pallets are crushed and physically processed (compressed) into recycled wooden pallets for reuse.	79.0 metric tons of waste wood were processed into recycled wood for circular use.
Other	Recycle	• Sludge from wastewater treatment is processed by specialized facilities and repurposed as cement additives.	24.0 metric tons of waste sludge were reused through co-processing in cement production.



Treatment of Disposal and Recycling

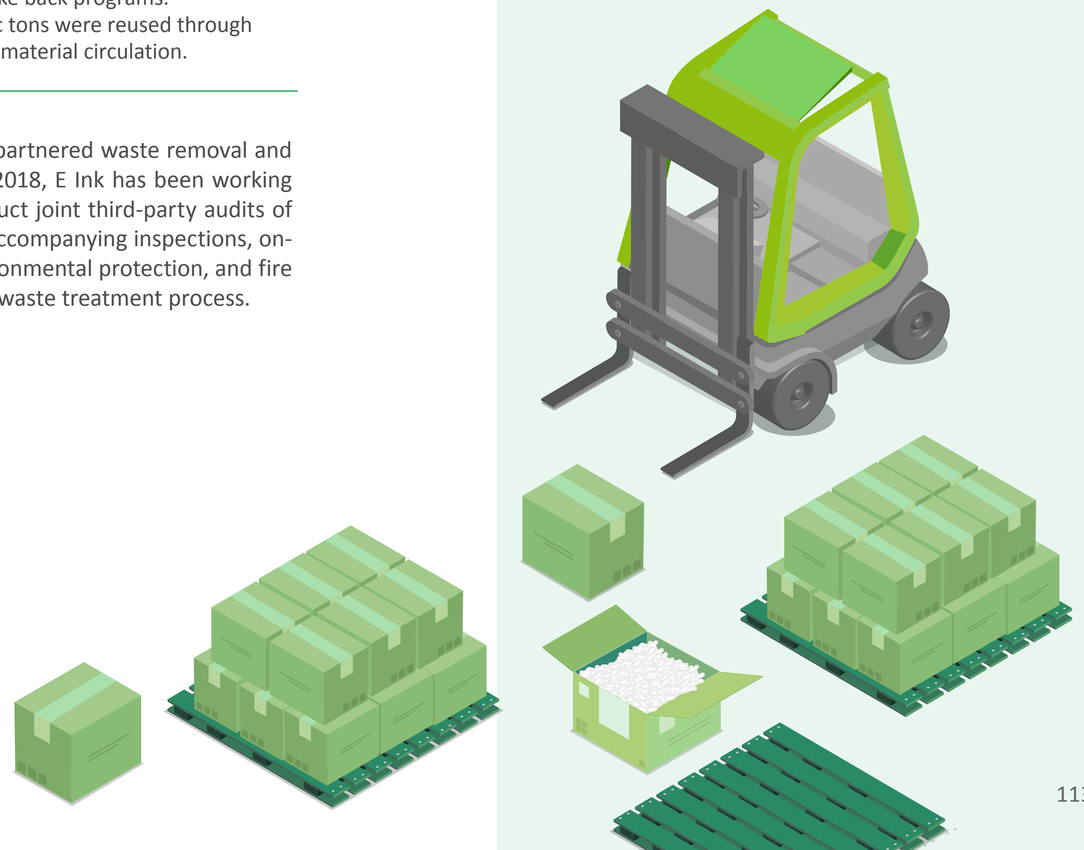
In addition to implementing plastic reuse and classification management within the facility, E Ink ensures that some resources can be used as packaging, transportation, or production auxiliary materials during the manufacturing process, maintaining the potential for reuse. In 2025, E Ink continued to actively establish 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 Type	Disposal and Reduction Status		2025 Achievements
Production Packaging Materials	Reuse	• Production packaging materials and chemical containers provided by designated suppliers, including packaging bags, cores, cartons, foam materials, and chemical drums, are collected and reused by the suppliers. • Certain packaging materials such as plastic pallets, cores, cartons, and separators are reused during inter-plant logistics and material transfers.	• 100.7 metric tons were recycled through supplier take back programs. • 25.7 metric tons were reused through inter plant material circulation.

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.

2025 Contractor Management Performance

Item	Frequency
On-Site Audits	5
Joint Industry Audits	3



05 Sustainable Supply Chain

Sustainable and Value-Added Supply Chain



13 CLIMATE ACTION | 15 LIFE ON LAND | 17 PARTNERSHIPS FOR THE GOALS

5-0 Management Approach of Sustainable Topics
5-1 Supply Chain Management
5-2 Commitment to Quality
5-3 Customer Relationship Management

Performance Achievements

- The headquarters and Yangzhou sites have passed external certification for the ISO 20400 Sustainable Procurement Guidelines.
- **100%** of significant and new suppliers have signed the Supplier Code of Conduct Commitment Letter
- Received an **A list** in the CDP Supplier Engagement Assessment (SEA) for three consecutive years
- A total of 203 **suppliers** completed the evaluation, with **over 99%** receiving an A or B grade
- **100%** of the audited suppliers passed the audit assessment
- Packaging Materials Recycling Project achieved a reduction of **1,113 metric tons** of **CO_2e**
- Low-Carbon Logistics Management achieved a carbon reduction of **40 metric tons** of **CO_2e**
- **27** significant suppliers set renewable energy usage and carbon reduction targets
- **100%** of internal personnel and significant suppliers completed sustainable procurement training
- **96.6%** of customers who responded to the survey stated they were satisfied with E Ink's services

5-0 Management Approach of Sustainable Topics

Building a Green and Low-carbon Supply Chain; Control and Mitigation Sustainable Risks; Enhancing Supply Chain Resilience and Communication

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 Commitment

Through the implementation of the "Sustainable Procurement Management Policy," the "E Ink Supplier Code of Conduct," and the "E Ink Conflict Minerals Policy," the Company aims to enhance human rights, occupational safety, environmental protection, management systems, and ethical standards across its supply chain. In addition, E Ink conducts supplier management through evaluation, assessment, and audit mechanisms to mitigate the risk of supply chain disruptions. E Ink also aspires to work collaboratively with suppliers toward the sustainability goals of achieving 100% renewable energy use by 2030 (RE100) and net-zero emissions by 2040, fulfilling the vision of shared sustainable prosperity.

Sustainability KPIs	Management Objectives	▶Short-term Goals (2025)	▶Achievements (2025)	▶Short-term Goals (2026)	▶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 and Bill of Material (BOM) suppliers	Achieved	**100%** signature rate by significant and BOM suppliers		**100%** signature rate by Tier 1 suppliers
	Adherence to the supplier clean transaction commitment	**100%** signature rate by significant and BOM suppliers	Achieved	**100%** signature rate by significant and BOM suppliers		**100%** signature rate by Tier 1 suppliers
	Compliance with declaration of metal conflict-free	**100%** signature rate by significant and BOM suppliers	Achieved	**100%** signature rate by significant and BOM suppliers		**100%** signature rate by all BOM suppliers
Risk of Supply Chain	ESG questionnaire survey	**100%** response rate by significant and BOM 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 and BOM suppliers	Achieved	**100%** evaluation rate for significant and BOM suppliers		
	Risk mitigation	**100%** of high-risk suppliers provide	Achieved	**100%** of high-risk suppliers provide improvement plans		
	Conflict minerals due diligence	**10%** of significant suppliers completed annually	Achieved	**10%** of significant suppliers completed annually	**10%** of BOM suppliers completed annually	**100%** of BOM suppliers completed annually
	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		

(Continue)

Sustainability KPIs	Management Objectives	▶Short-term Goals (2025)	▶Achievements (2025)	▶Short-term Goals (2026)	▶Mid-term Goals (2030)	▶Long-term Goals (2035)
Local Procurement	Ratio of local suppliers	>95%	Not achieved, 93.3%[Note]	>95%	>96%	>97%
Sustainable Procurement	Procurement personnel training	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 2024	Achieved	Increase by 2 from 2025	Increase by 5 from 2025	Increase by 5 from 2030
Sustainable Collaboration	Sustainability and energy-saving projects	Accumulate 6 projects since 2023	Surpassed, reaching 9 projects	Accumulate 11 projects since 2023	Accumulate 15 projects since 2023	Accumulate 20 projects since 2023
Resilience Strategy	Multi-sourcing for raw materials	60% of significant suppliers with second source	Achieved	of significant suppliers with second source 60%		

Note: In Taiwan, local procurement ratio decreased due to the expansion of production lines, which necessitated a reliance on imported equipment and components.

Advancement of Supply Chain Resilience and Communication

Customer Relationship Management

◎Secondary topics

Sustainability KPIs	Management Objectives	▶Short-term Goals (2025)	▶Achievements (2025)	▶Short-term Goals (2026)	▶Mid-term Goals (2030)	▶Long-term Goals (2035)
Customer Satisfaction	% of customers with overall satisfaction score ≥ 80	95%	Achieved	95%	96%	98%

5-1 Supply Chain Management

5-1-1 Sustainable Procurement Management

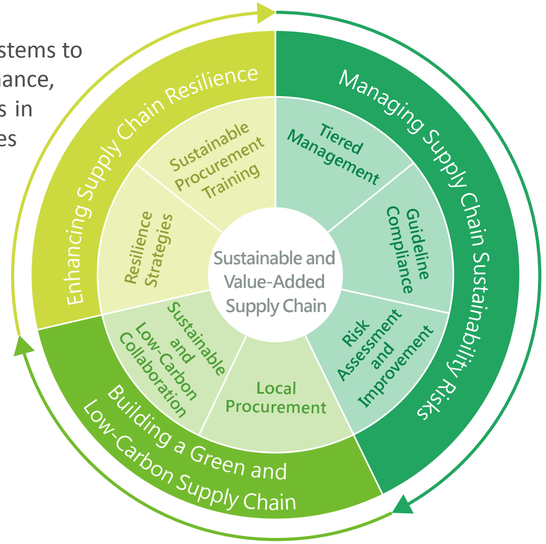
To strengthen the management of sustainable procurement within its supply chain, E Ink has adopted the ISO 20400 Sustainable Procurement Guidance, integrating sustainability principles into its procurement policies and practices. This approach effectively manages the environmental, social, and economic 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. In 2025, the sustainable procurement principles were further expanded and implemented in the Yangzhou sites, which has also completed third-party verification and certification. The US sites are planned to complete the adoption of the ISO 20400 Sustainable Procurement Guidance in 2026, fully demonstrating the Company's outstanding achievements in promoting sustainable procurement and strengthening supply chain responsibility.

The content of the " Sustainable Procurement Management Policy " can be found in detail on the official website.

Aiming to create a "Sustainable and Value-Added Supply Chain," E Ink implements three major sustainability strategies: "Managing Supply Chain Sustainability Risks", " Building 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 2025, E Ink was honored with the TCSA Taiwan Corporate Sustainability Awar for Sustainable Supply Chain Leadership and achieved an A list in the CDP Supplie Engagement Assessment for three consecutive years, among other recognitions fro domestic and international rating agencies. These accolades are a testament to E Ink outstanding performance in sustainable supply chain management and its relentles efforts in sustainable development.



2025 CDP Supplier Engagement Assessment (SEA)

E Ink was recognized as A list

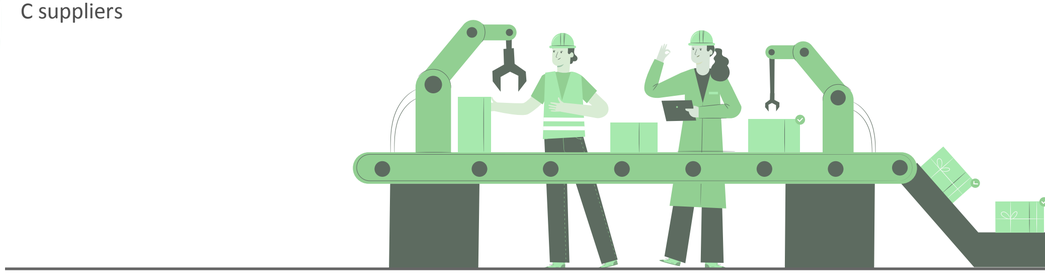
Supplier Engagement Leader CDP 2025

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.

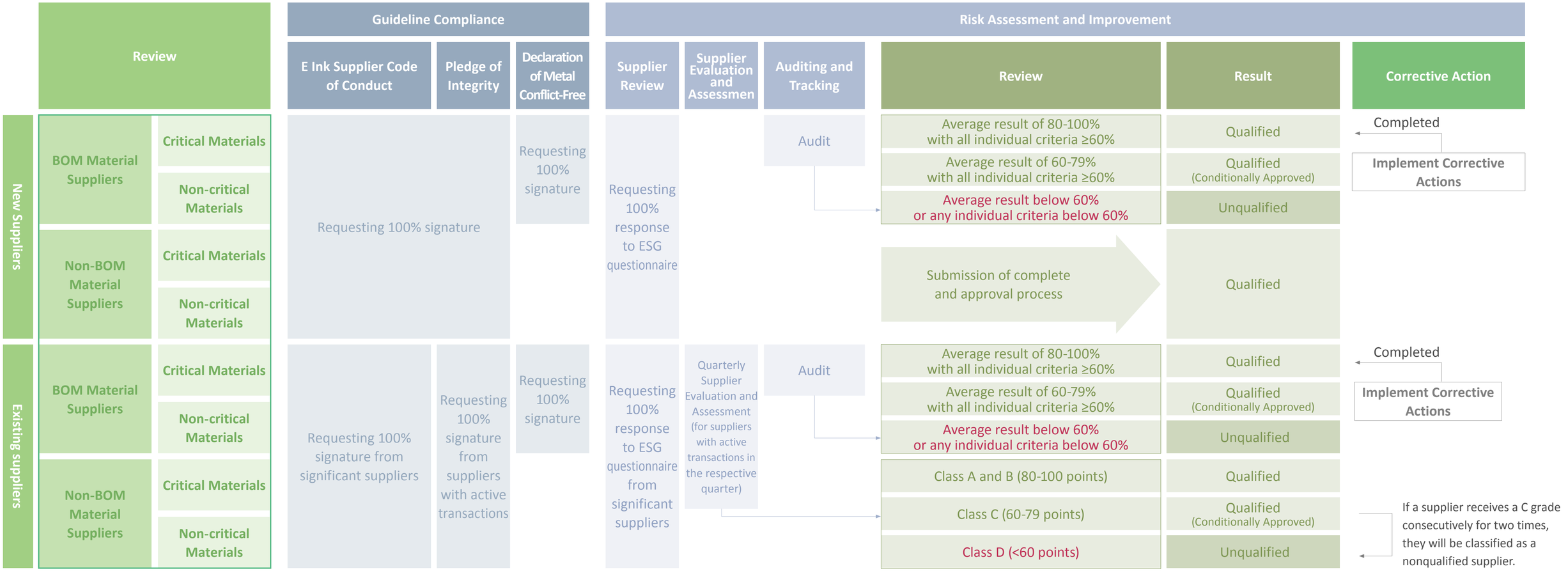
Note: E Ink's value chain boundaries and business relationships in 2025 remain largely unchanged compared to 2024.

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



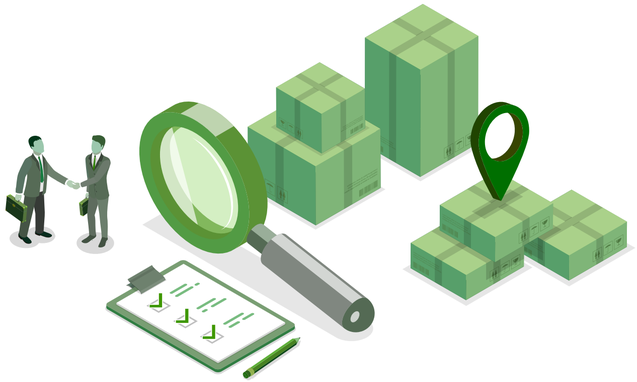
5-1-2 Managing Supply Chain Sustainability Risks

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, through regular internal reviews of procurement practices, E Ink ensures alignment with the "E Ink Supplier Code of Conduct," enabling suppliers to comply and preventing potential conflicts with the Company's ESG requirements.



Note: 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	Evaluation Criteria
Environmental	Including but not limited to environmental management systems, renewable energy usage, reduction targets, significant penalties, etc
Social	Including but not limited to anti-discrimination policies, no child labor, educational training, significant penalties, etc
Governance	Including but not limited to information and cyber security, risk management, sustainability strategies, etc
Business Relevance	Supply quality and capability, introduction of substitutes, expenditure proportions
Country-specific risk	Geopolitically affected regions
Sector-specific risk	Trade security
Commodity-specific risk	Conflict-free minerals, compliance with REACH regulations, compliance with RoHS directive, hazardous substance-free (HSF)

Guideline Compliance

E Ink Supplier Code of Conduct

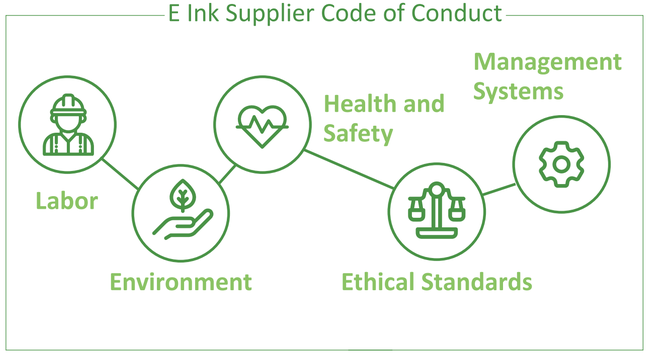
E Ink has established its Supplier Code of Conduct based on the "Responsible Business Alliance (RBA) Code of Conduct," the "United Nations Guiding Principles on Business and Human Rights (UNGPs)," the "International Labour Organization (ILO) Declaration of Fundamental Principles and Rights at Work," 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 2025, 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.

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 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 2025, 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.



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 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.

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.

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 and guidance are provided to assist in implementing corrective and improvement actions, identifying root causes, and developing quantifiable improvement strategies to enhance performance. These suppliers are also prioritized for inclusion in the discussion list for the Quarterly Business Review Meeting (QBR Meeting). As of the end of 2025, a total of 203 suppliers had completed the evaluation and assessment. Among them, more than 99% received ratings of A or B. Two suppliers were identified as high risk in the second and third quarters, respectively. One of these suppliers received a C rating twice consecutively and was therefore classified as an unqualified supplier.

Risk Levels	Supplier Evaluation Coverage	Description
A 90-100 Low	65.0%	Qualified Supplier, E Ink can increase its procurement volume based on demand and may apply for exemption from factory inspections.
B 80-89 Medium	34.5%	Qualified Suppliers
C 60-79 High	0%	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 -	0.5%	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 unqualified. If a supplier is initially deemed unqualified, corrective actions are required. If the follow-up assessment still fails to meet the standards, the supplier will be classified as unqualified and will be excluded from the supplier list for six months. In 2025, a total of 18 suppliers of E Ink were subject to audit assessments and successfully evaluated as qualified suppliers, including 15 significant 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. In 2025, three more significant suppliers obtained RBA certification.

Supplier Audit Determination and Risk Categories

Result	Description
Approved	Average result of 80-100% with all individual criteria ≥60%
Conditionally	Average result of 60-79% with all individual criteria ≥60%
Unqualified	Average result < 60% or any individual criteria <60%, excluded from contracting

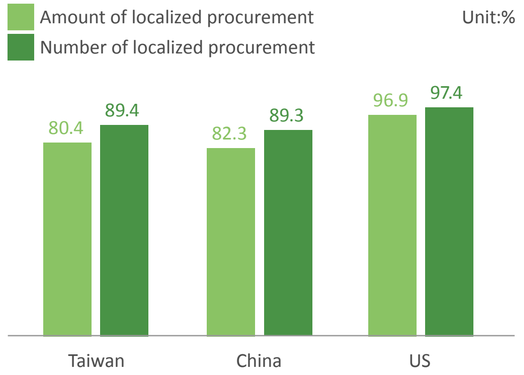
5-1-3 Building a Green and Low-carbon Supply Chain

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 2025, over 96% of the procurement amount and the number of local suppliers in the US were achieved. In China, continued cooperation with local equipment suppliers has significantly improved local procurement performance, with both the amount and number of local suppliers reaching over 80%. In Taiwan, due to the expansion of production lines, some equipment parts need to be imported, resulting in a slight decrease in the local procurement ratio compared to last year, but the amount and number of suppliers still reach over 80%. 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.

E Ink continues to advance its In-house Production Program by increasing the in-house assembly rate of components, thereby shortening transportation distances and further reducing carbon emissions. In 2024, the adoption rate of in-house glass touch panels reached 100%. In 2025, E Ink will further promote the validation of in-house film touch panels. Compared with glass touch panels, film touch panels are thinner and lighter, helping reduce transportation-related carbon emissions across the upstream and downstream supply chain.

Localized Procurement Amount Ratio in 2025



In-house Production Program

Proportion of products with in-house produced glass touch panels

- 2022 57%
- 2023 70%
- 2024 100%
- 2025 100%

Sustainable Low-Carbon Collaboration

Supply Chain Packaging Material Recycling and Carbon Reduction Program

Packaging Recycling Project

Since 2023, E Ink has collaborated with the 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, laminated pallet, cartons and paper corner protectors, anti-static packaging boxes, among others. In 2025, E Ink continues to expand its partnerships with suppliers, with a total of 10 suppliers now participating. Based on the carbon footprint calculation methodology provided by the Ecoinvent database, this is equivalent to a reduction of 1,113.4 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 consolidated transportation 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 2025, the Company further introduced e-invoice and e-document systems, and 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 commitment, E Ink launched a supply chain carbon reduction program in 2023, inviting suppliers to jointly participate in Net Zero actions. Through questionnaire surveys, E Ink encourages suppliers to set clear timelines and targets for renewable energy use, Net Zero, and carbon reduction, and to obtain ISO 14064-1 verification or SBTi validation. Following ongoing engagement with suppliers, by 2025, 27 significant suppliers had established renewable energy and carbon reduction targets, including 24 suppliers committed to achieving RE100. In addition, 26 suppliers had set Net Zero targets, of which 5 suppliers had obtained SBTi target validation.

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. From 2024 to 2025, suppliers' cumulative renewable energy purchases had reached 30,143 MWh.



More Low-Carbon Collaborations

In 2025, E Ink initiated and planned several projects aimed at promoting low-carbon solutions, achieving notable results. The impacts of the initiatives are as follows:

Deepening Low-Carbon ePaper Applications and Expanding the Sustainable Display Ecosystem

Since 2023, E Ink has applied its ePaper products in various fields, including smart retail, smart logistics, and smart warehousing, to reduce the use of paper resources and thereby support environmental sustainability. As ePaper technology has evolved from black-and-white to color, and through the successful development of color ePaper tag ICs in collaboration with driver IC suppliers, the growth of the ePaper label market has been further expanded. In 2025, E Ink further collaborated with its supply chain partners and system customers to promote the application of color ePaper signage across multiple scenarios, integrating low-carbon smart display solutions into daily life to achieve energy-saving and low-carbon environmental goals.

E Ink has collaborated with nearly 10 IC manufacturers to develop low-power driver ICs and, in conjunction with new TFT panel designs, launched a complete solution encompassing IC design, TFT panels, modules, and e-Paper signage. The solution emphasizes the extremely low power consumption and sustainability of e-Paper display technology, which helps replace traditional display devices to reduce carbon emissions and optimize energy efficiency. This will accelerate the expansion of commercial and public applications in global transportation, retail, and other sectors, further expanding the e-Paper ecosystem.

In addition, E Ink's Yangzhou sites have collaborated with local governments, customs, and waste recycling contractors to promote the localized processing of scrapped materials. Waste that previously needed to be transported to Hong Kong was now being processed locally, effectively reducing carbon emissions from transportation. Furthermore, the plant introduced waste recycling, replacing landfill/incineration with recycling methods. For example, waste plastics were recycled and reused to make furniture, clothing, etc., further reducing environmental impact. E Ink not only promotes low-carbon solutions in its products, but also fulfills its environmental sustainability commitments in manufacturing and supply chain management, striving for low-carbon smart displays and a sustainable future.

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 2025, 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 2025

- 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 the effectiveness of supply chain management, E Ink is actively developing a supply chain management system to better manage supply chain-related activities. The system improves communication efficiency across supply chain processes, as well as data transparency and traceability. For example, suppliers can upload e-invoices directly through the platform, which not only reduces the transfer of paper invoices but also helps lower carbon emissions and deliver environmental benefits.

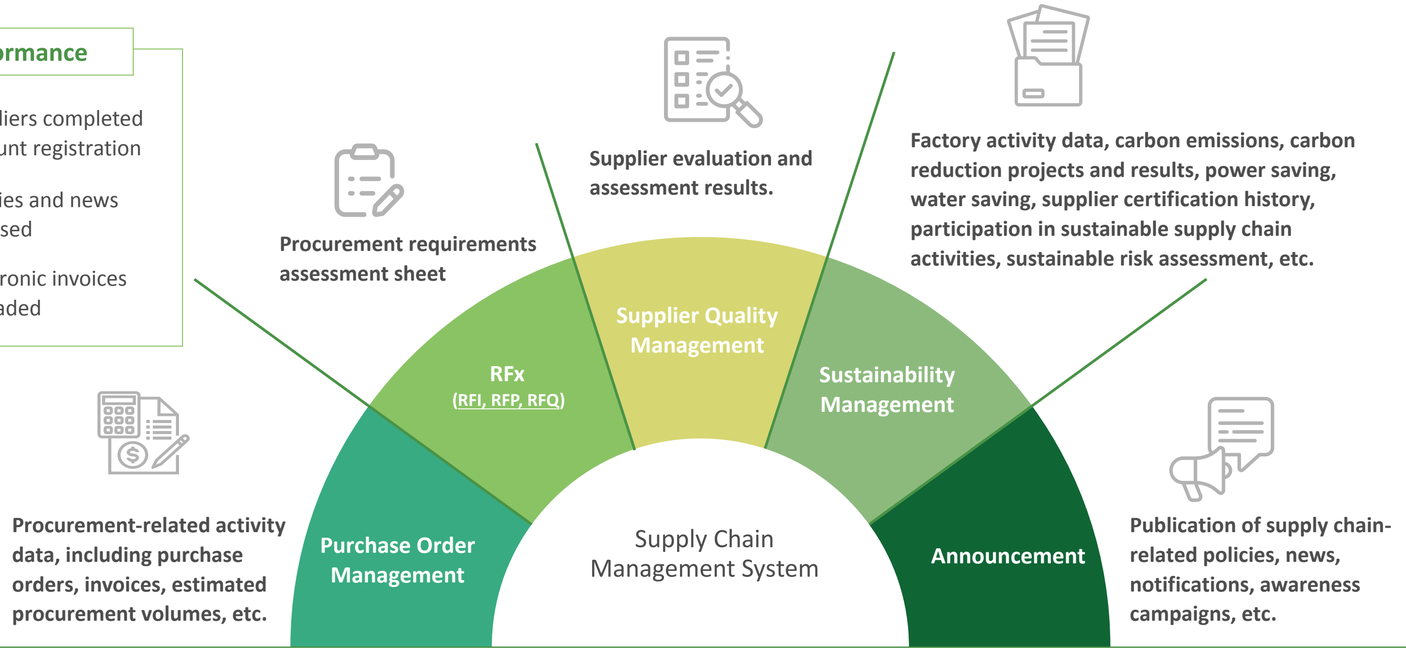
In terms of sustainability management performance tracking, E Ink has developed an evaluation framework encompassing eight modules. Suppliers are required to complete relevant information annually, recording their performance in sustainability development. With this accumulated data over the years, suppliers can clearly assess their effectiveness and progress in sustainability practices. Simultaneously, E Ink can regularly monitor these records, manage the 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. By the end of 2025, a total of 17 suppliers were performing data maintenance on the system.

2025 Performance

194 suppliers completed account registration

42 policies and news released

5,970 electronic invoices uploaded



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 2025, E Ink achieved a 100% training completion rate for its procurement and quality assurance personnel, with significant suppliers also reaching a 100% completion rate.

2025 Sustainable Procurement Training Completion Ratio

100% Procurement and quality assurance personnel
100% Significant Suppliers



■ Sustainability Literacy Training Courses

Procurement personnel training

Since 2024, to enhance the understanding of the Company's buyers and internal stakeholders regarding sustainable procurement management and their roles in the supplier ESG program within the supply chain, E Ink organized training based on the ISO 20400 Sustainable Procurement Guidelines. Sustainable procurement involves integrating sustainability impacts and key factors into procurement activities while balancing financial, environmental, and social values. In practice, E Ink has not only established sustainability strategies and goals but also embedded them into its procurement processes. Through these training programs, the Company strengthens buyers' and internal stakeholders' ability to implement E Ink's sustainability initiatives, enabling them to communicate sustainability principles to suppliers in daily operations and collaboratively advance the development of a sustainable supply chain program.

In addition to the above, since 2022, E Ink has also arranged for three procurement personnel to receive Certified Purchasing Professional (C.P.P.) training annually. The curriculum covers current trends and issues in procurement and supply management, enabling trainees to acquire the latest professional knowledge and essential skills in procurement and supply management to meet the challenges of global changes and supply chain innovation and integration. This ensures the continuity of the organization's supply, compliance with international and industry-specific standards, and consideration of corporate social responsibility and sustainability. By the end of 2025, a total of 12 procurement personnel had obtained their licenses.

Suppliers training

E Ink continues to provide all significant suppliers with "ESG-Sustainable Supply Chain" training, as well as remote or on-site support, to share its achievements and experience in sustainable supply chain management, the Supplier Code of Conduct, supplier risk assessment and due diligence, future plans, and sustainability initiatives adopted by peer companies as references for suppliers' future implementation, thereby strengthening suppliers' awareness of sustainable supply chain management. The training not only enhances suppliers' understanding of sustainable supply chains but also encourages them to establish their own sustainable procurement management systems to jointly address environmental, social, and economic risks and opportunities, thereby promoting the sustainable development of the supply chain.

■ Organizing Supplier Conference



In 2025, E Ink invited 60 supply chain partners and nearly 100 supplier representatives to participate in its annual Supplier Conference. In addition to expressing appreciation for the long-term support of its supply chain partners, the event also presented the "2025 Outstanding Supplier Partner" Awards to eight suppliers, recognizing their outstanding contributions in quality management, technological innovation, and mass production support. Meanwhile, 21 ecosystem partners joined the "eRead for the Future" public welfare initiative this year. E Ink also expressed its gratitude to supply chain partners for their long-standing support in promoting reading literacy among elementary school students in rural areas, jointly expanding the positive social impact and long-term value of ePaper applications. In addition, E Ink collaborated for the first time with the CommonWealth Sustainability Association to introduce a credible Sustainable Value Chain Assessment mechanism. Through objective and professional evaluation criteria, the initiative encourages suppliers and E Ink to further strengthen sustainability governance and jointly build a resilient and competitive ePaper industry ecosystem. Under the Sustainable Value Chain Assessment, a total of four companies received the Sustainability Comprehensive Performance Award, while the Sustainability Innovation Award and Sustainability Growth Award were each presented to one company, recognizing suppliers for their achievements in co-developing sustainable products with E Ink.

In 2024, E Ink received the "Advanced" level certification for ISO 20400 Sustainable Procurement Guidance performance assessment from SGS Taiwan. This demonstrates that E Ink has institutionalized sustainability management into its supply chain procurement and management processes, continuously building consensus with partners to drive the ePaper industry towards a lower-carbon, more resilient, and sustainable value chain. At the supplier conference, SGS Taiwan was invited to share insights on greenhouse gas inventory and carbon reduction practices, helping suppliers grasp international trends and practical operations, and promoting collaborative learning and consensus building within the supply chain.

■ Technical Support and Business Forum



In 2025, in addition to ongoing business visits and supplier evaluations, E Ink organized 11 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.

5-2 Commitment to Quality



5-2-1 Quality Policy

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 2025. 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.◦

Provide high green quality products & services through continual innovation and improvement to meet or exceed customer expectations

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.

Plan	• Conduct risk assessment operations to identify high-risk items that may potentially impact product quality, to reduce the defect rate. • Drive product quality and process improvement actions and goals.
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.
Act	• Collect customer feedback to develop continuous improvement plans.

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.

Process Improvement Planning

In 2025, E Ink actively promoted 37 cross-departmental collaborative projects, covering several key areas such as financial management, investment decision-making, production management and operational governance. 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 (ESG), which served as key drivers for project success. Adhering to the "One Team, One E Ink" spirit, the Company is dedicated to creating sustainable results at all levels. Representative projects for 2025 and their benefits are shown in the table below:

Category		Project	Benefits	
Innovation & Governance	Investment decision-making-Precision Decision Making	Cloud Management and Intelligent Authorization	Leveraging big data automation technology to extract market intelligence, establishing a massive database exceeding 40 million records. Enables real-time tracking of investment P&L and ROI, providing precise decision-making support for the enterprise.	• Data scale expanded to 40 million records • Information accuracy and timeliness reached 100% • Strengthened risk control capabilities through 83 deep analysis dimensions
Digital Transformation	Production Management-Intelligent Scheduling	Cross-Platform Production & Scheduling Platform	Deeply integrates three core functions: "Intelligent Dispatching," "Cross-Platform Plan Comparison," and "Automated Development Assistance." Utilizes intelligent models for production planning, translation, and analysis.	• Scheduling steps simplified by 87% • Operational efficiency improved by 83%
	Financial Management-Governance Transparency	Global Capital Allocation Optimization System	Established automated fund reconciliation and variance analysis reporting to provide a global overview of group capital. Replaces manual reconciliation with automated system matching, ensuring data consistency and transparency.	• Manual reconciliation time reduced by 100%
	Financial Management-Operational Efficiency	Paperless Accounting Operations Platform	Implemented electronic approval workflows, integrating global travel and expense reimbursement to replace traditional paper-based processes. Connects digital databases to significantly enhance cross-site auditing efficiency.	• Annual carbon emission reduction: approx. 322.2 $kgCO_2e$ • Data retrieval time reduced from 1 minute to 10 seconds
	Operational governance-Order Management	Intelligent Order Management Platform	Integrates the entire order management lifecycle—from email initiation and approval to system integration. Implements electronic sealing and delivery date confirmation mechanisms, significantly optimizing business collaboration efficiency and achieving full order digitalization.	• Process Digitalization: 100% • Time saved on seal applications: 99%
	Operational governance-Shipping Management	Comprehensive Digital Shipping Platform	Integrates cross-site shipping workflows with automated verification mechanisms. Automatically generates shipping documentation and packing lists, ensuring seamless cross-departmental collaboration and information accuracy.	• Shipping operation efficiency increased by 70% • 100% automated error proofing verification for shipments

Promoting Quality Culture

To embed quality principles into employees' daily work, E Ink organized a range of quality promotion activities in 2025, including The Best CIP (Continuous Improvement Process) Project Selection, Quality knowledge competition, and Quality inspection skills competition, Quality Slogan Creation Contest and Quality Role Model Selection. These initiatives encourage mutual learning and continuous improvement among employees, translating quality awareness into concrete actions and strengthening a company-wide culture of quality.

The Best CIP Project

Through proposal presentations, training programs, and incentive mechanisms, employees are encouraged to promote quality improvement initiatives, strengthen team collaboration, and enhance quality awareness.

A total of 29 quality improvement proposals were implemented, covering areas such as quality/yield improvement, management mechanism optimization, cost/energy reduction, and efficiency enhancement.

Quality Knowledge Competition — **1,261 instances of participation.**

Establish quality knowledge banks, hold quality knowledge competitions, encourage employees to catch up and apply what they have learned to practice, in order to strengthen quality awareness and practical ability.

Quality Inspection Skills Competition — **175 instances of participation.**

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.

Quality Slogan Creation Contest — **97 instances of participation.**

By creating quality slogans that combine creativity, impact, practicality, and clarity of expression, the Company encourages employees to articulate their commitment to and pursuit of quality, using outstanding slogans to reinforce and promote a culture of quality.

"Quality Pacesetter" Selection — **A total of 13 recommendation forms.**

Through employee self-nomination or supervisor recommendations, E Ink recognizes colleagues who consistently implement quality requirements in their work and demonstrate professional value through concrete actions. These individuals serve as role models, further integrating quality awareness into the Company's culture.

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.

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, and Halogen Free requirements. Based on review results, restricted substance specifications required by specific customers are incorporated into the Company's controlled substance list. No non-compliance issues were identified in 2025[Note]. E Ink plans to incorporate Persistent Organic Pollutants (POPs) and Per- and Polyfluoroalkyl Substances (PFAS) into its existing hazardous substance management framework through supplier data collection, internal reviews, and systematic management via the Hazardous Substance Management (HSM). E Ink will continue to closely monitor restricted substance regulations and customer requirements in its key markets to ensure compliance with the latest environmental regulations.

Hazardous Substance Management Commitment

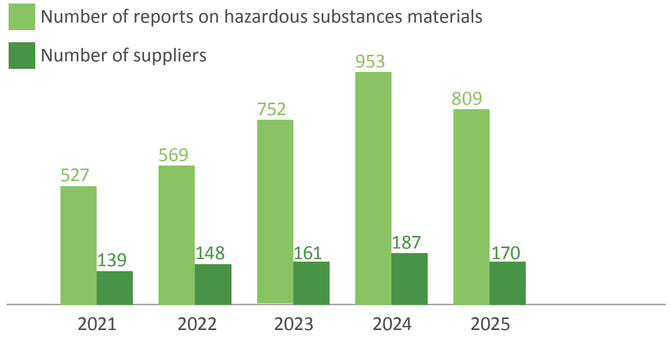
- All hazardous substances managed by E Ink are 100% compliant with the latest product-related restricted and hazardous substance regulations and customer requirements.
- Collaboration with industry associations to develop substitutes for restricted and hazardous substances.
- Continuously dedicate R&D 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

- **2010** — Prohibition of perfluorooctane sulfonic Acid (PFOS) in manufacturing process
- **2020** — Prohibition of perfluorooctanoic acid (PFOA) and its related substances
- **2021** — Prohibition of persistent, bioaccumulative, and toxic (PBT) substances regulated under the US Toxic Substances Control Act (TSCA)
- **2027** — Substituting persistent organic pollutants (POPs) and phasing out of POPs

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.

The Management and Control of the Quantity of Substance Material Reports and the Number of Supplier Entities Involved



Note: All raw materials must comply with E Ink's restricted substances management regulations. E Ink may require material suppliers to provide and update third-party certified restricted substances test reports, and also conducts annual sampling tests of materials for restricted substances through a third-party certified body to ensure compliance with its restricted substances management regulations.

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.

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 2025, E Ink has engaged 170 suppliers for controlled substances, all of whom provide qualified raw materials, and no legal violations related to products have occurred.

5-2-4 Conflict Minerals Management

E Ink Conflict Minerals Policy and Declaration

E Ink has established a Conflict Minerals (CM) management and due diligence mechanism in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, with reference to the Responsible Minerals Initiative (RMI) framework and customer requirements, to ensure that minerals used throughout its supply chain are not associated with armed conflict or human rights abuses. E Ink also closely monitors the Reasonable Country of Origin Inquiry (RCOI) information published by the RMI to identify the countries of origin of 3TG (tungsten, tantalum, tin, and gold), as well as cobalt (Co) and mica, that may be mined under conditions involving human rights abuses. As a global citizen, E Ink actively promotes the Responsible Business Alliance (RBA) Code of Conduct and declares and commits not to accept minerals from conflict-affected areas. For E Ink's Conflict Minerals Policy, please refer to the "E Ink Conflict Minerals Policy" on the Company's official website.

Conflict Minerals Due Diligence Process and Responsibilities

E Ink has established a conflict minerals management process and incorporated the relevant management mechanisms into the "Environmental Restricted Substances Management Committee" for oversight. At the operational level, the General Manager serves as the highest authority for conflict minerals management, responsible for overall supervision and final approval. Through cross-functional collaboration, the Company promotes the implementation of related management activities to ensure that its procurement and supply chain management processes comply with applicable conflict minerals regulations and customer requirements.

Conflict Minerals Management Process

Compliance with Conflict Minerals Regulations

▼

Mineral Source Country Investigation

▼

Due Diligence



Conflict Minerals Management Roles and Responsibilities

Individuals / Department	Roles and Responsibilities
General Manager	Serves as the highest authority for conflict minerals management, with responsibility for overall oversight and final approval.
GP Management Lead	Responsible for overall supervision of conflict minerals management and authorized to make decisions and implement management actions, including shipment suspension and release, in the event of non-compliance or abnormal situations.
GP Lead	Coordinate the development and implementation of conflict minerals related policies, including policy revisions, supplier surveys, review of relevant documentation, conduct annual conflict minerals due diligence (including CMRT and EMRT surveys), and perform risk identification, assessment, and corrective actions in accordance with the OECD Due Diligence Guidance.
Procurement	Responsible for implementation of conflict minerals requirements to suppliers, including contract clauses, collection of CMRT and EMRT, and supplier follow-up management.
Production planning	Conducts conflict minerals awareness and communication with subcontractors (including suppliers) and collects suppliers' declaration of metal conflict-free.
Quality Assurance	Verifies supplier qualifications and materials, and reviews the completeness of documentation demonstrating the absence of conflict minerals.
Product Development	Performs preliminary assessments of material compliance with conflict minerals requirements during the product design stage.



Compliance with Conflict Minerals Regulations

E Ink regularly reviews domestic and international regulations, industry initiatives, and management trends related to conflict minerals, and updates its Conflict Minerals Policy and management measures on a rolling basis accordingly. E Ink formally communicates its Conflict Minerals Policy and Requirements to suppliers in writing, requiring all suppliers to comply, while also encouraging them to establish their own conflict minerals policies and cascade these requirements to their upstream suppliers. In addition, E Ink has explicitly incorporated the requirement of not using conflict minerals into supplier contracts, procurement documents, and related management documentation, making it one of the key conditions for establishing and maintaining business relationships. Failure to meet these requirements may affect cooperation or continued supplier qualification. To ensure that stakeholders are able to raise related concerns, E Ink has established stakeholder grievance channels, supplier communication windows, and existing internal grievance mechanisms on its official website. These channels are open to all stakeholders for reporting or filing complaints related to supply chain management, responsible sourcing, and conflict minerals. All reported cases are handled in accordance with the Company's internal procedures. Meanwhile, E Ink conducts regular internal training programs to enhance relevant personnel's awareness of conflict minerals regulations, management systems, and the latest requirements, ensuring the effective implementation of its conflict minerals management measures.

Mineral Source Country Investigation

As E Ink's manufacturing processes involve the use of 3TG minerals, the Company is committed to ensuring the traceability of 3TG minerals contained in all components, raw materials, packaging materials, and assemblies used in its products, and to ensuring that such minerals are not sourced from smelters or countries identified by the Responsible Minerals Initiative (RMI) as non-conformant. Each year, E Ink conducts reasonable country of origin inquiries for minerals by requiring at least 10% of its significant suppliers to complete the Conflict Minerals Reporting Template (CMRT) and the Extended Minerals Reporting Template (EMRT). The survey results are systematically consolidated to generate monitoring reports and are subject to internal review, serving as the basis for risk identification and management. In addition, E Ink requires significant suppliers to sign the declaration of metal conflict-free, with the objective of achieving 100% supplier compliance by 2026.

RCOI Steps

Using the Conflict Mineral Reporting Template (CMRT) and the Extended Minerals Reporting Template (EMRT), E Ink has identified the sources of 3TG, Cobalt (Co), and Mica smelters.

Achievements in 2025

E Ink has investigated 170 suppliers and verified 809 materials, ensuring that 3TG, Cobalt (Co), and Mica do 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 2025

100% of significant suppliers have signed the commitment letter.



Due Diligence

To ensure the compliance of mineral sources throughout its supply chain, E Ink refers to the latest Active and Conformant Smelters List published by the Responsible Minerals Initiative (RMI). Through the third-party audit mechanism promoted by the RMI, E Ink confirms that the mineral sources and due diligence practices of smelters and refiners in its supply chain have been independently verified by a third party and comply with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. Upon completing mineral source investigations and risk identification, E Ink has established and implemented a conflict minerals risk management and improvement mechanism. When suppliers disclose mineral sources involving unverified smelters or potential conflict-affected and high-risk areas, they are required to submit corrective action plans within a specified timeframe, and their implementation is tracked. Where necessary, the use of such sources will be restricted or discontinued. In addition, the Company has incorporated the feasibility assessment of alternative mineral sources into its existing risk management mechanism by evaluating alternative suppliers, regions, countries, or materials to reduce legal and reputational risks. In 2025, E Ink completed conflict minerals due diligence for 170 suppliers. Based on supplier disclosures and verification against the RMI Active and Conformant Smelters List, E Ink confirmed a 100% compliant mineral usage rate and did not identify any products involving minerals from conflict-affected and high-risk areas.

Item	2021	2022	2023	2024	2025
Percentage of total revenues from products containing minerals from conflict-affected and high-risk areas.			0%		
Percentage of total revenues from products containing minerals from conflict-affected and high-risk areas coming from suppliers that have been verified conflict-free.			N/A[Note]		

Note: Based on E Ink's conflict minerals due diligence process, no minerals from conflict-affected and high-risk areas were identified in the supply chain. Therefore, no related revenues exist, and this indicator is not applicable.

5-3 Customer Relationship Management

5-3-1 Customer Satisfaction and Response



E Ink places customer needs at the core of its operations and regards customer satisfaction as a key indicator of business performance. The Company has established continuous communication and feedback mechanisms. In addition to conducting regular customer satisfaction surveys, E Ink systematically collects additional feedback, comments, and suggestions raised by customers throughout the course of collaboration. Relevant feedback is incorporated into formal analysis, improvement, and follow-up processes, forming a structured management mechanism to continuously enhance service quality and product performance.

To ensure that customers with different needs and communication preferences receive timely, customized, and consistent responses, E Ink adopts a single point-of-contact service model as its primary communication and service channel. Communication methods are flexibly adjusted according to customer circumstances to enhance service quality and responsiveness. Customers may also submit inquiries through the "E Ink HelpBot" available on the Company's official website, serving as an auxiliary service channel. Furthermore, E Ink has established a clear and formal complaint handling process. All customer complaints are received by designated personnel and handled in accordance with internal standard operating procedures. Each case is formally recorded, subject to root cause analysis, followed by the development and implementation of corrective actions and subsequent follow-up tracking to ensure proper resolution and continuous improvement. The complaint handling process is integrated into the ISO 9001 Quality Management System and is subject to external audits conducted by independent third-party verification bodies to ensure its effectiveness, consistency, and alignment with internationally recognized quality management standards.

Customer Service Platform

Aspect	Description	2025 Performance
Customer Feedback and Suggestions	Dedicated Customer Support Structure: • Each customer is assigned a dedicated point of contact, enabling direct and efficient communication. • Communication is provided in multiple languages, including English and Simplified Chinese, via written communication service, based on customer preference. • Technical support is provided to assist customers in clarifying end-user acceptance criteria and technical specifications, facilitating smooth collaboration and effective issue resolution. Multiple Customer Feedback Channels: • Instant messaging platforms: for timely and concise responses and rapid information exchange. • Online meetings: for in-depth discussions, technical clarification, and solution-oriented engagement. • Email and dedicated phone line: enabling customers to submit requests or feedback promptly. • Face-to-face meetings: on-site visits to directly engage with customers, gather feedback, and implement improvements accordingly.	Customer satisfaction in the customer service category was **9.73**, an increase of 0.17 compared to 2024.
Analysis and Review	E Ink collects customer feedback in a timely manner and consolidates relevant comments and suggestions internally as reference input for product and manufacturing process improvements.	Five improvement projects were initiated.
Complaint Handling Process	• Complaint Acknowledgement Mechanism: Upon receiving a customer complaint, E Ink confirms receipt and clarifies the details of the issue within 24 hours, while providing an initial response to the customer. • Transparency of Handling Progress: Through meetings and written communication (e.g., email), customers are regularly informed of the investigation progress, expected resolution timelines and any changes to those timelines, and subsequent corrective actions, ensuring transparency and clear communication throughout the resolution process.	Four cases were handled, with a **100%** closure rate.



Customer Satisfaction Survey

Based on product categories, E Ink classifies its customer service into two segments: ePaper Modules and ePaper Films. The Company conducts annual customer satisfaction surveys to assess satisfaction levels and continuously enhance product technology and service quality. The 2025 customer satisfaction survey results show that the average satisfaction scores for both ePaper Module and ePaper Film customers have exceeded 90 points for five consecutive years, reflecting strong customer recognition of E Ink's products and services. In 2025, E Ink received the "Excellent Supplier" and "Quality Contribution Award" from two key customers, recognizing its outstanding performance in customer service, on-time delivery, and ePaper product quality.

New ePaper Technology Exchange

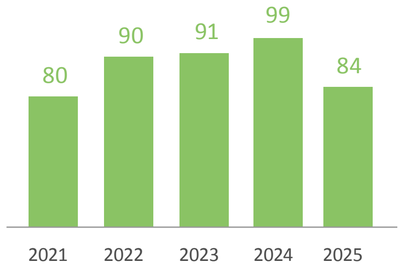
E Ink considers its customers as key partners within the ePaper ecosystem. To accelerate product development and increase the likelihood of success, the Company organizes training courses and online technical exchanges during the early stages of new product development. These sessions cover ePaper characteristics, product design principles, and process considerations. Customer feedback and discussion outcomes are incorporated into internal analyses and process optimization, forming a complete support and technical collaboration loop. This approach helps reduce risks in design and production and fosters long-term, mutually beneficial cooperation.

New Product Process Exchange

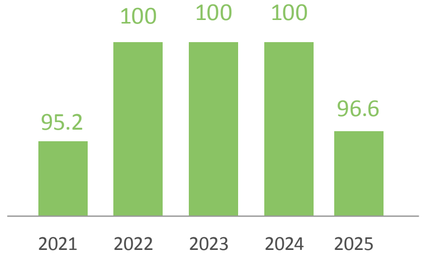
E Ink leverages the mature module manufacturing capabilities of the Yangzhou sites to assist ePaper customers in launching large-size and new-generation ePaper products. Through early-stage process technology training and technical exchanges, mass production risks are minimized, product quality for new products is ensured, and customers' new product development timelines are accelerated, supporting their mass production planning and delivery requirements.

Results of Customer Satisfaction Survey

Revenue share from customers who responded the questionnaire (%)

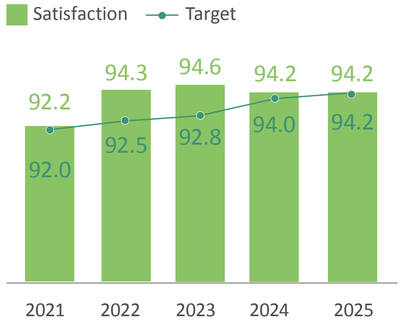


Percentage of overall scores reaching satisfaction (%)

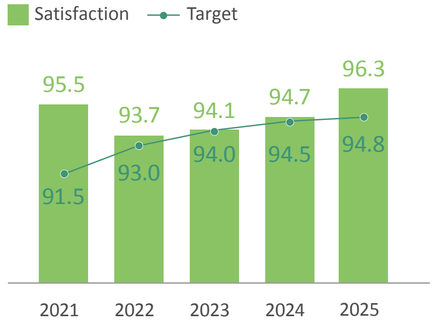


Note: An overall satisfaction score of 80 or higher is considered satisfactory

Satisfaction with ePaper Module(%)



Satisfaction with ePaper Film(%)





06 Enterprise Care

Creating a Healthy and Safe Workplace for Employees



5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

6-0 Management Approach of Sustainable Topics
6-1 Diverse and Inclusive Workforce
6-2 Talent Attraction and Retention
6-3 Employee Development and Growth
6-4 Safeguarding Employee Safety and Health

Performance Achievements

- Female employees accounted for **33.1%** of the global workforce.
- The global employee engagement score reached **82**.
- **11** consecutive years of salary increases have been implemented.
- The Hsinchu sites maintain its "**Badge of Accredited Healthy Workplace**" and "**AED Safe Place Certification**".
- E Ink University provided **103** job-specific competency maps for different job roles, **334** courses with **15,841** participants in professional competency courses.



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 part-time employees
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 checkups, and enhancing overall salary and benefits.

Sustainability KPIs	Management Objectives	▶Short-term Goals (2025)	▶Achievements (2025)	▶Short-term Goals (2026)	▶Mid-term Goals (2030)	▶Long-term Goals (2035)
Employee Compensation	Compensation	Overall compensation ranks in the top **50%** in the industry	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 Satisfaction/ Engagement	Global Response Rate**>77%**	Achieved	Global Response Rate**>80%**	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%**		
		Employee turnover rate: **<15%**	Achieved	Employee turnover rate: **<15%**		
Employee Care	Employee Supporting Program	Maternity allowance of NTD **6** thousand in Taiwan sites	Achieved	Maternity allowance of NTD **6** thousand in Taiwan sites	Maternity allowance of NTD **8** thousand in Taiwan sites	Maternity allowance of NTD **10** thousand in Taiwan sites
		Childcare measures and allowance, establishment or contracted childcare facilities in Taiwan sites	Achieved	Childcare measures and allowance, establishment or contracted childcare facilities in Taiwan sites		

Talent Attraction and Retention

Labor-Management Relations Promotion and Communication ◉Material topics

GRI Sustainability Topics

402-1 Minimum notice periods regarding operational changes

Policy Commitments

E Ink fosters an open communication environment and promotes dialogue between management and employees through various channels, and commits to respecting human rights policies.

Sustainability KPIs	Management Objectives	▶Short-term Goals (2025)	▶Achievements (2025)	▶Short-term Goals (2026)	▶Mid-term Goals (2030)	▶Long-term Goals (2035)
Labor-Management Engagement	Establishing Positive Labor-management Relations	Held one employee meeting per year at each site	Achieved	Held **one** employee town hall meeting at each global site		
		Resolution rate of proposals from labor-management meetings: 100% in Taiwan sites	Not achieved, reaching 97%[Note]	Resolution rate of proposals from labor-management meetings: **100%** in Taiwan sites		

Note: Resolution of one proposal was deferred to Q1 2026.

(Continue)

Protecting Human Rights of Workforces

Human Rights ◎Secondary Topics

Sustainability KPIs	Management Objectives	▶Short-term Goals (2025)	▶Achievements (2025)	▶Short-term Goals (2026)	▶Mid-term Goals (2030)	▶Long-term Goals (2035)
Human Rights Policy	Human Rights Policy Training	New hires completion rate: 100% (Taiwan and China)	Achieved	New hires completion rate: 100% (Taiwan and China)		
	Human Rights Assessment	• Conduct human rights risk assessments in the US region in 2025 • Each region will undergo assessment every three years	Achieved[Note 1]	• Conduct human rights risk assessments in the Taiwan, US and China in 2027 • Each region will undergo assessment every three years		Each region will undergo assessment every three years
Diversity, Equity and Inclusion	Diversity and Inclusion	Ratio of female to managers: **20%**	Achieved	Ratio of female to managers: **21%**	Ratio of female to managers: **23%**	Ratio of female to managers: **25%**
		Ratio of female to employees: **30%**	Achieved	Ratio of female to employees: **30%**		
		Female new hires accounted for **28%**	Not achieved, reaching **23.1%**[Note 2]	Female new hires accounted for **25%**	Female new hires accounted for **28%**	Female new hires accounted for **30%**
		Implement two measures to build a diverse, inclusive, and friendly workplace, including initiatives to foster an inclusive culture.	Achieved	Implement two measures to build a diverse, inclusive, and friendly workplace, including initiatives to foster an inclusive culture.		

Note 1: In 2025, the human rights assessment for the US was conducted using the United Nations Global Compact (UNGC) assessment framework. Human rights assessments for the other sites were completed in 2024.

Note 2: ePaper technology is a new and specialized field. Historically, technical and production roles have been predominantly held by male employees, and some positions involve higher physical demands, resulting in a higher ratio of male employees. The average tenure of female employees is close to 10 years, reflecting the Company's efforts in fostering a friendly workplace and supporting career development.

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 (2025)	▶Achievements (2025)	▶Short-term Goals (2026)	▶Mid-term Goals (2030)	▶Long-term Goals (2035)
Learning Vitality	Enhancing Employee Learning Motivation- Course Satisfaction	≥ 87%	Achieved	≥ 88%	≥ 88%	≥ 89%
Talent Pipeline	Cultivating Capabilities of Future Talent	• Expand the APPLE program globally • Retention rate of APPLE program participants **> 80%**	Achieved	Retention rate of APPLE program participants **> 80%**		

(Continue)

Ensuring Occupational Safety and Health

Occupational Safety and Health

◉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

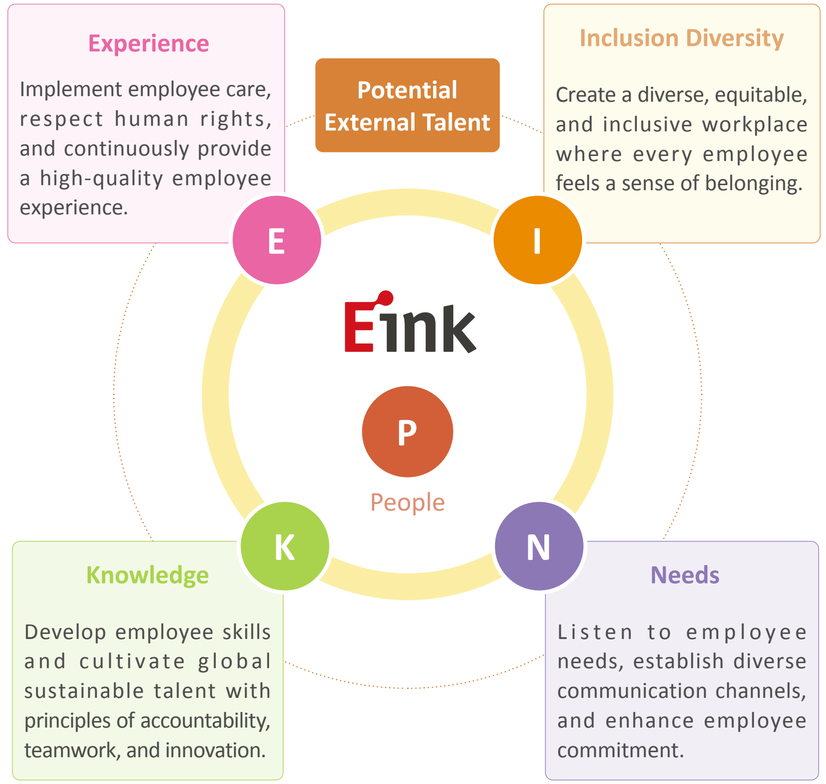
E Ink values its employees as its most valuable asset and has implemented occupational safety and health management measures and policies to ensure their well-being. The Company has obtained ISO 45001 certification for its occupational health and safety management system, demonstrating its commitment to maintaining a safe working environment and promoting a healthy workplace.

Sustainability KPIs	Management Objectives	▶Short-term Goals (2025)	▶Achievements (2025)	▶Short-term Goals (2026)	▶Mid-term Goals (2030)	▶Long-term Goals (2035)
Safety culture	Promoting Safety Culture Completion Rate of Occupational Safety and Health 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	Proactive Reporting Rate of Environmental Inspection Deficiencies **>10%** (Taiwan Sites)	Achieved	Proactive Reporting Rate of Environmental Inspection Deficiencies **>13%** (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	• Initial Pass Rate of Electric Equipment Safety Inspections **>90%** (Taiwan Sites) • Initial Pass Rate of Ladder Inspections **>70%** (Taiwan Sites)	Achieved	Initial Pass Rate of Electric Equipment Safety Inspections **>91%** (Taiwan Sites) Initial Pass Rate of Ladder Inspections **>75%** (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	• The Taiwan and Yangzhou sites maintain the validity of their ISO 45001 certifications • ISO 45001 preparation at US sites	Achieved	• The Taiwan and Yangzhou sites maintain the validity of their ISO 45001 certifications • The US sites have obtained ISO 45001 certification	Maintain the validity of the ISO 45001 certification (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<1.27**	Achieved	**FR<1.25**		
Employee health and well-being	No cases of occupational disease diagnosed	No cases of occupational disease diagnosed	Achieved	No cases of occupational disease diagnosed		
	Chronic Disease Prevention	The prevalence rate of metabolic syndrome is less than or equal to the government-announced threshold (Taiwan sites).	Achieved	The prevalence rate of metabolic syndrome is less than or equal to the government-announced threshold (Taiwan sites).		
	Health Promotion Activities	Health Promotion Activity Coverage Rate ≥ **25%** (Taiwan Sites)	Achieved	Health Promotion Activity Coverage Rate ≥ **27%** (Taiwan Sites)	Health Promotion Activity Coverage Rate ≥ **35%** (Taiwan Sites)	Health Promotion Activity Coverage Rate ≥ **45%** (Taiwan Sites)

6-1 Diverse and Inclusive Workforce

6-1-1 Sustainable Human Capital Strategy

In response to global talent trends, evolving market dynamics , and intensifying competition for talent, E Ink has established 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 well-being-oriented workplace where every employee is in the right position.

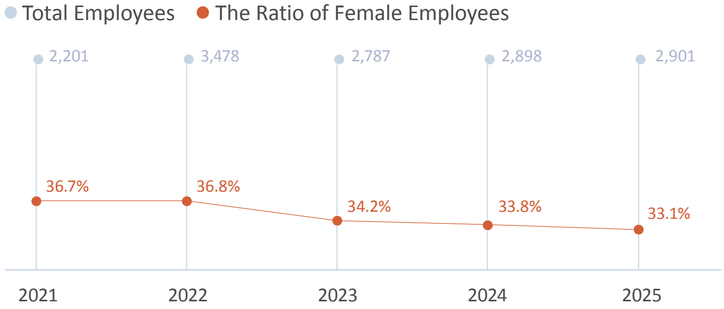


6-1-2 Workforce Overview

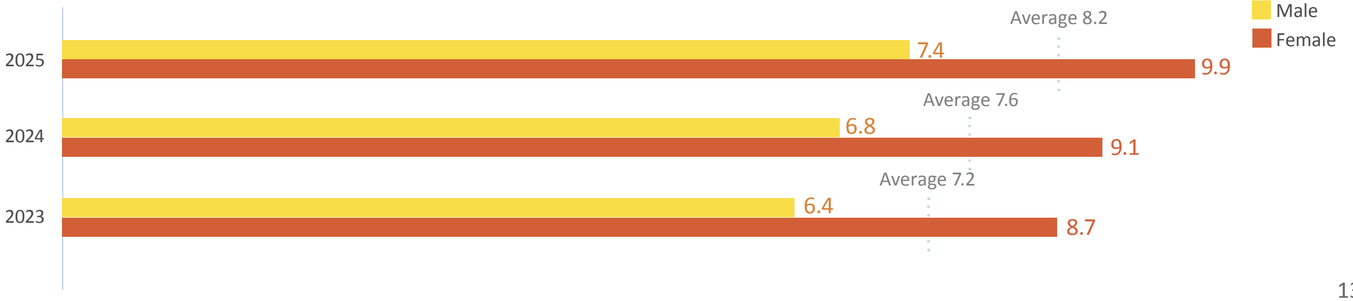
In 2025, E Ink had a total of 2,901 employees[Note] globally, including 1,448 in Taiwan, 961 in China, 451 in the US, and 41 in other regions. Compared to the previous year, the total number of employees increased by 3, reflecting overall stable employees. In addition, 709 non-employee workers were engaged through third-party contractors to support production, security, cleaning, and other operational activities. This represented a decrease of 227 workers compared to the previous year, primarily due to the Company's active promotion of production line automation. Through the introduction of automation equipment and process optimization, E Ink effectively reduced its reliance on repetitive external labor.

Due to the nature of the industry, the Company has established an employee composition target of 70% male and 30% female employees. In recent years, however, E Ink has continued to strengthen talent recruitment, career development support, and inclusive workplace initiatives, resulting in female employees accounting for more than 33.1% of the employees, with an average tenure exceeding 9.9 years. Moving forward, E Ink will continue to promote gender balance and foster an inclusive workplace culture.

The Ratio of Female Employees



Average Tenure of Global Employees (Years)



Note: The statistical scope of the total number of global employees covers Taiwan, China, the US, and sales offices in other regions, including Tokyo, Japan; Seoul, South Korea; and Shenzhen, China. In 2023, the composition of employees in China was adjusted, with contract labor workers categorized as third-party personnel and classified as non-employees workers. Employee headcount is calculated based on the number of employees in service as of the end of the reporting period.

New Hires and Employee Turnover

In 2025, E Ink hired a total of 342 new hires, with an annual new hire rate of 11.8%. The average recruitment cost per new hire was approximately NTD 68,157.

In 2025, the employee turnover rate was 11.8%, including a voluntary turnover rate of 9.2%, representing a decrease of 0.2% compared with the previous year. From the perspective of gender structure, male employees accounted for the majority of employee turnover. In particular, the number of male employees aged 41-50 who left the Company increased by 16 compared with the previous year. Due to the Company's production line expansion and automation upgrades, some employees faced greater challenges in job transformation and adapting to new operating environments. Moving forward, E Ink will reduce the impact of production line expansion on employees through more comprehensive pre-employment training and internal consensus-building camps.

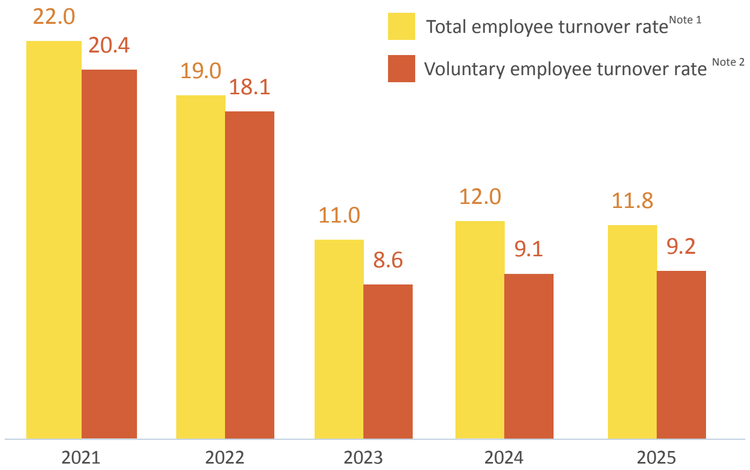
According to the analysis of reasons for leaving, approximately 28.1% of employees cited "personal reasons" as the primary factor. In addition to the Company's existing underperformance management mechanism, turnover was also affected by intensified competition for talent in Taiwan and overseas amid changes in the global landscape, as well as factors such as adaptation to technical requirements arising from the unique nature of the industry and difficulty adapting to the working environment and working hours.

Over the past two years, the overall workforce structure has not shown significant fluctuations, and the employee turnover rate has remained relatively stable, indicating a certain degree of stability in the Company's workforce deployment and talent retention mechanisms. Meanwhile, the average tenure of both male and female employees has shown a slight upward trend over the past two years, reflecting the Company's continued progress in employee retention and career development. Overall, workforce mobility remains healthy and controllable.

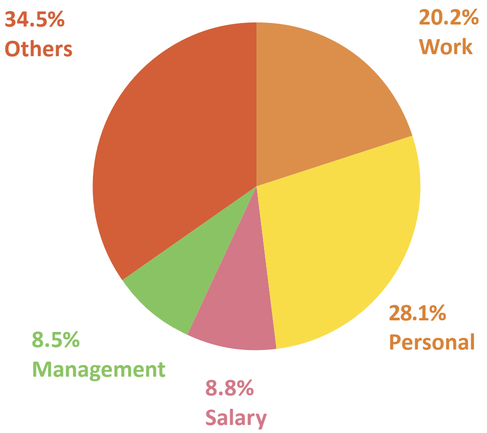
In terms of talent retention, E Ink also places great emphasis on assigning employees to suitable roles. The Company hopes that employees can develop more specialized skills, broaden and deepen their perspectives, and connect with globalization through more diversified development. Therefore, E Ink encourages employees to pursue internal rotation to broaden their career development. In 2025, the internal rotation rateNote was 19.5%, supporting workforce internationalization and the localization of international talent, thereby facilitating the operation and development of global business.

Note: Internal rotation rate = Number of internal transfers in the current year / (Number of internal transfers in the current year + Number of new hires in the current year). The internal rotation disclosed in this report only covers personnel movements within the same group company and does not include transfers between group companies. Transfers between group companies are classified as new hires and employee turnover.

Employee turnover rate (%)



Factors of Employee Departure in 2025 (%)



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)
Note 3: Since 2023, the reporting scope has been expanded to all global operating sites. In and before 2022, the scope covered only Taiwan, China, and US.

	2024				2025			
	Female		Male		Female		Male	
Age group	Total Employee Turnover (person)	Employee Turnover Rate(%) Note 1	Total Employee Turnover (person)	Employee Turnover Rate(%) Note 1	Total Employee Turnover (person)	Employee Turnover Rate(%) Note 1	Total Employee Turnover (person)	Employee Turnover Rate(%) Note 1
Aged 30 and below	46	1.6%	99	3.5%	38	1.2%	100	3.4%
31-40	25	0.9%	79	2.8%	25	0.9%	68	2.3%
41-50	14	0.5%	35	1.2%	16	0.6%	51	1.8%
Aged 51 and above	14	0.5%	29	1.0%	19	0.7%	25	0.9%
Total	99	3.5%	242	8.5%	98	3.4%	244	8.4%
Gender Distribution of Employee Turnover (%) Note 2	29.0%		71.0%		28.7%		71.3%	

Note 1: Employee Turnover Rate by Age Group (%) = Total Number of Turnover for the Fiscal Year in each category / ((Beginning of the Year + End-of-Period Employee Count)/2).
Note 2: Gender distribution of employee turnover (%) = Total Number of Turnover for the Fiscal Year in each gender / Total Number of Turnover for the Fiscal Year

Parental Leave

E Ink deeply understands and actively supports female employees in balancing pregnancy, family responsibilities, and work, and is committed to fostering a diverse and inclusive workplace. In accordance with the applicable Occupational Safety and Health Act, E Ink has established and implemented a Maternal Health Protection Program, which conducts job suitability and risk assessments for pregnant, postpartum, and breastfeeding employees. Appropriate adjustments are made to work duties to safeguard maternal health and safety. In 2025, the return-to-work rate among employees of all genders across E Ink's global operations reached 100%. In addition, the retention rate in 2025 of employees who returned from parental leave in 2024 reached 95%, demonstrating the effectiveness of E Ink's parental leave and related benefits in supporting employees in balancing work and family responsibilities.

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 number of employees eligible for parental leave	31	50	81	5	13	18	127	324	451	4	1	5	167	388	555
A: Total applicants for parental leave of absence in 2025	10	4	14	0	0	0	3	9	12	0	0	0	13	13	26
B: Total number of scheduled to return from parental leave in 2025	11	3	14	0	0	0	2	8	10	0	0	0	13	11	24
C: Total number of returning from parental leave in 2025	11	3	14	0	0	0	2	8	10	0	0	0	13	11	24
D: Total number of scheduled to return from parental leave in 2025 who applied for leave extension	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E: Total number of reinstating after parental LOA in 2024 continuing service for one year	6	4	10	1	0	1	2	3	5	2	0	2	11	7	18
F: Total number of reinstating after parental LOA in 2024	7	4	11	1	0	1	2	3	5	2	0	2	12	7	19
Reinstatement rate %=C/(B-D)	100%	100%	100%	-	-	-	100%	100%	100%	-	-	-	100%	100%	100%
Retention rate %=E/F	86%	100%	91%	100%	-	100%	100%	100%	100%	100%	-	100%	92%	100%	95%

Note 1: In Taiwan, all full-time employees eligible for statutory parental leave without pay can apply. The number of employees eligible for parental leave in 2025 is calculated based on the following criteria:
(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 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 to apply for parental leave, which exceeds applicable local regulations.

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 9 weeks of paid leave, including 1 week of prenatal checkup leave and 8 weeks of maternity leave. Additionally, employers are required to provide 1 week of paternity leave when employees accompany their spouses during childbirth.



6-1-3 Respect for Human Rights

E Ink Human Rights Policy

E Ink strictly complies with the laws and regulations in all jurisdictions where it operates and aligns with 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 Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises and the Ten Principles of the United Nations Global Compact (UNGC). E Ink also takes actions consistent with the Responsible Business Alliance (RBA) Code of Conduct to prevent human rights infringements and violations. The policy applies to E Ink and its affiliates, covering full-time employees, contract workers, temporary workers, interns, suppliers, and contractors. E Ink also requires its suppliers and business partners to uphold the same standards to safeguard the human rights of all individuals.

E Ink is committed to communicating this policy among all directors, managers, and employees, while promoting initiatives that uphold respect for human rights. In addition, E Ink regularly participates in seminars and forums related to human rights issues to advance labor standards and reinforce its commitment to respecting and protecting human rights. Where an assessment confirms that the Company has caused or contributed to adverse human rights impacts, E Ink will review the matter in accordance with internal procedures and take appropriate response and remediation measures. At the same time, the Company has established a communication channel accessible to all stakeholders and continues to work to prevent, promptly identify, and effectively respond to any potential adverse human rights impacts. Further details are available in the "E Ink Human Rights Policy" section on the Company's official website, which was updated in September 2025.

Human Rights Due Diligence and Management

To effectively implement its Human Rights Policy and ensure the effectiveness of management measures, E Ink has clearly defined roles and allocated resources for day-to-day human rights management. Relevant responsible units, based on their respective functions, are accountable for the promotion, implementation, and monitoring of the Human Rights Policy. Human rights impact assessments and risk identification are integrated into core operational and management processes. E Ink conducts ongoing and periodic human rights due diligence, including risk identification, assessment, improvement, and remediation where necessary across its operations, value chain, and new business ventures. These efforts aim to continuously safeguard the labor and human rights of workers. In addition, E Ink references key human rights issues identified by the Responsible Business Alliance (RBA), the United Nations Global Compact (UNGC), and the Global Reporting Initiative (GRI) to systematically conduct comprehensive human rights risk assessments. Risks are evaluated based on their likelihood and severity to identify priority issues, and corresponding mitigation and remediation measures are developed to reduce potential impacts on business operations and to foster a safe and inclusive workplace.

Human Rights Management Framework and 2025 Implementation Status

Risk Assessment	Preventive Measures	Monitoring and Detection	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.
• Conducted human rights risk assessments for the Taiwan sites, China sites, and global significant suppliers, identifying 11 human rights issues of concern in 2024. • Completed comprehensive work suitability assessments and workplace design inspections in Taiwan in 2025.	• 100% of significant suppliers sign the Supplier Code of Conduct Commitment Letter. • Continued to maintain external certification of the ISO 37001 Anti-Bribery Management System.	• Provided grievance channels, including physical mailboxes and email (appeal@eink.com). Accepted anonymous reports depending on the level of detail provided. • Received two grievance cases related to human rights issues under the “Dignity and Respect” category and implemented response measures to enhance managers’ awareness of human rights and strengthen communication skills.	• Implemented human rights training programs and promoted awareness of unlawful infringement prevention. • 100% of new hires completed human rights-related training in Taiwan and China. • Held one in-person "Workplace Communication Skills" workshop in Taiwan with 52 participants, one in-person "Effective Workplace Communication and Workplace Misconduct Prevention" course for supervisors with 37 participants, and assigned all indirect employees to complete the online "Workplace Misconduct Prevention Awareness" course, with 952 participants completing the training. A total of 1,041 participants completed the training.

Enhancing Workplace Protection: Strengthening Safety Awareness Through Targeted Inspections and a Zero-Tolerance Culture

In 2025, to strengthen the identification and prevention of risks related to unlawful workplace violence and to fulfill corporate responsibilities for workplace safety and employees' psychological well-being, Taiwan implemented the "Job Fit Assignment and Work Design Review."
Through a comprehensive review conducted every three years across all departments, this initiative systematically assesses existing conditions and measures, providing a concrete basis for subsequent improvements and resource planning.

- Job Fit Assignment and Safety Monitoring
  Specific risk scenarios-such as working alone or during night shifts, cross-site travel, and any reported incidents involving unlawful acts, threats, or intimidation-are precisely identified. Appropriate monitoring and reporting mechanisms are implemented for high-risk periods and locations, and all reports of unlawful workplace violence are continuously tracked to establish a robust safety protection network.

- Workplace-Friendly Design
  The review focuses on factors including the frequency of public contact, monotonous or high-workload job demands, and whether workplace-friendly measures have already been adopted. The impact of work intensity on employees' physical and mental well-being is assessed, and the working environment is enhanced through workplace-friendly initiatives proposed by individual units, such as respecting personal preferences and maintaining open communication channels.

Implementation Performance

1. The coverage rate in Taiwan reached 100%, with a 100% questionnaire response rate.
2. The review was conducted at the department or division level, with supervisors or employees familiar with the operations completing the questionnaires. This ensured the accuracy and completeness of the results, which will serve as a data-driven foundation for subsequent human rights due diligence and job redesign initiatives in future years.

Training and Awareness Programs Across All Levels

- Workplace Communication and Awareness Building
  An online training course on "Prevention of Unlawful Workplace Violence" was provided to all indirect employees, with 952 participants. Through digital learning, spatial and time constraints were overcome, ensuring that employees are able to identify risks such as workplace bullying and sexual harassment and are familiar with complaint and support channels.

- Management Skills and Preventive Practices for Supervisors
  A classroom-based course on "Effective Workplace Communication and Prevention of Unlawful Workplace Violence" was provided to supervisors, with 37 participants. The program enhanced supervisors' ability to identify early signs of abnormal stress or conflict among employees and ensured management practices comply with regulations and respect human rights, thereby preventing potential internal incidents at the source.

- In-Person Communication Workshops
  Open, in-person workshops on "Workplace Communication Skills" were conducted using interactive teaching methods to strengthen employees' psychological resilience and response skills in addressing potential conflicts . A total of 52 participants attended.

Implementation Performance

A cumulative total of 1,041 participants completed training on the prevention of unlawful workplace violence. These efforts successfully fostered a zero-tolerance workplace culture and extended risk early-warning and protection mechanisms to all job positions across all sites .

Category	Assessment Item	Occurrence Rate (%)	Key Risk Scenarios / Description	Preventive and Management Measures
Job Fit Assignment	Cross-site movement required	32.3	Site support, meetings, technology transfer, equipment installation and testing	Supervisors implement real-time tracking mechanisms to monitor employee safety during cross-site movement
	Working alone / night shifts	6.5	Two-or four-shift rotation systems, system maintenance, emergency incident handling	Two-person or multi-person work arrangements are implemented, and a night-time incident reporting mechanism is established to enable immediate communication with supervisors via phone or communication tools .
Work Design	Contact with the public / vendors	77.4	Discussions with partner vendors on product specifications, technical troubleshooting, and project meetings	Visitor registration systems are implemented ; requiring external personnel to sign non-disclosure agreements (NDAs); establishment of document review mechanisms to ensure information security
	Workplace-friendly measures already in place	74.2	Proactive employee care measures, including workload adjustments, flexible working hours, and Employee Assistance Programs (EAP)	Training and internal announcements are provided to ensure that employees are able to identify potential early signs of unlawful workplace violence.

Human Rights Due Diligence

E Ink strictly adheres to applicable 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 the scope of its policy framework and conducts human rights due diligence in alignment with the Human Rights Policy.

In 2024, E Ink carried out a questionnaire-based assessment across its Taiwan, China, and significant suppliers to identify material 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, to ensure that diverse perspectives were incorporated into the human rights risk identification process. 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." In addition, E Ink comprehensively analyzed the characteristics of common cases involving violations of human rights regulations in the industry and incorporated dignity-related incidents and complaints that had occurred during its own operations to further confirm the relevance and significance of these issues, based on which corresponding mitigation and remediation measures were formulated. Through ongoing engagement with stakeholders and regular reviews of human rights risks, E Ink ensures that key human rights issues are identified and managed in a timely and effective manner, and continuously strengthens its commitment to human rights protection.

In 2025, the management team in the US conducted the 2024 human rights due diligence assessment through the United Nations Global Compact Communication on Progress (CoP) questionnaire. The self-assessment results indicated that the overall human rights risk level in the US was low, with comprehensive policies, robust governance, and substantive compliance in place. The questionnaire identified six salient human rights issues of greatest relevance to operations, all of which have been incorporated into the Company's formal policy commitments to ensure that its management mechanisms are aligned with international standards.



1. Workplace Safety and Health: Establishing a safe and healthy working environment to prevent occupational injuries and incidents.
2. Non-Discrimination in Employment and Occupation: Ensuring equal employment opportunities and eliminating workplace discrimination and unequal treatment.
3. Gender Equality: Promoting gender equality and advancing the protection of women's rights.
4. Elimination of Forced Labor: Strictly prohibiting all forms of modern slavery, human trafficking, and forced labor.
5. Abolition of Child Labor: Implementing age verification mechanisms to ensure that no child labor exists in the Company's operations or supply chain.
6. Responsible Sourcing of Raw Materials: Extending human rights management to the upstream supply chain to ensure that material sourcing is not associated with human rights violations.

Actions Taken to Avoid, Prevent, and Mitigate Human Rights Issues

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 conducted 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." • Regularly review the Human Rights Policy. E Ink updated its Human Rights Policy in September 2025.	Low	• Overtime work requires prior notification to employees and their consent, and supervisors may review and adjust overtime arrangements through the e-system. • Workforce capacity is aligned with operational demand through adequate staffing. • Policies and procedures are regularly reviewed and updated to ensure compliance with regulatory requirements and effective working hour control. • Artificial intelligence and factory automation are introduced to improve operational efficiency and reduce 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 workplace violence 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. • Training course for supervisors on Effective Workplace Communication and Prevention of Unlawful Workplace Violence, equipping them with the capability to appropriately handle reports and incidents of bullying or harassment. • Establishing a global whistleblowing/grievance email channel.	Low	• Conduct awareness training on the prevention of unlawful workplace violence 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 financial or non-financial compensation is provided to affected employees, taking their preferences into account.	Implementing internal policies to prevent/ financial or non-financial compensation	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). • Require suppliers to sign the Integrity and Anti-Corruption Commitment.	Low	• Conduct ethical business conduct orientation courses for new hires. • Regular internal awareness announcements.	• Strengthen the promotion of the whistleblowing system.	Implementing internal policies to prevent	Achieved

(Continue)

Human Rights Issues	Risk Groups	Management Practices	Risk Level	Mitigation Measures	Remediation Measures	Types of Remediation Measures	Implementation
Labor Conditions	Employees Suppliers Migrant workers	• Employment contracts comply with labor laws and are voluntarily signed by mutual consent. • Labor-management meetings are held regularly, with meeting minutes retained and relevant issues tracked. Collective bargaining is supported by a 100% response rate to matters raised through these meetings. • ISO 45001 certification affirms E Ink's commitment to employee safety through comprehensive procedures and a secure work environment. • For migrant workers, 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 prevent any additional charges from being imposed on migrant workers. • In accordance with legal regulations, no child labor under the age of 15 is employed. For workers under the age of 18, necessary management practices and measures are provided as required by law. During the selection process, personal data is reviewed, and thorough verification is conducted upon reporting to ensure that the employment of all workers complies with legal standards.	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 migrant workers' passports, bank books, and residence permits. • Ensure that migrant workers receive the same basic wages, working hours, and holidays as local employees. • Conduct surveys to understand migrant workers' 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 checkups, 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 return-to-work and job accommodation following work-related injuries and illnesses.	Low	• Conducting annual health checkups 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 checkups 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 occupational injury leave to support employees' 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	• Emergency response drills are conducted to strengthen risk assessment and response capabilities in chemical incident scenarios.	Implementing internal policies to prevent	Achieved

Note 1: The scope of human rights due diligence covers E Ink's value chain, including its Taiwan (Hsinchu and Linkou sites), China, US and significant suppliers. The implementation rate of mitigation and remediation measures is calculated using the Taiwan (Hsinchu sites and Linkou sites) as the denominator. As of 2025, E Ink has completed human rights assessments for 98.6% of its operational sites. The Company will continue to advance related initiatives and has set a target to achieve over 95% of operational sites completing at least one human rights assessment every three years by 2027.

Note 2: In 2024, E Ink conducted its first systematic human rights questionnaire survey for significant suppliers to assess potential human rights issues, thereby proactively identifying risks and providing a basis for subsequent human rights management strategies. These significant suppliers, which account for 87.3% of total Tier 1 total spend and 42.9% of the total number of Tier 1 suppliers, were selected as the primary focus of engagement.

6-2 Talent Attraction and Retention

6-2-1 Talent Recruitment

To advance sustainable business operations, E Ink formulates its talent recruitment strategies based on the Company's medium- and long-term business strategies, developing forward-looking recruitment plans. Through a fair, open, and transparent selection process, the Company recruits and hires suitable talent while actively advancing various projects to internationalize its workforce and localize global talent, thereby supporting the operation and expansion of its overseas business. E Ink upholds the principles of diversity, equity, and inclusion throughout the recruitment and training processes. E Ink ensures that hiring and employment decisions are not influenced by factors such as nationality, race, gender, age, religion, sexual orientation, or disability. E Ink's inclusive recruitment principles not only adhere to non-discrimination principles but also actively promotes equal employment opportunities for underrepresented groups, including but not limited to individuals from economically disadvantaged or marginalized backgrounds, regardless of educational attainment. To expand and diversify the Company's talent pool, E Ink adopts a wide range of recruitment channels, such as global talent searches, internal talent development programs, campus recruitment, referral partnerships, and social media and digital platforms. These efforts ensure both the breadth and depth of talent to meet the evolving needs of various roles. Furthermore, the Company offers cross-border rotation opportunities and global training programs to foster cross-cultural integration and build a highly competitive and diverse workforce.

Supporting Employment of Individuals with Under-privileged Status Globally

E Ink supports the employment of under-privileged individuals. The Company employed a total of 21 individuals with under-privileged status in 2025. Among them, 12 individuals with severe visual impairments serve as full-time massage therapists, while the remaining 9 individuals with mild, moderate, severe, or profound under-privileged status 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 under-privileged status.

Hiring Local Talent

To implement localized operations and strengthen local market capabilities, E Ink hired 94.3% local senior management talent[Note] in 2025. 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 the Chief Information Security Officer, accounting managers, and corporate governance officers.

Campus Recruitment

E Ink engages in campus engagement activities at key universities with strong talent pools in the ePaper and display industries. Employees from various professional fields at E Ink visit campuses to deliver thematic lectures and provide internship opportunities, allowing students to gain insights into the latest technologies 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 strengthen the Company's employer brand image.

Shaping an Excellent Future: The Centennial Talent Cultivation Program – A Commitment to Talent Sustainability and Technological Innovation

E Ink believes that talent development and technological innovation are key to sustainable growth and long-term competitiveness. Guided by E Ink's "Shaping an Excellent Future: The Centennial Talent Cultivation Program," the Company focuses on fostering future leaders, strengthening industry-academia collaboration, advancing educational equity, and investing in long-term talent development.

In 2025, E Ink engaged with universities through campus briefings, internship programs, and knowledge-sharing initiatives to enhance students' career readiness and understanding of industry trends. The Company also expanded scholarship programs and organized site visits to support talent cultivation in ePaper-related fields.

In response to workforce challenges, E Ink resumed its R&D Substitute Services program to strengthen the pipeline of key technical talent and support long-term innovation.

Investing in the Long-Term Future
Resuming the R&D Substitute Services program to provide hands-on experience and support early career development.

Advancing Educational Equity
Enhancing transparency through campus engagement and corporate visits to support informed career decisions.



Promoting Industry–Academia Collaboration
Strengthening collaboration and providing scholarships to enhance practical experience and talent development.

Fostering Future Leaders
Implementing summer internship programs to support career exploration and development.

Five Key Initiatives to Build a Sustainable Talent Pipeline

R&D Substitute Services Program: Turning military service into a pathway to industry

In response to the impact of demographic shifts on the future workforce structure, E Ink resumed the R&D Substitute Services program in 2025 and secured 18 positions. Through this program, the Company recruits high-potential R&D talent to strengthen its research capabilities and support the accumulation, transfer, and innovation of core ePaper technologies.

The R&D Substitute Services program also provides young individuals with opportunities to gain practical industry experience during their service period, enabling them to better understand the workplace and prepare for their future careers. Through a systematic approach to talent development, E Ink continues to strengthen its R&D talent pipeline and support long-term innovation.

Scholarship and Early Offer Program: Identifying Talent Early

In 2025, E Ink continued to expand its campus scholarship program and established partnerships with additional academic departments to support outstanding master's and doctoral students in ePaper-related research and technological development. Through industry–academia collaboration, the Company helps students deepen their professional capabilities and encourages them to continue creating innovative value in the ePaper field. The program is also integrated with an early offer mechanism, enabling scholarship recipients to obtain employment eligibility before graduation and transition smoothly into their career development after graduation. Through this arrangement, E Ink not only strengthens industry–academia talent cultivation but also proactively develops a pipeline of new talent with professional capabilities to support the Company's long-term development needs.

Corporate Visits: Strengthening Career Development for Future Talent

In 2025, E Ink continued to organize corporate visit programs for university students, providing opportunities to gain first-hand exposure to industry operations and the diverse applications of ePaper technology. During the visits, the Company demonstrated real-world applications of ePaper and facilitated guided tours and interactions to help students connect academic knowledge with practical experience and better understand industry trends. These initiatives support students' career exploration and innovation awareness, while strengthening industry–academia engagement and fostering long-term talent development and collaboration.






Summer Internship Program: Enhancing Practical Experience

E Ink offers internship opportunities to undergraduate and graduate students from domestic and international universities, providing hands-on experience in R&D and project operations. In 2025, the Company launched the "Inkers' Talk" series to share workplace experiences and strengthen engagement with young talent, and recruited seven students to participate in the "Shuren Inker" internship program. The program adopts a project-based approach, with each intern assigned an independent project and supported by a dedicated mentor. Through participation in real-world operations and cross-functional collaboration, interns gain practical experience, enhance career readiness, and contribute diverse perspectives and innovative ideas, supporting industry–academia collaboration and talent development.





Industry–Academia Collaboration: Advancing Innovation and Application

E Ink continues to collaborate with leading universities to strengthen talent development in ePaper technology and promote industry–academia engagement. In 2025, the Company organized department-specific sessions, assigning internal technical experts to deliver thematic presentations based on academic disciplines, while HR representatives introduced the Company's culture, training resources, and recruitment mechanisms, enhancing two-way engagement with academia.

During the year, E Ink conducted sessions at seven universities in Taiwan, including National Taiwan University, National Cheng Kung University, National Tsing Hua University, National Yang Ming Chiao Tung University, National Central University, National Taiwan Normal University, and National Taipei University of Technology, attracting over 500 participants. Anonymous interactive tools and engagement mechanisms were adopted, achieving an interaction rate of approximately 80%, effectively enhancing communication quality and deepening participants' understanding of ePaper technology and the Company's development.





6-2-2 Compensation and Benefits

E Ink values the efforts and contributions of every employee. In addition to providing a competitive compensation and benefits system, thoughtful benefits, and a quality workplace, the Company actively cultivates a supportive and inclusive working environment. Diverse and motivating reward mechanisms are implemented to attract talent globally. The salary of new hires is determined based on the job attributes, educational background, professional knowledge and skills, and work experience, without any discrimination based on gender, race, religion, under-privileged status, political stance, marital status, or membership in labor unions or associations.

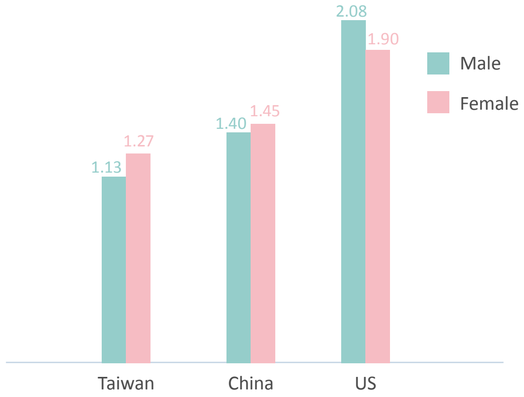
Enhancing Overall Compensation

E Ink regards its employees as the Company's most important asset and provides every employee with a favorable working environment and fair, market-competitive compensation and benefits. In alignment with global human resource development strategy, the Company formulates competitive compensation policies. In addition to complying with local regulations at each operational site and regularly participating in market salary surveys to benchmark local wage levels, E Ink also incorporates indicators of living expense and living wage at each location as references for salary adjustments. This ensures that employee compensation is fair and market-competitive, sufficient to cover basic living expenses, and leaves room for disposable income for flexible planning and use. For example, the standard salaries of entry-level employees are all higher than the local statutory minimum wages. Each year, the Company also reviews the market competitiveness of salaries and benefits based on job market standards and individual performance.

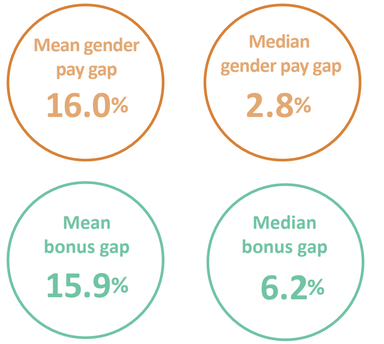
As revenue and profitability continue to grow, the Company shares the results of its success with employees worldwide. Salary adjustments have been implemented globally for 11 consecutive years. From 2021 to 2025, per capita salary and benefit expenses in Taiwan increased cumulatively by 8. 9%. In 2025, per capita salary and benefit expenses in Taiwan increased by approximately 21% on average compared with the previous year. Furthermore, to recognize employee contributions and retain talent, E Ink introduced additional retention bonuses based on employee performance and the Company's profitability, in addition to its existing annual performance bonus plan. Through these measures, the Company aims to drive higher performance while sharing profits with employees worldwide.

Taking Taiwan as an example, according to 2025 data from the Market Observation Post System of the Taiwan Stock Exchange, E Ink ranked first among OTC optoelectronics companies and among the top 2% of listed and OTC optoelectronics companies in terms of overall salary and benefits, as well as the average salary of full-time non-management employees. E Ink's average employee benefit expenses increased from NTD 1,718 thousand to NTD 2, 069 thousand, approximately 75% higher than the average level of listed and OTC optoelectronics peers. For other locations, E Ink adopts a group-wide and consistent approach as the guiding principle for salary and benefit management, thereby upholding the Company's compensation policy.

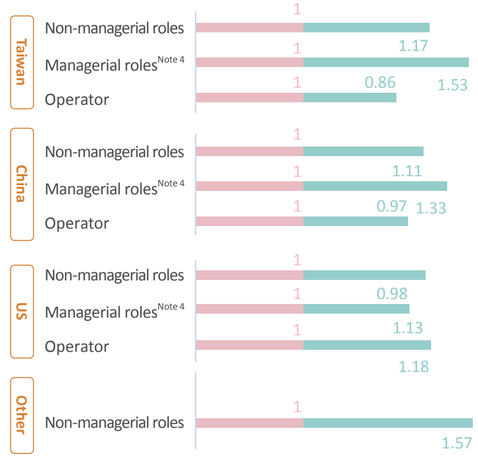
Comparison between the Standard Salary of Base-Level[Note] Employees and Local Minimum Salary in 2025 [Note1]



Percentage Difference in Salaries and Bonuses between Male and Female for 2025 [Note2-3]



The Gender Compensation Ratio in 2025 [Note4]



Number of Full-Time Employees Without Supervisory Duties, Average Salary and Difference From The Previous Year In Taiwan [Note5]

Number of Full-time Employees (Person)	Total Salary of Full-time Employees (NT$1,000)	Average Salary of Full-time[Note5] Employees (NT$1,000)	Median Salary of Full-time [Note5] Employees (NT$1,000)
Difference +1.31%	Difference +6.52%	Difference +5.14%	Difference +4.55%
2024 ▶ 1,293	2024 ▶ 1,864	2024 ▶ 1,442	2024 ▶ 1,270
2025 ▶ 1,310	2025 ▶ 1,985	2025 ▶ 1,516	2025 ▶ 1,327

Note 1: Entry-level personnel refers to operators.
Note 2: Using female employees as the reference group, the actual salary and bonus differences were calculated based on compensation data from the Company's three major operating sites: Taiwan, China, and the US.
Note 3: (Male's Salaries and Bonuses-Female's Salaries and Bonuses)/ Female's Salaries and Bonuses*100%.
Note 4: Most of E Ink's senior executives are male, resulting in a relatively significant disparity in the compensation ratio for the managerial category. Branch offices in other regions have streamlined workforce structures and no operators. In addition, the composition of employees serving in managerial roles varies significantly across locations. Differences in salaries and bonuses are primarily affected by employees' job responsibilities and local compensation regulations, rather than gender; therefore, they are not disclosed.
Note 5: The average salary and median salary for 2025, as well as the median salary for 2024, have been audited by CPAs.
Note 6: E Ink annually reviews the competitiveness of employee salaries and benefits.

Strengthening Employee Benefits

E Ink not only provides a sound salary structure, labor and health insurance, and a comprehensive benefits system, but also offers multiple benefits that surpass regulatory requirements. These include an annual leave advance policy, volunteer leave, maternal and infant-friendly care, health checkups and consultations, and an Employee Assistance Program (EAP). In addition, the Company organizes diverse employee engagement activities through its Welfare Committee to support employee well-being and work–life balance. In terms of the leave system, the Company provides a flexible and employee-friendly leave system, allowing employees to apply for leave based on their personal needs. For any unused paid leave, the Company also makes appropriate arrangements or provides compensation in accordance with local requirements and regulations to safeguard employee rights. To encourage employee participation in volunteer services, E Ink provides annual volunteer leave entitlements of 16 hours per employee in Taiwan, 4 hours in the US, and 16 hours in China in 2025, enabling employees to realize their personal interests in social participation within the Company.

At the same time, E Ink continues to promote family-friendly measures to support employees in childbirth, parenting, and family caregiving needs with peace of mind. In Taiwan sites, the Company provides maternity health education and consultation services, "Wishing You a Healthy Pregnancy" gifts, and a two-hour "Women's Leave" for female employees, along with flexible working hours. Parenting consultation services are also provided through the EAP, and Family Day and parent–child activities are organized to strengthen employees' family relationships.

Category	Subcategory	2025 Implementation Status
Welfare Allowances	• Allowances for Childbirth, Illness, Hospitalization, Emergency Assistance, Wedding, and Funeral Support • Annual Travel Allowance • Departmental Dining Allowance • Continuing Education Allowance	• Providing allowance totaling NTD 0.70 million in Taiwan for childbirth, injury and hospitalization, emergency assistance, and wedding or funeral support; providing NTD 0. 07 million (RMB 16, 000) in China as hardship assistance for employees in need; and providing NTD 0. 01 million (RMB 3, 000) as condolence payments for employees or their relatives with serious illnesses. • Providing NTD 9.85 million in employee benefits, including Company outings and departmental gatherings. • Providing educational allowance totaling NTD 3.40 million to support employee development.
Employee Support Program	• Employee Assistance Program (EAP)	• Implementing the Employee Assistance Program (EAP) globally across Taiwan, US, and China, with an overall employee coverage rate of 99% and total expenditure of NTD 0.33 million.
	• Flexible Working Hours	• Providing a daily flexible working time window of up to 30 minutes for non-shift or non-rostered employees in Taiwan, allowing them to adjust their start and end times accordingly. Employees in US may also adjust their working hours based on individual needs.
	• Remote Work Options	• Allowing employees in US to work from home based on job requirements, except for roles in production or positions requiring on-site equipment.
	• Part-time Work Options	• Allowing employees to reduce working hours for family care or childcare responsibilities to support work–life balance.
Maternity and Infant-Friendly Program	• Childcare Facilities • Dedicated Lactation Rooms	• Providing childcare benefits, including priority admission to preschools operated by foundations affiliated with Group and Affiliated Companies. • Establishing dedicated lactation rooms in Taiwan in accordance with regulations and providing mother-and-baby rooms in China. • Prohibiting pregnant or breastfeeding employees from engaging in hazardous or harmful work. • Providing a two-hour "Women's Leave" for female employees in Taiwan, with a total of 699 hours taken.
Other Benefits	• Birthday and Festive Gift Vouchers and Festive Gifts • Special Discounts on Products from Affiliated Companies • Stress-relief Massage Rooms • Employee Cafeterias with Diverse Meal Options	• Providing NTD 8.10 million in gift vouchers for birthday and festive activities and NTD 3.03 million in festive gifts in Taiwan, and NTD 0.72 million (RMB 165,700) in festive gifts in China. • Implementing a global corporate apparel customization program in 2025, with centralized procurement in China, distributing 2,775 items to employees at a total cost of approximately NTD 2.00 million. • Providing employees with over 10% cashback and periodic discounts through affiliated company channels, including GREEN & SAFE. • Providing free weekly stress-relief massage services, serving a total of 780 employee sessions.
Medical Insurance and Healthcare	• Employee Health Checkups • Employee Insurance • Dependent Insurance Discount • Employee Health Consultations	• Conducting 4 employee health checkups with a total of 1,017 participants, achieving a participation rate of 99.51%, with total expenditure of NTD 3.15 million. • Providing a company-sponsored group insurance plan covering all employees at no cost, with total expenditure of NTD 29.38 million, and offering discounted self-paid options for employees to extend coverage to their dependents, thereby expanding protection to employees' families. • Providing 48 on-site physician service and consultation sessions with a total of 241 consultations, with total expenditure of NTD 0.91 million.

Employee Activities and Clubs

In 2025, E Ink organized 45 employee activities, attracting a total of 14,050 participants. In addition to strengthening employee cohesion, the Company supports employees in achieving work–life balance by encouraging them to establish clubs based on their interests, including sports, academic, philanthropic service, and leisure clubs. In 2025, a total of 17 employee clubs were active globally. The E Ink Employee Welfare Committee provided NTD 0.56 million in club funding in 2025, enabling clubs to engage external instructors and coaches in relevant fields to provide professional guidance, enhance club operations, help employees relieve stress through club activities, and improve their quality of life.

International Women's Day

Global

E Ink is committed to fostering a diverse, equitable, and inclusive work environment, continuously supporting the professional development and work–life balance of female employees.
Number of participants: 394 in Taiwan, 538 in China, and 78 in US.







Earth Hour -Turn Off the Lights for One Hour

Global

E Ink invited all Inkers in Taiwan and China to participate in the "Earth Hour" initiative on March 22 by turning off unnecessary lighting for one hour. This initiative aims to promote awareness of energy conservation and carbon reduction through simple daily actions.
Number of participants:44 in Taiwan and 409 in China.

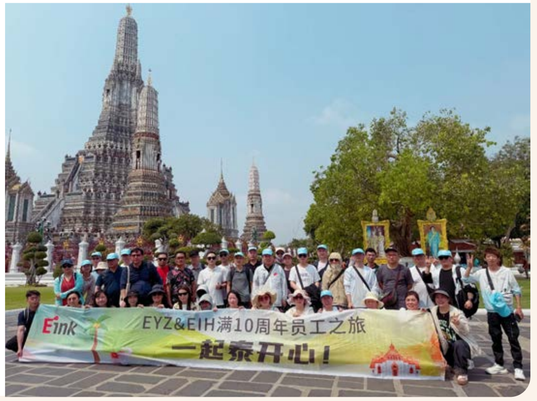


Incentive Trip for Employees with 10 Years of Service

Global

To recognize and appreciate employees' long-term dedication and contributions upon completing ten years of service, E Ink organized incentive trips for employees with 10 years of service in Taiwan and China as part of its employee care and recognition initiatives.
Number of participants: 33 in Taiwan and 56 in China.







Taiwan Sites

Outing-Company Trip





Family Day




Annual Party




China Sites

Family Day





Winter Solstice Festival Tangyuan Distribution




Annual Party




US Sites

Summer Outing -Kimball Farms




Family Day




Holiday Party




Club Activity

Volunteer Club



Hiking Club



Yoga Club



KARAOKE Club



Movie Club



Basketball Club



Handicraft Club



Jogging Club



Retirement Plans and Benefits

E Ink complies with the laws and 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' Labor Retirement Reserve Funds and Labor Pension. 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 salaries to the retirement reserve fund, which is supervised by the Labor Retirement Reserve Fund Supervisory Committee. As of December 31, 2025, the balance of the retirement reserve account was NTD 60.6 million.
- According to the "Labor Pension Act," E Ink contributes 6% of each employee's monthly contribution wage 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 2025, approximately 38.9% of Taiwan 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 2025 Annual Report.

6-2-3 Labor Relations and Communication

Talent is one of the most valued assets at E Ink, and harmonious labor relations are a key driver behind the Company's growth and progress. Through various formal and informal communication channels, E Ink fosters internal consensus, reinforcing the culture of "One Team, One E Ink." To coordinate labor-management relations and promote collaboration, E Ink has established diverse communication and grievance channels to address different employee needs, provide timely responses through multiple channels, and foster interactive labor-management relations.

In Taiwan, labor-management meetings are held for employee and management representatives to engage on topics such as work arrangements, the workplace environment, and employee benefits. In the US, labor-management communication is conducted through employee forums. In China, a labor union has been established, with 100% of local employees participating, while labor unions have not yet been established in Taiwan, US, or other regions. Overall, E Ink's global employee union coverage rate is 33%. 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.

Note 1: For details on the employee grievance procedures, please refer to the official E Ink website.
Note 2: The union has not yet signed a collective agreement with E Ink.

Communication Channels	Description	Communication Frequency
Labor-Management Meetings/Welfare Committee	Quarterly meetings where employee representatives convey feedback and views to ensure effective labor-management communication and alignment.	Quarterly
Internal Website-My E Ink	A communication platform for promoting and building corporate philosophy and culture, and disseminating announcements and updates.	As needed
Internal Communication Mailbox	Employee feedback channels, including suggestion boxes.	As needed
Employee Town Hall Meetings	Regular forums or town hall meetings enabling direct communication between employees and management.	Annually
Email Announcements	A total of 117 HR and Welfare Committee announcements were issued and communicated via email in 2025.	As needed
ePaper Signage	Digital displays used to communicate Company policies, internal job postings, and event information.	As needed
Grievance channel	Email: appeal@eink.com Hotline: 03-5643200#11199	As needed
Labor Union (Yangzhou sites)	Establishment of a union at the Yangzhou site, where employees may express any opinions on personnel management or factory operations through the union, with responsible departments handling the follow-up.	As needed

The Employee Communication Meeting of Taiwan in 2025			
Meeting Name	Frequency of Meetings	Number of Proposals	Number of Resolutions
Labor-Management Meeting	4	32	31
Welfare Committee	4	15	15
Employee Town Hall Meeting	2	0	0

The Employee Communication Meeting of China in 2025			
Meeting Name	Frequency of Meetings	Number of Proposals	Number of Resolutions
Union Meetings	2	2	2
Employee Town Hall Meeting	2	0	0
Worker Congress	0	0	0

The Employee Communication Meeting of US in 2025			
Meeting Name	Frequency of Meetings	Number of Proposals	Number of Resolutions
Employee Town Hall Meeting	3	50	50





Employee Engagement Survey

To foster a friendly working environment, E Ink conducts a global employee engagement survey annually. This survey covers five key metrics: Job Satisfaction, Purpose, Identification and Trust, Stress, and Happiness, to assess employees' engagement and commitment to the Company. In 2025, the survey achieved 100% distribution coverage, with questionnaires sent to 2,857 employees and 2,293 responses received, resulting in a response rate of 80%. Based on the 2025 survey results, the average engagement score for all employees was 82.1[Note 1], representing a 0.3% increase from 2024. In addition, 80% of the overall survey responses indicated a high engagement level[Note 2]. The survey results serve as an important reference for organizational management and employee engagement enhancement. In response to weaker indicators identified in 2025, improvement measures will be implemented progressively from January 2026, including plans to strengthen key managerial competencies of supervisors and optimize the performance dialogue and Performance Improvement Plan (PIP) management mechanisms, to enhance supervisors' management effectiveness, narrow gaps in performance perception, and strengthen consistency in the performance management system.

Metrics	Example of Questions	Score of the Employee Engagement Survey
Job Satisfaction	I am proud to work for the Company.	81.2
Purpose	I know my work contributes to the Company's goals.	83.2
Identification and Trust	I am supported by my supervisor.	82.1
Stress	My job allows me to balance my personal life.	82.3
Happiness	I am excited to come to work.	81.9

Note 1: The overall engagement score is based on a full score of 100.
Note 2: The threshold for active employee engagement is 70 points.



6-3 Employee Development and Growth

6-3-1 Core Competencies

E Ink embraces the 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' capabilities align with their job responsibilities. Through the E Ink DNA, organizational vision, values, and business philosophy, E Ink has further developed six core competencies to cultivate the capabilities required 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 talent strategies that E Ink places great emphasis on. Through continuous learning and self-development, the Company fosters a culture of learning across the organization. E Ink works together with its employees to cultivate a positive work atmosphere and environment, integrating an accountable mindset into its organizational culture and emphasizing the demonstration of the "One More Ounce" spirit of accountability. E Ink recognizes the value and efforts of every employee, and its strong operational achievements are the result of the collective dedication of all employees. E Ink also believes that the infusion of new talent brings fresh ideas and more creative products to the Company, while enhancing organizational vitality.

Initiating action

Demonstrates proactivity and self-motivation by taking initiative to accomplish or exceed objectives without relying solely on instructions.

Striving for Outstanding Performance

Establishes high performance standards for self and others, driven by a strong commitment to achieving excellence beyond expectations.

Contributing to team success

Actively contributes to team activities and supports the achievement of shared team goals.

Adaptability

Maintains high performance in changing environments and effectively adapts to new structures, processes, and requirements.

Continuous learning

Actively pursues learning opportunities and applies newly acquired knowledge and skills to work.

Innovation

Develops innovative and practical solutions to improve work outcomes and address challenges.



6-3-2 Diverse Training and Development

In response to rapid organizational growth, E Ink has established a comprehensive training and development framework for employees at all levels, from entry-level employees to management[Note], based on competency attributes and the E Ink DNA. The framework includes New Hire Training, professional training, and the elite program APPLE, aiming to continuously develop employees, identify high-potential reserve managers, and build E Ink's sustainable talent pipeline.

Through job coaching, strengthened cross-cultural communication, timely job rotations, and expatriate assignments, E Ink selects well-rounded management talent and builds long-term talent reserves.

In addition, to support employees in continuously deepening their career development, E Ink provides assistance for employees returning to work after unpaid leave. For indirect employees, if their job responsibilities have changed after returning to the Company, corresponding job-specific competency map courses are provided to help them quickly become familiar with their new work content. For direct employees whose certifications have expired upon return, retraining is arranged, and they are allowed to work independently only after passing production line certification, ensuring a smooth transition back to work and narrowing gaps in work experience.

As a global enterprise, E Ink deeply understands the importance of racial and cultural diversity and inclusion. To promote employees' respect for and understanding of multiculturalism and differences, the Company is committed to enhancing cultural understanding and teamwork through education and training. In 2025, E Ink offered cross-cultural communication courses and workshops covering topics such as open-mindedness, understanding cultural differences, cultural intelligence, Diversity, Equity and Inclusion (DEI), microaggressions, and creating an inclusive culture. As of December 2025, cumulative participation in these training programs reached 708 participants.

In addition, since 2022, E Ink has continued to respond to the six key talent development indicators of TALENT, in Taiwan each year, continuously demonstrating its emphasis on DEI under the diversity and inclusion indicator. E Ink believes that promoting diverse education and an inclusive culture can enhance mutual understanding and collaboration among employees, supporting the realization of its vision for sustainable development.

Note: In addition to New Hire Training, contract and temporary employees are also provided with professional training courses to help them quickly enter their roles and improve work efficiency and effectiveness.

E Ink University

Established in 2020, E Ink Global University provides a structured learning platform to support employee development worldwide. A cross-regional committee is responsible for curriculum planning and development, offering diverse training programs aligned with the Company's core values of collaboration, continuous learning, and innovation. Through E Ink's online learning platform, employees across different sites can access training resources without geographical or time zone constraints. The platform enables employees to select courses based on their roles and development needs. Training content is co-developed by subject matter experts from various sites, promoting knowledge sharing and reinforcing a culture of continuous learning.

Training Committee

The Training Committee was established in Taiwan in 2020. Training executive officers are appointed by each center to integrate cross-departmental and cross-functional training course resources. Through the joint efforts of training executive officers and training coordinators, E Ink has developed a job-specific competency map tailored to the Company, enabling new hires to quickly master key job requirements by building on prior experience and establishing a common internal language. Regular meetings are also held to communicate project items with training executive officers, collect feedback from each center, and review training outcomes.

Training Framework



Note: The training framework is applied globally, with regional adaptations in resources and implementation approaches based on local conditions.

Training Programs Tailored to Job Levels

Based on organizational culture and competency behaviors, E Ink defines competency foundations for employees at different levels, including general staff, assistant manager level, and department manager level. Training programs are designed according to functional requirements and structured around core, managerial, and professional competencies. This competency-based training and development framework enhances employee performance and capability development.

Core Competencies

These are essential general education courses required for all employees. To help employees understand the Company's competencies and core spirit, each new hire must complete the "Competency Introduction Course" upon joining E Ink, embedding the E Ink DNA in every employee.

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 Hire Training**

Learning Method: **Coaching** Type of Training: **New Hire Development/ Corporate Culture Education**

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 2025, E Ink strengthened integration and retention outcomes through the New Hire Camp Team Building program. Designed with an experiential learning approach, the program emphasizes participation and reflection, helping new hires understand the importance of teamwork and cross-functional collaboration while deepening their identification with the "One Team, One E Ink" spirit.

In addition, senior executives provide one-on-one coaching to newly appointed department-level and above managers, strengthening their capabilities in corporate strategy, organizational operations, and resource integration to support new leadership responsibilities.

Deliverable

In 2025, the completion rate for new hires was 100%. The New Hire Training effectively improved new hires' understanding of Company operations and culture, shortened the adaptation period, and accelerated their integration into the team. Through experiential learning, the program strengthened teamwork and role-positioning capabilities, while promoting cross-functional collaboration and proactive interaction.

Business Impact

In 2025, the retention rate of new hires in this cohort reached 98%, effectively facilitating their integration into the organization and strengthening their cultural identification with "One Team, One E Ink" as well as overall workforce stability.

Coverage of Employees

14.9%[Note]

Note: This coverage percentage applies to Taiwan only.

Employee Development Program: **Acceleration Program of Potential Leader (APPLE)**

Learning Method: **Mentorship** Type of Training: **Leadership development program**

Brief

The program aims to build a sustainable pipeline of management talent in advance. It enables the Company to select suitable candidates from the talent pool to fill talent gaps arising from new site establishment, organizational restructuring, cross-regional technology transfer, and cross-border management needs. This mechanism effectively supports business growth, reduces recruitment costs, and enhances the Company's technological development and production capacity efficiency.

In Q4 2023, E Ink launched the second cohort of the Potential Leader Development Program, APPLE (Acceleration Program of Potential Leader), to strengthen the development of managerial competencies among mid-level supervisors. After the development, mentor coaching, and review stages, the program outcomes were presented in 2025.

During the final presentation, participants shared their project experience during the program, including the status of goal achievement, successful and unsuccessful case studies, and specific changes demonstrated in relation to the competencies and behaviors set at the beginning of the program. Participants also reflected on whether they had achieved breakthroughs or shifts in their leadership mindset.

The final presentation was attended by the Chairman, President, heads of each center, and participants' supervisors, demonstrating the Company's strong commitment to the cultivation and long-term development of management talent. Supervisors participated throughout the session and provided feedback, recognizing participants' tangible growth in project execution and leadership behaviors. They also shared observations of participants' positive changes during the program in terms of depth of thinking, cross-functional communication, and influence, while providing specific recommendations and encouragement for continued improvement.

Deliverable

- Pre- and Post-Assessment Average Competency Score(Trainees for Manager Positions): Increased from 75.8 to 82.7.
- Pre- and Post-Assessment Average Competency Score(Trainees for Director Positions): Increased from 74.8 to 80.4.

Coverage of employees

4.1%[Note]

Note: This coverage percentage applies to Taiwan only.

Business Impact

- Promotion Readiness (Trainees for Manager Positions): 76%
- Promotion Readiness (Trainees for Director Positions): 59%

Employee Development Program: **Introduction to Generative AI**

Learning Method: **Teams and Networks** Type of Training: **Digital Transformation Program**

Brief

With the rapid advancement of artificial intelligence (AI), leveraging AI to enhance work efficiency has become a key priority for enterprises. AI can help reduce repetitive tasks and strengthen data analysis and decision-making support capabilities, while also requiring careful assessment of information security and compliance risks to ensure safe application.

In 2025, E Ink launched a series of online AI courses, with a total of 479 participants. The courses covered topics such as practical applications of AI agents, advanced prompting techniques, and AI presentation development, with a post-course satisfaction score of 92. The Process Improvement Planning Department also organized study groups to exchange practical experience. To date, 31 on-premises applications have been developed, promoting the sharing of internal best practices.

At the end of the year, E Ink hosted a large-scale AI forum featuring nine speakers who shared implementation cases, attracting 141 employees. Following the forum, 72 employees proposed future application directions across six categories: data and report automation, routine task automation, system development support, document generation, decision support, and knowledge management.

The forum content was subsequently converted into online courses and designated as mandatory training for all employees in 2026, advancing AI application from a process-based approach toward institutionalized and systematic implementation.

Deliverable

- AI Online Course Series: 479 participants, satisfaction score of 92.
- AI Forum: 141 participants, satisfaction score of 94; 72 participants shared their ideas for future applications.

Coverage of employees

53%[Note]

Note: This coverage percentage applies to Taiwan only.

Business Impact

- Shipping Efficiency Increased by 70%.
- The Process Improvement Planning Department promoted one-stop digital governance by leveraging AI assistance, automation, and system integration to eliminate rework and information gaps. This transformed the shipping process from passive waiting to proactive push notifications, significantly shortening cross-functional confirmation time. The initiative also substantially reduced manual errors and operational risks, while enabling standardized documentation and real-time traceability.

Diverse Learning Resources and Self-Development Channels

E Ink provides diverse learning resources to encourage continuous employee learning and also offers continuing education allowances to encourage employees to enroll in advanced academic programs, thereby enhancing their professional competencies and corporate management capabilities. In addition, to ensure that management talent continues to grow and exert influence in a rapidly changing environment, E Ink sponsors management talent each year to participate in the Stanford LEAD Program, cultivating innovative thinking and leadership capabilities.

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 to enhance employees' professional skills and workplace adaptability, thereby improving work efficiency and promoting innovation.

Training Resources

Professional Development Assistance

Benefits

To encourage employees to continuously enhance their capabilities and apply what they have learned in their roles, E Ink continues to provide continuing education allowances. These allowances cover academic programs such as in-service graduate programs and Executive Master of Business Administration (EMBA) programs. In 2025, a total of four employees applied for the program, with allowances totaling NTD 1.10 million.

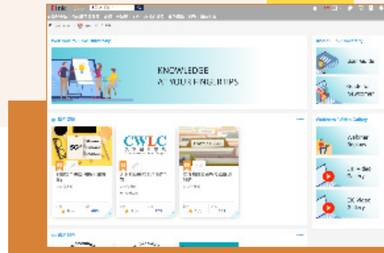
Training Resources

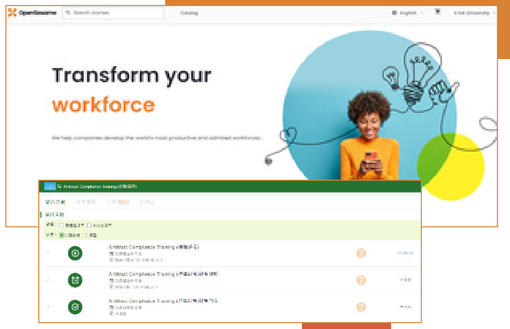
Stanford Lead Program

Benefits

Through programs that strengthen leadership strategies, foster innovative thinking, and enhance individual influence, E Ink supports the continuous development of management talent. As of 2025, allowances totaled NTD 2.30 million. In 2025, a total of 10 management talent participants joined globally.







Training Effectiveness

E Ink spares no effort in employee education and training. Upholding a core competency culture of "continuous learning," E Ink has linked its performance appraisal system with training records on the E Ink University platform since 2021, enabling supervisors and employees to directly review both current-year and historical training records. 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, the system also helps supervisors identify employees' learning and training needs, enabling them to provide necessary resources or assistance.

In 2025, E Ink offered a total of 1,381 training courses[Note 1] across its global sites, including 477 sessions of new hire training, 144 sessions of general education courses, 34 sessions of core competency courses, 65 sessions of management competency courses, and 661 sessions of professional competency training, with cumulative participation of 42,719 participant attendances. Total training hours reached 96,614.4 hours, with an average of 33.3 training hours per employee for the year, equivalent to 4.2 training days per employee. The number of employees participating in training accounted for 96% of the total workforce, and the average training cost per employee was NTD 3,574[Note 2]. Looking ahead, E Ink will continue to plan and expand courses in various fields based on organizational goals, learning roadmaps, international trends, product development progress, and employee needs.

Note 1: For details on 2025 education and training performance, please refer to the Appendix of this report.

Note 2: Training costs include lecturer fees, transportation expenses, certification fees, and training platform account and maintenance fees.

6-3-3 Performance Feedback and Development

E Ink conducts performance appraisals twice a year for all employees[Note]. The performance appraisal is based on the Objectives and Key Results (OKR) approach, which translates the Company's annual goals into specific and measurable objectives. Employees set their own annual goals and work tasks aligned with the Company's objectives, enabling them to clearly understand their goals and job responsibilities while jointly supporting the Company's growth.

During the performance appraisal period, center and department supervisors provide performance feedback on employees' performance. Employees are also required to conduct self-assessments and provide feedback based on their individual performance. This approach enables E Ink to understand employees' work performance and contributions, while helping employees identify and address potential issues, effectively improving work efficiency and competency development.

In addition, E Ink adopts a multidimensional evaluation approach, taking into account employee training records, reward and disciplinary records, and cross-departmental project collaboration, to gain a comprehensive understanding of employees' work performance and capabilities and provide appropriate rewards and incentives. Performance results serve as the basis for personnel promotion and assignment, training and development, 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 2025. These courses enabled employees to understand the Company's environmental, social, and governance (ESG) policies and goals, allowing them to work together to realize the Company's sustainability objectives. Total training hours reached 9,686.6 hours.

In addition, E Ink held various recognition activities, such as the "Excellent Employees" and "Excellent Teams" awards, using multiple evaluation dimensions, including sustainability performance, including climate change and social inclusion, as well as research and development, process innovation, and operational management optimization. These initiatives encourage employees to practice the six core competencies of the E Ink DNA, demonstrate a spirit of innovation and sustainability, and grow together.



Excellent Employees

In 2025, a total of 60 Excellent Employees were publicly recognized during quarterly employee town hall meetings across global sites, with approximately NTD 0.27 million awarded in bonuses.

Excellent Teams

In 2025, 15 Excellent Teams were publicly recognized at the Annual Party, with a total of NTD 1. 38 million awarded in bonuses.

Method	Target Group	Frequency	Evaluation Method
Objectives and Key Results (OKR)	All Indirect Employees	Twice a Year	• At the end of each year, E Ink hosts the Global Leadership Summit (GLS) to establish the Company's short-, medium-, and long-term goals. After supervisors at various levels explain the Company's operational goals and departmental goals to employees, employees may set their own personal goals and obtain approval from their supervisors. To enhance performance, supervisors and employees maintain ad hoc and regular mid-term and year-end performance discussions and feedback sessions to review the achievement status of goals at each stage and provide employees with encouragement and assistance, ensuring the effectiveness of goal achievement.
Multidimensional Performance Appraisal	All Employees	Regularly Updated	• This includes each employee's training records, instructor certification records, outstanding employee records, and reward and disciplinary records during the evaluation period.
Team-based Performance Appraisal	General Employees	Annually	• Department-level managers may provide positive recognition to employees participating in projects based on the E Ink DNA of Accountability, Teamwork, and Innovation, thereby strengthening cohesion and promoting teamwork.
Agile Conversations	All Employees	Ongoing	• E Ink conducts dialogues through 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	Annually	• Indirect employees are ranked and rated based on indicators such as goal achievement, multidimensional evaluation references, and cross-departmental collaboration stars, with separate rankings for managerial and non-managerial roles. • The performance of direct employees is directly related to production capacity. Supervisors rank and rate their performance based on indicators related to professional skills, work attitude, communication and collaboration, and job responsibility.

Note: Performance evaluations cover all employees, excluding new hires who have joined E Ink for less than three months.

6-4 Safeguarding Employee Safety and Health

E Ink upholds the core values of "Safety First, Environmental Protection Priority, Full Participation, and Sustainable Operations" by establishing a comprehensive "E Ink Policy on Safety, Health, Environment, and Energy Management". This policy applies to all employees, contractors, and stakeholders, ensuring consistent safety and health management principles across all operations and sites. To strengthen the systematic and effective management of occupational safety and health (OSH), E Ink has implemented an ISO 45001 Occupational Safety and Health Management System. Internationally recognized OSH standards are adopted as benchmarks for performance measurement and management, ensuring that its management practices are aligned with industry best practices rather than relying solely on internal comparisons.Under the "Safety First" principle, E Ink integrates three key dimensions—Safety Protection, Environmental Improvement, and Health Care—to strengthen management empowerment through the occupational safety and health system, control risks, promote a proactive safety culture, and create a healthy and well-being workplace. Through the continuous improvement mechanism under the ISO 45001 framework, E Ink regularly reviews and evaluates OSH management performance and compliance with international and industry standards. These evaluations support ongoing improvements aimed at reducing occupational risks, preventing major incidents, minimizing work-related injuries, and continuously enhancing overall OSH performance, thereby safeguarding employee well-being and supporting sustainable operations.

Safety, Health, Environment, and Energy Management

Safety First			
Safety Protection	Environmental Improvement	Health Care	
Strengthening Management Empowerment through the OSH System	Managing Risks to Create a Safe and Secure Workplace	Promoting a Safety Culture	Safeguarding Employee Health and Well-Being

6-4-1 Strengthening Management Empowerment through the OSH System

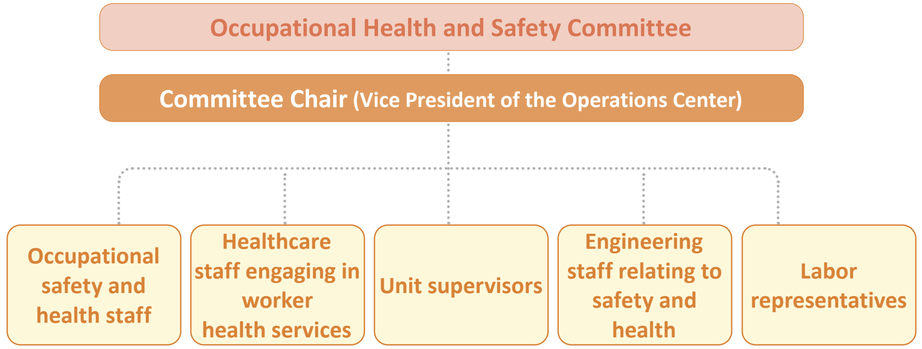
Employee-Wide Participation in OSH Management

E Ink has implemented the ISO 45001 Occupational Health and Safety Management Standard to strengthen governance of its OSH system. OSH management is overseen by the Board of Directors. At the operational level, an Occupational Safety and Health Committee has been established, which convenes quarterly to report progress to top management, relevant responsible units, labor representatives, and the Board of Directors.

The Committee is composed of site managers and employee representatives and is chaired by the Vice President of the Operations Center. It is responsible for regularly discussing OSH-related matters, including education and training, improvements to the working environment, OSH management performance, contractor management, and health promotion.

Through the quarterly operation of the Committee, E Ink reviews its management policies, regulatory compliance, and effectiveness, and is committed to establishing a healthy and well-being-oriented workplace where employees can work with peace of mind.

In 2025, E Ink's Taiwan sites and Yangzhou sites completed the implementation of ISO 45001 and obtained external certification. The US sites have also entered the planning stage for system implementation, which is expected to be completed in 2026, further enhancing E Ink's OSH management practices.



Note: The implementation of E Ink's OSH management is overseen by Board member Director Dr. FY Gan to ensure the effective execution of relevant measures.

For more information on the Occupational Safety and Health Management System certification, please refer to E Ink's website.

6-4-2 Managing Risks to Create a Safe and Secure Workplace

Hazard Identification and Risk Management

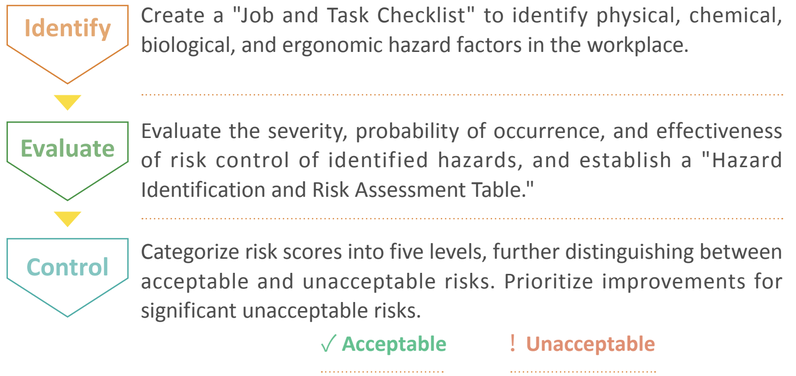
E Ink adheres to the ISO 45001 Occupational Health and Safety Management System, has established the "Hazard Identification, Risk Assessment, and Environmental Consideration Procedure," with the Occupational Safety and Health Committee members serving as the core team to define the responsibilities of each unit. Certified employee representatives conduct comprehensive inspections of equipment and operational procedures, identifying and assessing departmental hazards[Note] and risks based on the accident severity, occurrence probability, and risk control effectiveness. Risks are categorized into 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 2025, E Ink's Taiwan and Yangzhou sites conducted hazard identification and risk assessments, totaling 2,382 and 601 items, respectively. Among them, 764 and 170 items were identified as opportunities to assess risk reduction and improve occupational safety and health. A total of 12 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 (64.1%), followed by chemical hazards (32.1%), and ergonomic hazards (3%). 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, 35 improvement opportunities were included in the improvement management plan, achieving a 94% improvement rate in 2025.

Note: All workers are included in the scope of internal hazard identification and risk assessment conducted by each department.

■ Improvements in OSH Implementation

In 2025, based on the occupational safety and health (OSH) hazard identification process and stakeholder feedback, E Ink identified and promoted 35 priority OSH improvement measures, and set an annual target of a 100% improvement implementation rate. During the year, 33 improvement measures were completed, achieving an implementation rate of 94%. Of the two measures not completed, one was delayed due to alignment with internal procurement procedures, resulting in a postponed improvement schedule; the other was delayed as discussions with the supplier regarding applicable tooling specifications were still ongoing, also leading to a postponed improvement schedule. Key measures are summarized below. In addition, E Ink continues to enhance workplace safety by regularly improving the safety of on-site equipment.



Category	Occupational Safety and Health Improvement Goals	Hazard Types Physical, Mechanical, Chemical, and Ergonomic Hazards	Occupational Safety and Health Improvement Topics	Occupational Safety and Health Improvement Results in 2025	Sites
Establishing a Safe Working Environment	Fall Prevention	Physical and Mechanical Hazards	Installing guardrails on elevated grating and adding warning signage to equipment	Chain guardrails were installed along grating boundaries to reduce the risk of workers falling. Warning signage was also added to equipment access points, and chains were locked to prevent unauthorized entry.	Taiwan
	Classification of Chemical Storage	Chemical Hazards	Installing Three Explosion-Proof Cabinets for Chemical Storage	Three explosion-proof cabinets were installed to centralize the storage of chemicals and waste liquids at H 5 workstations. Inventory is managed by classification to reduce exposure risks and ensure safe use.	
	Prevention of Fire and Explosion	Chemical Hazards	Installing a New Dispersion Mixing Tank in the laboratory	The dispersion mixing tank features an airtight design and a closed-loop feeding system with a pneumatic peristaltic pump, effectively reducing organic solvent leakage and emissions.	
Building a Safety Culture	Safety Awareness Enhancement	Other	Conducting Employee Mental Health Training Programs	Employee mental health training programs were conducted to support workers' mental well-being and enhance overall mental health awareness and emergency response skills.	Yangzhou
Strengthening Hazard Identification and Inspection Management	Improving Hazard Mitigation Efficiency	Other	Launching a Safety Hazard Inspection System for Special Equipment	The system improved the efficiency of hazard identification and mitigation for special equipment, while encouraging employees to place greater emphasis on workplace safety, participate in safety management, and enhance their ability to identify and prevent surrounding safety hazards.	
Strengthening Emergency Response Management	Enhancing Emergency Response Capability	Chemical Hazards	Adding Nine Rapid Firefighting and Emergency Response Stations at the Site	Emergency response capabilities for unexpected incidents on site were enhanced, enabling each area to initiate rescue actions quickly during the early stage of a fire, slow the spread of fire, and secure additional time for firefighting and rescue operations.	

Low-Frequency Noise Improvement Measures

The newly installed oven equipment operates 24 hours a day, and the low-frequency noise it generates has become a potential source of workplace hazards. After employees reported continuous low-frequency noise on site, the hazard identification procedure was promptly initiated. An on-site inspection found that the ceiling above the equipment had not yet been enclosed, and vibrations generated by the compressor and fans during operation may be transmitted through the structure, resulting in noise propagation. Prolonged exposure may affect employees' comfort and concentration at work.

A hazard assessment was conducted through noise measurement and frequency spectrum analysis. The results showed that sound levels at the 500 Hz and 1,000 Hz frequency bands were approximately 59.3 to 60.0 dB, falling within the mid- to low-frequency noise range. As this had a certain impact on the quality of the working environment, improvement and control measures were deemed necessary.

In terms of hazard control, hearing protection devices have been provided to improve the quality of the working environment. Noise isolation design has also been incorporated into the planning and design standards for new plant construction to strengthen source control and institutional preventive mechanisms. Moving forward, E Ink will continue to conduct regular environmental monitoring and implement employee feedback mechanisms to review the effectiveness of improvement measures on a rolling basis, enhance workplace health risk management, and create a safe and healthy working environment.

■ Internal inspections

In 2025, four internal audits of the Safety, Health, Environment, and Energy Management System were completed, identifying a total of 28 deficiencies. By the end of 2025, the improvement rate for internal audit deficiencies reached 82%. Deficiencies that have not yet been addressed will continue to be tracked for improvement progress.

82% corrective actions were completed by the end of 2025.

Emergency Incident Handling Procedures and Safety Drills

E Ink has established a comprehensive emergency incident response procedure and conducts multiple safety drills annually in strict accordance with regulations and relevant requirements. These drills are designed to familiarize all personnel with emergency notification, response, and evacuation procedures, thereby effectively reducing impacts in the event of an actual incident. In 2025, E Ink conducted a total of 73 safety drills at its Taiwan, Yangzhou, and US sites, further strengthening the Company's safety management implementation and employees' emergency response capabilities.

Item	Taiwan	Yangzhou	US
Personnel Evacuation Drill	18	8	3
Fire Emergency Response and Fire Extinguisher Drill	24	5	6
Toxic Gas/Chemical/ Gas Leak Emergency Response Drill	6	2	1
Total	48	15	10

Hsinchu Sites Emergency Drill | Drill Scenario: SiH4 leak at ARRAY 2F AKT equipment, alarm sounding

Emergency response process	Emergency response task execution details		Emergency response task execution result
Pre-Drill Meeting	Simulated and discussed the drill scenario and procedures to confirm all emergency response measures.		Drill participants clearly understood their assigned tasks, ensuring the smooth execution of the drill.
Task Assignment	The on-site commander assigned personnel and allocated emergency response tasks, including notifying relevant units, guiding personnel evacuation, performing initial firefighting, shutting down equipment and gas sources, and contacting medical personnel to remain on standby.		The on-site commander provided clear task instructions. Further reducing the communication time across shifts could enable more timely information delivery.
Notification (Concurrent Task)	Designated notification personnel reported the incident time, location, and status, confirmed injuries and casualties, and coordinated with the facility team to shut off the SiH4 main supply valve.		The notification process covered both the Safety and Facility teams, with complete information provided. The Facility team promptly assisted in shutting off the main valve.
Personnel Evacuation (Concurrent Task)	Evacuation coordinators guided evacuation routes, completed roll calls at assembly points, and confirmed personnel safety.		Evacuation coordinators assisted with evacuation and roll calls. Clearer markings for escape routes could further improve evacuation efficiency.
Emergency Response -Firefighting (Concurrent Task)	Firefighting personnel used fire extinguishers to perform initial firefighting and control the fire.		Firefighting personnel were familiar with the locations of fire extinguishers and were able to access them promptly and effectively control the fire.
Emergency Response -Safety Protection (Concurrent Task)	The SiH 4 machine-side gas panel and Subfab machine power panel were shut down, and the response status was reported in real time.		Safety protection personnel were familiar with the locations of the machine gas panel and power panel and were able to shut them down promptly.
Emergency Response -Medical Support (Concurrent Task)	Medical support personnel contacted the on-site nurse and remained on standby in the locker room to provide first aid and assess injured personnel.		Medical support personnel were familiar with the contact method for the on-site nurse and were able to notify the nurse promptly. The on-site nurse immediately assisted with first aid and assessment of injured personnel.
Post-Drill Review Meeting	A post-drill review meeting was held after the drill to quantify results using evaluation forms and propose improvement recommendations.		Areas for improvement identified during the drill were reviewed. After the meeting, evaluation forms were consolidated to quantify results and propose improvement recommendations.

Chemical Management

With the rapid advancement of product and process development, the types and quantities of chemicals used have increased significantly. To reduce workers' exposure risks, E Ink has established the "Chemical Management Procedures" and the "Hazardous Chemical Labeling and General Knowledge Rules" in accordance with the Regulations Governing the Assessment and Classified Management of Hazardous Chemicals. Through document collection, review, and establishment, hazard assessment and classified management, education and training, and drills, these procedures regulate the application, procurement, transportation, storage, loading and unloading, and use of various chemicals on site to ensure the safe use of chemicals and protect workers' health.

Chemical Health Exposure Risk Control in Taiwan

Risk Level 1	Risk Level 2	Risk Level 3	Risk Level 4
Low Risk ←			→ High Risk
• Maintain existing control or management measures • Continue routine assessments		• Conduct inspections and take necessary corrective actions • Provide personal protective equipment • Continue routine assessments	• Immediately implement effective control measures to reduce exposure • Reassess after improvements are completed • Provide personal protective equipment • Continue routine assessments

Item	Explanation
Document Collection, Review, and Establishment	E Ink has established a hazardous chemical inventory, classified management system, and Safety Data Sheet (SDS) collection mechanism to support the control and assessment of both existing and newly introduced chemicals on site.
Hazard Assessment and Classified Management	All chemicals entering the sites must pass the Environmental, Health, and Management of Change (MOC) review. The Safety Data Sheet (SDS) is used to determine whether a chemical is a hazardous material or harmful substance listed under the Hazard Communication Rules, a toxic chemical substance as defined under the Toxic and Concerned Chemical Substances Control Act, or a carcinogenic, mutagenic, or reproductive toxic substance (collectively referred to as CMR substances) listed under the Priority Management Chemicals regulations. The Occupational Safety and Health Department reviews the properties and hazards of each chemical to facilitate subsequent classification management. In addition, to strengthen chemical source management, environmental and health risk assessments—covering process and equipment evaluations—are conducted for newly introduced products to confirm the safety of product processes and usage. E Ink completed the partial rollout of its Chemical Cloud Digital Management System in 2025, with full implementation expected by the end of 2026. Through a systematic and automated management process, the system enables precise identification of chemicals subject to regulatory reporting requirements, thereby improving chemical management efficiency and strengthening regulatory compliance. E Ink's Taiwan site currently manages 192 types of chemicals, including 5 toxic chemical substances—chlorine (Cl_2), phosphine (PH_3), ethylene glycol monomethyl ether ($C_3H_8O_2$), butyl acrylate ($C_7H_{12}O_2$), and vinyl acetate ($C_4H_6O_2$)—and 1 substance of concern, nitrous oxide (N_2O), as well as 3 CMR substances: 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 2025, demonstrating the effectiveness of the Company's management practices. In addition, no chemical substances restricted by the International Agency for Research on Cancer (IARC) are used at the site, reflecting 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	Education and training are conducted regularly to strengthen communication on chemical hazards and preventive measures. In addition, emergency response drills enable personnel to practice assessing risk levels and taking appropriate response actions in chemical disaster scenarios.

OSH 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 2025, E Ink did not experience any major occupational injuries. In addition, no work injuries were recorded among other workers, such as contractors and interns, during the reporting period. In 2025, the employee disabling injury frequency rate (FR) for the Taiwan, Yangzhou, and US sites was 0. 62, and the disabling injury severity rate (SR) was 1. For Taiwan sites, the FR was 0.73 and the SR was 3, both of which were lower than Taiwan's all-industry averages of 0. 87 for FR and 25 for SR. Contractors maintained zero accidents for both FR and SR. In 2025, E Ink experienced four non-major accidents and zero major accidents. To reduce potential risks to workers in the working environment, E Ink will continue to plan improvement measures and implement graded controls to safeguard employee safety and move toward the goal of zero accidents.

Note: If a business unit experiences an occupational injury resulting in more than one lost workday, or if a major occupational injury occurs at the workplace as defined in the Ministry of Labor's Directions for Reporting, Inspection and Handling of Major Occupational Accidents, the zero accident hours record will be reset and recalculated. In addition, the zero accident hours record does not include employee traffic accidents occurring outside the sites.

Disabling Injury by Year[Note 1]			
	Lost-Time Injury Frequency Rate (LTIFR)[Note 2]	Disabling Injury Frequency Rate(FR)[Note 3]	Disabling Injury Severity Rate (SR)[Note 4]
2025	0.62	0.62	1
2024	0.31	0.31	7
2023	1.18	1.18	32
2022	1.31	1.31	47

Note 1: The coverage includes all full-time employees across the Taiwan sites, China sites (Yangzhou), and US sites.
Note 2: LTIFR=(Total number of disabling injuries / Total actual working hours) * 1,000,000 hours
Note 3: FR=(Total number of disabling injuries / Total actual working hours) * 1,000,000 hours
Note 4: SR=(Total number of lost days due to disabling injuries / Total actual working hours) * 1,000,000 hours

Linkou

251,510 hours

2025/08 -2025/12

Accumulated Zero Accident Hours Record

Hsinchu

976,717 hours

2025/07 -2025/12

Causes and Improvement Measures for Employee Occupational and Disabling Injuries				
Location of Incident	Main Types of Work-related Injuries	Risk Classification	Number of Cases	Improvement Actions
Inside the Sites	Falls	Non-major Accident	1 case	• When descending stairs, employees are reminded to pay attention at designated points to whether people are entering or exiting, and to walk close to the wall or use handrails to ensure stable footing.
	Crush Injuries	Non-major Accident	1 case	• Strengthen safety education and training by providing comprehensive safety education and training to improve employees' safety awareness and skills. • Reconduct hazard identification, revise line start-up inspection checklists, strengthen equipment maintenance, and review production processes and operational convenience.
	Improper Posture / Movement	Non-major Accident	2 cases	• Conduct ergonomic analysis and implement improvements. • In the short term, adjust operating methods. • In the long term, collaborate with equipment manufacturers to study the development of lighter lids or two-piece lid designs to reduce operational load. • Provide carts for handling operations and conduct proper handling training for all operators.
Outside the Sites	Traffic Injuries	-	14 cases	• Include all employees involved in traffic accidents in the motorcycle safety driving course list. • Remind employees to pay attention to surrounding road and traffic conditions while riding. • Apply yellow paint around fire hydrants on the ground. • Repaint fire hydrants in red. • Install reflective strips on carport pillars next to fire hydrants. • Fill potholes with cement, sand, gravel, or soil to prevent falls. • Communicate designated walking routes within the site to employees and remind them not to walk on lawns. • Place barriers to remind employees not to pass through basketball courts or grassy areas. • Remind all employees to pay attention to safety when charging vehicles.

Note: Risk classification is categorized into near-miss incidents, such as false alarm activation; emergency events, such as chemical leakage; and accidents, such as personnel injury or fatality. Accidents are further classified as major or non-major.

6-4-3 Promoting a Culture of Safety

Enhancing Workers' OSH Awareness and Competency

E Ink actively integrates occupational safety and health (OSH) courses into New Hire Training and general education to provide employees engaged in various tasks with essential safety and health education and training. These courses help cultivate employees' awareness of safety culture, enhance their knowledge and capabilities in workplace safety, effectively reduce unsafe behaviors, and lower the incidence of accidents. In response to the increase in foreign employees following site expansion, E Ink also uses training videos provided by the Occupational Safety and Health Administration (OSHA) and conducts safety and health training in employees' native languages to strengthen training effectiveness. In addition, safety and health posters in English and Indonesian have been added at relevant worksites to further ensure effective communication of information.

E Ink's education and training programs cover new hires, employees, environmental safety and health officers, on-site supervising engineers, and supervisors. The training curriculum includes safety and health, fire safety, and other relevant courses, supplemented by online courses that allow employees to flexibly arrange their training schedules and overcome the time constraints of in-person sessions. This training model not only enhances accessibility and flexibility, but also enables employees to participate in safety and health education according to their work arrangements, thereby strengthening the Company's safety culture.

A total of 48 training sessions were conducted.

A total of 2,021 employees completed the Occupational Safety and Health Training Course.
A total of 668 employees completed the Safety Training Course.

Occupational Safety and Health Training Course

Taiwan

General Training

Emergency Response Team Training, Self-Defense Firefighting Organization Training, Motorcycle Safety Riding Training.

Safety Training

General Occupational Safety and Health and AED/CPR On-the-Job Training (including foreign employees), Hazard Communication On-the-Job Training (including foreign employees), General Occupational Safety and Health Training for Supervisors, Office Ergonomic Musculoskeletal Hazard Prevention, Hazard Labeling and Safety Data Sheets (SDS), Healthy Workforce Education and Training –Introductory Course, Amendments to Lead Poisoning Prevention Regulations, Prevention of Carcinogenic Chemical Hazards in the Workplace, Permissible Exposure Limits for Labor Workplaces, Amendments to Organic Solvent Regulations, Fire and Explosion Prevention Training, ISO 14001/ ISO 45001 Internal Auditor Training, ISO 45001/ ISO 14001 Management System Awareness Training, High-Temperature Heat Hazard Prevention






Yangzhou

General Training

Fire Safety Knowledge Training, Firefighting Equipment Hands-On Practice and Fire Escape Skills Training, AEO Emergency Response Training, Firefighting Equipment Hands-On Practice and Fire Escape Skills Training, Traffic Safety Training.

Safety Training

Work-Related Injury Incident "Look-Back" Safety Awareness Training, Post–Lunar New Year Return-to-Work Safety "First Lesson," Battery Safety Management and Emergency Response Training, Occupational Disease Prevention Act Promotion Week Thematic Training, Machinery Injury Prevention Thematic Training, Industrial Park Electrical Safety Training, Personal Protective Equipment (PPE) Wearing and Proper Use Training






Strengthening Contractor Construction Management

To strengthen construction site safety and improve contractor management efficiency, E Ink's Taiwan sites introduced three digital contractor management mechanisms in 2025: the Contractor Site Entry Management Platform, the Contractor Digital Training Platform, and the Facial Recognition-Based Site Access Qualification System. By leveraging automated and intelligent tools, these mechanisms significantly enhance administrative efficiency and safety management standards.

E Ink implements strict access control measures for contractors to ensure construction safety. Before entering the site, all contractors must complete registration as qualified contractors and pre-construction safety training, and obtain a contractor qualification certificate before they are permitted to perform work on site. This ensures that contractors fully understand and comply with safety requirements.

E Ink monitors the entire construction process, including construction inspections and safety inspections of machinery and tools. Power tools and portable ladders are commonly used construction equipment, with electric shock and falls being the primary risks. Therefore, all power tools brought on site by contractors must pass leakage current testing and may only be used after passing the test and being affixed with a qualified label. Tools that fail the test are immediately prohibited from use and may only be brought on site after being repaired and passing retesting.

At the same time, all portable ladders must pass in-house certification to ensure that their materials, structure, and anti-slip performance meet safety standards. Qualified labels are affixed to certified ladders, while those that do not meet requirements are prohibited from use. Through measures such as leakage current testing and portable ladder certification, E Ink effectively reduces safety risks at construction sites.

In addition, after completing their work, contractors are required to clean the work area in accordance with regulations to ensure that no waste or construction tools are left behind, maintaining a clean and safe construction environment.

Promoting Digital Contractor Management

Contractor Entry Management Platform	Previously, contractor information was managed primarily through email and paper-based processes, making data consolidation time-consuming and prone to errors, while resulting in low administrative efficiency. After the Contractor Entry Management Platform was introduced, all contractor submissions were shifted online and reviewed through a system-based process, reducing the risk of data loss and errors, shortening review time, and improving overall contractor management efficiency.
Contractor Digital Training Platform	Previously, contractor training required on-site participation in in-person courses, while manual recordkeeping and supporting documentation were cumbersome, fragmented, and prone to errors. After the Contractor Digital Training Platform was introduced, contractors could complete safety training courses and assessments online, while the system centrally managed training records and qualification status. Occupational safety certification documents were automatically generated and controlled, reducing manual errors and improving the timeliness and accuracy of operations. In addition, data encryption and tiered access control were introduced to strengthen personal data protection and reduce the risk of information leakage.
Facial Recognition Access Qualification System	Previously, site entry qualification checks relied entirely on manual verification, requiring safety certificates and construction application forms to be checked one by one. This process was time-consuming and prone to errors, with limited on-site safety monitoring. After the Facial Recognition Access Qualification System was introduced, the system automatically verified qualifications and completed entry and exit registration through facial recognition devices, enabling intelligent and real-time access management and enhancing the transparency and traceability of construction site personnel management.







Contractor construction management at Taiwan and Yangzhou sites

Entry Control

- Qualified contractor review
- Pre-construction safety training

- 365 qualified contractors
- 2,382 participants completed safety training
- 100% completion rate
- Contractor Safety Training



Contractor Safety Training

Construction Control

- General construction application
- Special hazardous operations

- 618 general construction applications
- 666 special hazardous operation applications

Pre-construction Inspection

- Safety and health briefing
- Special hazardous operations checkpoints
- Contractor equipment safety Inspection

- 3.7% abnormality rate for electric machinery
- 4.9% abnormality rate for trestle ladders



Trestle ladders safety certification

Exit Control

- Environmental restoration
- Completion of site inspection

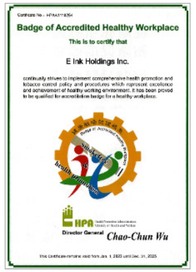
- 100% correction of identified deficiencies
- 0 recordable construction-related injuries

6-4-4 Safeguarding Employee Health and Well-Being

E Ink regards its employees as an important cornerstone of corporate sustainable development and remains committed to safeguarding their health and well-being. Guided by the Company's commitment to "Ensuring Environmental Safety and Advancing Health Sustainability Together," the Company incorporates employees' physical and mental health into its core management priorities.

To strengthen health risk management and enhance organizational resilience, E Ink has adopted the concept of the "Three Levels and Five Stages of Prevention in Public Health" as the core framework of the "E Ink Health Management Policy." The policy adopts a tiered management strategy, categorizing employee health management into health protection measures, health management for specific groups, and injury and illness care with return-to-work support. The framework covers proactive safety protection for all employees, health promotion to enhance employee fitness, proactive care for high-risk or specific groups, injury and illness tracking, and job reconstruction following occupational injuries or illnesses.

Through these measures, the Company is able to identify employees' potential health risks in advance and continuously refine its health promotion initiatives. At the same time, E Ink extends health care to non-employee workers by providing immediate medical consultations, sharing on-site health promotion resources, and offering emergency medical support. These efforts help create a safe, healthy, and well-being-oriented workplace, promote employees' physical and mental well-being, and improve their quality of work and life, while ensuring that all workers on site have access to the same level of health services and protective information.



Healthy Workplace Certification



National Workplace Safety and Health Week Participation Certificate

3,464 Service delivered

- Weight loss programs
- 52 global health seminars conducted
- Technology-based fitness assessments
- 484 participants in global blood donation
- 130 participants in global flu vaccination
- 25 health education articles published

574 Service delivered

- Health examination attendance rate for especially hazardous operations: Taiwan sites 100%; Yangzhou sites 99.4%.
- 2 awareness seminars on special occupational hazards
- 21 employees covered under Maternal Health Protection
- 17 employees covered under High-Risk Management for Abnormal Workloads
- 12 employees covered under Repetitive Hazardous Task Management

389 Service delivered

- Follow-up on abnormal health check results
- Minor Injury
- General illness care

3,183 Service delivered

- 100% completion rate for pre-employment medical examinations
- 98% completion rate for annual health check-ups
- 96.72% completion rate for managerial health check-ups
- Total Number of Employees under Annual Tiered Management
- On-site self-funded health check-ups
- On-site free health check-ups
- 1,124 instances of on-site occupational physician services
- 99% coverage rate for the Employee Assistance Program (EAP)



19 Service delivered

- Return-to-work support
  19 service delivered
  (Taiwan sites: 17; Yangzhou sites: 2)



Practicing the Health Management Policy: Safeguarding Employees' Physical and Mental Well-being

E Ink upholds its commitment to "Safeguarding Environmental Safety and Advancing Health Sustainability Together" by integrating health management into the core of its governance and establishing a comprehensive care system supported by data analysis and institutional mechanisms. In 2025, the Company further strengthened its "Three Levels and Five Stages" preventive medicine framework, covering health promotion, risk prevention, and injury and illness recovery, to advance full-cycle health management. A "Stress Relief Series" of activities was also implemented, incorporating psychological questionnaires and diverse courses that integrate Western and traditional Chinese medicine concepts to enhance employees' stress adjustment capabilities and physical and mental resilience.



Self-paid cancer screening for women



Technology-Based Fitness Assessment



Bone Mineral Density (BMD) Testing

At Taiwan sites, the "Abnormal Workload Risk Assessment" incorporated personal stress and workload as key indicators. High-risk employees were provided with targeted measures, including medical care, physician consultations, and dedicated health seminars. Following systematic intervention, the ratio of high-risk cases decreased by 33%, effectively reducing the risk of occupational overwork. At Yangzhou sites, community resources were leveraged to introduce Baduanjin courses, along with traditional Chinese medicine wellness activities such as acupuncture and therapeutic massage. These initiatives helped employees relieve stress, promote circulation and relaxation, and improve overall physical and mental balance. Looking ahead, E Ink will continue to deepen a culture of "Prevention Is Better Than Treatment," building a safe, healthy, and resilient workplace while steadily advancing toward sustainable development.

Ergonomics & Posture Workshop





MBTI Communication Workshop





Mindfulness & Meditation Stress Relief Seminar





Holistic Health: Traditional Chinese Medicine Principles



How to Recognize and Combat Workplace Burnout



Health Promotion: From Behavioral Change to Metabolic Risk Prevention

Under high-pressure working conditions and prolonged working hours, employees may be more likely to consume foods high in sugar and refined carbohydrates in response to stress, contributing to year-on-year increases in blood glucose and triglyceride levels. Historical health examination data from the Taiwan sites indicate that 50% of employees have an abnormal BMI, exceeding the national average and demonstrating that obesity and metabolic risks have become significant health concerns.

Although previous initiatives have led to improvements in BMI and total cholesterol levels, the prevalence of abnormal triglyceride and blood glucose levels has continued to rise. In response, E Ink expanded the focus of its health promotion efforts in 2025 from increasing physical activity to dietary management and launched the "Eat Smart × Move Happily—Healthy Plate Activity Series." Through tiered weight-loss challenges and Healthy Plate interactive games, the program strengthened employees' dietary awareness and encouraged behavioral change, attracting 379 employees to participate.



Weight Management Achievement Presentation


My Healthy Plate" Level-up Activity



Health Knowledge+

The 12-week program integrated an app and wearable devices to track health data. A total of 347 employees participated in the weight-loss challenge, achieving a cumulative weight loss of 377.9 kg. Participants also accumulated 160 million steps through the 10,000-step walking challenge, representing a 6.42% increase compared with the previous year.

Through science-based dietary management, regular exercise, and digital management mechanisms, E Ink continues to strengthen the foundation for metabolic disease prevention, supporting employees in maintaining good health, contributing to innovation, and advancing sustainable development.

Creating a Friendly, Energy-Saving, and Sustainable Work Environment

In 2025, multiple areas of E Ink's new headquarters building were gradually opened, including a gym and a multifunctional classroom equipped with audio systems. These facilities provide a diversified space for sports, leisure, and training activities, integrating health and sustainability concepts. Through optimized space planning and upgraded facilities, E Ink enhances the overall employee experience while fostering a workplace environment that supports both health promotion and team interaction. In addition, employee parking permits are issued using proprietary ePaper, replacing traditional paper-based printing and lamination. This approach enables reusable and updatable displays, significantly reducing paper and consumables usage and supporting energy conservation and carbon reduction efforts. This initiative demonstrates the application of E Ink's core technology in daily operations and reinforces the Company's commitment to environmental protection, energy efficiency, and sustainable development.


Gym



ePaper Parking Permit



07 Social Engagement

Local Engagement Aligned with Core Business



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

Performance Achievements

- E Ink's core social engagement projects cover three categories: charitable donations, community investments, and commercial initiatives, with total resources amounting to approximately **NTD 48.44 million**.
- In 2017, E Ink launched the "eRead for the Future" project, establishing mobile digital libraries for schoolchildren and donating a cumulative total of **6,125 eReaders** and **651,872 eBooks** valued at **NTD 286 million**.
- E Ink collaborated with **21 ePaper ecosystem partners** to support 42 elementary schools and 20,000 schoolchildren, contributing a total value of NTD 30.35 million.
- E Ink's Yangzhou site has been participating in the "Maitian Project" for **14 consecutive years**, supporting more than 20 rural schools with resources and cumulatively donating over **NTD 5.499 million**.
- The "Environmental Protection Festival" featured two events, including environmental lectures and volunteer services, attracting more than **100 participants**.
- Global employees voluntarily contributed **9,745 volunteer hours**.

7-0 Management Approach of Sustainable Topics

Deepening Educational Access and Conveying Cultural Values

Social Engagement and Care ◎Secondary Topics

Sustainability KPIs	Management Objectives	▶Short-term Goals (2025)	▶Achievements (2025)	▶Short-term Goals (2026)	▶Mid-term Goals (2030)	▶Long-term Goals (2035)
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 one city/county	• Promoting the project in **10** cities/counties • Collaboration with rural education organizations	Promoting the project in **15** cities/counties
Cultural Education	Cultural Promotion- Cross-Industry Collaboration Project	**2** accumulated projects	Surpassed, reaching **3** projects	Deepen the two ongoing projects	**≥ 3** accumulated projects	**≥ 5** accumulated projects

Supporting Underserved Groups and Philanthropic Activities

Social Engagement and Care ◎Secondary Topics

Sustainability KPIs	Management Objectives	▶Short-term Goals (2025)	▶Achievements (2025)	▶Short-term Goals (2026)	▶Mid-term Goals (2030)	▶Long-term Goals (2035)
Philanthropic Initiatives	Support for Philanthropic Activities – Number of Events Participated In	**63** events	Surpassed, reaching **67** events	**64** events	**65** events	**≥ 70** events
	Engagement in Philanthropic Activities – Number of Participants	**900** participants	Surpassed, reaching **1,659** participants	**950** participants	**1,000** participants	**≥ 1,500** participants

Restoring Ecosystems and Promoting Eco-Friendly Practices

Biodiversity ◎Secondary Topics

Sustainability KPIs	Management Objectives	▶Short-term Goals (2025)	▶Achievements (2025)	▶Short-term Goals (2026)	▶Mid-term Goals (2030)	▶Long-term Goals (2035)
Environmental Conservation	Biodiversity Conservation Actions and Support	Sustain and deepen existing collaboration projects	Achieved	Build on existing partnerships and deepen collaboration to expand social impact	**2** biodiversity collaboration projects	**3** biodiversity collaboration projects
	Environmental Conservation Promotion-Number of Events Held (Internal and External)	**5** events	Not achieved. **2** events[Note 1]	**3** events	**7** events	**10** events
	Environmental Conservation Engagement-Number of Participants	**200** participants	Not achieved. **30** participants[Note 2]	**50** participants	**280** participants	**400** participants

Note 1: In 2025, the activity strategy was adjusted, resulting in fewer events. However, by increasing per-event participation, E Ink broadened stakeholder reach and strengthened its overall impact.

Note 2: In 2025, the activity strategy was adjusted to reduce the number of events, with total participation reaching 30 participants.

7-1 Concepts of Social Engagement

"Local Engagement Aligned with Core Business" is E Ink's guiding vision for promoting social engagement. Through three major strategies, the Company continues to advance its social impact: leveraging eye-friendly ePaper display technology as its core product, connecting the Company's internal efforts with ePaper ecosystem partners to jointly contribute to society, and aligning its initiatives with the United Nations Sustainable Development Goals (SDGs). E Ink sequentially advances three major areas of action: educational and cultural initiatives, philanthropic initiatives, and environmental conservation.



In its educational, cultural, and environmental conservation efforts, E Ink upholds the philosophy of giving back to society through its core technologies. For example, the Company promotes the adoption of eReaders in rural elementary schools to provide eye-friendly and sustainable digital reading environments, helping bridge the urban-rural education resource gap. E Ink also deploys dynamic ePaper signage in arts and cultural venues to facilitate paperless information displays, and installs low-power, zero-light-pollution ePaper information boards in ecological conservation areas to support biodiversity protection through technology.

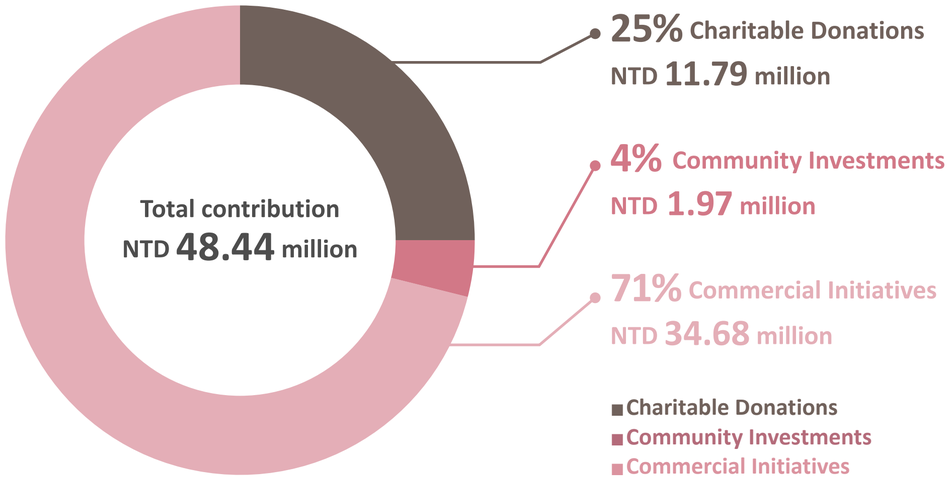
In addition, E Ink encourages employees to participate in various social engagement initiatives, combining corporate and employee efforts to deliver care and tangible support to local communities and underserved groups. The Company firmly believes that active employee participation and effective integration of corporate resources can successfully connect internal and external strengths to jointly advance social engagement and sustainable development.

E Ink's social engagement initiatives have developed into a long-term and continuously implemented mechanism, with multiple projects planned and executed annually. Over the past four years, annual investment has steadily increased from NTD 36.36 million to NTD 48.44 million, an increase of over 30%. This demonstrates the Company's commitment to leveraging its core technologies to give back to society, continuously investing in philanthropic and environmental initiatives, fulfilling its corporate citizenship responsibilities, and contributing to a better society and a more sustainable future.

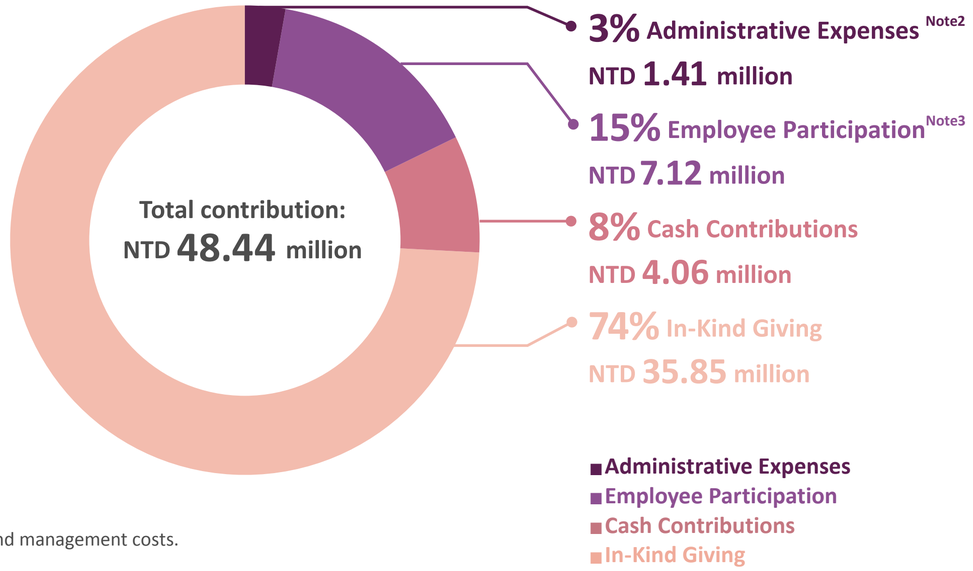
Goals	Guiding Principles	Categories	Actions in 2025	Corresponding SDGs
Educational and Cultural Initiatives **Promoting education accessibility and conveying cultural values**	To continuously promote the use of ePaper products in educational and cultural settings, enhancing digital literacy, bridging educational resource gaps, and advocating for eye-friendly displays.	Commercial Initiatives	"eRead for the Future" eReader Mobile Library Project (Miaoli County)	3 GOOD HEALTH AND WELL-BEING, 4 QUALITY EDUCATION, 17 PARTNERSHIPS FOR THE GOALS
Philanthropic Initiatives **Caring for underserved groups and supporting charitable activities**	Leveraging corporate resources to enhance employee engagement in philanthropic initiatives, support and give back to local communities, and care for underserved groups.	Charitable Donations	E Inker Can Help! Supporting Hualien Flood Relief in Guangfu Township, "Chuhsin Home" operated by the Chuhsin Comprehensive Human Life Education and Care Association, "Man Fair's Shelter Workshop" affiliated with the Ai-Heng Development Center in Hsinchu, and E Ink Annual Blood Donation Campaign.	1 NO POVERTY, 3 GOOD HEALTH AND WELL-BEING, 10 REDUCED INEQUALITIES, 11 SUSTAINABLE CITIES AND COMMUNITIES
Environmental Conservation **Restoring ecological environments and promoting eco-friendly practices.**	Utilizing its core business ePaper technology to promote a low-carbon, eco-friendly environment, thereby preserving biodiversity.	Community Investments	Deployment of ePaper devices at the Taipei Fine Arts Museum and The National Theater and Concert Hall and Yangzhou Chongning Temple adopted ePaper during exhibition periods.	13 CLIMATE ACTION, 15 LIFE ON LAND

Overview of Social Engagement Contributions in 2025

Type of Philanthropic Activities[Note1]



Social Engagement Contributions



Note 1: The funding sources for social engagement activities include cash contributions, in-kind giving, volunteer time contributions, and management costs.
Note 2: Management costs are calculated as 3% of the total cost of the donated projects.
Note 3: 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.

Volunteer Leave

To encourage employees to participate in volunteer services, E Ink has provided each employee with 8 hours of paid volunteer leave annually since 2017. In 2025, the Company further increased this benefit to 16 hours per employee per year to support employee participation in various philanthropic and community service activities. In 2025, the total number of paid volunteer leave hours applied for reached 797 hours. Employees who applied for volunteer leave primarily participated in initiatives such as the "eRead for the Future" eBook download service and beach cleanup activities. In addition to paid volunteer leave, E Ink employees worldwide voluntarily participated in volunteer services during their non-working hours. In 2025, the total hours of voluntary participation by global employees reached 9,745 hours, demonstrating employees' strong commitment to social engagement and philanthropic activities. Looking ahead, E Ink will continue to promote the volunteer leave program and related initiatives, encouraging employees to make use of volunteer leave to participate in philanthropic services outside of work and contribute their individual strengths to diverse social initiatives, thereby generating a positive impact on society.

Note: Hours of Voluntary Participation = Hours of Paid Volunteer Leave + Hours of Employees Voluntarily Engaged in Volunteer Service during Non-Working Hours

7-2 Educational and Cultural Initiatives

"eRead for the Future" eReader Mobile Library Project

Background of Project

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 Ko Hwa-Wei Reading Research Center, 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, cultivating students' ability to enhance their reading capacity and literacy through digital reading devices that do not harm their eyes is critical to the long-term accumulation of their learning experience. E Ink believes that using eReaders as the reading device of choice is the best solution for improving digital reading skills while maintaining eye health.

Note: For details on the characteristics of ePaper, please refer to Chapter 3 Product Sustainability.

Purpose

- Leveraging the unique features of ePaper Note, eReaders are high-quality digital reading devices that offer students a focused, eye-friendly reading experience.
- 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 E Ink's main business, thus fostering positive social development.

Goals and Evaluation of the Project's Performance	
Short-Term Goals 2026	• E Ink establishes mobile libraries equipped with eReaders for remote schools or schools actively promoting a reading culture as part of the "One year, One City or County" initiative, offering them access to a diverse collection of eBooks. • E Ink will also actively expand the involvement of supply chain partners, promote collaboration, and leverage shared resources to broaden social impact.
Mid-Term Goals 2030	• Collaborate with project stakeholders, including government agencies and ecosystem partners, to advance digital reading through a series of long-term initiatives, such as digital reading workshops and reading competitions, thereby fostering the continued development and adoption of digital reading. • To expand stakeholder participation, E Ink will invite not only its 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(20356	• E Ink will establish mobile libraries equipped with eReaders in at least 15 counties and cities across Taiwan, covering remote elementary schools and township libraries, to expand the social impact of digital reading. • E Ink aspires to continuously gather resources from companies, society, and individuals to establish a self-sustaining digital reading philanthropic project.

- Strengthen the engagement and contributions of ecosystem partners throughout project implementation, leveraging collective resources to amplify the social impact of philanthropic initiatives.
- Evaluation indicator: Continuously increase the total sponsorship amount for eBook procurement each year.

Year	2021	2022	2023	2024	2025	2026	2027
Goal (NTD)	600,000	800,000	1 million	1.2 million	1.4 million	2.0 million	2.6 million
Actual Amount (NTD)	600,000	3.6 million	5.1 million	5.5 million	5.3 million	-	-
Achievement Rate (%)	100%	450%	510%	458%	379%	-	-

SUSTAINABLE DEVELOPMENT GOALS



SDG 3 Good Health and Well-Being



SDG 4 Quality Education



SDG 17 Partnership for the Goals

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 comfortable, eye-friendly digital reading experience for students in remote schools or schools actively promoting a reading culture. 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 literacy, enabling students to acquire abundant knowledge and broaden their perspectives for newfound inspiration from books.

Note: For more detail about "eRead for the Future", please refer to E Ink Sustainability website.

eRead for the Future

eRead for the Future – Advancing into Miaoli in 2025

eReader Training and Educational Programs

In the "eRead for the Future" philanthropic project, E Ink and its corporate partners not only donated eReaders and eBooks, but also collaborated with local education departments to organize teacher workshops, supporting educators in effectively integrating technology into classroom teaching.

Through these workshops, teachers can quickly become familiar with the eReader interface and content management functions, while also gaining a deeper understanding of the eye-friendly benefits of ePaper's blue-light-free, reflective display technology, enabling them to confidently support extended student use. The training sessions also help address common operational issues in advance, reducing the burden on teachers during subsequent implementation and allowing the full 40-minute class period to be dedicated to reading instruction, thereby facilitating the seamless integration of the devices into daily classroom learning.

When teachers become proficient in using the tools and more confident in their teaching, eReaders evolve beyond being merely "devices" and become bridges that help children explore the world. The workshops also empower teachers to transition from users into frontline advocates for digital reading and healthy eye care, enabling the project to be effectively implemented and continuously expanded.



E Ink partnered with 21 ePaper ecosystem partners to launch the "eRead for the Future" eReader Mobile Library Initiative, bringing digital reading resources to 42 primary schools in Miaoli County.



Reflective, blue-light-free, and low-carbon, ePaper has become the ideal digital learning device for classrooms.

"ePaper Workshop for Kids" Learning through Digital Reading Activities

In collaboration with the Library and Information Division of the Miaoli County Education Department, E Ink visited Houzhuang Primary School, Zhaonan Primary School, and Yongzhen Primary School, bringing eReaders and a group of dedicated volunteers to launch three "Kids' ePaper Workshop" activities.

During the workshops, volunteers began by introducing "What is ePaper?" and guided students in discovering the magic of ePaper technology. With its blue-light-free and glare-free features, ePaper is well suited for extended reading, allowing both teachers and students to confidently use it as an everyday reading tool.





Through interactive guided reading and quiz activities, the children learned how to use the eReaders while demonstrating tremendous enthusiasm. Some carefully explored the user interface, while others eagerly shared their experiences. This genuine curiosity also inspired the volunteers with a strong sense of energy and fulfillment.

E Ink hopes that these blue-light-free and low-power eReaders, accompanied by teachers' guidance, can become gateways for children to explore the world, allowing reading literacy to naturally take root and flourish.

In 2025, E Ink collaborated with 21 ePaper ecosystem partners to expand the initiative into Miaoli, jointly donating 1,040 BooksPad eReaders and high-quality eBooks to establish mobile eReader libraries for 42 elementary schools in Miaoli County. The project benefited nearly 21,000 schoolchildren, helping them focus on reading and grow with confidence.

(Continue)

eRead for the Future – Advancing into Miaoli in 2025

For more detail about "eRead for the Future", please refer to E Ink Sustainability website. eRead for the Future

2025 Achievements

- Each eReader was preloaded by E Ink volunteers with 164 carefully selected eBooks, with a total donation value exceeding NTD 30 million.
- The curated book collection covers lower, middle, and upper elementary grade levels, and also incorporates content related to "local literary works from Miaoli" as well as "technology and English education."
- The book selection aligns with the United Nations Sustainable Development Goals (SDGs), connecting reading with the world.
- The project is estimated to reduce approximately 1,228.7 metric tons of CO_2e emissions, equivalent to the carbon sequestration capacity of three Daan Forest Parks. While introducing children to digital reading, the initiative also contributes to carbon reduction and environmental sustainability.

Feedback from Stakeholders



Li-Li Chiou, Deputy Magistrate of Miaoli County
Today, we are joining hands with Miaoli for the "eRead for the Future" initiative. The project carries a truly warm and genuine intention. It is dedicated to the children of Miaoli County and it allows us to see new possibilities for reading.



Student A
An eReader can store lots of books
And it's easy to carry around



Student B
If we use eReaders in reading class
Then in the future
I'll want to look for even more
books to read.



E Ink, in collaboration with Books.com.tw and the Miaoli County Department of Education, organized an eReader Operation Workshop for teachers.

Feedback from Teachers at Miaoli County Recipient Schools



Teacher A: Thank you for this training; it was very clear and easy to understand. It's easy to use, and I'd definitely like to buy my own eReader.



Teacher B: Thank you for this project, which provides students with more diverse digital reading experiences.



Teacher C: The book selection is excellent; there are many new and engaging books for children. Great!

The eRead for the Future program revisited Keelung City, one of the recipient municipalities of the 2023 eRead for the Future Mobile Library Initiative, in 2025 to host a professional development workshop on eReader integration for teachers.

In alignment with its sustainability vision, E Ink continues to provide dedicated project support contacts for frontline teachers promoting reading education after completing eReader donations. In October 2025, the Company returned to Keelung to organize additional teacher workshops, demonstrating its long-term commitment to advancing reading equity. Due to personnel changes within schools, more than half of the participating teachers were newly appointed, and the contact personnel within the Education Department had also changed. As a result, some teachers were still unfamiliar with the project content and the application of eReaders in teaching. Without systematic guidance and operational support, even well-equipped resources may not be fully utilized. Therefore, the primary objective of this revisit workshop was to help teachers better understand and effectively use existing resources, ensuring that the devices could deliver their intended educational value. For E Ink, this initiative represents a concrete embodiment of sustainability in the areas of educational and cultural initiatives and social engagement. The Company not only provides equipment, but also continues to invest time and professional resources to ensure that these educational tools create long-term positive impacts within local schools. By integrating its core business with educational philanthropy, E Ink leverages low-power, eye-friendly ePaper technology that delivers a paper-like reading experience, serving as a vital force in cultivating children's reading habits.







For more information about the Keelung revisit and teacher feedback, please visit the official "eRead for the Future" website.

The Impact of "eRead for the Future"

To comprehensively review the outcomes of the eRead for the Future project since its launch, facilitate communication with stakeholders, and improve the efficiency of project planning and management, E Ink introduced the Business for Social Impact (B4SI) framework in 2022 to systematically measure the project's social impact. Based on the three dimensions of project inputs, outputs, and impacts, the Company integrated data from 2017 to 2025 and established 25 indicators to continuously monitor project performance. The current disclosure scope primarily covers the Taiwan sites and will be expanded to overseas sites in the future to inform the planning of subsequent project initiatives.

2025 Achievements

The employee participation rate in volunteering at E Ink is **5.94%.**

98% of seed teachers are willing to use eReaders in the classroom.

This project is estimated to reduce approximately 1,228.7 metric tons of CO_2e emissions-equivalent to the carbon sequestration capacity of three Daan Forest Parks-demonstrating the contribution of digital reading to lowering carbon emissions and promoting environmental sustainability. (This figure is based on replacing 170,000 printed books with the donated eBooks, minus the total carbon emissions of 43.7 metric tons CO_2e from the 1,040 eReaders provided.)

Cumulative Achievements (2017–2025)

Value Input

Resource Allocation-Accumulated
- Cash investment of NTD 24.46 million
- In-kind donation of NTD 64.4 million
- Resource investment of NTD 92.37 million

Time
- Duration: 9 years

Human resource
- Human resource participation is valued at NTD 3.47 million, with an average of 128 participants per year.

Output

Overall Project-Accumulated
- Total of 355 partners joined
- 34 events
- 2,084 participants in the project

In-kind donated-Accumulated
- Donation of 6,125 eReaders
- Donation of 651,872 eBooks
- Donation value of NTD 286 million
- 285 schools and libraries have received donations
- Benefited 90,344 students
- 90 ecosystem partners participated, contributing an average of NTD 27.83 million

Training- Accumulated
- 11 educational training sessions
- Training Attendance: 346 participants
- 621 volunteer service occasions by E Ink employees
- 4,929 volunteer hours from E Ink

Reading Promotion-Accumulated
- 14 reading competitions and reading promotion activities conducted
- Participation in reading competitions and reading promotion activities reached 1,077 participants
- Produced 12 videos
- Generated 402 media exposures
- Engaged with 111,641 stakeholders

Project Benefits

The "eRead for the Future" project, which aims to establish a mobile library with eReader, Has continued to receive strong recognition from government agencies and the education sector, while generating meaningful and positive social impact, 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 US sites

Project Description

Donated 58 Kindle Kids eReaders to the Boys & Girls Clubs of Metro Louisiana to promote literacy education in low-income communities.

Achievements

Total donation value amounted to approximately NTD 148,000 (USD 4,750).

Stakeholder Feedback

"Since receiving the Kindles, the children have been asking for reading time every day!" said Brandon Smith, Director of the Club.



eRead for the Future China sites

Project Description

Transcend Optronics collaborated with partners across the ePaper industry ecosystem to actively launch the local "eRead for the Future" initiative in Yangzhou.

In March 2025, Transcend Optronics, together with Tech-Front Electronics and Ton Yang Photoelectric Technology, donated 30 iFLYTEK Youth eReaders to Yangzhou No. 9 Middle School. In November, an additional 20 eReaders were donated in response to increased student enrollment. Each device was preloaded with more than 10,000 high-quality books approved by the Ministry of Education of China. Through technology-enabled reading, the initiative aims to support special-needs adolescents at No. 9 Middle School by helping them open their hearts, grow positively, and illuminate their path forward.

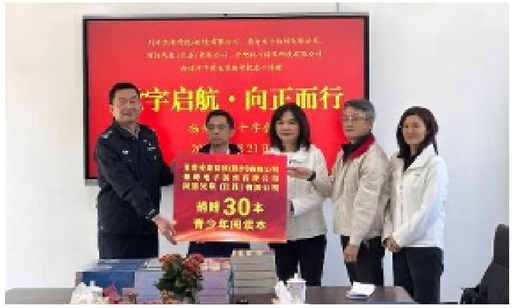
In October 2025, Transcend Optronics once again partnered with nine ePaper industry ecosystem partners to donate 100 iFLYTEK Youth eReaders to eight primary and secondary schools in the Yangzhou Economic Development Zone. The initiative supports schools in establishing digital libraries, enabling children to enjoy green reading experiences while protecting their eyesight, and demonstrating the social responsibility of technology enterprises.

Achievements

- Successfully launched the first local "eRead for the Future" initiative in Yangzhou.
- A total of 172 iFLYTEK ePaper Youth eReaders were donated during the year. Each device was preloaded with more than 10,000 curated books covering literature, historical stories, scientific knowledge, and philosophy, benefiting nearly 10 schools and more than 1,000 adolescents in Yangzhou.
- Total donation value: approximately NTD 680,000 (RMB 155,935).

Teacher Feedback

"The donated eReaders inspired our school to establish dedicated digital reading classes. The program has not only enriched the school curriculum, but also encouraged students to calm their minds and engage in deeper reading. While enhancing their knowledge and understanding, it has also enriched their inner worlds. We truly commend your company's generosity and compassion."



(Figure 1) Transcend Optronics, together with Tech-Front Electronics and Ton Yang Photoelectric Technology, donated 30 iFLYTEK Youth eReaders to Yangzhou No. 9 Middle School.





(Figure 2-3) Transcend Optronics once again partnered with nine ePaper ecosystem companies—Chengdu Duxie Technology, Shenzhen Dingjing Technology, Yangzhou Deqi Electronics, Suzhou Rihe Technology, Shenzhen Texin Automation Technology, Changzhou Yufeng Battery, Guizhou Lianji Electronics, Hefei Weijing Materials Technology, and Beijing Yuanxiaowei—to donate 100 iFLYTEK Youth eReaders to eight primary and secondary schools in the Yangzhou Economic and Technological Development Zone, supporting the development of digital libraries at local schools.

Note: Boys & Girls Clubs of America (BGC) is a nonprofit organization dedicated to providing children and adolescents with healthy, safe, and enriching after-school programs, including educational, sports, and arts activities. The organization helps young people develop skills and build self-confidence, and currently operates approximately 4,700 locations across the United States.

Hands-on × Science Education

Unlocking the Secrets of ePaper, E Ink Open House × Kiss Science Open Lab Program

Project Description

In 2024 and 2025, E Ink participated for two consecutive years in the National Science and Technology Council's "Kiss Science Open Lab Program," opening its global ePaper research and manufacturing base in Hsinchu to high school students across Taiwan for the first time. Through Open House activities and immersive hands-on courses, the program guided students in understanding the applications of materials science, display technology, and sustainable technologies within real industrial settings.

Centered on the theme "The Science and Applications of ePaper," the program integrated exhibition tours, lectures by engineers, and hands-on programming exercises. Students were introduced to reflective display technology and bistable mechanisms, electric field-driven microcapsule particles, color generation and display waveform control, as well as the relationship between ePaper's low-power characteristics and sustainable technologies.

Within the exhibition space, students explored the technological evolution of ePaper from monochrome to full-color displays. Through connecting ePaper modules, writing control commands, and testing different display waveforms, participants gained firsthand experience of the engineering process from programming to image rendering.

By opening industrial facilities and facilitating direct engagement with engineers, the program transformed low-carbon display technology into an educational initiative, helping high school students develop interdisciplinary understanding of materials science, display engineering, and sustainable technologies, while exploring the connection between science and industry.

Achievements

- Participated in the Kiss Science Program for two consecutive years, welcoming students from four schools and more than 200 junior and senior high school students to E Ink to learn about ePaper technology, further deepening the open model of corporate-based science education.
- In 2025, E Ink opened its Hsinchu corporate headquarters to students for the first time, providing hands-on learning experiences closely connected to the core of the industry.
- Introduced the latest full-color ePaper technology, E Ink Spectra 6, as a demonstration teaching tool to enhance educational depth in materials science and display technology.
- Established a three-stage teaching model integrating guided tours, engineering lectures, and control programming exercises to strengthen interdisciplinary STEM learning.
- Students were able to write control commands and operate ePaper modules firsthand, completing the practical process from theory to application.
- Integrated high school curriculum subjects, including physics, chemistry, information technology, and sustainability, extending technology education from site visits to in-depth understanding.
- Participating students highly valued the interactive sessions with engineers, significantly enhancing their understanding of and interest in materials science and low-carbon display technologies.






1. The Kiss Science Program invited secondary school students into the world of ePaper, offering them a glimpse into the development of large-sized ePaper displays at E Ink's Hsinchu headquarters, the global hub for ePaper research and development.
2. E Ink hosted students from Xisong High School as part of the Kiss Science Program.
3. Through the Kiss Science courses, secondary school students had the opportunity to engage in in-depth discussions with E Ink engineers and gain exposure to the latest advancements in ePaper technology research and development.

E Ink Open House × Kiss Science Open Lab Program

Rural Education -"Maitian Project"

Continuously Contributing to Charity

"Painting Village Elementary School" Aesthetic Education Philanthropic Project

Issues Addressed Preservation of Intangible Cultural Heritage

Stakeholders E Ink (Transcend Optronics), Guizhou Maitian Charity Education Center

Project Description

From 2023 to 2025, E Ink collaborated with the Maitian Project on the "Painting Village Elementary School" Aesthetic Education Philanthropic Project, implemented at Yangwu Ethnic Primary School in Danzhai County, Qiandongnan Miao and Dong Autonomous Prefecture, Guizhou Province. Over the past three years, the school has incorporated local intangible cultural heritage characteristics into its educational programs by integrating traditional Miao batik craftsmanship into after-school interest classes. These activities have enriched students' extracurricular experiences while fostering their interest in and appreciation for traditional culture.

In 2025, 154 employees participated in the Maitian Project donation campaign, contributing a total of NTD 89, 000 (RMB 20, 400). The Company further donated approximately NTD 172, 000 (RMB 39,600), bringing the combined contribution to approximately NTD 261,000 (RMB 60,000). These funds continued to support the project. As a heartfelt gesture of appreciation, the children handcrafted storage pouches as special gifts for our employees.

Achievements

Over the past three years, students have not only gained a deeper understanding of intangible cultural heritage, but have also become ambassadors for preserving and promoting these cultural traditions. Through this philanthropic platform, intangible cultural heritage that was once hidden deep within the mountains has been brought beyond local communities and introduced to a broader audience.




1. "Painting Village Elementary School" Student Artwork (Intangible Cultural Heritage) Philanthropic Exhibitions: Three "Painting Village Elementary School" Student Artwork (Intangible Cultural Heritage) Philanthropic Exhibitions were held at Yangwu Ethnic Primary School, the Danzhai Intangible Cultural Heritage Week of the China Intangible Cultural Heritage Annual Conference, and the Banwan Ancient Village Art Museum. Online viewing channels were also launched to showcase rural children's artworks through multiple platforms and dimensions.
2. Production of a "Painting Village Elementary School" Documentary Short Film: In August 2025, the "Painting Village Elementary School" aesthetic education philanthropic project was selected as part of ByteDance Philanthropy's Guizhou regional public welfare initiative. Under the guidance of the Guizhou Provincial Department of Civil Affairs, the project brought together platform resources and the philanthropic content creator team "Shenzhen Suren" to co-produce high-quality short-form philanthropic content featuring Guizhou's unique cultural characteristics. After being released on Douyin, the video surpassed 3.3 million views and received more than 105,000 likes, allowing the spirit of philanthropy and kindness to reach and inspire a wider audience.

Guizhou Maitian WeChat Channel

Taipei Fine Arts Museum Introduces E Ink Spectra™ 6 Full-Color ePaper Signage to Establish a Low-Carbon and Quantifiable Sustainable Exhibition Information System

Promotion of Culture and the Arts

Issues Addressed

- Exhibition venues rely heavily on printed materials for exhibition information, requiring frequent replacement of posters and signage during exhibition periods, resulting in substantial consumption of single-use paper and printing materials.
- Exhibition information cannot be updated in real time: when exhibition details, visitor flow routes, or event announcements require temporary adjustments, printed materials cannot be synchronized and updated efficiently.
- Insufficient energy and space efficiency: traditional digital signage consumes significant energy and is not well suited for the long-term static display needs of museums and art venues.
- Lack of quantifiable visitor engagement data: museums face difficulties systematically collecting visitor traffic and interaction data, limiting exhibition optimization and operational decision-making.
- Challenges in implementing sustainability goals: museums and art institutions must balance cultural promotion with environmental responsibility, creating an urgent need for low-carbon and low-interference information display solutions.

Stakeholders

E Ink:

Providing Spectra™ 6 full-color ePaper display technology to facilitate the practical implementation of low-energy display solutions in cultural venues.

Arts and Cultural Institutions

Taipei Fine Arts Museum: Applying ePaper as a tool for daily exhibition operations

Artists

Utilizing ePaper devices as a medium for artistic expression, while exploring how innovations in materials can drive the broader development of art.

Ecosystem Partners

WiXtar Intelligent Technology: Partner for system integration and content management solutions.

Project Description

E Ink, the global leader in ePaper technology, announced its collaboration with the Taipei Fine Arts Museum (TFAM) on the installation and system integration of full-color ePaper signage. As Taiwan's first public museum dedicated to modern and contemporary art, TFAM marks its 42nd anniversary by introducing ePaper display technology, symbolizing a significant milestone in the museum's commitment to sustainability. The project also serves as a benchmark case for the adoption of low-carbon display solutions and smart information systems within Taiwan's arts and cultural venues.

Through the close collaboration between E Ink and system integration partner WiXtar Intelligent Technology, TFAM has recently introduced a variety of color ePaper display devices in different formats throughout the museum. This allows the museum to flexibly configure displays according to the requirements of different exhibitions and spaces, demonstrating a high degree of operational flexibility. Following successful testing, TFAM has officially deployed ePaper signage in public exhibition areas and within the " 2025 Taipei Art Awards" exhibition on the third floor. The displays are used for visitor guidance, exhibition and event announcements, and directional information, enhancing both information delivery efficiency and the overall visitor experience.

To accommodate the needs of exhibitions and diverse events, the introduction of ePaper technology significantly reduces the frequency of printed material replacement and lowers energy consumption, while maintaining high visual quality and environmental friendliness. This provides the museum with a more sustainable operational solution.

2025 Achievements

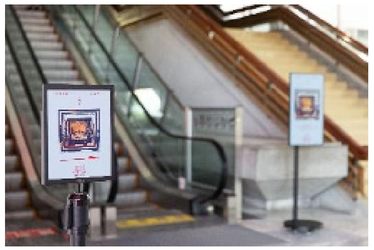
- Donated by E Ink, a total of 19 ePaper signage units were installed at the Taipei Fine Arts Museum, including multiple sizes such as 13.3-inch, 25.3-inch, and 31.5-inch displays.
- Effectively reduced the use of printed materials and consumables, minimizing resource waste during exhibition replacement periods.
- Significantly lowered energy consumption, meeting the needs of long-duration exhibition displays and sustainable operations in cultural venues.
- Established a replicable sustainability model for arts and cultural institutions, with the potential to expand to other cultural organizations.



Through the close collaboration between E Ink and system integration partner WiXtar Intelligent Technology, the Taipei Fine Arts Museum has recently introduced a variety of full-color ePaper display devices in different formats throughout the museum.



ePaper features reflective display and bistable characteristics, allowing images to remain visible for extended periods without requiring a continuous power supply, while consuming only minimal electricity when content is updated. Its non-emissive and glare-free display properties enable seamless integration with exhibition lighting and spatial design, making it particularly well-suited for art exhibition environments with stringent lighting requirements.



As Taiwan's first public museum dedicated to modern and contemporary art, the Taipei Fine Arts Museum marked its 42nd anniversary by introducing ePaper display technology, symbolizing an important milestone in the museum's commitment to sustainability. The initiative also serves as a benchmark example for the adoption of low-carbon display solutions and intelligent information systems within Taiwan's arts and cultural venues.



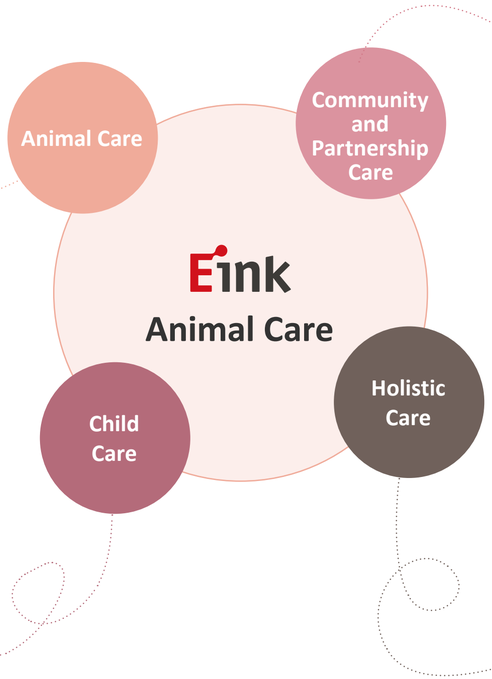
The ePaper signage adopted by the Taipei Fine Arts Museum utilizes E Ink Spectra™ 6 full-color ePaper display technology. E Ink Spectra 6 is a next-generation full-color ePaper technology specifically designed for indoor signage, advertising, and paper poster replacement applications, and has already been successfully deployed across multiple international art and cultural venues.

For more information, please visit our official website.

7-3 Philanthropic Initiatives

E Ink collaborates with the employee-initiated volunteer group, "Inkers' Love, the Volunteer Community," by combining corporate resources and employee engagement to actively participate in a wide range of philanthropic initiatives. These efforts focus on four major areas: Child Care, Holistic Care, Community and Partnership Care, and Animal Care, with the goal of addressing local social issues. In 2025, E Ink participated in a total of 55 philanthropic initiatives worldwide, working together with employees to fulfill its corporate social responsibility.

To further strengthen its community care initiatives, beginning in 2025, E Ink partnered with the Hsinchu-based social welfare organizations "Chuhsin Home" and "Man Fair's Shelter Workshop" to establish a long-term and diversified support model that addresses the practical needs of local communities. The Company also encourages active employee participation by enhancing engagement through interactive activities and feedback sharing, thereby continuing to support and give back to local communities.



Taiwan
- Stray Animal Food and Warmth Support Initiative

Taiwan
- Nutrition Donation Project
- Purchase a Desk Calendar and Share Love
- Christmas "Wishing Tree" Program
- Ren-Ai Children's Home – Daily Necessities Support Initiative

US
- Donation of ePaper smart labels to Boston Children's Hospital.

China
- Warm Winter Initiative for Children in Need in Chengying Village, Yangzhou.

Taiwan
- Blood Donation Campaign
- E Inker Can Help! – Supporting Hualien Flood Relief in Guangfu Township
- Daily Necessities Donation and Resource Sharing Initiative
- Lunar New Year Meal Donation Initiative
- Mother's Day Charity Donation Initiative
- Dragon Boat Festival Charity Donation Initiative
- Mid-Autumn Festival Charity Donation Initiative
- Annual Charity Lunar New Year Meal Donation Campaign
- Boyo Social Welfare Foundation Fundraising Campaign Announcement

US
- Donation of E Ink Author Clocks V.2 ePaper clocks.

Taiwan
- Man Fair's Shelter Workshop – Philanthropic Lunchtime Market Stall
- Man Fair Family Day
- Clothing with Love Initiative
- "Your Love Helps Me Soar" – Ai-Heng 25th Anniversary Appreciation Banquet and Donation Drive
- Happy Children Meal Box Program
- Reducing Food Waste, Sharing More Care Initiative
- Old Shoes Save Lives Campaign
- Receipt Donation Initiative
- Philanthropic Procurement of Employee Gifts
- Inker Charity Walkathon

US
- Rosie's Place (the first organization in the United States dedicated to providing shelter and support services for impoverished and homeless women)

China
- Summer Lunch Delivery, Warm Hearts-Transcend Optronics Volunteer Elderly Care Initiative

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 Engagement 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.



Child Care

For more information, please visit our official website.

E Ink has been a long-term donor to the local Hsinchu social welfare organization "Chuhsin Home."

To deepen community care, E Ink launched the "Nutrition Donation Project," led by the social engagement team in collaboration with the volunteer community and the on-site FamilyMart convenience store. The Company organizes donation campaigns on a quarterly basis to provide children with more nutritious meals. Following the launch of the initiative, employees responded enthusiastically by participating through product purchases and charitable donations, while the Company matched employee donations with equivalent contributions to amplify collective goodwill. Through this initiative, E Ink continues to donate 1,200 eggs and NTD 36,000 in meal subsidies each quarter to Chuhsin Home, helping improve children's nutritional intake.

In addition to nutritional support, E Ink also focuses on children's growth and development by organizing group purchase activities that encourage employees to purchase 2026 desk calendars featuring artwork created by children, thereby supporting their creativity and artistic development through tangible action. Through the "Christmas Wishing Tree" initiative, employees helped fulfill children's wishes by preparing gifts such as warm clothing, stationery, and school bags, accompanying children in pursuing their dreams with confidence and courage. At the same time, E Ink expressed its appreciation to the social welfare professionals dedicated to caring for children by preparing appreciation gift vouchers and Christmas cookie gift boxes from the Children Are Us Foundation, ensuring that each purchase also supported more people in need of care and attention.

Chairman Johnson Lee :

"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."

Nutrition Donation Project

Donated NTD 144,000, designated specifically for the purchase of approximately 4,800 eggs to support the daily nutritional needs of schoolchildren from high-risk families. Through the stable provision of nutritious food supplies, the program helps improve children's health while alleviating the financial burden of basic meal expenses for their families, benefiting a total of 2,684 participants. Since its launch in the summer of 2024, the program has cumulatively donated NTD 192,000 and 6,400 eggs.

Purchase a Charity Desk Calendar and Spread Care

Supported charitable fundraising through tangible actions while increasing the visibility of the organization's mission and philanthropic values. Through the circulation of the desk calendars within the Company and among business partners, more people gained awareness of Chuhsin Home's efforts in supporting high-risk families and schoolchildren, creating a positive cycle of goodwill and strengthening the connection between corporate engagement and social philanthropy. In support of children's creative expression, a total of 46 employees pre-ordered 135 desk calendars, raising NTD 21,600.

"Christmas Wishing Tree" Warmth Initiative

Through an employee wish-adoption program, E Ink helped fulfill individual wishes of children from Chuhsin Home by preparing personalized Christmas gifts. In addition to caring for the children, the Company also prepared vouchers and philanthropic gift boxes for staff members and volunteers. The initiative allowed children to experience warmth and joy during the holiday season while deepening their positive experiences of social support and compassion. A total of 89 gifts and snack packages were distributed, with a total donation value of NTD 57,300.



Founder and Chairperson of Chuhsin Home, Ms. Chuang Shu-Chen
Through a diverse range of philanthropic initiatives in 2025, E Ink provided meaningful and far-reaching support to Chuhsin Home. Whether through nutritional assistance, educational support, or holiday care initiatives, these efforts fully demonstrated E Ink's commitment to and care for underserved communities.



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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

The US Sites

Donation of ePaper smart labels to Boston Children's Hospital

- E Ink donated 20 ePaper display labels to Boston Children’s Hospital. These colorful and engaging labels bring joy to hospitalized children while providing them with opportunities for self-expression.
- The total donation value was approximately NTD 19,000 (USD 611).





The China Sites

Warm Winter Initiative for Children in Need in Chengying Village, Yangzhou.

- This project marked the second consecutive year that Transcend Optronics carried out its Warm Winter philanthropic initiative for disadvantaged children in Chengying Village, demonstrating the Company's continued commitment to fulfilling corporate social responsibility through tangible actions. Prior to the Lunar New Year holiday, representatives from the Transcend Optronics Volunteer Community visited Chengying Village in Yangzhou with care red envelopes (lucky money) and warm gift packages containing items such as nuts and pastries, delivering winter care and support to 10 children in need and left-behind children, including children with Down syndrome and other special-needs groups. Each child received a red envelope of RMB 1,000 and a Lunar New Year gift package valued at RMB 335, totaling RMB 1,335 per child. The total donation amount reached RMB 13,350 (approximately NTD 59,000).

- In 2025, in addition to organizing lucky money envelopes and supplies at the corporate level, Transcend Optronics also encouraged employee participation. Employees voluntarily sorted unused books, clothing, and toys from their homes and packaged them into "Love Blind Boxes" categorized according to the children's ages, ensuring that each act of care more closely addressed the children's needs while bringing together the compassion of many individuals.





Feedback from a Follow-up Visit:
"We are truly grateful to Transcend Optronics for the care and support you have shown to our village over the past two years. You are genuinely a compassionate and caring company, and we are all deeply thankful."

Holistic Care

E Ink and corporate volunteers support Ai-Heng Development Center in helping Man Fair soar higher and farther

E Ink partnered with the local Hsinchu social welfare organization, the Ai-Heng Development Center, to support the independent development of individuals with disabilities and create more diverse employment opportunities for Man Fair's Shelter Workshop. Through the "Soaring Support Program" initiated by E Ink, the Company organized sales booths during Employee Family Day events and within company cafeterias to sell food gift boxes and second-hand goods, while also launching pre-order campaigns to increase revenue and enhance the operational performance of Man Fair's Shelter Workshop, helping participants move toward self-sufficiency.

E Ink firmly believes that every small act of kindness can collectively become a powerful force for advancing social progress. As a local enterprise, the Company is committed to extending care and support to those in need. Through the active participation of employees, E Ink continues to create more learning and employment opportunities for individuals with intellectual and developmental disabilities, working together to generate lasting and positive social impact.

Mr. Chen Chien-Yu, Head of Man Fair's Shelter Workshop:

"We sincerely appreciate E Ink's long-standing support for Ai-Heng Man Fair. During the philanthropic sales event, many migrant workers showed great enthusiasm for purchasing the dolls, and demand even exceeded supply, helping us effectively reduce excess inventory. We look forward to continuing our collaboration with your Company, and the funds raised will be used to support the operational expenses of Man Fair's Shelter Workshop."



For more information, please visit our official website.

Long-term Support for "Man Fair's Shelter Workshop" in 2025-Supporting Operational Sustainability

- Quarterly philanthropic market stalls held at E Ink sites-Annual sales revenue reached NTD 66,452.
- Purchased pomelos through a philanthropic procurement initiative as gifts for employee town hall meetings, supporting employment opportunities for individuals with disabilities and local farmers-900 pomelos purchased, valued at NTD 61,200.
- Invited Man Fair participants to join the E Ink Family Day outing and opening performance, with sponsorship support totaling NTD 50,000.
- "Clothing with Love" second-hand clothing donation initiative-Collected 159 items, valued at NTD 15,900.
- "Your Love Helps Me Soar"-Ai-Heng 25th Anniversary Appreciation Banquet-Donated 420 boxes of shampoo soap for fundraising purposes, valued at NTD 134,400.


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1. Group photo at the booth event
2. Employees enthusiastically participated in purchases at the booth event.
3. The President of "Inkers' Love, the Volunteer Community" was invited to attend the "Your Love Helps Me Soar" – Ai-Heng 25th Anniversary Appreciation Banquet and received a certificate of appreciation during the event.
4. Invited to participate in the Family Day event.

Holistic Care

Taiwan Sites

Inker Charity Walkathon

For more information, please visit our official website.

E Ink Supports the Syin-Lu Social Welfare Foundation in Promoting Social Inclusion for Individuals with Disabilities.

E Ink upholds the spirit of "giving back to society what is taken from society" by supporting the 12th "Walk for Love Every Day" charity walk organized by the Syin-Lu Social Welfare Foundation. By encouraging employee participation, the Company not only promoted the concept of "supporting the social inclusion of individuals with disabilities" through tangible actions, but also integrated healthy living with philanthropy. The initiative encouraged employees to develop regular exercise habits while giving back to society through charitable engagement, further strengthening the Company's culture of health and advancing ESG sustainability practices.

"Participating in the Syin-Lu Social Welfare Foundation's 'Walk for Love Every Day' charity walk made me realize that health promotion can also be deeply meaningful and heartwarming. The initiative not only encouraged employees to stay active and develop healthy exercise habits, but also transformed every step taken into tangible charitable contributions, giving greater meaning to everyday actions. Seeing everyone participate together and accumulate achievements collectively was truly rewarding. Moving forward, I hope we can continue promoting health and care in the workplace through such simple yet impactful initiatives."

——Ms. Tsao Ya-Hui, E Ink Nurse

The initiative received an enthusiastic response from employees, demonstrating strong organizational cohesion and a shared commitment to social responsibility through cross-functional collaboration.

- **Participation:** 232 employees participated, with 207 successfully completing the event.
- **Philanthropic Contributions:** Donated NTD 62,100 and accumulated 4,259 volunteer hours.
- **Health Footprint:** Participating employees collectively recorded 23.99 million steps, equivalent to approximately 16,000 kilometers.
- **Recognition:** Supported the Company's medical office in receiving the "Sustainable Leadership Enterprise for Healthy Workforce" award.



Employees Participating in the Charity Walk: Check-in Photos



Event Results Summary and Successful Conclusion

The US Sites

Rosie's Place

the first organization in the United States dedicated to providing shelter and support services for impoverished and homeless women

Employees actively participated in local philanthropic initiatives by donating supplies and charitable contributions to a local women's shelter. Donations included 24 care packages filled with full-sized personal care products, along with four USD 25 gift cards to support Rosie's Place's Personal Care Drive. Employees also participated in the shelter's Wish List Drive by donating 100 travel-sized personal care items. Rosie's Place has long been dedicated to supporting homeless women and children in need. The donation included a cash contribution of approximately NTD 3,100 (USD 100) and in-kind donations valued at approximately NTD 75,000 (USD 2,400), for a total value of approximately NTD 78,000 (approximately USD 2,500).

"Thanks to friends like you, women in need know they can count on Rosie's Place. We are so grateful we can count on you. Thank you for joining us in this work. Together, we will continue to do more and be more for the women who need us most." ——Jessica Garretson, Director of Community Engagement





The China Sites

Summer Lunch Delivery, Warm Hearts

Transcend Optronics Volunteer Elderly Care Initiative

- Transcend Optronics organized volunteer employees to collaborate with the Yangzijin Community in launching a summer lunch delivery initiative for elderly residents in need. During the hottest month of the year, volunteers delivered meals and care to nine elderly individuals within the community.
- The elderly recipients were primarily advanced in age, mobility-impaired, living alone for extended periods, or individuals with disabilities and difficulties in self-care, all belonging to vulnerable groups facing challenging living conditions. Despite the intense midday heat, volunteers delivered meals on schedule, personally bringing Transcend Optronics' care and support to each elderly resident and conveying warmth and social responsibility through tangible actions.





Feedback from an Elderly Recipient:
The weather is so hot. We are truly grateful for your kindness and care. Thank you for all your hard work.

Taiwan Sites

Blood Donation, Boundless Love-E Ink Cares with Passion and Compassion

To support blood donation initiatives and celebrate E Ink's 33rd anniversary through meaningful action, the Social Engagement sub-committee partnered with the Company Clinic, the Employee Welfare Committee, and Inkers' Love, the Volunteer Community to organize three blood donation drives across multiple sites throughout 2025, establishing an annual collaboration model. The events received an enthusiastic response from employees, with the total number of blood donations reaching a record high, demonstrating the Company's strong organizational cohesion and commitment to philanthropic initiatives.

Across the three blood donation drives held throughout 2025, a total of 386 units of blood were donated, representing a cumulative donation volume of 96, 500 cc. This achievement reflects E Ink's long-standing commitment to philanthropic contributions and the proactive engagement of its employees in putting social responsibility into action.





Blood Donation Participant:

"The blood donation events organized by the Company are truly meaningful and thoughtfully planned. In addition to preparing a variety of gifts, the Company also arranges seasonal themed refreshments. Participating in these activities not only allows employees to contribute to helping others, but also reflects the Company's care for its employees and the value it places on these initiatives. The experience is both heartwarming and rewarding, making me willing to continue participating in the future."

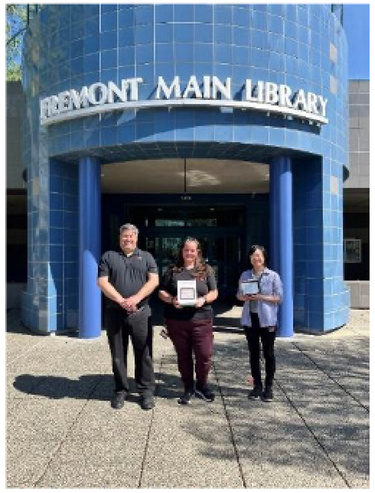
Lloyd Chen, Chief Financial Officer, E Ink

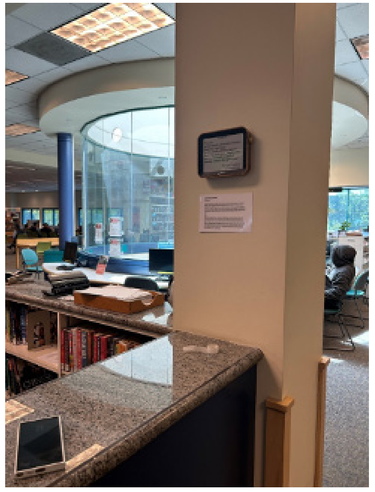
E Ink was founded in June 1992, and every June marks the Company's anniversary. Three years ago, we launched our blood donation campaign in June. Over the past three years, thanks to the enthusiastic participation of our employees, blood donations have increased by 30%. As E Ink celebrates its 33rd anniversary, we are once again calling on more E Inkers to join us in spreading love and care through meaningful action, allowing this spirit of goodwill to continue spreading.

The US Sites

Donation of E Ink Author Clocks V.2

- In partnership with ecosystem partner Author & Co., E Ink donated Author Clock ePaper clocks to local libraries. When updating the time, the clocks display quotations from literary classics, transforming timekeeping into a reading experience enriched with literary inspiration.
- The total donation value was approximately NTD 54,000 (USD 1,750).





7-4 Environmental Conservation

Excessive economic development has led to ecological degradation and environmental pollution, creating severe climate-related threats to both humanity and biodiversity. In the pursuit of sustainable development goals, environmental protection is an indispensable element. The sustainability of business operations depends not only on production facilities and assets built upon natural resources and land, but also on stable environments that support employees' livelihoods and well-being. At the same time, ecosystems directly and indirectly provide essential raw materials for various forms of production and economic activity. As a result, the long-term sustainability of enterprises is inextricably linked to environmental stability and biodiversity conservation.

From an environmental perspective, none of E Ink's global operations, manufacturing facilities, research and development centers, or business locations are situated within protected ecological areas. In addition to ensuring that its operations do not disrupt natural habitats, E Ink is committed to reducing its consumption of natural resources by addressing impacts at the source. The Company continuously optimizes production processes, minimizes the ecological impacts of raw materials, and avoids deforestation. At the same time, it enhances energy efficiency, encourages suppliers to adopt environmentally friendly and recyclable materials, and collaborates with upstream value chain partners to advance nature conservation and reduce environmental impacts. E Ink's short-term goal is to achieve No Net Loss (NNL), while its long-term objective is to realize a Net Positive Impact (NPI) by 2030.

Respect for the Environment: Advocacy and Commitment

E Ink has established its "Biodiversity and Non-Deforestation Commitment" and is committed to taking actions that balance environmental ecosystem protection, biodiversity conservation, and forest preservation. The Company strives to fulfill its corporate responsibility by contributing to environmental and social well-being, while also extending its influence across supply chain and value chain partners to foster collaborative progress toward sustainability.

For more information regarding the Biodiversity and Non-Deforestation Commitment, please refer to the official website.

Participation in External Initiatives / Organizations

E Ink aspires to raise public awareness of ecological conservation and promote the sustainable development of global biodiversity through ecosystem protection, biodiversity conservation, and environmental education initiatives. The Company actively advances strategies that integrate ecosystem conservation, biodiversity protection, and forest stewardship, including the establishment of its Biodiversity and Non-Deforestation Commitment and participation in international initiatives. Through these efforts, E Ink advocates for the protection of natural ecosystems and wildlife habitats while extending environmental conservation principles to stakeholders, including employees, shareholders, and supply chain (or value chain) partners. By enhancing environmental awareness and encouraging collective action, the Company works together with its stakeholders to support biodiversity conservation, forest protection, and ecosystem preservation.

Note: 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.

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.

- Commitment-

Jointly advocate for governments to take proactive policy actions to halt and reverse nature loss by 2030.

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.

- Commitment-

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, 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.

- Commitment-

Participated in the Corporate Engagement Program of the "Science Based Targets Network" to set nature-related targets.

GREEN & SAFE

E Ink is 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 selected 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, enhances soil carbon sequestration, and supports 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 livestock 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.

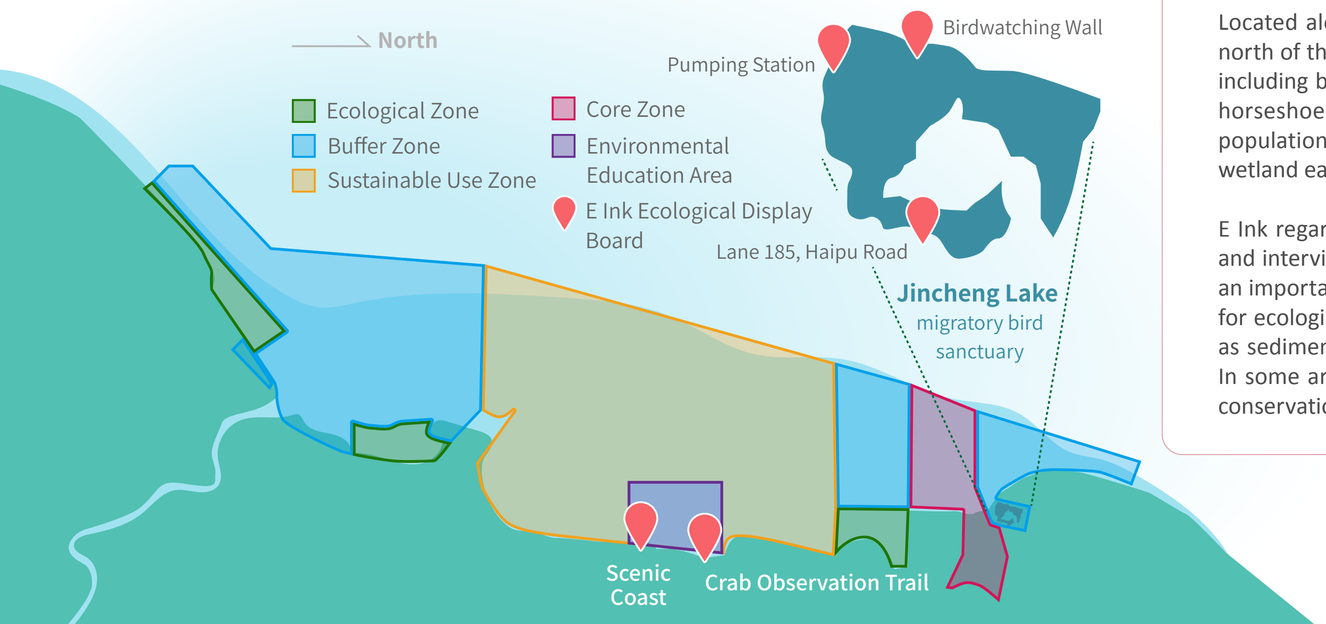
GREEN & SAFE not only selects sustainably produced crops for consumers, but also develops a variety of dry goods, sauces, unsweetened teas, and convenient additive-free meal kits to meet consumers' culinary needs. Through stringent quality control measures, Green & Safe ensures that these products are 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.



Promoting Environment Conservation

Since 2023, E Ink has deepened its collaboration with the Hsinchu City Government by leveraging its "zero-carbon, light-pollution-free ePaper technology" as the core solution to promote the installation of full-color ePaper ecological signage at Siangshan Wetland. Following the completion of full-scale deployment by the end of 2024, E Ink continued to invest in frontline ecological initiatives throughout 2025 by further upgrading the hardware into an intelligent display system integrated with climate data connectivity. The initiative has also expanded into community engagement, ecological education, and species conservation advocacy, forming a long-term action framework in which technology supports local environmental governance. Through the integrated advancement of technology applications, community participation, and species advocacy, E Ink has established a localized sustainability model that combines "Technology × Education × Conservation."

Functional Zoning Map of the Siangshan Wetland Conservation and Utilization Plan



Zero-Carbon, Light-Pollution-Free ePaper Creates Dynamic Information Signage for Siangshan Wetland

As sustainability efforts evolve beyond corporate energy conservation, carbon reduction, and environmental management to encompass broader biodiversity issues related to ecological protection and social engagement, E Ink has also actively engaged in habitat restoration initiatives. Leveraging the low-carbon and light-pollution-free characteristics of ePaper technology, the Company contributes to environmental ecosystem protection and biodiversity conservation. At the same time, with continuous breakthroughs in large-size and full-color ePaper technologies, E Ink has been able to extend its sustainability initiatives into a wider range of application scenarios. Through the adoption of ePaper technology, the Company responds to society's growing demand for ecological conservation and sustainable development, while providing innovative solutions to environmental and ecological challenges.

Focusing on Key Habitats to Preserve Biodiversity

Located along Hsinchu City's " 17-kilometer Coastal Scenic Area," Siangshan Wetland is the largest intertidal wetland north of the Dajia River, covering an area of 1,768 hectares. Its diverse intertidal environment supports rich biodiversity, including brachiopods known as "living fossils," the endemic Taiwan fiddler crab, and the critically endangered tri-spine horseshoe crab. Siangshan Wetland is also one of the few remaining important habitats in northern Taiwan where populations of the Taiwan fiddler crab can still be found. In addition, large numbers of migratory birds winter in the wetland each year, demonstrating its high ecological value.

E Ink regards Siangshan Wetland as an important site for ecological conservation efforts. Through field investigations and interviews with bird experts, the Company identified Jincheng Lake, located at the northern end of the wetland, as an important stopover habitat for migratory birds during their southward migration, while also serving as a valuable site for ecological education. However, because Jincheng Lake is located near the estuary, it has long faced challenges such as sediment accumulation and disturbances caused by human activities, which have negatively affected bird habitats. In some areas, waste has even been dumped along the lakeside mudflats. In response, E Ink has actively invested in conservation initiatives, hoping to contribute corporate resources toward protecting the wetland ecosystem.

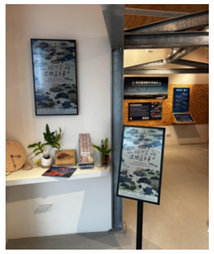
Engagement with Government Agencies, Environmental Organizations, and Supply Chain Partners

Since 2023, E Ink has collaborated with government agencies, environmental organizations, and supply chain partners to promote ecological conservation initiatives at Siangshan Wetland. Following the completion of foundational hardware installation in 2024, E Ink further advanced three key initiatives in 2025, with Siangshan Wetland serving as the core implementation site.

First, the Company upgraded its intelligent, light-pollution-free ePaper signage system by integrating climate data connectivity functions, enabling the signage to provide real-time information updates for exhibitions and public announcements. Second, E Ink strengthened the content curation of the ePaper signage by incorporating annual migratory bird season ecological activities, inviting underserved children and youth groups to participate while also encouraging employees to engage in volunteer service, thereby deepening ecological civic participation. In addition, to enhance public awareness of species conservation, E Ink donated a batch of indoor ePaper signage displays to the newly renovated Siangshan Wetland Marine Conservation Education Center. These displays utilize E Ink Spectra™ 6 full-color ePaper technology to present conservation information on species such as the horseshoe crab.

This project established an "Intelligent Light-Pollution-Free ePaper Ecological Information System" that integrates technology, education, and local collaboration to create an environmentally friendly ecological education model with both informational and exhibition functions. Featuring low-power consumption and no-backlight reflective display technology, ePaper signage remains clearly visible under strong outdoor sunlight while avoiding nighttime light pollution that could disturb migratory birds and benthic organisms. Through digital content updates, the system also enhances the long-term effectiveness of wetland management and ecological education.

1. Through the introduction of ePaper technology, the project established an intelligent climate data-integrated display system that uses full-color outdoor ePaper signage to present real-time tidal and environmental information. Because ePaper utilizes reflective display technology and does not require backlighting, the signage can operate entirely without drawing electricity from the power grid. By comparison, if five outdoor high-brightness 25.3-inch LCD displays (seven panels in total) were used instead, assuming each display consumed an average of 150 watts and operated continuously 24 hours a day throughout the year, annual electricity consumption would reach approximately 9,200 kWh. Based on an average commercial electricity rate of approximately NTD 3 per kWh, the system can save the Hsinchu City Government, as the habitat management authority, approximately NTD 27,600 in annual electricity costs while simultaneously reducing energy consumption.
2. During the annual migratory bird season activities, the ePaper signage also incorporated dedicated migratory bird educational content and interactive learning modules, combined with on-site observation and outdoor learning activities, attracting more than 600 participants in a single day. ePaper technology not only improved the readability of displayed information under strong outdoor lighting conditions, but also helped address challenges related to limited wetland management manpower and difficulties in updating information.
3. Through the integration of technology and curated educational content, the project effectively enhanced participation in ecological education and deepened learning engagement. It also established a long-term collaboration model among enterprises, government agencies, and NGOs, utilizing innovative display technologies to support local ecological governance and environmental education development.





Light Pollution-Free and the Most Energy-Efficient Display Solution Addressing Ecological Challenges with Core Technology

1. Established an intelligent ePaper ecological signage system with remote information update capabilities, improving wetland management efficiency while reducing manpower requirements.
2. Introduced light-pollution-free ePaper display technology certified by the International Dark-Sky Association (IDA), reducing disturbances caused by light pollution to migratory birds and wetland ecosystems.
3. Powered by solar energy to enable low-carbon display applications.
4. Over five years, the project is estimated to reduce electricity consumption by approximately 46,000 kWh, save approximately NTD 138,000 in electricity costs, and reduce approximately 21 metric tons of CO_2e emissions.

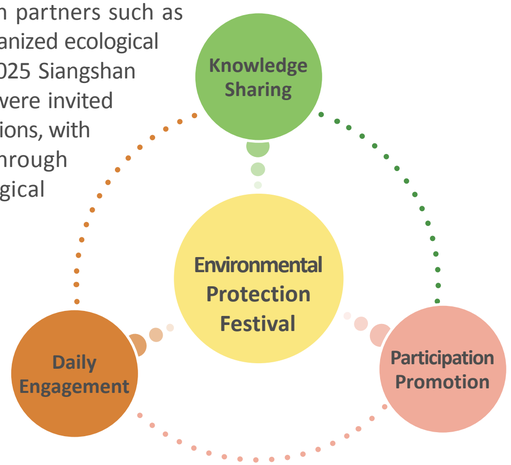


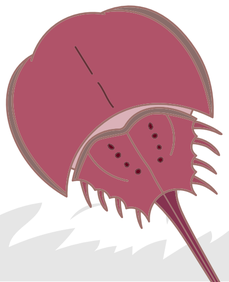

Environmental Protection Festival

An All-Employee Engagement in Earth Conservation Action

Since 2023, E Ink has promoted the "Environmental Protection Festival" series of initiatives to fulfill its goals of "restoring ecosystems and promoting environmentally friendly practices." The program is centered on three core pillars: knowledge sharing, participation enhancement, and green lifestyle practices. Through ecological lectures, volunteer activities, and related initiatives, employees are encouraged to engage with biodiversity and environmental protection topics. In 2025, the program entered its third year, with E Ink continuing to deepen its focus on specific habitats and species through its core technologies. During the year, a total of two activities, including expert lectures and volunteer service programs, were organized with approximately 100 participants. Through exchanges with both internal and external stakeholders, the Company further expanded its influence in environmental protection efforts.

- **Knowledge Sharing**: Through expert lectures and educational articles provided by external specialists, E Ink promoted awareness of nature conservation and biodiversity issues. Over the past three years, a cumulative total of nine lectures have been organized, strengthening employees' understanding of environmental and ecological protection.
- **Volunteer Service:** In collaboration with partners such as the Hsinchu Wild Bird Society, E Ink organized ecological volunteer service activities during the 2025 Siangshan Autumn Waterbird Festival. Employees were invited to participate in wetland conservation actions, with a total of 10 volunteers contributing through tangible efforts to support local ecological protection.





Listening to the Ancient Call of Siangshan Wetland: A Lecture by Dr. Yang Ming-Cheh

Knowledge Sharing

E Ink's "Environmental Protection Festival" entered its third year in 2025. Following the completion of the Siangshan Wetland ePaper ecological signage installation, the Company has continued to deepen collaboration with local ecological communities. One of the key conservation species at Siangshan Wetland is the tri-spine horseshoe crab, often referred to as a "living fossil." Horseshoe crabs have survived on Earth for more than 480 million years; however, due to coastal development and wetland loss, their populations are rapidly declining. Approximately 83% of Taiwan's western coastline has been transformed into artificial coastlines, making Siangshan Wetland one of the few remaining important habitats on Taiwan's main island where horseshoe crabs can still be observed.

E Ink's commitment extends beyond the conservation of individual species to fostering a balance between technological innovation and ecological sustainability. Through this initiative, the Company raises internal awareness of horseshoe crab conservation through environmental education programs and thematic seminars, while encouraging employees to explore how technology can contribute to habitat protection.

Project Objectives

This project focused on three key objectives: enhancing employees' understanding of the ecological importance of horseshoe crabs and the urgency of conservation efforts; exploring the application of low-energy and light-pollution-free ePaper technology for wetland information dissemination; and connecting local research teams with conservation communities to promote long-term collaboration among enterprises, citizen science initiatives, and ecological conservation efforts.

Project Implementation

The project invited Dr. Yang Ming-Cheh, a long-term horseshoe crab researcher widely known as the "Horseshoe Crab Doctor," to deliver a special lecture introducing the evolutionary history, habitat environments, and conservation challenges of the tri-spine horseshoe crab. Horseshoe crabs are not only important indicator species within coastal ecosystems, but their blue blood is also used to produce Limulus Amebocyte Lysate (LAL), which is utilized to detect bacterial endotoxins in medical devices and vaccines, playing a critical role in global medical safety.

However, habitat destruction remains the primary cause of horseshoe crab population decline. In 2019, the International Union for Conservation of Nature (IUCN) classified the tri-spine horseshoe crab as an endangered species. Dr. Yang emphasized that conservation efforts must integrate policy, technology, and public participation. Regions such as Matsu, Penghu, and Kinmen have already implemented fishing bans, while educational tools and community engagement programs have been introduced to promote citizen science initiatives and habitat protection.

Through this lecture, E Ink hopes to strengthen conservation awareness within the Company while continuing to explore collaborative models that connect technology, communities, and environmental protection, contributing to the sustainability of wetland ecosystems and species conservation.

Promoting Environmental Education and Deepening Social Engagement-Three Consecutive Years of Participation in the Hsinchu Autumn Waterbird Festival

Volunteer Service

The Autumn Waterbird Festival is a long-standing environmental education initiative centered around Siangshan Wetland, the Keya River Estuary, and Jincheng Lake in Hsinchu. The 2025 event was held in early December. Jincheng Lake is one of northern Taiwan's key stopover and habitat sites for migratory birds, and the Hsinchu City Government has long entrusted the Hsinchu Wild Bird Society with organizing annual birdwatching tours and ecological learning activities at the site. Event booths featured on-site observation and interpretation of birds, fiddler crabs, and wetland plants, along with interactive ecological challenge-station games focused on topics such as wild bird rescue and bat conservation. These activities allowed the public to better understand migratory bird migration, ecological conservation, and wetland preservation in an engaging and accessible manner.

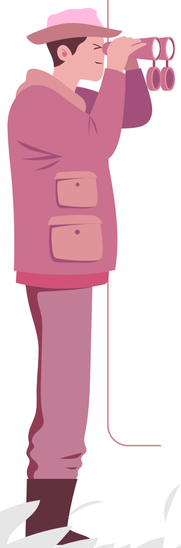
In 2025, E Ink's social engagement team participated in the Hsinchu Autumn Waterbird Festival for the third consecutive year. In addition to encouraging employees and their families to participate as corporate volunteers, E Ink continued to promote environmental education through ecological signage powered by its core ePaper technology. By leveraging ePaper display technology, the Company helped create a more intuitive, environmentally friendly, and interactive ecological learning environment, making it easier for the public to connect with nature and learn about bird species.

Project Implementation

Exceptional Bird Activity: Peak Autumn Migration Season Begins

Taiwan's two primary migratory bird viewing seasons are the spring northward migration and the autumn southward migration. Autumn is characterized by both high species diversity and large bird populations, as many waterbirds temporarily stop along Hsinchu's coastal wetlands to rest and replenish energy before continuing southward for wintering. Thanks to its unique terrain and wetland characteristics, which provide excellent habitat conditions, Jincheng Lake has become one of the most important autumn birdwatching sites in northern Taiwan in recent years. According to the Hsinchu Wild Bird Society's routine autumn bird survey conducted in October, a total of 82 bird species were recorded this year. Winter migratory ducks, such as the Eastern Spot-billed Duck and Northern Shoveler, had already arrived, while large numbers of shorebirds, including Common Greenshanks, Ruddy Turnstones, and Dunlin flocks, also began appearing, marking the official start of the annual birdwatching season.

On the day of the event, Jincheng Lake showcased the unique beauty of the wetland under warm sunlight. The sight of waterbirds soaring and foraging created a vibrant ecological landscape, while the pleasant weather attracted large numbers of families and children, making the event exceptionally lively. Rare species such as the Black-faced Spoonbill and Pied Avocet also made appearances. Whether first-time birdwatchers picking up binoculars or experienced bird enthusiasts returning year after year, participants were able to gain deeper insights into wetland ecology and bird behavior under the guidance of volunteer interpreters.



Full-Color ePaper Ecological Signage: Deepening Nature Education Through Low-Carbon Technology

During the Autumn Waterbird Festival in Siangshan Wetland, E Ink collaborated with the Hsinchu Wild Bird Society to introduce educational content on common migratory bird species around Jincheng Lake through ePaper ecological signage. Displayed in rotating formats, the signage presented information on bird appearance characteristics, migration routes, and conservation knowledge, complementing on-site birdwatching activities and enhancing public understanding of wetland ecology. Utilizing reflective display technology, ePaper signage remains clearly readable under strong outdoor sunlight while offering low-power consumption and light-pollution-free characteristics, creating an ecological education platform that balances information accessibility with environmental protection.

Currently, a total of five outdoor full-color ePaper ecological signage displays have been installed at Siangshan Wetland, including three located around Jincheng Lake. The displayed content can be updated according to seasonal changes and event themes, enabling visitors to access real-time migratory bird observation and wetland conservation information while improving the accessibility of outdoor ecological learning.

To further promote social engagement, E Ink invited children from Chuhsin Home, a long-term philanthropic partner organization, to participate in the Autumn Waterbird Festival. Accompanied by corporate volunteers, the children explored wetland ecology through both ePaper signage and on-site outdoor experiences. At the same time, E Ink collaborated with its affiliated company, YFY Group, to provide eReaders and environmentally friendly lifestyle products as event support. Through technology applications and cross-sector collaboration, the Company continued to advance environmental education while giving back to local communities.





Appendix

Appendix I: E Ink Sustainability Performance Indicators

◉ Material Topics

Categories	Sustainability Policy	Sustainability Action	Sustainability KPIs	Sustainable Topics	Management Approaches and Performances	Coverage	Progress				
							Short-Term Goals (2025)	Achievements (2025)	Short-Term Goals (2026)	Mid-Term Goals(2030)	Long-Term Goals (2035)
Governance	Effective Governance for Business Growth	Strong corporate governance structure	◉Corporate Governance and Integrity Management	Board Structure	The Proportion of Independent Directors	Global	40%	Achieved	40%	50%	
					The Proportion of Female Directors		29%	Achieved	29%	40%	
				Corporate Governance Evaluation	▲Corporate Governance Evaluation	Taiwan	Ranked in the top5%	Achieved	Ranked in the top 5%		
				Ethics and integrity	Number of Violations Related to Ethics and Integrity	Global	0	Achieved	0		
					Cultivating Ethics and Integrity Awareness- Completion Rate of New Employee Training and Training Coverage	Global	100%	Achieved	100%		
				Privacy	Privacy Protection- Annual Privacy Violation Cases	Global	0	Achieved	0		
		Intensifying the Operation of Risk Management	Risk Management and Response	Risk Review	Risk Assessment	Global	Twice a year	Achieved	Twice a year		
				Risk Awareness	Training Coverage Rate for Risk Management Courses	Global	100%	Achieved	100%		
				Risk Response	▲Risk Response	Global	Reducing the proportion of high-risk items	Not achieved[Note 1]	Reducing the proportion of high-risk items		
		Implementing Business Integrity	Compliance with Laws and Regulations	Compliance with Laws and Regulations	Compliance with Laws and Regulations -Number of Incident of Significant Violation Annual	Global	0	Achieved	0		
					Human Rights Protection- Number of Incident of Human Rights Policy (Employee Aspect) Violations Annually	Global	0	Achieved	0		
		Implementing Business Integrity	◉Information Security Management	Information Security	Information Security Management	Global	Passed ISO/IEC 27001:2022 verification (Taiwan Site)	Achieved	Passed ISO/IEC 27001:2022 verification (Taiwan Site) Implemented the ISO/IEC 27001:2022 Information Security Management System (ISMS) (China sites and US sites)	Achieved ISO/IEC 27001:2022 certification at major operational sites	
					Information Security Resilience		New Objectives		• Achieved 100% coverage of security protection systems • Achieved 100% coverage of threat detection systems	Achieved a 100% pass rate in Red Team exercises for critical information systems	

(Continue)

Cate-gories	Sustain-ability Policy	Sustain-ability Action	Sustainability KPIs	Sustainable Topics	Management Approaches and Performances	Coverage	Progress				
							Short-Term Goals (2025)	Achievements (2025)	Short-Term Goals (2026)	Mid-Term Goals(2030)	Long-Term Goals (2035)
Sustainable Products	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	Surpassed, reaching 701	400		
					Accumulated Number of Active Patents	Global	6,000	Surpassed, reaching 6,917	5,000		
					▲Number of Trade Secret Proposals	Global	220	Surpassed, reaching 304	240	280	
				Development Resource	Proportion of R&D Workforce to Total Workforce	Global	22-27%	Not achieved. reaching 21%[Note 2]	20%		
					Proportion of R&D Expense to Revenue	Global	10-15%	Achieved	10-15%		
				Intellectual Property Management	Taiwan Intellectual Property Management System (TIPS)	Taiwan	A-level	Achieved	A-level		
			◉Market Expansions	New Product and Technology	Proportion of New Product Developed in Past 3 Years to Revenue	Global	>60%	Achieved	>60%	>65%	>70%
			Business Partnership Management	Industry-Government-Academia Collaboration	Promoting Industry-Government-Academia Collaboration-Annual Number of New Collaboration	Global	1	Achieved	1		
		Expansion of Low Carbon Products	◉Green and Sustainable Product Development	Sustainable Products	Sustainable Product Development-Annual Number of New Projects	Global	2-3	Achieved	2-3	3-5	5-10
					Upgrading Existing Products for Sustainability- Annual Number of New Projects	Global	1-2	Achieved	1-2	2-3	3-5
					Optimization of Product Packaging Materials- Raw Material Usage of Packaging Usage	Global	-5% (compared to 2024)	Achieved	-3% (compared to 2025)	-5% (compared to 2025)	-5% (compared to 2030)
					Proportion of Sustainable Raw Materials Used in Specified Products (% by weight)	Global	10-15%	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	5%	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	150	Achieved	245	325	425

(Continue)

Categories	Sustainability Policy	Sustainability Action	Sustainability KPIs	Sustainable Topics	Management Approaches and Performances	Coverage	Progress				
							Short-Term Goals (2025)	Achievements (2025)	Short-Term Goals (2026)	Mid-Term Goals(2030)	Long-Term Goals (2035)
Green Production	Low-carbon and Energy Saving Operations and Manufacturing Products	Response to Climate Change	◉Climate Change Mitigation and Adaption	SHEE Policy	SHEE Policy Management	Global	Reviewing the SHEE Management Policy annually	Achieved	Reviewing the SHEE Management Policy annually		
				Risks and Opportunities	Climate and Nature Related Risk and Opportunity Management	Global	Completion of identification, analysis, evaluation, and implementation of mitigation measures	Achieved	Review of financial impacts		Completion of financial impact assessment
				Carbon right Management	Internal Carbon Pricing Framework	Global	Implementing internal carbon pricing continuously	Achieved	Announce ICP over the past five years	Planning of internal carbon fee mechanism	Planning and implementing an internal carbon pricing mechanism
					Carbon Credit Procurement	Global	Domestic and international carbon credit procurement research and planning	-	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 list	Achieved	CDP Climate Change Questionnaire at A list		
							CDP Water Security Questionnaire with a score of A- or above		CDP Water Security Questionnaire at A list		
		Transfo-rmation Path to Net Zero	◉Energy and Greenhouse Gas Management	Greenhouse gas (GHG)	Absolute GHG emission	Global	Scope 1 and scope 2 emissions: 55,000 metric tons CO_2e	Achieved	Scope 1 and scope 2 emissions: 29,500 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	Not achieved, reaching 4,529.7 metric tons CO_2e [Note 3]	Scope 1 emissions: 4,000 metric tons CO_2e		Scope 1 emissions: 2,500 metric tons CO_2e
						Global	Scope 2 emissions: 51,000 metric tons CO_2e	Achieved	Scope 2 emissions: 25,500 metric tons CO_2e	Scope 2 emissions: 0 metric tons CO_2e	
					▲GHG Emission Intensity (Scope 1 and 2)	Global	20% reduction compared to the baseline year	Surpassed reaching a 70% reduction	30% 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 8.5 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	40%	Surpassed, reaching 70%	60%	100%	
		Environ-mental Impact Mitigation	◉Water and Wastewater Management	Water Resource	Water Resource Usage	Global	5% reduction compared to the baseline year	Not achieved, with a 33% increase compared to the baseline year [Note 4]	Growth under 30% from the base year	Growth under 25% from the base year	Growth under 20% from the base year
					Water Recycle Rate in Production	Global	35%	Not achieved, reaching 29% [Note 4]	35%	50%	
					Water Use Intensity	Global	20% reduction compared to the baseline year	Achieved	25% 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, reaching 48% reduction compared to the baseline year [Note 5]	40% reduction compared to the baseline year	50% reduction compared to the baseline year	
				Environmental Management	ISO 14001 Environmental Management System	Global	100% Completion rate	Achieved	100% Completion rate		
				Waste	General Waste Recycling Rate	Global	55%	Surpassed, reaching 85%	85%	90%	
					Implementation of Product Recycling/ Circular Economy Project	Global	Accumulated completion of three projects	Surpassed, reaching 5 projects	Accumulated completion of five projects		Accumulated completion of seven projects
			Air Pollution Management	Air Pollution	VOC emission intensity	Global	5% reduction compared to the baseline year	Surpassed, reaching a 47% reduction	50% reduction compared to the baseline year	60% reduction compared to the baseline year	70% reduction compared to the baseline year

(Continue)

Cate-gories	Sustain-ability Policy	Sustain-ability Action	Sustainability KPIs	Sustainable Topics	Management Approaches and Performances	Coverage	Progress				
							Short-Term Goals (2025)	Achievements (2025)	Short-Term Goals (2026)	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	Proportion of local suppliers	Global	>95%	Not achieved,with 93.3%[Note 6]	>95%	>96%	>97%
				Low-Carbon Energy	Number of suppliers using renewable energy	Global	Increase by 2 from 2024	Achieved	Increase by 2 from 2025	Increase by 5 from 2025	Increase by 5 from 2030
				Sustainable Collaboration	▲Sustainability and energy-saving projects	Global	Accumulate 6 projects since 2023	Surpassed by 9 projects	Accumulate 11 projects since 2023	Accumulate 15 projects since 2023	Accumulate 20 projects since 2023
		Control and Mitigation Sustainable Risks		Supplier Behavior	Adherence to E Ink's Supplier Code of Conduct	Global	100% signature rate by significant and BOM 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						100% signature rate by all BOM suppliers
				Risk of Supply Chain	▲ESG questionnaire survey	Global	100% response rate by significant and BOM 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 and BOM 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	10% of significant suppliers completed annually	Achieved	10% of significant suppliers completed annually	10% of BOM suppliers completed	100% of BOM suppliers completed
					Supplier audit rate	Global	100% annual audit rate for significant suppliers in accordance with the annual audit plan	Achieved	100% annual audit rate for significant suppliers in accordance with the annual audit plan		
		Advancement of Supply Chain Resilience and Communi-cation		Sustainable Procurement	Procurement personnel training	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	% of customers with overall satisfaction score ≥ 80	Global	95%	Surpassed, reaching 100%	95%	96%	98%

(Continue)

Cate-gories	Sustain-ability Policy	Sustain-ability Action	Sustainability KPIs	Sustainable Topics	Management Approaches and Performances	Coverage	Progress				
							Short-Term Goals (2025)	Achievements (2025)	Short-Term Goals (2026)	Mid-Term Goals(2030)	Long-Term Goals (2035)
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% (Taiwan and China sites)	Achieved	New employee completion rate :100% (Taiwan and China sites)		
					Human Rights Policy Assessment		Conduct human rights risk assessments in the US region in 2025	Achieved	Conduct human rights risk assessments in the Taiwan, Yangzhou and the US sites in 2027		Each region will undergo assessment every three year
							Each region will undergo assessment every three year	Achieved	Each region will undergo assessment every three year		
				Diversity, Equal and Inclusion	Diversity and Inclusion	Global	20% female managers	Achieved	21% female managers	23% female managers	25% female managers
							30% female employees	Achieved	30% female employees		
							28% new hires of female employees	Not achieved, reaching only 23.1%[Note 7]	25% new hires of female employees	30% new hires of female employees	
							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		
				Employee Compensation	Compensation	Taiwan	Overall compensation ranks in the top 50% in the industry	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
		Talent Attraction and Retention	◉Talent Attraction and Retention	Communication and Identity	Target of Employee Stratification / Engagement	Global	Global Response Rate>77%	Achieved	Global Response Rate>80%		Global Response Rate>82%
				Talent Retention	Talent Retention	Global	Turnover rate of high-performing <3%	Achieved	Turnover rate of high-performing <3%		
							Turnover rate of employee: <15%	Achieved	Turnover rate of employee: <15%		
				Employee Care	Employee Supporting Program	Taiwan	Maternity subsidy of NTD 6,000	Achieved	Maternity subsidy of NTD 6,000	Maternity subsidy of NTD 8,000	Maternity subsidy of NTD 10,000
							Childcare measures and subsidies, establishment or contracted childcare facilities	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	Held one employee meeting per year at each site	Achieved	Held one employee town hall meeting at each global site		
						Global	100% resolution rate of proposals from labor-management meetings	Not achieved, reaching 87%[Note 8]	100% resolution rate of proposals from labor-management meetings		

(Continue)

Cate-gories	Sustain-ability Policy	Sustain-ability Action	Sustainability KPIs	Sustainable Topics	Management Approaches and Performances	Coverage	Progress				
							Short-Term Goals (2025)	Achievements (2025)	Short-Term Goals (2026)	Mid-Term Goals(2030)	Long-Term Goals (2035)
Enterprise Care	Creating a Healthy and Safe Workplace for Employees	Talent Cultivation	◉Talent Training and Career Development	Learning Vitality	Enhancing Employee Learning Motivation- Course Satisfaction	Global	≥ 87%	Achieved	≥ 88%		≥ 89%
				Reserving Talent	Cultivating Capabilities of Future Talent	Global	Promote the APPLE to global regions Retention rate of APPLE program participants > 80%	Achieved	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	100% employee completion rate at Taiwan and Yangzhou sites 100% contractor completion rate at Taiwan and Yangzhou sites	Achieved	100% employee completion rate at Taiwan and Yangzhou sites 100% contractor completion rate at Taiwan and Yangzhou sites	100% employee completion rate at global sites 100% contractor completion rate at global sites	
				Working Environment	Full Participation in Occupational Safety	Taiwan	Proactive Reporting Rate of Environmental Inspection Deficiencies >10%	Achieved	Proactive Reporting Rate of Environmental Inspection Deficiencies >13%	Proactive Reporting Rate of Environmental Inspection Deficiencies >25%	Proactive Reporting Rate of Environmental Inspection Deficiencies >40%
					Contractor Equipment Safety Management	Taiwan	Initial Pass Rate of Electric Equipment Safety Inspections >90% Initial Pass Rate of Ladder Inspections >70%	Achieved	Initial Pass Rate of Electric Equipment Safety Inspections >91% Initial Pass Rate of Ladder Inspections >75%	Initial Pass Rate of Electric Equipment Safety Inspections >95% Initial Pass Rate of Ladder Inspections >85%	Initial Pass Rate of Electric Equipment Safety Inspections 100% Initial Pass Rate of Ladder Inspections 100%
					ISO 45001 certification	Global	Maintain the validity of ISO 45001 certifications at Hsinchu and Yangzhou sites ISO 45001 preparation at US sites	Achieved Achieved	Maintain the validity of ISO 45001 certifications at Hsinchu and Yangzhou sites ISO 45001 preparation at US sites	Maintain the validity of ISO 45001 certifications	
					Occupational Safety Regulation Violations (Number of Cases)	Global	0	Achieved	0		
					Zero major occupational injuries	Global	Zero major occupational injuries	Achieved	Zero major occupational injuries		
					Occupational Injury Incident Rate	Global	FR<1.27	Achieved	FR<1.25		
				Employee Health and Well-Being	No cases of occupational disease diagnosed	Taiwan	No cases of occupational disease diagnosed	Achieved	No cases of occupational disease diagnosed		
					Chronic Disease Prevention	Taiwan	The prevalence rate of metabolic syndrome is less than or equal to the government-announced threshold	Achieved	The prevalence rate of metabolic syndrome is less than or equal to the government-announced threshold		
					Health Promotion Activities	Taiwan	Health Promotion Activity Coverage Rate ≥ 25%	Achieved	Health Promotion Activity Coverage Rate ≥ 27%	Health Promotion Activity Coverage Rate ≥ 35%	Health Promotion Activity Coverage Rate ≥ 45%

(Continue)

Cate-gories	Sustain-ability Policy	Sustain-ability Action	Sustainability KPIs	Sustainable Topics	Management Approaches and Performances	Coverage	Progress				
							Short-Term Goals (2025)	Achievements (2025)	Short-Term Goals (2026)	Mid-Term Goals(2030)	Long-Term Goals (2035)
Social Engagement	Local Engagement Aligned with Core Business	Investing in Education and Cultural Diversity	Engagement and Community Involvement	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 elementary schools in a new county/ city	Promoting the project to 10 city/ county Collaboration with rural education organizations	Promoting the project to 15 city/ county
				Cultural Education	Cultural Promotion-Cross-Industry Collaboration Project	Taiwan	2 accumulated projects	Surpassed, reaching 3 projects	2 accumulated projects	≥ 3 accumulated projects	≥ 5 accumulated projects
		Supporting the Underserved Groups and Philanthropic Activities		Philanthropic Initiatives	Support for Philanthropic Activities-Number of Events Participated	Taiwan	63	Surpassed, reaching 67 events	64	65	≥ 70
					Engagement in Philanthropic Activities-Number of Participants		900 participants	Surpassed, reaching 1,659 participants	950 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	Continue and deepen the existing collaboration projects	Achieved	Build on and deepen existing resources to expand social impact	2 biodiversity collaboration projects	3 biodiversity collaboration projects
					Environmental Conservation Promotion-Number of Events Held (Internal and External)	Taiwan	5	Not achieved, reaching 2 events[Note 9]	3	7	10
					Environmental Conservation Engagement- Number of Participants	Taiwan	200	Not achieved, reaching 30 participants[Note 10]	50	280	400

Note 1: Due to instability in the international landscape and heightened uncertainty in the external environment, the level of impact and likelihood of occurrence of certain risk items have increased.
Note 2: The total number of R&D employees globally increased in 2025 compared to 2022, but the target was not met due to challenges such as a shortage of global technology professionals and high demand.
Note 3: Due to the addition of new operational buildings and production lines at the Hsinchu site in 2025, electricity consumption increased, leading to a slight decline in energy productivity.
Note 4: Due to the addition of new operational buildings and production lines at the Hsinchu and Yangzhou sites in 2025, which leads to increased water consumption and a subsequent decline in process water recovery rates.
Note 5: Although various reduction measures have been implemented, due to the development of next-generation products and the introduction of new processes in 2025, increased use of chemicals for testing was required, resulting in failure to meet the target.
Note 6: Due to production line expansion in Taiwan, some equipment components must be imported, resulting in a decrease in the local procurement rate.
Note 7: ePaper technology is a relatively new and distinctive field. Historically, technical roles have tended to be male-dominated, particularly in production line positions where certain roles require greater physical strength, resulting in a higher proportion of male employees in these positions. In addition, female employees have an average tenure of over 10 years, demonstrating the effectiveness of a supportive workplace and stable career development.
Note 8: Resolution of one proposal was deferred to Q1 2026.
Note 9: In 2025, the activity strategy was adjusted to hold two environmental conservation promotion events, with increased stakeholder participation per event, including 70 participants in the horseshoe crab expert lecture and 30 participants in the waterbird festival volunteer activity.
Note 10: In 2025, the activity strategy was adjusted to reduce the number of events, with total participation reaching 100 participants.
Note 11: ▲ indicates that the indicator is linked to executive compensation.

Appendix II: GRI Standards Sustainability Reporting Disclosure Index

Declaration of Use	E Ink reports in accordance with GRI Standards for the period from January 1, 2025, to December 31, 2025
GRI1 Used	GRI1 : Foundation (2021)
Applicable GRI Sector Standards	Not applicable

GRI2 General Disclosures

Disclosure Indicator	Report Section Reference	Omission/ Remarks	Page Number	External Assurance
2-1 Organizational details	1-1 Company Overview		12-13	●
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	-	There was no information restatement in 2025.	-	●
2-5 External assurance	About this Report Appendix VIII: Third-Party Verification and Assurance Statement		2 214	●
2-6 Activities, value chain and other business relationships	1-1-1 About E Ink 1-2-1 Business Performance 5-1-1 Sustainable Procurement Management		12-13 18 117	●
2-7 Employees	6-1-2 Workforce Overview Appendix VII: Social Information		136-137 209	●
2-8 Workers who are not employees	6-1-2 Workforce Overview		136	●
2-9 Governance structure and composition	2-1-1 Board of Directors and Functional Committees		24-25 40-43	●
2-10 Nomination and selection of the highest governance body	2-1-1 Board of Directors and Functional Committees 2-1-2 Ethics and Integrity		41	●
2-11 Chair of the highest governance body	2-1-1 Board of Directors and Functional Committees		41	●
2-12 Role of the highest governance body in overseeing the management of impacts	2-1-1 Board of Directors and Functional Committees		41-43	●
2-13 Delegation of responsibility for managing impacts	1-3-2 Sustainable Development and Corporate Sustainability Committee		24-25	●
2-14 Role of the highest governance body in sustainability reporting	About this Report 2-1-1 Board of Directors and Functional Committees		2 42	●
2-15 Conflicts of interest	2-1-1 Board of Directors and Functional Committees 2025 Annual Report		41, 43 45 16 62	●
2-16 Communication of critical concerns	1-3-2 Sustainable Development and Corporate Sustainability Committee		24	●
2-17 Collective knowledge of the highest governance body	2-1-1 Board of Directors and Functional Committees		43	●
2-18 Evaluation of the performance of the highest governance body	2-1-1 Board of Directors and Functional Committees		44	●
2-19 Remuneration policies	2-1-1 Board of Directors and Functional Committees 6-2-2 Compensation and Benefits		44 150	●
2-20 Process to determine remuneration	2-1-1 Board of Directors and Functional Committees		42-44	●
2-21 Annual total compensation ratio	2-1-1 Board of Directors and Functional Committees		44	●
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 Respect for Human Rights		45 139-143	●
2-24 Embedding policy commitments	2-1-2 Ethics and Integrity 6-1-3 Respect for Human Rights		45-47 139-141	●
2-25 Processes to remediate negative impacts	2-1-2 Ethics and Integrity 6-1-3 Respect for Human Rights		49 139, 142-143	●
2-26 Mechanisms for seeking advice and raising concerns	2-1-2 Ethics and Integrity		46, 49	●
2-27 Compliance with laws and regulations	1-2-1 Business Performance		20	●
2-28 Membership associations	1-1-3 Honors, Recognitions, and Initiatives		16-17	●
2-29 Approach to stakeholder engagement	1-4-1 Stakeholder Communication Effectiveness		27-29	●
2-30 Collective bargaining agreements	6-2-3 Labor Relations and Communication		151	●

GRI Topic Standards

Material topics	Topics	GRI Indicator	Report Section Mapping	Omission/Remarks	Page Number	External Assurance
-	-	GRI3-1 Process to determine material topics	1-4-2 Material Topics Identification Process		30-32	●
		GRI3-2 List of material topics	1-4-2 Material Topics Identification Process		31-32	●
Corporate Governance and Integrity Management	Management Approach	GRI3-3 Management of material topics	2-0 Management Approach of Sustainable Topics		38	●
	205 Anti-corruption	205-1 Operations assessed for risks related to corruption	2-1-2 Ethics and Integrity		47	●
		205-2 Communication and training about anti-corruption policies and procedures	2-1-2 Ethics and Integrity		46-47	●
		205-3 Confirmed incidents of corruption and actions taken	2-1-2 Ethics and Integrity		49	●
	206 Anti-competitive Behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2-1-2 Ethics and Integrity		47	●
Information and Cyber Security	Management Approach	GRI3-3 Management of material topics	2-0 Management Approach of Sustainable Topics		39	●
Market Expansions	Management Approach	GRI3-3 Management of material topics	3-0 Management Approach of Sustainable Topics		64	●
Product Research, Development and Innovation	Management Approach	GRI3-3 Management of material topics	3-0 Management Approach of Sustainable Topics		64	●
Green and Sustainable Product Development	Management Approach	GRI3-3 Management of material topics	3-0 Management Approach of Sustainable Topics		65	●
Climate Change Mitigation and Adaption	Management Approach	GRI3-3 Management of material topics	4-0 Management Approach of Sustainable Topics		85	●
	201 Economic Performance	201-2 Financial implications and other risks and opportunities due to climate change	4-1-2 Climate and Nature Management		90-92	●
Energy and Greenhouse Gas Management	Management Approach	GRI3-3 Management of material topics	4-0 Management Approach of Sustainable Topics		86	●
	302 Energy	302-1 Energy consumption within the organization	4-3-1 Energy Usage		98	●
		302-3 Energy intensity	4-3-1 Energy Usage 4-3-3 Energy Conservation and Carbon Reduction		98 100	●
		302-4 Reduction of energy consumption	4-3-3 Energy Conservation and Carbon Reduction		101	●

(Continue)

Material topics	Topics	GRI Indicator	Report Section Mapping	Omission/Remarks	Page Number	External Assurance
Energy and Greenhouse Gas Management	305 Emissions	305-1 Direct (Scope 1) GHG emissions	4-3-2 Greenhouse Gas Emissions Appendix VI: Environmental Information		98 208	●
		305-2 Energy indirect (Scope 2) GHG emissions	4-3-2 Greenhouse Gas Emissions Appendix VI: Environmental Information		98 208	●
		305-3 Other indirect (Scope 3) GHG emissions	4-3-2 Greenhouse Gas Emissions		99	●
Water and Wastewater Management	Management Approach	GRI3-3 Management of material topics	4-0 Management Approach of Sustainable Topics		87	●
	303 Water and Effluents	303-1 Interactions with water as a shared resource	4-4-1 Water Resources Management		107	●
		303-2 Management of water discharge related impacts	4-4-1 Water Resources Management		106	●
		303-3 Water withdrawal	4-4-1 Water Resources Management		107	●
		303-4 Water discharge	4-4-1 Water Resources Management		107	●
		303-5 Water consumption	4-4-1 Water Resources Management		107	●
Resource Management and Circular Economy	Management Approach	GRI3-3 Management of material topics	4-0 Management Approach of Sustainable Topics		87	●
	306 Waste	306-1 Waste generation and significant waste-related impacts	Appendix VI: Environmental Information		209	●
		306-2 Management of significant waste-related impacts	Appendix VI: Environmental Information		209	●
		306-3 Waste generated	4-5-1 Raw Material Use and Waste Generation		110	●
		306-4 Waste diverted from disposal	4-5-1 Raw Material Use and Waste Generation		110	●
		306-5 Waste directed to disposal	4-5-1 Raw Material Use and Waste Generation		110	●
Sustainable Supply Chain Management	Management Approach	GRI3-3 Management of material topics	5-0 Management Approach of Sustainable Topics		115-116	●
	204 Procurement Practices	204-1 Proportion of spending on local suppliers	5-1-3 Building a Green and Low-carbon Supply Chain Appendix V: Supply Chain Information		121 207	●
	308 Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	5-1-2 Managing Sustainable Supply Chain Risks		118	●
		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		121 206	●

(Continue)

Material topics	Topics	GRI Indicator	Report Section Mapping	Omission/Remarks	Page Number	External Assurance
Sustainable Supply Chain Management	414 Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	5-1-2 Managing Sustainable Supply Chain Risks		118	●
		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		121 206	●
Employee Training and Career Development	Management Approach	GRI3-3 Management of material topics	6-0 Management Approach of Sustainable Topics		124	●
	404 Training and Education	404-1 Average hours of training per year per employee	Appendix VII: Social Information		192	●
		404-3 Percentage of employees receiving regular performance and career development reviews	6-3-3 Performance Feedback and Development		144	●
Talent Attraction and Retention	Management Approach	GRI3-3 Management of material topics	6-0 Management Approach of Sustainable Topics		133	●
	401 Employment	401-1 New employee hires and employee turnover	6-1-2 Workforce Overview Appendix VII: Social Information		137 211	●
		401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	6-2-2 Compensation and Benefits		147-150	●
		401-3 Parental leave	6-1-2 Workforce Overview		138	●
Labor Relations and Communication	402 Labor/Management Relations	402-1 Minimum notice periods regarding operational changes	If it becomes necessary to terminate employment relationships with certain employees due to significant operational changes, advance notice procedures will be carried out in accordance with the laws and regulations of the respective operating locations.		-	●
Occupational Health and Safety	Management Approach	GRI3-3 Management of material topics	6-0 Management Approach of Sustainable Topics		135	●
	403 Occupational Health and Safety	403-1 Occupational health and safety management system	6-4-1 Strengthening Management Empowerment through the OSH System		159	●
		403-2 Hazard identification, risk assessment, and incident investigation	6-4-2 Managing Risks to Create a Safe and Secure Workplace		159-163	●
		403-3 Occupational health services	6-4-2 Managing Risks to Create a Safe and Secure Workplace 6-4-4 Safeguarding Employee Health and Well-Being		160 166-168	●
		403-4 Worker participation, consultation, and communication on occupational health and safety	6-4-1 Strengthening Management Empowerment through the OSH System		159	●
		403-5 Worker training on occupational health and safety	6-4-2 Managing Risks to Create a Safe and Secure Workplace 6-4-3 Promoting a Culture of Safety		161 164-165	●
		403-6 Promotion of worker health	6-4-4 Safeguarding Employee Health and Well-Being		166-168	●
		403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	6-4-3 Promoting a Culture of Safety		160-161 164-165	●
		403-9 Work-related injuries	6-4-2 Managing Risks to Create a Safe and Secure Workplace Appendix VII: Social Information		163 213	●

Appendix III: SASB Standards

Code	Accounting Metrics	Category	Accounting Metrics Mapping to Disclosure	Section/Applicability Explanation	Page Number	External Assurance
Product Security						
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	-	-	●
Employee Diversity & Inclusion						
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, specifically the tables "Gender and Job Category Statistics of Employees" and "Race/Ethnicity Statistics of Employees"	Appendix VII: Social Information	210	●
Product Lifecycle Management						
TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances (%)	Quantitative	E Ink has established the "Environmental Restricted Substances Management Standards" 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						
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	E Ink conducts annual supply chain audits with reference to ISO 9001:2015, RBA, RMI, and sustainability indicators. In 2025, the audit rate for tier-1 suppliers reached 14.9%, and no suppliers were assessed as high-risk sites	5-1 Supply Chain Management	121	●
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	In 2025, the non-conformance rate of tier-1 suppliers in the audit was 0%		-	●
Materials Sourcing						
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	5-2 Commitment to Quality	129	●
Activity Metrics						
TC-HW-000.A	Number of units produced by product category.	Quantitative	Consumer electronics: 18,421 thousand units. IoT applications and others: 19,376 thousand units		-	●
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: 24,061.8 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: Cross-Reference Table for the Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEx Listed Companies

Sustainability Disclosure Index – Optoelectronics Industry

Number	Indicator	Indicator Type	Annual Disclosure Status	Unit	Remarks
1	Total Energy Consumption	Quantitative	495,864.9	(GJ)Gigajoule (GJ)	-
	Percentage of Purchased Electricity	Quantitative	85.9	Percentage (%)	-
	Utilization Rate of Renewable Energy	Quantitative	57.4	Percentage (%)	-
2	Total Water Withdrawal	Quantitative	671.1	Thousand cubic meters (1,000m³)	-
	Total Water Consumption	Quantitative	260.7	Thousand cubic meters (1,000m³)	
3	Weight of Hazardous Waste Generated	Quantitative	1,439.1	Metric tons (t)	
	Percentage of Hazardous Waste Recycled	Quantitative	73.5	Percentage (%)	
4	Types of Occupational Accidents	Quantitative	Falls, Crush injuries, Unsafe movements	-	
	Number of Occupational Accidents	Quantitative	4	Quantity	
	Occupational Accident Rate	Quantitative	0.62	-	Disabling Injury Frequency Rate (FR)
5	Disclosure of Product Life Cycle Management: Weight of Scrap Products and Electronic Waste[Note]	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	Quantitative	-	Percentage (%)	
6	Description of Risk Management Related to Key Materials	Qualitative Description	E Ink has established a conflict minerals management process, requiring suppliers to jointly prioritize, comply with, and submit relevant information. Regular consolidation and monitoring are conducted to ensure the implementation of a conflict-free minerals policy	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	37,797 thousand pieces	Quantity	Consumer electronics products, IoT applications, and others

Note: Including the sale of tailing or other recycling.

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 Production 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.
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 own operations, upstream, and downstream), and analyzes the impacts of material climate-related risks and opportunities on the Company's business, strategy, and financial planning. E Ink defines the short term as within 5 years, the medium term as 5–10 years, and the long term as beyond 10 years. The assessment identified four material risks and two material opportunities. Among them, the material risk topics that met the Company's materiality disclosure threshold included "Low-carbon Technology and Process Transformation" and "Net-zero Carbon Emissions." The material opportunity topics included "Increased Demand for and Applications of ePaper Products" and "Promotion of Low-carbon Products and Green Production." 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, investing in carbon-negative technologies, including natural carbon sinks and permanent carbon removal, to neutralize residual emissions at the net-zero target year, and purchasing high-quality carbon credits to support beyond-value-chain mitigation.
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. After evaluation, E Ink's Taiwan sites are not required to pay carbon fees by 2030. However, in response to 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, landslides, and water stress) 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 has established its "Risk Management Policy and Procedure" in accordance with the ISO 31000 Risk Management Framework and integrates nature- and climate-related risks and opportunities into its overall enterprise risk management process. The process encompasses the identification, analysis, assessment, response, monitoring, and review of risks and opportunities. Every three years, the Company references IFRS S2, the TNFD framework, and the TCFD framework, and incorporates cross-industry metrics, SASB industry-based disclosure topics, entity-specific considerations, peer benchmarking results, existing and emerging nature- and climate-related regulations, and cross-functional communication outcomes to identify nature- and climate-related transition risks, physical risks, and opportunities that may affect its value chain, including its own operations as well as upstream and downstream activities, over the short term (within 5 years), medium term (5–10 years), and long term (more than 10 years). The Company also assesses the potential impacts of these risks and opportunities on enterprise value, cash flows, financial position, and financial performance. The Green Production Subcommittee under the Corporate Sustainability Committee reviews nature and climate-related risks and opportunities semi-annually, evaluates their likelihood of occurrence and associated financial and non-financial impacts, and coordinates the development of relevant adaptation and mitigation measures. The operational management team monitors the implementation and effectiveness of these measures and reports the results to the Board of Directors on a regular basis. By integrating nature and climate-related risk management into daily operations and decision-making processes, E Ink enhances its ability to identify and respond to risks, strengthens corporate resilience and long-term preparedness, and ensures the effective implementation of its sustainability strategy throughout its operations.
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 1,215 to 5,452 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 2,804 to 6,387 per ton of CO_2e. **Physical Risks:** E Ink utilizes the latest CMIP6 (Coupled Model Intercomparison Project Phase 6) model data provided by the National Science and Technology Center for Disaster Reduction, along with the Aqueduct Water Risk Atlas developed by the World Resources Institute (WRI), to assess flooding, landslide, and water stress risks across its value chain under the SSP1-2.6 and SSP5-8.5 scenarios, in order to plan subsequent risk mitigation measures.

(Continue)

<table>
<tr><th>Item</th><th>Progress</th></tr>
<tr><td>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</td><td>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 by 2025, and developing 3 to 5 sustainable products.</td></tr>
<tr><td>If internal carbon pricing is used as a planning tool, the basis for price setting should be explained</td><td>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 2025, the ICP is set at NTD 2,100 per ton of CO_2e, with periodic adjustments planned to promote future energy efficiency improvements, carbon management awareness, and low-carbon investments</td></tr>
<tr><td>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</td><td>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:
<table>
<tr><th>Item</th><th>Target</th><th>2025 Progress</th></tr>
<tr><td>Short-term (2030)</td><td>• Reduce Scope 1 and Scope 2 GHG emissions by 80% compared to 2021
• Reduce Scope 3 GHG emissions by 25% compared to 2021
• Renewable energy usage increases from 0.21% in 2021 to 100%</td><td rowspan="3">• Reduced Scope 1 and Scope 2 emissions by 45% compared to the 2021 baseline year
• 67% renewable energy usage at global sites and offices</td></tr>
<tr><td>Long-term (2040)</td><td>90% reduction in Scope 1, Scope 2, and Scope 3 GHG emissions compared to the 2021 baseline year</td></tr>
<tr><td>Net-zero (2040)</td><td>Net-zero GHG emissions across the value chain</td></tr>
</table>
The total renewable energy usage amounted to approximately 79,085 MWh, sourced from 54,265 Renewable Energy Certificates (RECs), 16,444 MWh from renewable energy power purchase agreements (PPAs), and 8,376 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.</td></tr>
<tr><td>Greenhouse Gas Inventory and Assurance Status, Emissions Reduction Targets, Strategies, and Action Plans</td><td>E Ink's global sites conduct annual greenhouse gas inventories in accordance with ISO 14064-1:2018 and obtain third-party verification. Details of E Ink's greenhouse gas inventory and assurance status, greenhouse gas emissions reduction targets, strategies, and specific action plans are available in the 2025 Annual Report.</td></tr>
</table>

Appendix V: Supply Chain Information

KPI for Tier-1 Supplier Assessment and Development

Item	2025
Total number of unique suppliers	101
Total number of unique significant suppliers	54
Number of unique significant suppliers supported with development measures	54
Number of unique significant suppliers assessed via desk assessments/on-site assessments	43
Number of unique significant suppliers assessed with substantial actual/potential negative impacts	2
Number of unique significant suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	1
Number of unique significant suppliers with substantial actual/potential negative impacts that were terminated	1

Amount of Local Procurement

2025													
Category	Item	Raw Materials			Components			Machinery and Equipment			Total Procurement		
		Taiwan	China	US	Taiwan	China	US	Taiwan	China	US	Taiwan	China	US
Amount of Procurement (Thousand NTD)	Amount of Local Procurement	2,146,572	6,743,435	2,259,923	41,993	39,842	300,395	718,035	714,028	425,175	2,906,600	7,497,304	2,985,493
	Total Procurement Amount	2,358,466	8,334,620	2,340,718	61,089	42,911	315,556	1,193,902	731,544	425,818	3,613,458	9,109,074	3,082,091
	Percentage of Local Procurement	91.0%	80.9%	96.6%	68.7%	92.9%	95.2%	60.1%	97.6%	99.9%	80.4%	82.3%	96.9%
Number of suppliers	Local Suppliers	106	62	50	191	46	550	100	251	181	397	359	781
	Total Suppliers	125	93	55	210	47	565	109	262	182	444	402	802
	Percentage of Local Suppliers to Total Suppliers (%)	84.8%	66.7%	90.9%	91.0%	97.9%	97.4%	91.7%	95.8%	99.5%	89.4%	89.3%	97.4%

Appendix VI: Environmental Information

Sites/Office	Item	2021	2022	2023	2024	2025
Energy Usage[Note1]					Unit: GigaJoules (GJ)	
Taiwan	Purchased Electricity (Grey Electricity)	123,086.2	144,246.9	154,229.7	156,559.6	141,223.7
US		45,542.2	0	0	0	0
Yangzhou		90,876.5	93,973.0	44,331.5	9,021.0	0
Subtotal		259,504.9	238,220.0	198,561.2	165,580.6	141,223.7
Taiwan	Purchased and self-generated Renewable Energy	171.9	4,924.4	13,455.2	41,848.3	71,461.7
US		0	46,007.3	45,721.5	49,326.3	48,263.4
Yangzhou		429.0	10,578.4	49,236.1	125,752.8	163,595.5
Oversea Offices		-	559.8	585.9	688.1	1,384.1
Subtotal		600.9	62,069.8	108,998.8	217,615.5	284,704.6
Yangzhou	Purchased Steam	9,314.7	11,468.8	10,078.8	13,519.6	18,189.1
Subtotal		9,314.7	11,468.8	10,078.8	13,519.6	18,189.1

Sites/Office	Item	2021	2022	2023	2024	2025
Taiwan	Natural Gas	0	0	0	288.4	684.3
US		53,231.8	50,920.4	50,057.8	46,214.1	48,498.6
Yangzhou		2,529.6	2,364.4	1,935.6	1,939.9	1,854.5
Subtotal		55,761.4	53,284.7	51,993.4	48,442.4	51,037.4
Taiwan	Diesel	60.4	59.6	140.9	180.5	119.6
US		82.5	82.8	69.2	57.7	69.2
Yangzhou		373.0	356.6	389.4	389.4	86.4
Subtotal		515.9	499.1	599.6	627.6	275.2
Taiwan	Gasoline	192.9	201.7	96.9	82.5	74.0
Yangzhou		221.9	174.6	425.7	417.8	360.9
Subtotal		414.8	376.4	522.6	500.3	434.9
Total		326,112.7	365,918.7	370,753.5	446,286.0	495,864.9

(Continue)

Sites/Office	Item	2021	2022	2023	2024	2025
Greenhouse Gas Emissions[Note2-7]						**Unit: Metric ton CO_2e**
Taiwan	Scope1	207.6	325.7	419.1	653.7	1,313.3
	Scope 2 (Market-based)	17,172.1	20,404.9	21,208.6	20,618.2	18,629.6
	Scope 2 (Location-based)	17,172.1	21,101.5	21,553.1	20,898.1	28,096.1
US	Scope1	2,997.4	2,975.4	3,024.3	2,807.0	2,973.2
	Scope 2 (Market-based)	3,241.0	0	0	0	0.0
	Scope 2 (Location-based)	3,241.0	3,076.7	3,076.4	3,257.5	3,182.7
Yangzhou	Scope1	254.5	267.9	233.9	276.2	243.2
	Scope 2 (Market-based)	22,123.4	15,929.7	8,863.0	2,468.4	2,243.1
	Scope 2 (Location-based)	22,123.4	17,537.9	16,595.1	22,863.2	26,355.3
Oversea Offices	Scope1	-	0	0	0	3.5
	Scope 2 (Market-based)	-	0	0	0	70.9
	Scope 2 (Location-based)	-	76.3	76.8	90.0	250.1
Global sites	Scope1	3,459.5	3,569.0	3,677.2	3,736.9	4,529.7
	Scope 2 (Market-based)	42,536.5	36,334.6	30,071.6	23,086.6	20,872.8
	Scope 2 (Location-based)	42,536.5	41,792.4	41,301.4	47,108.8	57,746.7
	Total	45,996.0	39,903.6	33,748.9	26,823.5	25,402.5
Water Resource Withdrawal and Discharge[Note 8-10]						**Unit: Million Liters**
Taiwan	Water withdrawal	167.8	151.6	178.4	210.4	213.7
	Water discharge	119.1	108.6	121.9	101.3	94.7
	Water consumption	48.7	43.0	56.4	109.1	119.0
US	Water withdrawal	25.2	23.9	31.0	29.5	37.3
	Water discharge	10.4	7.9	6.8	15.8	13.2
	Water consumption	14.8	16.0	24.2	13.7	24.1
Yangzhou	Water withdrawal	310.2	302.4	263.8	309.6	420.1
	Water discharge	223.3	217.7	190.0	222.9	302.4
	Water consumption	86.9	84.7	73.8	86.7	117.6
Total	Water withdrawal	503.2	477.9	473.2	549.6	671.1
	Water discharge	352.8	334.2	318.7	340.0	410.4
	Water consumption	150.4	143.7	154.5	209.6	260.7
Air Pollution Emissions [Note 11-14]						**Unit: Metric Tons**
Taiwan	Volatile Organic Compounds (VOCs)	8.15	12.91	8.59	14.10	7.47
US		11.82	6.91	8.59	17.45	11.99
Yangzhou		0.14	0.61	0.52	0.14	0.13
Total		20.11	20.43	17.69	31.69	19.59

Environmental Violations					**Unit: Item/ NTD thousand**
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 has 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 CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, and NF_3.
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 processed wastewater.
Note 10: At the US sites, wastewater is collected and discharged into the industrial wastewater discharge system, with the volume recorded by flow measurement.
Note 11: 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 12: 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 13: 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 14: 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.

Waste Risk Identification and Response

Value Chain	Upstream	Operations	Downstream
Actual or Potential Impacts	• Increased use of raw materials and packaging materials leads to a rise in waste generation • Without the implementation of material circularity mechanisms, resource consumption and waste generation may continue to increase	• Increased production capacity results in higher waste generation and associated treatment costs, while also increasing the difficulty of achieving UL 2799 certification. • Inadequate waste management may result in potential risks of regulatory penalties.	• Increased demand for waste treatment may pose environmental pollution risks if waste is not properly handled and disposed of.
Causes of waste generation	• Raw material requirements increase in line with production capacity expansion	• Increased production capacity drives higher waste generation	• Increased production and limited on-site storage capacity require some waste to be managed by third-party contractors.
Management Approaches	• Suppliers are required to reuse packaging materials, such as film racks, plastic pallets, solvent drums, and cartons	• Improve production processes to reduce material consumption or increase material circularity, achieving source reduction. • Prioritize the selection of waste treatment vendors with recycling and recovery qualifications to promote circular resource use.	• Increase audit frequency beyond regulatory requirements

Note: The direct disposal of E Ink's waste is handled off-site by qualified contractors.

Appendix VII: Social Information

2025							
Category	Region				Gender		
	Taiwan	China	US	Other	Female	Male	Total
Employees	1,448	961	451	41	959	1,942	2,901
Permanent employees[Note 1]	1,445	960	451	38	956	1,938	2,894
Temporary employees[Note2]	3	1	-	3	3	4	7
Non-guaranteed hours employees[Note 3]	-	-	-	-	-	-	-
Full-time employees[Note 4]	1,448	961	451	41	959	1,942	2,901
Part-time employees[Note 5]	-	-	-	-	-	-	-

Female Workforce

Item	Proportion in 2025 (%)	2030 goals (%)
Women in total workforce	33.1%	30.0%
Women in all management positions	20.0%	23.0%
Women in junior management positions	21.9%	23.0%
Women in top management positions	14.3%	20.0%
Women in management positions in revenue-generating functions	20.5%	20.0%
Women in STEM-related positions	31.9%	30.0%

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
Note 6: The number of employees is calculated based on the active headcount as of the end of the reporting period.

Race/ Ethnicity Statistics of Employees

2025													
Race/ Ethnicity	Asian		Black or African American		Hispanic or Latino		White		Other[Note]		Not Applicable or Undisclosed		Total	
	Number of Employees	Proportion (%)	Number of Employees	Proportion (%)	Number of Employees	Proportion (%)	Number of Employees	Proportion (%)	Number of Employees	Proportion (%)	Number of Employees	Proportion (%)	Number of Employees	Proportion (%)
Executive Management	27	77.1%	-	-	-	-	8	22.9%	-	-	-	-	35	1.2%
Non-executive Management	238	89.8%	1	0.4%	1	0.4%	25	9.4%	-	-	-	-	265	9.1%
Management	265	88.3%	1	0.3%	1	0.3%	33	11.0%	-	-	-	-	300	10.3%
Technical Employees	1,124	94.5%	-	-	14	1.2%	51	4.3%	1	0.1%	-	-	1,190	41.0%
All Other Employees	1,198	84.9%	8	0.6%	24	1.7%	176	12.5%	5	0.4%	-	-	1,411	48.6%
Total	2,587	89.2%	9	0.3%	39	1.3%	260	9.0%	6	0.2%	-	-	2,901	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

2025							
Job Categories by Region		Female		Male		Not Applicable or Undisclosed		Total
		Number of Employees	Proportion (%)	Number of Employees	Proportion (%)	Number of Employees	Proportion (%)	
Taiwan	Executive Management	-		19	100%	-	-	19
	Non-executive Management	30	18.2%	135	81.8%	-	-	165
	Management	30	16.3%	154	83.7%	-	-	184
	Technical Employees	117	22.6%	400	77.4%	-	-	517
	All Other Employees	254	34.0%	493	66.0%	-	-	747
China	Executive Management	-	-	1	100%	-	-	1
	Non-executive Management	12	23.1%	40	76.9%	-	-	52
	Management	12	22.6%	41	77.4	-	-	53
	Technical Employees	270	44.6%	335	55.4%	-	-	605
	All Other Employees	137	45.2%	166	54.8%	-	-	303

2025							
Job Categories by Region		Female		Male		Not Applicable or Undisclosed		Total
		Number of Employees	Proportion (%)	Number of Employees	Proportion (%)	Number of Employees	Proportion (%)	
US	Executive Management	4	40%	6	60%	-	-	10
	Non-executive Management	12	29.3%	29	70.7%	-	-	41
	Management	16	31.4%	35	68.6%	-	-	51
	Technical Employees	12	17.6%	56	82.4%	-	-	68
	All Other Employees	99	29.8%	233	70.2%	-	-	332
Other	Executive Management	1	20%	4	80%	-	-	5
	Non-executive Management	1	14.3%	6	85.7%	-	-	7
	Management	2	16.7%	10	83.3%	-	-	12
	Technical Employees	-	-	-	-	-	-	-
	All Other Employees	10	34.5%	19	65.5%	-	-	29

Note: Management includes both executive management and non-executive management.

Total Employee Turnover

2025				
Category		Total Number of Employee Turnover (person)	Total Employee Turnover Rate(%)[Note]	Voluntary Employee Turnover Rate(%)
Gender	Male	244	8.4%	6.5%
	Female	98	3.4%	2.7%
Age group	Under 30	138	4.8%	3.8%
	31-40	93	3.2%	2.7%
	41-50	67	2.3%	1.9%
	Over 51	44	1.5%	0.8%
Sites	Taiwan	135	4.7%	4.2%
	China	158	5.5%	3.9%
	US	43	1.5%	1%
	Other	6	0.2%	0.03%
	Total	342	11.8%	9.2%

Note : Total employee turnover rate= Total Number of turnover in the year / ((Average of Initial and Final Employment Count in the Year)/2)

Overview of Newly Hired

2025					
Category		Total Number of New Employee Hires (person)	New Employee Hire Proportion (%)[Note]	Total Number of Open Positions Filled by Internal Candidates(person)	Percentage of Open Positions Filled by Internal Candidates (%)
Gender	Male	263	9.1%	60	14.1%
	Female	79	2.7%	23	5.4%
Age group	Under 30	155	5.3%	19	4.5%
	31-40	109	3.8%	34	8.0%
	41-50	66	2.3%	26	6.1%
	Over 51	12	0.4%	4	0.9%
Sites	Taiwan	174	6.0%	45	10.6%
	China	106	3.7%	35	8.2%
	US	55	1.9%	3	0.7%
	Other	7	0.2%	-	-
	Total	342	11.8%	83	19.5%

Note: The proportion 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)

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 (cost/person)	Percentage of Open Positions Filled by Internal Candidates (%)
2025	342	68,157	19.5%
2024	450	52,301	18.9%
2023	280	83,732	19.1%
2022	1,064	22,324	7.7%
2021	621	28,649	25%

Note: The internal rotation rate data from 2020 to 2022 only covers the Taiwan region.

Achievements of Training and Education

2025							
Category	Number of Hours of Education and Training (Hours)						
	Total employees	Male	Female	Direct labor	Indirect labor	Supervisors	Non-supervisors
Physical Training Courses	40,133.6	29,472.9	10,660.7	32,813.5	7,320.1	1,640.0	38,493.6
e-Learning course	44,601.7	19,855.7	24,746.0	18,610.9	25,990.8	3,014.3	41,587.4
External Training Courses	11,879.1	7,144.1	4,735.0	568.7	11,310.4	2,843.4	9,035.7
Average Hours	33.3	29.1	41.9	43.7	26.1	25	34.3
Average Amount Spent Per Employee on Training And Development (NTD)	3,574						



Achievements of Training and Education

Category	Global	Taiwan	China	US	Others
Total Number of Courses Opened	1,381	509	252	565	55
Total Training Participants	42,719	16,847	19,337	6,253	282
Training Hours Completed	96,614	18,564	70,615	7,127	308
Internal Training-Participant Training Hours	84,735	15,950	63,596	4,881	308
External Training-Participant Training Hours	11,879	2,614	7,019	2,246	0
Annual training hours per employee	33.3	12.8	73.5	15.8	7.5
Percentage of total employees receiving training	96%	92.7%	100%	99.1%	97.5%
Average Course Satisfaction: Online/ In-person	91.4%/92.1%	94.6%/95.2%	92.4%/92%	86%/89.2%	92.4%/92%

Type of Training	Category	Global	Taiwan	China	US	Others
New Employee Training	Number of Participants	10,924	3,100	7,531	291	2
	Total Training Sessions	477	136	190	149	2
	Total Training Hours	34,080.6	2,666.9	31,290.4	122.3	0.9
General Education and Training	Number of Participants	12,482	3,089	9,037	116	240
	Total Training Sessions	144	42	35	23	44
	Total Training Hours	33,608	3,780.9	29,358	187	282.3
Core Competency Training	Number of Participants	2,027	24	794	1,194	15
	Total Training Sessions	34	1	3	28	2
	Total Training Hours	1,270	38.40	696	526.3	9.3
Management Competency Training	Number of Participants	1,445	544	673	213	15
	Total Training Sessions	65	23	6	33	3
	Total Training Hours	2,021.9	1,256.8	513.9	244.3	6.9
Professional Competency Training	Number of Participants	15,841	10,090	1,302	4,439	10
	Total Training Sessions	661	307	18	332	4
	Total Training Hours	13,755	8,206.8	1,737.7	3801.5	8.6



Amount of Contributions Attributed to Politics/ Policies

Unit: NTD Thousand

Contributions & Other Spending	2021	2022	2023	2024	2025
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	2025 Number of Case
Corruption or Bribery	0
Discrimination or Harassment	0
Customer Privacy Data	0
Conflicts of Interest/ Money Laundering or Insider trading	0

Note: In 2025, there were no corruption or bribery convictions, and no related fines were imposed on or paid by the Company.

Occupational Related Injuries

2025													
Sites	Total hours worked	Number of severe occupational injuries	Number of Disabling Injury	Number of fatalities	Number of days lost	Number of recordable occupational disease	Fatalities Note 1	Severe occupational injury rate Note 2	Disabling Injury Frequency Rate(FR) Note 3	Disabling Injury Severity Rate (SR) Note 4	Lost-Time Injury Frequency Rate (LTIFR) Note 5	Recordable occupational disease rate Note 6	Frequency-Severity Indicator (FSI) Note 7
Employees													
Taiwan	2,736,286	0	2	0	9	2	0	0	0.73	3	0.73	0.73	0.04
China	2,814,604	0	0	0	0	0	0	0	0	0	0	0	0
US	840,493	0	2	0	2	2	0	0	2.37	2	2.37	2.37	0.06
Total	6,391,383	0	4	0	11	4	0	0	0.62	1	0.62	0.62	0.02
Other Employees (including contractors)													
Taiwan	139,240	0	0	0	0	0	0	0	0	0	0	0	0
China	738,456	0	0	0	0	0	0	0	0	0	0	0	0
US	2,488	0	0	0	0	0	0	0	0	0	0	0	0
Total	880,184	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).

Appendix VIII: Third-Party Verification and Assurance Statement

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By Royal Charter

INDEPENDENT ASSURANCE OPINION STATEMENT

2025 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 2025 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 2025 E Ink Holdings Inc. Corporate Sustainability Report provides a fair view of the E Ink sustainability programmes and performances during 2025. 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 stakeholders to conduct interview.
- interview with 32 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 2025 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) 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 2025 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:

Joe Hsieh, Managing Director Northeast Asia, APAC Assurance

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Statement No: SRA-TW-840505
2026-06-16

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