

E Ink Corporation California Resident Employee and Employment Applicant  
Privacy Policy

The privacy and confidentiality of your personal information is among our top priorities. This Privacy Policy (the “Policy”) explains E Ink Corporation’s (“E Ink”, “we”, “our”) practices and procedures for securing our California resident employees’ and California resident employment applicants’ (“you” or “your”) Personal Information before, during, and after your relationship with us. This Policy does not apply to individuals living outside of California, businesses, or other corporate entities.

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**Personal Information and Sensitive Personal Information**

“Personal Information” is information that identifies, relates to, describes, is reasonably capable of being associated with, or could be reasonably linked, directly or indirectly, with you or your household. “Sensitive Personal Information” is a subset of Personal Information. Sensitive Personal Information is information that reveals your Social Security or other state identification number; account log-in; financial account; debit card or credit card number in combination with any required security or access code, password or credentials allowing access to the account; geolocation data; racial or ethnic origin; religious or philosophical beliefs; union membership; genetic data; biometric information; and other personal information concerning your health, sex life, or sexual orientation.

You may provide us with Personal Information in several ways, including, for example when you apply for employment with us, during the course of your employment with us, during recordings of meetings, or if you contact us and disclose Personal Information.

We may collect Personal Information in multiple ways, including in person, in writing, over the phone, by email, online through social medial platforms or our websites, or via other live recordings. We collect Personal Information solely for business purposes, including those related to your employment with E Ink, and those required by government agencies such as Personal Information related to such matters as employment, tax, insurance, etc.

## The Information We Collect and How We Use Information

We may collect the Personal Information and Sensitive Personal Information categories listed in the tables below. We use the information to support our business operations, including for the business purposes listed in the tables. We may share your information with third parties as necessary to achieve these business purposes.

The tables also list, for each category, our expected retention period. In some cases, laws or regulations may require us to keep records for specific periods of time beyond the retention period stated below.

<b>Personal Information Category</b>	<b>Retention Period</b>	<b>Business Purpose</b>
Identifiers	Duration of employment +4 years	To administer human resource functions, payroll, payment of expenses, remuneration, and other benefits. For education, training, and development. To make or coordinate travel. To notify employees and contractors about products or services of selected third parties which E Ink considers may be of interest to you. To ensure network and information security. To improve E Ink data systems including, but not limited to the use of E Ink devices, systems, Wi-Fi, internet service, internal and external websites, equipment, applications, databases, network resources, and infrastructure. To enable E Ink to monitor and perform the duties and

		obligations arising under contracts of employment or contracts with third parties. To comply with E Ink's legal obligations, such as compliance with applicable tax, immigration, and financial laws and regulations.
Protected Classification Characteristics Under California or Federal Law	Duration of employment +4 years	To carry out equal opportunity and diversity monitoring and reporting. To administer benefits such as retirement plans, medical care, life insurance, disability plans, medical, and/or family leave plans. To enable E Ink to monitor and perform the duties and obligations arising under contracts of employment or contracts with third parties. To comply with E Ink's legal obligations, such as compliance with applicable tax, immigration, and financial laws and regulations.
Internet or Other Similar Network Activity	Duration of employment +4 years	To ensure network and information security. To improve E Ink data systems including, but not limited to the use of E Ink devices, systems, Wi-Fi, internet service, internal and external websites, equipment, applications, databases, network resources, and infrastructure.
Professional or Employment-Related Information	Duration of employment +4 years	To administer human resource functions, including but not limited to recruitment. For employee education, training, and development.
Non-Public Education Information	Duration of employment +4 years	To administer human resource functions,

		including but not limited to recruitment. For employee education, training, and development.
Biometric Information	Duration of employment +4 years	To comply with E Ink's health and safety obligations or similar obligations.

<b>Sensitive Personal Information Category</b>	<b>Retention Period</b>	<b>Business Purpose</b>
Government Identifiers (Social Security, Driver's License, State Identification Card, or Passport Number)	Duration of employment +4 years	To administer human resource functions, payroll, payment of expenses, remuneration, and other benefits. To make or coordinate travel. To comply with E Ink's legal obligations, such as compliance with applicable tax, immigration, and financial laws and regulations.
Racial or Ethnic Origin	Duration of employment +4 years	To carry out equal opportunity and diversity monitoring and reporting. To comply with E Ink's legal obligations, such as compliance with applicable tax, immigration, and financial laws and regulations.
Health Information	Duration of employment +4 years	To comply with E Ink's health and safety obligations or similar obligations. To administer benefits such as medical care, life insurance, disability plans, medical and/or family leave plans.
Religious or Philosophical Beliefs	Duration of employment +4 years	To comply with E Ink's health and safety obligations or similar obligations, including but not limited to the administration of any E Ink vaccination policy and exemptions to the policy.

## Security

We will use a reasonable standard of care to store and protect your Personal Information. We employ a number of technical, organizational, and physical safeguards designed to protect the Personal Information we collect. We store Personal Information that we have collected in secure operating environments using security measures and technologies such as password protection, encryption, physical locks, etc. We will only retain your Personal Information for the period of time reasonably required to fulfill the purposes for which it was collected and as required by law. Once you are no longer an employee of E Ink, we will retain and securely destroy your Personal Information in accordance with our document retention policy and all applicable laws and regulations.

All of our service providers and contractors are contractually obligated to employ appropriate data security measures with respect to your Personal Information and to collect, use, disclose, and retain it only within the scope required to perform their respective services and our instructions.

## Your California Privacy Rights

The California Consumer Privacy Act of 2018 (CCPA) as amended by the California Privacy Rights Act of 2020 (CPRA) provide you with certain privacy rights. These rights are explained more fully below. Please note that these rights are not absolute, and we may be entitled to refuse requests, wholly or partly, where exceptions under applicable law apply.

### Access/Right to Know

You have the right to access the Personal Information which we may collect or retain about you. If requested, we shall provide you with a description of your Personal Information which we collect as permitted by the CCPA/CPRA and as further described below.

You have the right to request that we disclose the following about your Personal Information, as defined by the CCPA/CPRA:

- The specific Personal Information we may collect;
- The categories of Personal Information we may collect;
- The categories of sources from which we may collect your Personal Information;
- The business purpose(s) for collecting or sharing your Personal Information;
- The categories of Personal Information we may disclose for business purposes;
- and
- The categories of third parties with whom we may share your Personal Information.

### Right to Opt-Out / Do Not Sell My Personal Information

E Ink does not sell Personal Information.

### Correction

In certain circumstances, you have the right to request the correction of any inaccurate Personal Information. Upon verifying the validity of a verifiable correction request, we will use

commercially reasonable efforts to correct your Personal Information as directed, taking into account the nature of the Personal Information and the purposes of maintaining your Personal Information.

### Deletion

In certain circumstances, you have the right to request the erasure of your Personal Information. Upon verifying the validity of a deletion request, we will delete your Personal Information from our records, and instruct any service providers or third parties to delete your Personal Information, when applicable.

### Limited Disclosure of Sensitive Personal Information

You have the right to limit how your Sensitive Personal Information is disclosed or shared with third parties, as defined in the CCPA/CPRA.

### Exercising Your Rights & Verifying Requests

If you are a California resident, you can exercise any of your rights as described in this Policy and under applicable privacy laws by using the contact information provided herein. We will not discriminate against you for exercising such rights.

E Ink will verify the identity of the person making all requests for Access, Correction, and Deletion of Personal Information, and for Limited Disclosure of Sensitive Personal Information by matching the identifying information provided by the requestor to the Personal Information maintained by E Ink. At times, and depending on the type of request, additional information may be required to verify your request. If additional information is required for verification purposes, it will be used only to verify and process the request and will be deleted immediately after the request has been processed.

### Modifications

We reserve the right to change our Privacy Policy from time to time. If we make any changes to this Privacy Policy that materially affect your rights or impose material obligations on you, we will provide you with notice via email. Please contact us immediately if you have any concerns regarding changes made to the Privacy Policy.

## Contact Us

If you have questions about this Privacy Policy or wish to exercise your rights under the Policy, please email us at [Conduct@eink.com](mailto:Conduct@eink.com).

You can also write us or call at:

Attn: Legal Department  
E Ink Corporation  
1000 Technology Park Drive  
Billerica, MA 01821  
(617) 499-6000