

Optoma Holding Limited

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

WHO MUST PRODUCE MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT?

The UK's Modern Slavery Act 2015 (the "Act") requires commercial organisations to publish a statement as to the actions they have taken to monitor and eliminate acts of modern slavery in their businesses and supply chains. This obligation applies to organisations that carry on business in the UK that have a total annual turnover in excess of £36 million.

This Modern Slavery and Human Trafficking Statement ("Statement") is therefore issued by Optoma Holding Limited (together with its UK subsidiary, Optoma Europe Ltd, herein together referred to as "We" or the "Optoma Group") for the financial year ended on 31 December 2022 pursuant to section 54(1) of the Act.

We recognise the importance of companies improving transparency and preventing slavery and human trafficking through the monitoring of their practices and supply chain as a means to support the Act's purpose of eradicating slavery and human trafficking.

WHAT IS MODERN SLAVERY?

Modern slavery is an umbrella term that encompasses the offences of slavery, servitude, forced or compulsory labour and marriage as well as human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Walk Free, the international organisation whose mission is to eradicate human slavery, estimates that there are currently 50 million people living in modern slavery. One in four are children, 54% are women and girls, almost 28 million provide forced labour and 22 million are estimated to be in forced marriages. (for more information go to: <https://www.walkfree.org>).

Under the Act:

- slavery, servitude, forced or compulsory labour and marriage involves but is not limited to holding a person in slavery or servitude or requiring a person to perform forced or compulsory labour; and
- Human trafficking is defined as arranging or facilitating the travel of another person with a view to exploitation. Travel includes within their country of origin and not just across international borders.

ABOUT US

Organisation's structure

We are a multi-national award-winning distributor of audio-visual solutions specialising in high-resolution projection and digital display products, including projectors, LEDs, FPs and IFPDs.

We sell our branded products to distributors and resellers, who then sell to end-users (B2B and B2C) for home use, as well as hospitality, corporate, education and gaming sectors.

We recently moved our headquarters to the UK, establishing Optoma Holding Limited at its registered office in Hertfordshire, England. We operate in Europe, the Middle East, Africa, Asia Pacific and the Americas and have just over 500 employees globally.

Supply chain

Our business focus is the marketing and sale of Optoma-branded products, we take a risk-based approach to monitoring our supply chain based on products traded, geographic location of suppliers and reporting from organisations such as the UN and Walk Free.

Our key supplier is our parent company, Coretronic Corporation, which is listed on the Taipei Exchange (TPEX). Coretronic Corporation follows strict corporate governance and has implemented robust policies protecting human rights, and adheres to the principles established by the Responsible Business Code of Conduct, the International Labour Organisation, as well as international human rights agreements including the UN Global Compact and the UN Guiding Principles on Business and Human Rights.

Third party suppliers are actively monitored and are selected based on multiple factors including their policies on human rights, slavery and human trafficking.

We are in the process of updating our Supplier Code of Conduct, and considerations are currently being made to implement further monitoring controls.

POLICIES

Policy and training in relation to Slavery and Human Trafficking

We have a zero-tolerance approach to any form of slavery and human trafficking, and will report any suspected or actual accounts of slavery detected to the relevant authorities. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains, whether by our employees or persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, suppliers, contractors, external consultants, third-party representatives, any other business partners, any other individual, company, entity, organisation, body or business with whom we engage or do business with (collectively, the “**Business Partner**”).

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Act. We expect the same high standards from all the Business Partners, and as part of our contracting processes, we are updating our Supplier Code of Conduct to include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we require that our suppliers to hold their own suppliers to the same high standards.

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. In the event that we suspect any slavery or human trafficking by a

Business Partner or there is breach of this policy by a Business Partner, we may terminate our relationship with it.

As part of an induction process, all new starters to the Optoma Group receive a handbook containing the Anti-Slavery and Human Trafficking Policy as well as other policies and practices that emphasize the standards of behaviour that we expect from them. Each employee must review and confirm their understanding of these policies.

During the next fiscal year, we will be implementing awareness training for new starters as well as annual awareness training for all employees.

Policy in relation to whistleblowing

It is our policy to ensure that every level of our business is conducted in such a way as to comply with all legal requirements that govern our activities. We operate as a team and we expect our employees to all play their part as members of the team for the good of the business as a whole.

Our whistleblowing policy supports the secure disclosure by employees in raising concerns about any issue including suspicion of modern slavery in any part of our business or supply chain.

Looking ahead

Our commitment to continue to support the elimination of modern slavery includes the following activities:

- Publish the Anti-Slavery and Human Trafficking Policy on our website for public access;
- Update our Supplier Code of Conduct (which will include our Anti-Slavery and Human Trafficking Policy, Whistleblowing Policy and Anti-Bribery Policy);
- Create a monitoring process for any supplier identified by the UN or Walk Free as being located in high risk countries;
- Publish the updated Supplier Code of Conduct on our website;
- Include acceptance of the Supplier Code of Conduct as a pre-condition in our supplier pre-approval process;
- Create a supplier questionnaire in order to more finely assess their commitment to eliminating modern slavery in their business and supply chain; and
- Establish a global training program on Modern Slavery awareness.

Approval of this Statement

This Statement is made pursuant to section 54(1) of the Act for the financial year ended 31 December 2022. It was approved by the Board of Directors of Optoma Holding Limited and signed for and on behalf of the Board by:



SY Chen

Chief Executive Officer

Optoma Holding Limited June 2023