



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

For the year ended 31 December 2024



INTRODUCTION

The UK's Modern Slavery Act 2015 (the "**Act**") requires commercial organisations with a total annual turnover in excess of £36 million to publish a statement for each financial year outlining the steps they have taken during that year to ensure that slavery and human trafficking are not taking place in any of their supply chains or in their own business, or to state that no such steps have been taken.

Optoma Holding Limited and its wholly owned subsidiary Optoma Europe Ltd (collectively, "**we**", "**our**" or "**Optoma**", and together with all other subsidiaries, "**Optoma Group**") are required to issue this Modern Slavery and Human Trafficking Statement ("**Statement**") for the financial year ended on 31 December 2024 pursuant to section 54(1) of the Act.

practices, including but not limited to slavery, servitude, forced or compulsory labour, forced marriage as well as human trafficking. These practices have the common feature of depriving a person of their liberty for the purpose of exploitation, whether for personal or commercial gain.

Under the Act:

- slavery, servitude, and forced or compulsory labour involve but are 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 a person with a view to that person being exploited. "Travel" includes arriving in, entering, departing from and travelling within, any country.

OUR STRUCTURE AND BUSINESS

Optoma Group is a multinational, award-winning distributor engaged in the sale and distribution of projectors, flat panel displays, interactive flat panel displays, LED displays,

WHAT IS MODERN SLAVERY?

Modern slavery is an umbrella term encompassing a range of exploitative



screens, visualisers, and related accessories. Since 2000, we have been delivering stunning visual experiences to millions of people. Over the last two decades, we have grown into one of the world's leading large-display brands. As a first-mover, innovator, and market leader, we have firmly established our position as a world-leading 4K UHD projector and DLP brand.



We integrate state-of-the-art technology with digital services to offer unique visual experiences that are both immersive and inspiring. Our innovations extend beyond hardware, encompassing a suite of software solutions designed for interactive collaboration and remote management. Guided by our core values — customer focus, innovation, and integrity — we place our customer at the centre of everything we do,

continually push the boundaries of technology and service, and adhere to the highest standards of ethical conduct.



We ensure transparency, fairness, and responsibility in all our business practices. These values have been, and continue to be, at the heart of Optoma Group.

Optoma is located in Hertfordshire, United Kingdom. Optoma Group has regional offices in the United Kingdom, the United States, Taiwan, and China. Our product sourcing and supply chain operations are managed by a subsidiary of Optoma Group in Taiwan. We distribute products through the global network of Optoma Group.

SUPPLY CHAIN, DUE DILIGENCE AND ASSESSMENT

Clearly and effectively conveying our identity and business practices is a top priority for us. Our approach and efforts to address modern slavery are reinforced by our Code of Business Conduct and Ethics, which define our responsibilities and ethical standards to customers, colleagues, and communities across our operations and supply chain.

Our strategic product sourcing team has established processes for sourcing products and implemented new supplier qualification procedures. Each new product supplier is evaluated using our audit checklist, which incorporates a scoring system and ranking criteria. Suppliers whose scores fall below the designated threshold are not approved.

One of our key suppliers is our parent company, Coretronic Corporation, whose shares are listed on the Taipei Exchange (formerly known as the GreTai Securities Market) (Stock code: 5371). Coretronic Corporation has committed not only to comply with the Responsible Business Alliance (RBA) Code of Conduct and the SA8000 Standard, but also to recognise and observe various internationally recognised declarations, standards and principles such as the Universal Declaration of Human Rights,

the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, and the standards of the International Labour Organization.

We require our tier 1 suppliers to complete self-assessment questionnaire that evaluates key areas such as labour standards, human rights, health and safety, ethics, environmental matters, and management systems. Additionally, we take a risk-based approach to supply chain monitoring, taking into account, amongst other things, the type of products and the geographic location of suppliers.

POLICIES

Anti-Slavery and Human Trafficking Policy

We have a zero-tolerance approach to any form of slavery and human trafficking, and will report any suspected or actual instances to the relevant authorities. Our Anti-Slavery and Human Trafficking Policy (the “**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 does not occur anywhere in our own business or supply chains. This includes actions by our employees or any person working for

us or on our behalf in any capacity, including but not limited to: employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, suppliers, contractors, external consultants, third-party representatives, any other business partners, individuals, companies, entities, organisations, bodies or businesses with whom we engage or do business with (the “**Business Partner**”).

Our employees play a vital role in helping to deter modern slavery and human trafficking within our business and across our supply chains.

We are also committed to maintaining transparency in our own business and in our approach to tackling modern slavery across our supply chains, consistent with our disclosure obligations under the Act. We expect the same high standards from all of our contractors, suppliers and the Business Partners, and strictly prohibit the use of forced, compulsory or trafficked labour, or any form of slavery or servitude, whether involving adults or children.

We aim to foster openness and will support anyone who raises genuine concerns in good faith, even if their concerns ultimately prove to be mistaken. We are committed to ensuring that no one suffers any detrimental treatment as a result of reporting in good faith a suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or supply

chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern.

Any employee who breaches the Policy may face disciplinary action, which could result in dismissal for misconduct or gross misconduct. In the event that we suspect a Business Partner is involved in any slavery or human trafficking, or if they breach the Policy, we may terminate our relationship with them.

- Our board of directors has overall responsibility for ensuring the Policy complies with our legal and ethical obligations, and that all individuals under our control adhere to it.
- Management at all levels are responsible for ensuring that those reporting to them understand and comply with the Policy and receive adequate and regular training on the Policy and on modern slavery in supply chains.
- The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. Each employee must avoid any activity that might lead to, or suggest, a breach of the Policy.

Equality and Equal Opportunities Policy

Our Equality and Equal Opportunities Policy sets out our commitment to the principle of equality and equal opportunities in employment. We strictly prohibit the collection of recruitment fees

from candidates, regardless of whether or not they are ultimately hired. These fees must not be paid to us, any of our recruitment agencies, or any third parties. We expect such agencies and third parties to adhere to the same standards and principles.

Whistleblowing Policy

It is our policy to ensure that every level of our business is conducted in compliance with applicable legal requirements that govern our activities. We operate as a team and we expect every employee to play their part for the good of the business as a whole.

Our Whistleblowing Policy enables employees to securely report concerns, including suspicion of modern slavery in any part of our business or supply chain.

TRAINING

As part of the induction process, all new starters at Optoma receive a handbook containing the Policy as well as other policies and practices that emphasize the standards of behaviour we expect from them. Each employee is required to review and confirm their understanding of these policies.

In 2023, we introduced global, mandatory training on Modern Slavery

and Whistleblowing, which was assigned to all employees. During the financial year ended 31 December 2024, we refreshed this training which was made available in 42 languages.

Modern slavery training covered:

- ✓ What is modern slavery
- ✓ Perpetrators and victims
- ✓ The law
- ✓ The common signs
- ✓ Compliance with the Modern Slavery Act
- ✓ Best practice
- ✓ Your responsibility
- ✓ Reporting your concerns

PLANS FOR 2025

Modern slavery shatters lives, harms communities, and is often intertwined with organised crime. Victims are often deceived or coerced into exploitative situations from which they feel powerless to escape. As a hidden and complex crime, it presents a complex and multi-layered challenge that requires collective action to identify, prevent and support those affected.

Looking ahead, we will:

- continue to monitor the effectiveness of measures we



have implemented and support the elimination of modern slavery and human trafficking. Where necessary, we will enhance our internal processes and procedures to detect non-compliance and deter any form of modern slavery and human trafficking within Optoma Group;

- review our practices to identify opportunities for enhancing human rights standards within our supply chains and procurement processes. This evaluation will help pinpoint areas for improvement and ensure alignment with ethical sourcing principles; and

- update our supplier assessment checklist and assess all new product suppliers using this updated checklist.

This Statement has been approved by the Board of Directors of Optoma Holding Limited and Optoma Europe Ltd. It is signed for and on behalf of Optoma by:

A handwritten signature in black ink, appearing to read "SY Chen".

SY Chen
Chief Executive Officer
Optoma Holding Limited

6 June 2025



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