

2025 Modern Slavery & Human Trafficking Statement



For the year ended
31 December 2025

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 2025 pursuant to section 54(1) of the Act.

WHAT IS MODERN SLAVERY?

Modern slavery is an umbrella term encompassing a range of exploitative 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, 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's 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

We are committed to ensuring that modern slavery and human trafficking have no place in our supply chains. We seek to work with suppliers who share our values and commitment to ethical and responsible business practices, and we take steps to identify, assess and monitor modern slavery risks within our supply chain through supplier evaluation and ongoing engagement with our key suppliers. Our products are sourced and supplied primarily through our affiliate based in Taiwan. The affiliate manages our product sourcing and supply chain operations. It requires tier 1 product suppliers to complete a supplier survey questionnaire covering the following areas:

- **Labour standards and human rights:** including freedom of movement in the workplace, the right to terminate employment without penalty, age verification mechanisms, prohibition of child labour, compliance with working hours regulations, voluntary and paid overtime, prevention of inhuman treatment (including gender-based violence, sexual abuse, bullying and public humiliation), prohibition of discriminatory medical tests, and compliance with applicable employment laws;
- **Health and safety:** including accommodation standards, emergency preparedness, control of workplace hazards, provision of safety training and protective equipment, and compliance with applicable health and safety regulations;
- **Ethics:** including anti-bribery and corruption commitments, procedures for investigating and reporting allegations, risk assessment processes, and protection of intellectual property and personal data;
- **Environmental compliance:** including CE/UKCA marking, REACH, WEEE, RoHS, and applicable environmental regulations; and
- **Management systems:** including ISO 45001 (occupational health and safety), ISO 14001 (environmental management), ISO 9001 (quality management), and other certifications related to maintaining a sustainable supply chain.

One of its 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.



POLICIES

We maintain the following policies which support our commitment to preventing modern slavery and human trafficking in our business and supply chains. We regularly review and update our policies to ensure they remain current and effective. During the reporting period, both policies below were reviewed and updated.

Anti-Slavery and Human Trafficking Policy

Our Anti-Slavery and Human Trafficking Policy applies to all Optoma Europe Ltd EMEA-based employees, job applicants, contractors, consultants, agency workers, volunteers, interns and any self-employed individuals working for the organisation, as well as our suppliers, contractors and business partners.

The policy sets out our zero-tolerance approach to any form of modern slavery and human trafficking. It 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. The policy places responsibility on all individuals working for us or on our behalf to prevent, detect and report any instances or suspicions of modern slavery. Employees are encouraged to raise concerns at the earliest possible stage through their line manager, the Legal team, the HR team, or in accordance with our Whistleblowing Policy.

Our board of directors has overall responsibility for ensuring the policy complies with our legal and ethical obligations. Our Legal and HR teams have primary and day-to-day responsibility for implementing the policy, monitoring its use and effectiveness, and auditing internal control systems and procedures.

Whistleblowing Policy

Our Whistleblowing Policy applies to all Optoma Europe Ltd UK-based employees.

The policy establishes an internal process for reporting, investigating and addressing suspected malpractice or wrongdoing, including any concerns relating to modern slavery or human trafficking. Employees may raise concerns through their line manager, the HR department, or by submitting a report (including anonymously) via a dedicated whistleblowing email address or a physical letter box at our UK office. Reports are delivered directly to and attended by the Chief Executive Officer of Optoma Holding Limited. We are committed to ensuring that no employee suffers detrimental treatment as a result of raising a genuine concern in good faith, and any harassment or victimisation of a whistleblower is treated as gross misconduct.

Incidents

During the financial year ended 31 December 2025, no incidents of modern slavery or human trafficking were identified within our business or supply chains, and no reports were received through our whistleblowing channels in relation to modern slavery or human trafficking.

PLANS FOR 2026

We are committed to continuously improving our approach to preventing modern slavery and human trafficking across our business and supply chains. 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;
- issue our supplier survey questionnaire to our tier 1 product suppliers through our affiliate based in Taiwan, evaluating their practices across labour standards and human rights, health and safety, ethics, environmental compliance, and management systems. We will review the responses received and, where necessary, engage with suppliers to address any areas of concern identified;
- introduce a Group Whistleblowing Policy for the Optoma Group, requiring each subsidiary to adopt it in a form appropriate to its own jurisdiction and operations. This will extend whistleblowing protections and reporting mechanisms across the group, ensuring that employees in all Optoma entities have access to a clear and confidential process for raising concerns, including those relating to modern slavery and human trafficking; and
- continue to review and update our policies and internal procedures to ensure they remain current, effective, and aligned with legal and regulatory developments.

APPROVAL OF THIS STATEMENT

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 the Board of Directors by:



SY Chen

Chairman

Optoma Holding Limited

9 June 2026



Copyright © 2025 Optoma Holding Limited. All rights reserved.