

Radiant Opto-Electronics Corporation is committed to respecting and protecting human rights in accordance with applicable laws and internationally recognized standards, including the UDHR, UNGC, UNGPs, ILO Core Conventions, and the RBA Code of Conduct. These principles form the foundation of our human rights governance and management framework.

**Scope**

This Policy applies to Radiant and its subsidiaries, encompassing all employees, suppliers, contractors, customers, business partners, local communities, and other stakeholders.

**Human Rights Commitments**

1. Uphold the principle of freely chosen employment and strictly prohibit any form of forced labor, human trafficking, and child labor.
2. Provide equal employment opportunities and prohibit discrimination, harassment, bullying, and unfair treatment, while cultivating a diverse, equitable, and inclusive workplace.
3. Respect employees' rights to communication, express grievance, freedom of association, and collective bargaining, and establish transparent and effective communication channels.
4. Comply with labor-related laws and regulations and maintain reasonable working conditions, compensation, leave, and benefits to support a healthy work-life balance.
5. Strengthen occupational health and safety management to provide a safe and healthy workplace, mitigate occupational hazards, and promote employees' physical and mental well-being.
6. Uphold responsible supply chain management and ethical business practices by reinforcing business integrity, anti-corruption measures, personal data protection, and transparent and lawful operations.
7. Advance environmental sustainability through energy conservation, carbon reduction, pollution prevention, and resource circularity, with the goal of achieving zero pollution and zero waste.

**Management Principles**

This Policy is approved and overseen by senior management. Regular human rights and compliance training, periodic risk assessments, and due diligence are conducted across operations and the supply chain to identify and mitigate human rights risks. Confidential grievance and whistleblowing mechanisms are maintained to ensure concerns can be raised anonymously and addressed fairly without retaliation. Appropriate remedies and corrective actions will be provided for any negative human rights impacts. We are committed to continuously strengthening human rights governance and sustainability performance.

CEO

