

160 Maidenhair Ct.
San Ramon, CA. 94582
May 16, 2012

Chairman of Board of Directors
nonexecutivechairman@radioshack.com
RadioShack Corporation
300 RadioShack Circle
Fort Worth, Texas 76102

Re: Human Rights Policy

Dear Chairman:

Since I cannot attend the 2012 annual meeting of shareholders (attached please find my ownership of our company) in person tomorrow, I decide to communicate with you by e-mail on one very important issue for our company: human rights policy.

From the heroic Chinese democratic movement tragedy in 1989 to the historical “Arab Spring” movement, human rights issues have become the most important international concerns for every corporation doing business globally. Our annual report and the notice of annual meeting of shareholders do not mention human rights at all. The company’s 2011 annual report “Suppliers and name brand relationships” section (p.4) mentions some well-recognized companies such as Apple, Hewlett-Packard, Microsoft, and SanDisk, with which I have engaged on human rights policy. Human rights concerns are not limited to supply chains in repressive countries. Our annual report also reports human rights or code of conduct related lawsuits (pp.63-64). Please visit my research work at <http://cpri.tripod.com/> where you can find all of my human rights proposals there. For example, in 2010, Google and Chevron responded positively to my proposals and improved their human rights policy. On the other hand, News Corporation (in 2010) and Yahoo (in 2011) recklessly refused my proposal so the world is shocked by their ugly scandals on human rights violations and corporate governance failures.

Rather than sharing my personal experience as a stateless refugee from China and Japan, I would like to share with RadioShack my learning after many years engaging the corporate society to respect and promote human rights worldwide. For example, Intel showed better policy and practice in this field. I withdraw my proposal and participated to 5-6 meetings with Intel's various section officials. They also accepted my suggestion and formed an outside experts group to advise Intel's ongoing human rights formation. My hope is that RadioShack also take similar steps, and I would like to contribute to our company my unique knowledge in this new field to expand our business world-wide.

Please contact me at 925-718-5037 (fax), or zhao@h-china.org .

Sincerely,

A handwritten signature in cursive script that reads "Jing Zhao".

Jing Zhao, President
US-Japan-China Comparative Policy Research Institute

