



Acer Computer Australia Pty Ltd  
ABN 78 003 872 768  
Building G, L2 350 Parramatta Rd  
Homebush West, NSW 2140 Australia  
Telephone: +61 2 8762 3000

## ACER COMPUTER AUSTRALIA PTY LIMITED

Date:

Place: Building G, Level 2, 350 Parramatta Rd, Homebush West, NSW 2140  
Minutes of a meeting of the company's director held at its office on

Present: Mr. Chih-Yuan Hou  
Ms. Yu-Ling Chen  
Mr. Gaba Cheng

Chairman: Mr. Gaba Cheng was elected chairman of the meeting, whereupon he took the chair.

### 1. Proposals and Discussions:

The Modern Slavery Act 2018 is one of a number of regulatory measures aiming to address the persistence of such slavery-like practices in the private sector.

Based on the Act, large organizations within Australia (those with an annual consolidated revenue of more than \$100 million) will be required to publish a Modern Slavery Statement each year, signed off by the Board. This statement must contain information on a company's operations and supply chains; the risks of modern slavery; actions taken to address these; and how the company is measuring the effectiveness of the actions it is taking.

All statements will be kept on a register that will be accessible online via the public. A similar reporting requirement has already passed the NSW Parliament, although it is not yet in operation.

Both the Commonwealth and NSW initiatives are modelled on the UK's Modern Slavery Act 2015. The reasoning is that transparency will enable and target stakeholder and investor benchmarking and put pressure on companies and drive continuous improvement in how organizations address slavery risks.



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**Resolution:**

It was resolved to

- (1) approve 2025 Modern Slavery Statement (Appendix A) of the company for submission.
- (2) authorize and appoint the Managing Director, Gaba Cheng, as the responsible member to sign the Statement on behalf of this Board.

**2. Extemporary Motion:**

NA

There being no other business, the meeting was adjourned.

SIGNED

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CHAIRMAN

Gaba Cheng



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### ATTENDANCE LIST

BOARD MEETING OF Acer Computer Australia Pty Limited

HELD

AT Building G, Level 2, 350 Parramatta Rd, Homebush West, NSW 2140


ON 30 Mar 2026 AT .....

PRESENT

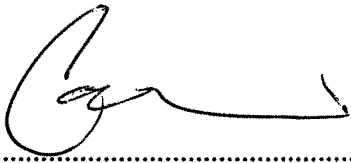
SIGNATURES

Mr. Chih-Yuan Hou

Present through video conferencing

  
.....

Mr. Gaba Cheng

  
.....

Ms. Yu-Ling Chen

Present through video conferencing

  
.....



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## **Appendix A**

### **2025 Modern Slavery Statement**



Acer Computer Australia Pty Ltd

ACN 003 872 768

# **Modern Slavery Statement**



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## Modern Slavery Statement 2025

Acer Computer Australia Pty Ltd (ACN 003 872 768)

Reporting Period: 1 July 2024 – 30 June 2025

### INTRODUCTION

This Modern Slavery Statement has been prepared in accordance with the Australian Modern Slavery Act 2018 (Cth) for the financial year ending 30 June 2025. This statement outlines Acer Computer Australia Pty Ltd's ongoing approach to identifying, assessing, and addressing modern slavery risks within its operations and supply chain.

Acer remains committed to a programme of continuous improvement to combat modern slavery and human trafficking. We maintain a zero-tolerance approach and continue to strengthen governance, risk management, and supplier engagement frameworks to ensure ethical business practices are upheld.

During the reporting period, Acer further enhanced its risk-based approach to supply chain oversight and improved monitoring mechanisms to support more effective identification and mitigation of modern slavery risks.

### STRUCTURE AND OPERATIONS

Acer Computer Australia is part of Acer Group, a globally recognized provider of information and communication technology (ICT) products. Our operations include:

- Notebooks, desktops, monitors, projectors, gaming devices, enterprise IT solutions, cloud services, and cybersecurity products.
- Sustainability-focused innovations, including products incorporating post-consumer recycled materials.

Acer has operations in more than 160 countries, with headquarters in Taiwan and regional offices worldwide, including Australia.

During the reporting period, Acer continued to align its operations with broader ESG priorities, including sustainable product development and responsible business practices.

### OUR SUPPLY CHAINS

Acer's supply chain is global and complex, involving multiple tiers of suppliers. Our key



manufacturing and sourcing locations include:

- Asia-Pacific: China, Taiwan, Malaysia, Vietnam, Thailand, the Philippines, Japan, Korea, India.
- Europe: Hungary, Poland, Germany.
- Americas: United States, Brazil.

We engage with Tier 1 manufacturers and lower-tier suppliers, including raw material providers and mineral refineries that supply essential electronic components. Acer Group is committed to responsible sourcing, particularly for minerals such as cobalt, tin, tungsten, and gold (3TG metals) used in our ICT products.

#### Supply Chain Enhancements

During the reporting period, Acer continued to strengthen supply chain oversight through:

- Further expansion of supplier due diligence beyond Tier 1 suppliers
- Enhanced supplier segmentation based on risk exposure
- Continued implementation of supplier ESG scorecards to support early identification of risks
- Improved tracking and monitoring systems for supplier labour practices

Supplier ESG performance remained stable, with the majority of suppliers achieving satisfactory or above performance ratings, and ongoing engagement in place for continuous improvement.

#### IDENTIFICATION OF RISK

Modern slavery risks are considered as part of Acer's broader enterprise risk management framework and are reviewed through internal governance structures.

Acer recognises that modern slavery risks are more likely to arise in:

- Electronics supply chains involving contract manufacturing
- Raw material sourcing for critical minerals (e.g., cobalt, tin, tungsten, gold)



- Logistics and shipping sectors involving migrant labour

#### Risk Assessment Methodology (2024–2025)

Acer applies a structured, risk-based approach, including:

- Supplier Risk Screening: evaluation based on geographic, industry, and historical performance risk factors
- Third-Party Audits: targeted audits for higher-risk suppliers
- Responsible Minerals Sourcing Review: ongoing due diligence on critical mineral sourcing

#### Enhancements in 2025

- Introduction of enhanced risk scoring mechanisms incorporating multiple risk indicators
- Increased frequency of reassessment for higher-risk suppliers
- Improved data tracking to support more consistent risk evaluation

#### Actions to Address Risk

To address the risks of modern slavery practice in the external supply chain, Acer has developed several actions and programs.

Acer has a written Standard of Business Conduct demonstrating its commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our supply chains.

Acer has been a member of the Responsible Business Alliance (RBA, formerly EICC) since 2008, a non-profit comprised of electronics, retail, auto and toy companies committed to supporting the rights and well-being of workers and communities worldwide affected by the global supply chain, we demonstrate our commitment to environmental and social responsibility. RBA members commit publicly to the RBA Code of Conduct (the “Code of Conduct”) and are expected to actively pursue conformance to the Code of Conduct and its standards as a total supply chain initiative. The Code of Conduct outlines necessary management systems to ensure workers’ rights are protected.



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Acer Inc. requires all manufacturing suppliers to abide by local laws and regulations as well as the RBA Code of Conduct.

- Supplier Risk Assessment:

Acer requests our supplier to complete a Supplier Self-Assessment Questionnaire (SAQ). The SAQ is a self-evaluation that inquiries about labour, health and safety, environment and ethics at both the corporate and the facility level against all sections of the Code of Conduct. Acer assesses the risk of its suppliers and their operations by evaluating several factors. These factors include the results of self-assessment questionnaires, the labour risks associated with geographic locations, the suppliers' business relationship with Acer, the results of prior audits, while also taking into consideration the concerns of our stakeholders.

- Supplier Audits and Verification:

After the risk assessment, based on the above criteria has been conducted, Acer then draws up a list of suppliers that require an on-site social and environmental responsibilities audit to be undertaken by the 3rd party verification agency. We also take part in RBA's Validated Audit Process (VAP). Adopting a variety of audit models allows us to see the strengths and weaknesses of each model and more accurately uncover discrepancies in our suppliers' implementation of their social and environmental responsibilities. We continue to improve the social and environmental responsibility in Acer supply chain.

In 2024, we completed 83 audits of first-tier supplier manufacturing factories, all of which were carried out through on-site audits for non-conformance items and audits for 3 new suppliers. No suppliers were disqualified for failing to meet Acer's social and environmental management requirements. The number of direct employees of audited suppliers in 2024 exceeded 210,000, with 3,285 direct employees interviewed, of which over 80% underwent the RBA VAP. The audit completion rate for audits conducted within



a two-year validity period was 91.9%.

- Supplier Declaration:

Acer requires all manufacturing suppliers to sign our Declaration of Compliance with RBA Code of Conduct. Suppliers must not only provide us with relevant information on social and environmental responsibilities but also verify that their own and their suppliers' operations confirm to Acer's human rights standards, meaning that their workers are treated with respect and dignity.

- Internal Professional Training:

Acer requires all employees to comply with the Acer Group Standards of Business Conduct (SBC). The SBC includes provisions relating to supply chain issues, including the use of child and forced labour. Any offense or violation against the articles in the SBC will result in corrective action proceedings according to the gravity of the offense committed. Serious offenders will face disciplinary action or be asked to leave the company accordingly. This set of standards is the highest-level behavioural criteria for all Acer employees engaged in corporate activities and is incorporated in our employee performance assessment. Furthermore, all new employees are enrolled in orientation training and asked to honour these behavioural requirements when they first join the company. Procurement staff must take environmental requirements training when they first join the company.

- Supplier Training:

In order to uphold our responsibility to educate our suppliers and help them understand international trends, Acer holds annual supplier ESG communication meetings and related training sessions. This not only communicates internal trends to the supplier but also helps them uphold their own social and environmental responsibilities. Through our communication and cooperation with improvement in all aspects of labour rights. In Acer Australia, 95% of employees completed modern slavery awareness training. Specialized training for procurement teams on supplier risk assessment and ethical



sourcing.

- Responsible sourcing of minerals:

Responsible minerals sourcing continues to be a major focus for Acer. We believe that it is our responsibility to respect the human rights of others and to address adverse human rights impacts that exist where we do business and within our area of influence. As a program that began with a focus on tantalum, tin, tungsten and gold (3TG) in the Democratic Republic of the Congo (DRC), Acer’s Responsible Minerals Sourcing program has expanded to a program capable of addressing any minerals identified by Acer that involve social and environmental risks.

In 2024, Acer’s responsible minerals sourcing program continued to include 3TG, cobalt, and mica as prioritized minerals in its responsible sourcing strategy. These determinations are based on the necessity of these minerals to the functionality of Acer products, the mineral sourcing from Conflict-Affected and High-Risk Areas (CAHRAs), as well as expectations of government and non-government organizations to conduct due diligence on minerals supply chains. Acer will continue to reassess its priority minerals each year. In 2025, Acer issued its annual consolidated responsible minerals report, outlining the steps taken to conduct due diligence on all of its priority minerals.

[2024 Acer Sustainability Report.pdf](#)

Effectiveness of Actions:

Acer has introduced Key Performance Indicators (KPIs) to measure progress in combating modern slavery:

KPI	2024 Results	2025 Target
% of high-risk suppliers audited	82%	95%
% of suppliers completing corrective actions	77%	85%
% of Acer employees trained in modern slavery	95%	100%
% of procurement staff trained in ethical sourcing	87%	100%
Number of supplier worker grievances received	0	100% resolved

Acer is committed to enhancing supplier accountability and improving risk assessment processes to strengthen worker protections.



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#### Approval & Governance

This Modern Slavery Statement for the financial year ending 30 June 2025 has been approved by the Board of Directors of Acer Computer Australia Pty Ltd on 30 March 2026, in accordance with section 13(2) of the *Modern Slavery Act 2018 (Cth)*.

It has been signed by Mr. Gaba Cheng, the Managing Director of Acer Computer Australia Pty Ltd, as a responsible member of the entity's principal governing body.

Gaba Cheng  
Managing Director  
Acer Computer Australia Pty Ltd  
30<sup>th</sup> Mar 2026.