



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.

Resolution:



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

It was resolved to

- (1) approve 2024 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

CHAIRMAN

Gaba Cheng



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

ATTENDANCE LIST

BOARD MEETING OF Acer Computer Australia Pty Limited

HELD

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

ON AT

PRESENT

SIGNATURES

Mr. Chih-Yuan Hou

Present through video conferencing

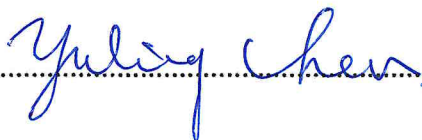


Mr. Gaba Cheng



Ms. Yu-Ling Chen

Present through video conferencing





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

Appendix A

2024 Modern Slavery Statement



Acer Computer Australia Pty Ltd

ACN 003 872 768

Modern Slavery Statement



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

Modern Slavery Statement 2024

Acer Computer Australia Pty Ltd (ACN 003 872 768)

Reporting Period: 1 July 2023 – 30 June 2024

INTRODUCTION

This Modern Slavery Statement has been prepared in compliance with the Australian Modern Slavery Act 2018 (Cth) for the financial year ending 30 June 2024. This statement outlines Acer Computer Australia Pty Ltd ongoing efforts to identify, assess, and mitigate modern slavery risks within its operations and supply chain.

Acer is committed to a programme of continuous improvement to combat slavery and human trafficking in supply chain and business. Acer remains committed to a zero-tolerance approach to modern slavery and human trafficking. We ensure that ethical business practices are upheld throughout our supply chain and continue to enhance risk management processes to address modern slavery concerns.

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.

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.



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

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

Expanded supplier due diligence beyond Tier 1 to include Tier 2 and Tier 3 suppliers. Strengthened supplier onboarding requirements to enforce compliance with modern slavery laws. Implemented new tracking systems to assess supplier Labor conditions. To review suppliers' performance in ESG practices, we have developed the Acer Supplier ESG Scorecard, a mechanism for early identification and tracking of supply chain risks in the areas of sustainable operations; environment, energy and climate change; labour, ethics, health and safety management, and assist suppliers in taking necessary measures to eliminate or mitigate risks.

Overall, average performance across supplier categories in the 2023 scorecard continued to show improvement. Nearly 72% of suppliers achieved an “excellent” standard, and 28% of suppliers were found to be at the “medium” level. We also use quarterly business reviews and other communication methods to demand that underperforming suppliers implement appropriate actions to improve their ESG performance.

In addition, to protect labour human rights, we continue to take a variety of measures to ensure that no enslaved or trafficked labour is used in our supply chain. These include supplier risk assessments, declarations, audits, and training.

IDENTIFICATION OF RISK

Human rights issues of supply chain are part of Acer’s risk management, with such issues identified, assessed, and discussed by members of the Risk Management Working Group. The responsible units then formulate, implement, and manage mitigation actions for issues so identified. We have adopted the RBA Code of Conduct and, with reference to the RBA Supplier Engagement Process, make use of a range of supplier social and environmental management approaches, engaging with vendors through multiple channels and working with them to improve their capabilities.

Acer recognizes that modern slavery risks are particularly high in:

Electronics supply chains due to reliance on contract manufacturers in high-risk regions.



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

Raw material sourcing for critical minerals (e.g., cobalt, tin, tungsten, gold). Logistics and shipping where migrant worker exploitation is a known risk.

Risk Assessment Methodology (2023-2024)

Supplier Risk Screening: Evaluated 100+ suppliers for country risk, industry risk, and compliance history.

Third-Party Audits: Conducted 50+ factory audits for high-risk suppliers.

Responsible Minerals Sourcing Review: Examined sourcing practices for critical raw materials.

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.

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



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

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 2023, 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 4 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 2023 exceeded 210,000, with 3,394 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 92.2%.

- 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



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

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 2023, Acer's responsible minerals sourcing program continued to include 3TG, cobalt,



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

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 2023, Acer issued its annual consolidated responsible minerals report, outlining the steps taken to conduct due diligence on all of its priority minerals.

[2023 Acer Sustainability Report.pdf](#)

Effectiveness of Actions:

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

KPI	2023 Results	2024 Target
% of high-risk suppliers audited	80%	95%
% of suppliers completing corrective actions	75%	85%
% of Acer employees trained in modern slavery	95%	100%
% of procurement staff trained in ethical sourcing	85%	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.

Approval & Governance

This Modern Slavery Statement for the financial year ending 30 June 2024 has been approved by the Board of Directors of Acer Computer Australia Pty Ltd on 24 March 2025, 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



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

24th Mar 2025.