



2024

Acer Sustainability Report Executive Summary

acer

Cover Story: Smart City

Acer Group is seizing new opportunities brought by industry trends, continuously expanding its innovative applications in artificial intelligence (AI). Acer extends its influence across various aspects of daily life, promotes an array of smart city solutions, and advances toward its ESG net zero sustainability commitment, thereby influencing society positively.

Environmental Sustainability Practices

We fulfill our commitment to environmental sustainability through multiple dimensions. At the product design level, our computers, peripherals, home appliances, and fashion products use recycled materials. We have launched our first carbon-neutral laptop and integrated product lifecycle management to reduce carbon footprint impacts. Additionally, we collaborate with logistics providers to promote biofuel solutions, covering sustainable marine and aviation fuel applications, strengthening the integration of low-carbon supply chain.

Smart City and Energy Solutions

Acer combines innovative design with technological investment, extending its reach through subsidiaries into diverse fields, ranging from energy storage, smart parking, and e-mobility to AI medical image interpretation. These initiatives realize the vision of reducing carbon emissions, conserving energy, and enhancing productivity. Through cross-domain integration and innovation, Acer continuously implements sustainable values while driving smart city development and industrial transformation with AI, creating a more resilient and competitive social environment.



For more information regarding Acer's implementation of circular economy and smart city initiatives in this report, please refer to:

Message from the Chairman and CEO

At Acer, we believe the key to creating long-term business growth and sustainability is to keep evolving with the industry and taking actions to help reduce the burden on our environment. We also understand that to expand the social impact of our eco-friendly efforts effectively, Acer must combine the strengths of its employees and supply chain partners around the world to drive change. We are committed to making ESG an integral part of our operations, so that it becomes sustainable for both the planet and our company, creating a positive cycle.

We are pleased to share that Acer concluded 2024 with six consecutive quarters of year-on-year revenue growth and our strategy to explore new initiatives and sustainable technology, cultivate new business engines has continued to gain momentum. Today, Acer is embracing changes marked by significant advances in various areas of artificial intelligence (AI). We are expanding our AI-powered portfolio under the main areas of computing and applications, built on our concept of "Human Intelligence" that embodies the dedication to enhance – not replace – human capabilities through technology.

Acer has set itself clear sustainability goals of sourcing 100% renewable electricity by 2035, achieving net-zero emissions by 2050, and using 20-30% post-consumer recycled plastic in our computers and monitors by 2025. Our commitment to environmental sustainability is fulfilled from a multitude of perspectives. Highlights of our new initiatives and ongoing efforts in 2024 include:

- Integrating recycled materials into the making of our computers, gadgets, home appliances, and fashion portfolio.
- Delivered our first carbon-neutral laptop, where actions are taken at each stage of the device lifecycle^[1] to minimize carbon footprint^[2]; this laptop also adds bio-based oyster shell material into its chassis and uses 100% recyclable packaging.
- Supporting biofuel solutions using sustainable aviation fuel in cooperation with logistics providers, in addition to our existing support for sustainable marine fuel.
- Joined Plastic Bank for an Impact Program Partnership to collect 50 tons of ocean-bound plastic through their community of collectors in Southeast Asia.
- Continued investing in smart solutions such as energy storage, smart parking, e-mobility, and smart medical diagnostics.

The transparent reporting of our ESG initiatives under our Earthion mission has continued earning global recognition and inclusion in sustainability indices and accolades. In 2024, we made our debut on the TIME's World's Most Sustainable Companies and the Dow Jones Sustainability World Index^[3], which comprises of global sustainability leaders identified by S&P Global's Corporate Sustainability Assessment. Acer was listed in the Top 5% of companies in the S&P Global Sustainability Yearbook for the fifth year, and in the MSCI ESG Leaders Indexes for the 11th year, garnering the best rating of "AAA" in its category since 2021. For the third straight year, we received the Platinum medal from EcoVadis' Sustainability Rating, placing Acer among the top 1% of companies rated. In addition, Forbes named Acer among the World's Best Employers for the fifth year and Top Female Friendly Companies for the third year.

As the global supply chain continues to be challenged by geo-political tensions, trade barriers, inflation, and currency fluctuation among others, Acer will remain vigilant and dynamically adjust our business and operation strategies to minimize risks and optimize inventory levels. To further strengthen our risk management, realize sustainable development goals, and enhance governance, our newly reorganized Risk Management and Sustainable Development Committee has the combined tasks of overseeing cyber security,

risk management and execution, and corporate sustainability.

As one of the world's leading ICT companies, Acer seeks to amplify positive change on the environment through united actions; over 80% of our critical suppliers have committed to RE100 or set science-based carbon reduction targets (SBT). With our net-zero strategy that outlines nine directions under three major pillars of operations, products and services, and value chain, we will continue to advocate for a circular economy, and research and design climate-conscious solutions that serve both humanity and the planet, providing greener choices for a brighter future.



Jason Chen
Chairman and CEO
Acer Inc.

*Note 1: Lifecycle includes raw material, manufacture, distribution, use and disposal.

*Note 2: The carbon footprint will be validated by a third party in accordance with ISO 14067. After implementing the reduction measures, Acer will then purchase and retire high-quality carbon credits to attain carbon neutrality and obtain a third-party certification.

*Note 3: The family of Dow Jones Sustainability Indices (DJSI) was renamed Dow Jones Best-in-Class Indices (DJBIC) on February 10, 2025.



Important Achievements and Recognition

MSCI Leaders Indexes

Selected for MSCI Leaders Indexes for the eleventh consecutive year



MSCI ESG Rating

AAA



Dow Jones Sustainability Index

- Selected for the Dow Jones Sustainability Emerging Markets Index for the eleventh consecutive year
- Selected for Dow Jones Sustainability World Index

S&P Global Sustainability Yearbook

Included in the 2024 Sustainability Yearbook by S&P Global for four consecutive years



FTSE4Good

Selected for inclusion in the FTSE4Good Emerging Index for the ninth consecutive year



TSE4Good TIP Taiwan ESG Index

Selected for the seventh consecutive year to join the FTSE4Good TIP Taiwan ESG Index



Ecovadis Sustainability Rating

Received Platinum for the third consecutive year



CDP Supplier Engagement Assessment (SEA)

Selected in SEA A-List for two consecutive years



Clean200™

Acer is listed in the 2024 Clean200™

Time Magazine

Selected as one of the World's Most Sustainable Companies 2024 by Time magazine



World's Best Employer by Forbes

Named by Forbes as one of the World's Best Employers for the fifth straight year



World's Top Companies for Women

Named by Forbes' as one of the World's Top Companies for Women for the third straight year



World Benchmarking Alliance (WBA)

Included in the list of the 2,000 most influential companies (SDG2000)



ISS ESG

Received "Prime" ESG Corporate Rating



Awards in Taiwan

- Sustainability Citizen Award: Fifth place in the service industry category
- Taiwan Corporate Sustainability Awards (TCSA): "Platinum" Sustainability Report Award for the third consecutive year



ESG Performance Highlights



Governance & Economics

29 %

Proportion of Female Directors

28 %

Revenue from non-computer and display-related businesses accounts for approximately 28% of the Group's total revenue

11 years

- Selected for the Dow Jones Sustainability Emerging Markets Index for the eleventh consecutive year
- Debut on the Dow Jones Sustainability (DJSI) World Index 2024



Environment

SAF

Signed the Sustainable Aviation Fuel (SAF) solutions agreement

50 million

From 2020 to 2024, more than 50 million computers and monitors use post-consumer recycled plastics

Clean200™

Listed in the 2024 Clean200™



Social

85 %

Over 85% of Acer employees engaged in Project Humanity

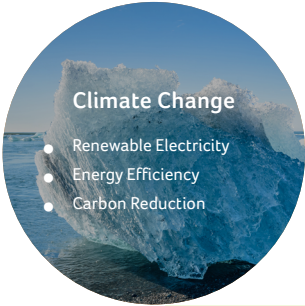
Best Employer

Selected as one of best employers in the world by Forbes for five consecutive years

Women Friendly Company

Selected as one of the World's Top Companies for Women by Forbes for three consecutive years

2025 Sustainability Goals and Achievements

	2025 Goals	2024 Accomplishment	Key SDGs for Response
 Circular Economy - Plastic Packaging Reduction - Sustainable Design - Recycled Materials	20-30% of PCR plastics content in computers and monitors	18.6% of PCR plastics content in computers and monitors	 
 Climate Change - Renewable Electricity - Energy Efficiency - Carbon Reduction	Acer Group to reach 60% renewable electricity usage *RE100 reached by 2035 45% reduction in average computer energy consumption in 2025, compared to 2016 80% of critical suppliers commit to RE100 or set Science Based Targets	60% renewable electricity usage Rate of reduction in average computer energy consumption Notebook Computer: 43.9% Desktop Computer: 45% 81% of critical suppliers commit to RE100 or set Science Based Targets	 
 Social Impact - Environmental Friendliness - IT Education - Employee Engagement	Over 90% of employees engaged in Project Humanity 80% of global employees are actively engaged in their work	85% of employees engaged in Project Humanity 76.2% of global employees are actively engaged in their work	  

Materiality Analysis

Materiality Analysis Process

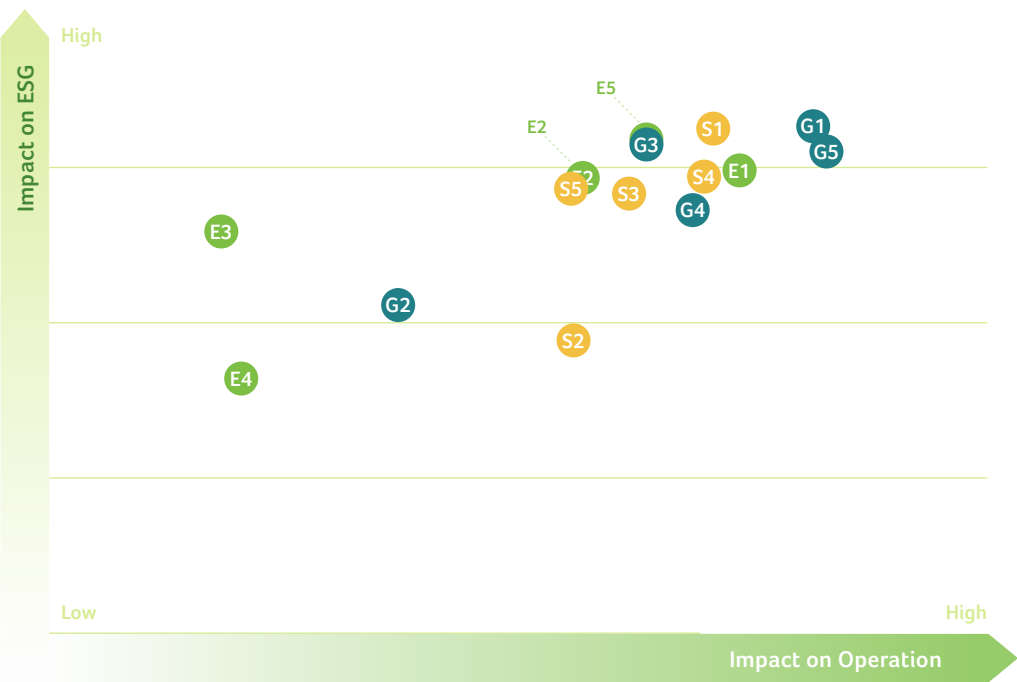
Acer conducts materiality analyses annually by referring to the Universal Standards published by the Global Reporting Initiative (GRI) and the AA 1000 Accountability Principle: 2018. The four principles of Inclusivity, Materiality, Responsiveness and Impact are used to understand stakeholders' concerns about ESG, to strengthen internal and external communication, to respond to stakeholders' expectations for information, and to plan and establish a management structure for ESG information disclosure.

Material Topic Ranking

We assessed the positive and negative impacts of the material topics as evaluated by various stakeholders, ranking them by importance and creating a matrix. The X-axis represents the impact of these topics on Acer's operations, while the Y-axis represents the impact of ESG issues on the environment and society. This ranking has undergone two stages of confirmation. First, the sorted results were reviewed in the context of sustainable development, industry environment, and company status, with further examination by the ESG Office. It was then confirmed by the highest sustainability governance body, the Corporate Sustainability Committee (CSC).

In 2024, the Company's three most material topics were corporate governance, information security & data privacy, and energy, carbon emissions & climate change. Compared to 2023, the following topics rose in ranking for 2024: corporate governance & code of conduct, talent attraction, retention & development, supplier environmental & social management, occupational health & safety, and digital inclusion & social philanthropy. Conversely, the rankings for innovation research & design, circular economy, human rights & diversity, equity & inclusion (DEI), public policy & advocacy, water resource management, and biodiversity have declined.

Results of Analysis of Material Topics - Matrix



Double Materiality Assessment

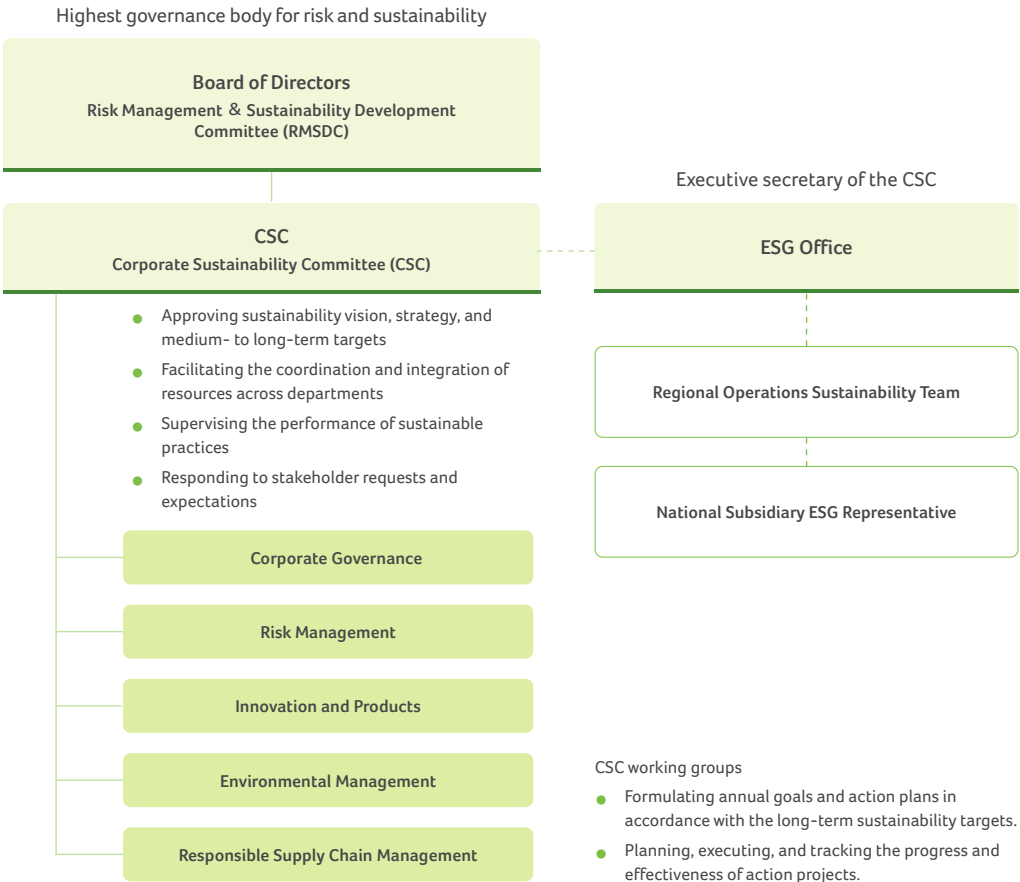
We refer to GRI 3: Material Topics from the GRI Universal Standards 2021, along with the double materiality concept from the European Sustainability Reporting Standards (ESRS) issued by the European Financial Reporting Advisory Group (EFRAG) in accordance with the Corporate Sustainability Reporting Directive (CSRD), considering the impact of various ESG issues on the organization's operations and finances, as well as the organization's positive and negative impacts on the environment and society within its value chain.

G1 Corporate Governance and Code of Ethics/Standards of Conduct	G5 Information Security and Privacy Protection	E1 Energy, Carbon Emissions and Climate Action
S1 Product Responsibility and Customer Safety	G4 Innovative R&D and Design	S2 Digital Inclusion and Social Philanthropy
S4 Talent Attraction, Retention, and Development	S3 Occupational Health and Safety	G2 Policy and Public Issues Advocacy
G3 Supplier Environmental and Social Management & Performance	E2 Circular Economy	E3 Water Resource Management
E5 Waste management	S5 Human Rights, Equality, and Diversity	E4 Biodiversity

Sustainable Governance

ESG Governance

Acer is committed to corporate sustainability, translating its commitments into actions through a proactive approach. Through ESG governance, we integrate sustainable development strategies into our business development and operational management. The Risk Management and Sustainability Development Committee under the board of directors serves as the highest decision-making body for promoting sustainable development. We have established the Corporate Sustainability Committee (CSC), which is chaired by the Chairman and Chief Executive Officer, with the ESG Office acting as the executive secretary. The members of the Corporate Sustainability Committee include senior executives such as the General Manager, Chief Operating Officer, Chief Legal Officer, Chief Financial Officer, Chief People Officer, and Chief Sustainability Officer. This committee is responsible for approving the sustainability vision, strategies, and medium- to long-term goals; coordinating and integrating cross-departmental resources; supervising the performance of sustainability practices; overseeing the management of sustainability-related risks and opportunities; and regularly reporting to the Board of Directors.



Major Advocacy Initiatives and Participation

In order to grasp trends in the international ICT industry and facilitate more in-depth discussion of ESG-related issues, we have been working with NGOs and enterprises across various industries worldwide on improving ICT industry sustainability. We have been a long-time member of organizations interested in issues of sustainability, striving to make use of Acer's influence to inspire other businesses to take more proactive measures in this regard.



Circular Economies and Innovation

Goals 2025	Achievement Status 2024
20-30% of post-consumer recycled (PCR) plastics used in computers and monitors - Notebook energy consumption decreased by 45% and desktop computer energy consumption decreased by 45% compared with 2016	18.6% of post-consumer recycled (PCR) plastics used in computers and monitors - Notebook energy consumption decreased by 43.9% and desktop computer energy consumption decreased by 45% compared with 2016

50 million

From 2020 to 2024, more than 50 million computers and monitors use post-consumer recycled plastics

Post-consumer Recycled Plastics and Ocean Bound Plastics

Acer not only supports the concept of resource recycling, but also actively uses post-consumer recycled plastic in its products. Users can not only enjoy the same quality of products as virgin plastic, but also support the reuse of resources together with Acer to strengthen the concept of circular economy.

The OBP is used in the production of OceanGlass touch panels for notebook computers and bags. By adopting post-consumer recycled plastic and OBP, our objective is to minimize the improper disposal of plastic waste and raise consumer awareness of environmental issues.

Sustainable Raw Materials Management

Sustainable materials play a vital role in Acer's comprehensive sustainability strategy. We are dedicated to minimizing the environmental and social impacts throughout the product life cycle. Our commitment begins with the use of post-consumer recycled plastics, increasing the incorporation of recycled materials, and actively avoiding sourcing materials from biodiverse regions.

Acer established its [sustainable materials policy](#) in 2024 and identified the first-phase priority materials list. In early 2025, it conducted a usage survey of the priority materials list for computer and monitor products from 2024. We also continue to carry out [responsible mineral management](#) and disclosure, publishing a responsible minerals report. For more information about Acer's sustainable materials policy, please refer to the [Sustainable Materials Management section](#) on the sustainability webpage.

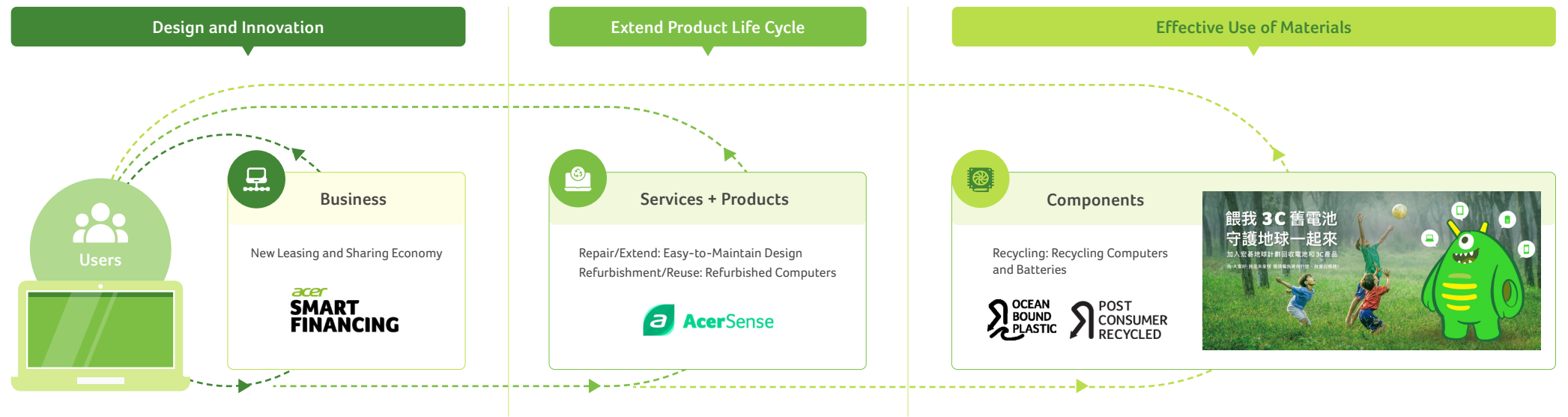
Product Energy Efficiency

Product energy efficiency has been a key design indicator for us. We base our product design on the U.S. ENERGY STAR standard and will continue to offer consumers more products with low energy consumption.

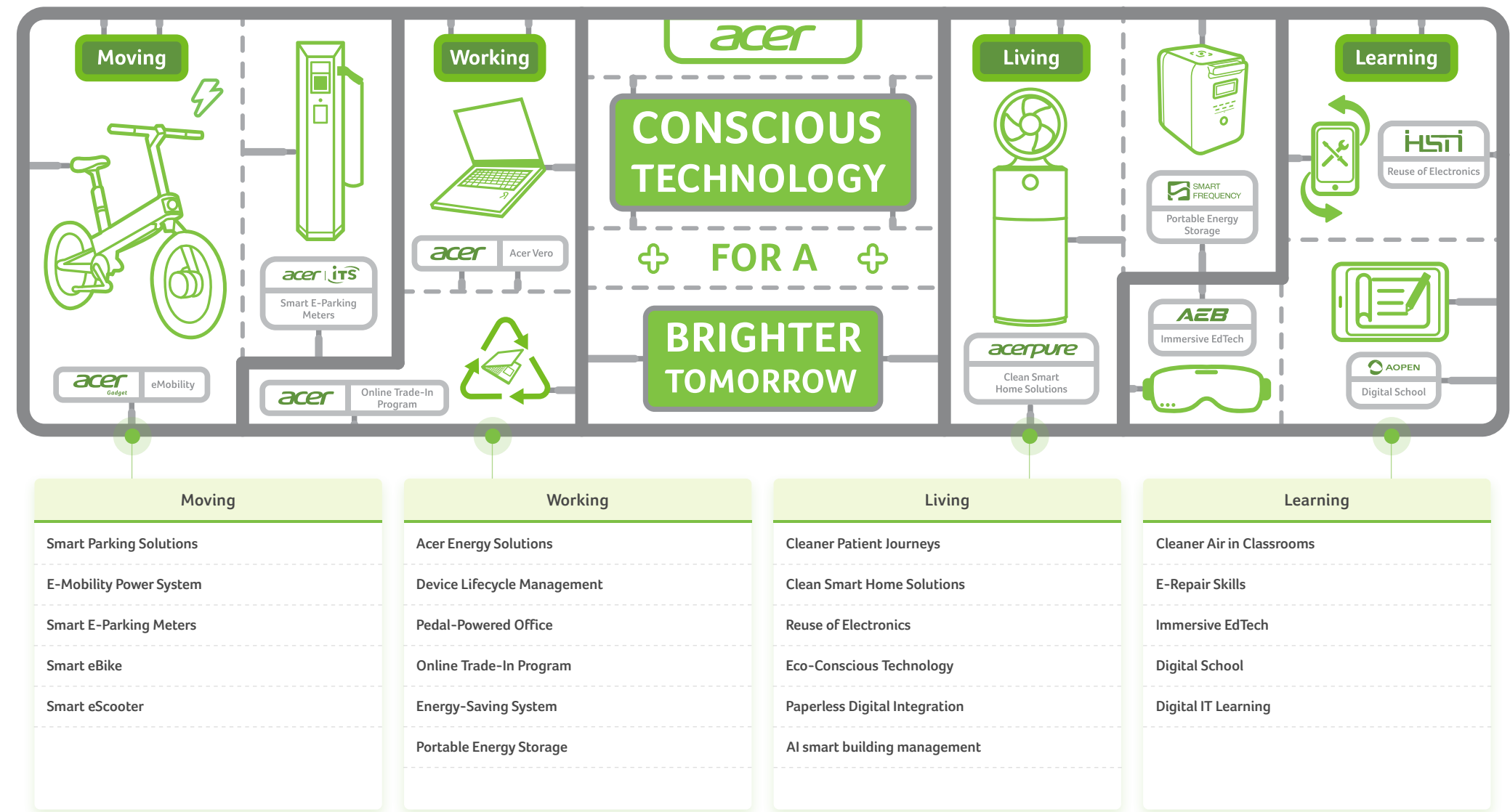
The average energy consumption of notebook computers decreased by 43.9% compared to 2016, and the average energy consumption of desktop computers decreased by 45% compared to 2016.

*Note: Calculated based on supplier data, considering average energy consumption across product lines and shipment volume proportions

Acer's Model of Circular Economies



Innovations for the Environment and Society: Conscious Technology



*Note : Reference: [Acer Group Acer Climate Lab](#): Conscious Technology Drives Climate Action for a Sustainable Future.

[Learn More](#)

Energy, Carbon Emissions and Climate Action

Medium- and Long-Term Goals	Achievement Status 2024	Climate Risks and Opportunities and Climate-Related Financial Disclosures (TCFD)	Greenhouse Gas Emissions Acer Group Annual Greenhouse Gas Emissions														
- Net zero emissions across the value chain by 2050 (with 2020 as the base year) - Operation carbon neutrality in 2040 100% renewable electricity usage by 2035 - In 2030, operation carbon emissions (Scope 1, 2) will be reduced by 50% compared to the base year of 2019; value chain carbon emissions (Scope 3) will be reduced by 35% compared to the base year of 2020 (SBT)	60.3% of electricity consumed from renewable sources (target achieved) 39.6% Scope 1, 2 carbon emission reduction compared with the base year of 2019 (target achieved) 38.8% Scope 3 carbon emission reduction compared with the base year of 2020 (target achieved)	In 2020, Acer officially implemented the Recommendations of climate-change-related financial disclosures, identify and quantify climate risks, and publicly disclose the potential financial impact of climate change on Acer and its future response strategies. In 2024, the Board resolved to transform the existing to the "Risk Management and Sustainable Development Committee RMSDC." This change assigns the committee with responsibilities related to sustainable development, thus enhancing the company's sustainable governance. Additionally, we established a cross-departmental IFRS Sustainability Disclosure Standards project team to initiate the first phase of the IFRS S2 implementation. For further details, please refer to our CDP Climate Change Questionnaire or Acer TCFD Report .	<table><tr><th>Year</th><th>Annual Emissions (Tonnes CO₂e)</th></tr><tr><td>2019</td><td>13,764</td></tr><tr><td>2020</td><td>12,199</td></tr><tr><td>2021</td><td>13,297</td></tr><tr><td>2022</td><td>11,490</td></tr><tr><td>2023</td><td>10,559</td></tr><tr><td>2024</td><td>8,319</td></tr></table> ● Annual Emissions (Tonnes CO₂e)	Year	Annual Emissions (Tonnes CO ₂ e)	2019	13,764	2020	12,199	2021	13,297	2022	11,490	2023	10,559	2024	8,319
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Acer's Net Zero Emissions Strategy

Operations	Products and Services	Value Chain
Minimize Energy consumption Set energy-saving targets, use high-energy efficient equipment, choose electrification, and low (or carbon neutral) fuels Use Renewable Energy Install renewable-energy generation facilities, sign power purchase agreement (PPA), purchase renewable energy certificates	Low-Carbon Products and Services Boost product energy efficiency, reduce the carbon footprint of products and services Choose Sustainable Materials Use post-consumer recycled (PCR) plastics and ocean-bound plastics (OBP) in products Smart, Circular and Renewable Applications AI, IoT, circular, renewable energy storage and creation	Commit to Carbon Reduction Targets CDP, science-based targets (SBTi), RE100 Green Manufacturing and Logistics Save energy, use low (or carbon neutral) fuels, optimize processes Realize a Low Carbon and Circular Economy Material circularity, DaaS (device as service) business
Carbon Removal and Offset Purchase and develop carbon credit, research on carbon capture, utilization, and storage (CCUS)		

Nature and Biodiversity

Medium- and Long-Term Goals	Achievement Status 2024
The first report of The Taskforce on Nature-related Financial Disclosures (TNFD) for the financial year 2025 to be published in 2026	- Completed the first assessment of Acer's upstream, own operations, and downstream impacts, dependencies, and risks on nature and biodiversity using the LEAP method proposed by TNFD, which has been approved by the Risk Management Executive Committee in 2024 - Include commitments to nature and biodiversity, as well as risk assessment, in the supplier ESG scorecard in 2024

Nature-related Financial Disclosures (TNFD)

In 2023, Acer became a member of Early Adopters of the Taskforce on Nature-related Financial Disclosures (TNFD), committing to identify nature and biodiversity-related risks and opportunities and respond accordingly, and planning to publish nature-related disclosure information in 2025. This initiative aims to gradually identify, assess, manage, and disclose dependencies, impacts, risks, and opportunities related to nature beyond climate-related risks and opportunities, and to respond proactively.

Acer Nature and Biodiversity Strategy

Operations	Products	Value Chain
Integration into the company's risk management framework Include biodiversity issues in the 2024 corporate risk management key risk indicator review	Implementation of the Concept of Circular Economy Acer gives the best effort to reduce the products' environmental impact, and actively adopts low-carbon recycling strategies such as innovative design, prolonging product life cycle, and effective use of materials to reach a balance between product management and environmental protection	Nature and Biodiversity Management in Supply Chain Partners Include commitments to nature and biodiversity, as well as risk assessment, in the supplier ESG scorecard
Reduction of Carbon and Ecological Footprints - Follow RE100 and SBTi, and transition according to Acer's net-zero strategy - Optimize water resource usage and waste management	Establishment of Acer Products' Energy Efficiency and Recycled Material Usage Goals 45% reduction in average personal computer energy consumption in 2025 20-30% of PCR plastics content in computers and displays in 2025	Identification of Priority Materials List In 2024, Acer analyzed and evaluated various raw materials including metals, plastics, paper, and glass based on seven major aspects: regulatory trends, environmental and biodiversity impacts, social and human rights considerations, among others, to identify a priority materials list
Enhancement of Internal Employees' Awareness In 2023, biodiversity was included as one of the themes adopted by the ESG Project Award, encouraging employees to implement community collaborations centered on nature and biodiversity conservation		Continue to improve nature and biodiversity-related risk identification throughout the value chain Continue to evaluate impact priorities within the value chain through data collection, internal surveys, and other methods

Nature and Climate Actions

Introduction of internal carbon pricing mechanism

In order to implement carbon reduction and respond to the international carbon border tax (such as EU's Carbon Border Adjustment Mechanism, CBAM) and carbon fee mechanism under the trend of carbon pricing, Acer introduced an internal carbon pricing mechanism in 2022, which uses a shadow price mechanism, establishing a carbon price of US\$ 63-127 per metric ton based on the recommendations of High-level Commission on Carbon Prices in support of the Paris Agreement goal of limit global warming rates to below 2° C. This ensures various departments and operating bases to actively carry out more carbon reduction action. The mechanism also acts as the evaluation basis for the Company's introduction of innovative low-carbon solutions such as nature-based solutions, hydrogen energy technology, carbon negative technology and other projects, and we hope that the internal carbon pricing mechanism will accelerate the upgrading to high-efficiency equipment and electrifying official vehicles in operating bases. This will enable the Company to invest in the renewable energy industry and smart energy management systems, facilitating Acer's low-carbon transition and its alignment with the climate-related disclosures of the International Financial Reporting Standards (IFRS S2).

Increase in investments in sustainable energy

Acer actively promotes low-carbon transition as part of its sustainable development strategy. Acer invests in long-term strategic investments and energy-saving equipment to develop business in the renewable energy industry, smart energy management systems, and energy storage facilities. This includes a partnership with GreenHarvest, a solar and energy management company, in 2022 to acquire a smart energy management system BOT project of the Shalun Smart Green Energy Science City. In 2023, Acer invested up to NT\$1.85 billion in Haoju Electric, a company developing energy storage systems, and spent NT\$330 million to acquire approximately 11% equity in C-LiFe Technologies, a major manufacturer of lithium iron phosphate cells, officially entering the energy storage sector. The Board of Directors approved an increase in investments for energy storage sites within a budget not exceeding NT\$4 billion, these investments have further strengthened Acer's presence in the upstream and downstream sectors of the energy storage industry, enabling us to offer total solutions from manufacturing to application and from the front-end to the back-end. These efforts will contribute to our energy transition and fulfill our commitment to achieve the net-zero goal.

Using technology to assist in natural observation and resource management

In 2024, Altos took on the Xucuogang Project in the Dayuan District, Taoyuan City, leveraging its core competencies to assist in avian identification initiatives. For the Xucuogang avian identification project, Altos delivered comprehensive solutions beyond merely providing high-performance AI workstations. The company collaborated closely with software partners to develop an integrated, precision-driven bird identification system. This solution harnesses advanced AI technology to catalog and monitor 25 common wetland bird species, including the Chinese egret and little tern. The system documents essential ecological data including species nomenclature, distinctive characteristics, behavioral patterns, conservation status, endemic classification, and habitat information. The information is streamed live to an online platform.

Building natural and climate capabilities and cultural practices

Acer recognizes the importance of natural and climate issues on the company's impact. Each year, through educational training and initiatives such as Project Humanity, the company focuses on ESG-related issues and continuously cultivates employees' climate awareness. These efforts embed corporate goals like net-zero emissions and RE100 into the core corporate culture and implement them in practice, strengthening sustainable development competitiveness. Furthermore, since 2022, Acer has incorporated biodiversity into its Global ESG Project Awards to raise biodiversity awareness among Acer employees worldwide. By 2024, operational sites worldwide have proposed 18 environmental and biodiversity-related projects, covering diverse initiatives including packaging plastic reduction, tree planting projects, and beach cleaning activities.

Calling on the public to respond

Acer promotes the Earthion mission, calling on the public to collectively engage in sustainable actions. The company continues to collaborate with COMPUTEX to promote the Acer Earth Mission application. Through games and simple tasks, exhibitors and participants were invited to set their own sustainability targets and develop ESG habits for 21 consecutive days.

Acer has partnered with Plastic Bank, a Canadian social enterprise, committing to recycle and collect at least 50 tons of plastic waste from the environment in 2024. The project combines the efforts of collectors in Southeast Asia to prevent over 2.5 million plastic bottles from entering the ocean.



Responsible Supply Chains

Medium- and Long-Term Goals	Achievement Status 2024
Environmental - Publish the first Nature-related Financial Disclosure (TNFD) report in 2026 (2025) Social - Conformant to participate in an third-party mechanism for OECD due diligence, and efforts are ongoing to increase the proportion of cobalt smelters that are conformant or actively participating - Continuously provide suppliers with RBA Code of Conduct on-site conformance audit percentages	Environmental 81% Social 3TG smelter: 100%, cobalt smelter: 81% - RBA on-site audit compliance targets are: labor 90.5%, health and safety 94.1%, environment 98.4%, ethics 99.6%, management system 95.8%.

Environmental Management

Supply Chain Greenhouse Gas Management: Since 2008, Acer has joined the CDP (Carbon Disclosure Project) supply chain, and has been using the ESG scorecard to further review suppliers' overall carbon management, carbon reduction achievements, and renewable energy usage. We manage the environmental impact of the supply chain and incorporate suppliers' scores into the procurement evaluation. To encourage the whole supply chain to enhance its ability to cope with climate change.

Among the suppliers invited by Acer to respond to the CDP climate questionnaire, 90% disclosed their operational carbon emissions, 81% have reported on their active targets, and 88% have reported on their use of renewable electricity.

	2020	2021	2022	2023	2024
Supplier CDP Average Level	C	C	C-	C-	B-
First-tier Suppliers CDP Average Level			B-	B-	B-
Full version of the CDP questionnaire, Global Supplier Average Level	D	C-	D	D	C-
Critical suppliers committed to RE100 or sciencebased carbon reduction targets (SBTs)	45%	55%	60%	76%	81%

Improving Supplier Capabilities

In 2024, we continuously promote on-the-job training for suppliers and their employees, comprehensively implementing ESG education and training for all suppliers. The topics of training are set to implement the RBA Code of Conduct (including: labor rights, environment, safety and health, ethics, etc.) and anti-bribery policy. The training is conducted for the related indirect and direct employees in the plant. After the Supplier's initial training plan is developed and sent to Acer for content review, the supplier's training team conducts on-the-job employee training. In 2024, a total of 446,917 people participated in the training, with a total of 1,090,050 hours.

Audit Results

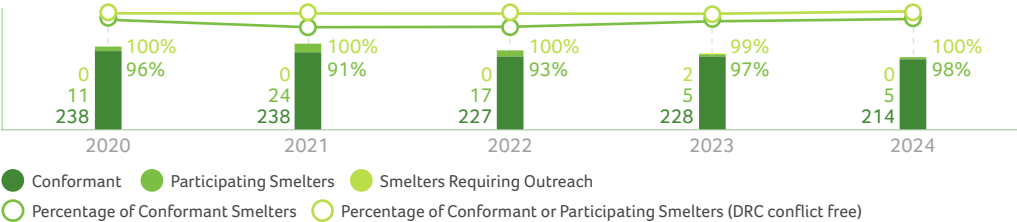
In addition to all significant suppliers, we expand scope to fulfill our management responsibilities for supply chain by including ODM and key component suppliers in the regular RBA VAP audit conducted by third party, and conducting random sampling audit as needed. In 2024, we completed 111 audits of first-tier supplier manufacturing factories, all of which were carried out through on-site audits. The number of direct employees of audited suppliers in 2024 exceeded 230,000, with 4,173 direct employees interviewed, of which over 80% underwent the RBA VAP. The audit completion rate for audits conducted within the two-year validity period was 98.3%. The few instances of failure to meet execution requirements are due to calculation discrepancies caused by the year transition or time differences.

Social Management

With the implementation of the Acer Responsible Supply Chain Management (ARSM), all Acer manufacturers and service providers are required to comply with both the RBA Code and local regulations, with no regional differences. Acer requires suppliers to conduct regular RBA on-site audits (or obtain SA8000 certification) by third party to ensure compliance with the RBA Code of Conduct.

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 2024, Acer issued its annual consolidated responsible minerals report, outlining the steps taken to conduct due diligence on all of its priority minerals.

Tantalum, Tin, Tungsten and Gold: As a result of our responsible minerals due diligence measures and the collection of supply chain information for the current 2024 data cycle, we were able to identify 219 unique smelters of 3TG in our supply chain, all of which were either conformant to or participating (i.e., RMAP-committed) in a third party certification mechanism. A summary of our progress year-over-year can be found below.



Cobalt and Mica: In 2024, due to the maturation in transparency of the cobalt supply chain, Acer set a goal for its cobalt processors to achieve a conformant or participating rate of 65%. As a result of its due diligence measures in 2024, Acer was able to identify 67 unique cobalt refiners in its supply chain. The RMAP status improved to 48 RMAP-conformant, 6 participating and 13 that will require outreach, reaching a conformant or participating rate of 81%, thereby exceeding its goal. For mica, Acer was able to identify 6 unique mica processors, of which 3 are participating and 2 requires outreach.

Inclusive Workplace And Society

Human Rights Training

In 2024, we continued to provide training on human rights protection issues for employees worldwide, offering education and training courses on issues such as business standards of conduct, anticorruption, privacy, safe and healthy working environments, and sexual harassment prevention to create a friendly work environment built around equality, tolerance, and respect. The content of training related to human rights protection is adapted to the needs of different local laws and regulations to ensure that colleagues can fully comply with local laws and regulations in the execution of their work. The scope of executive education and training includes employees from all over the world, including Acer headquarters, PanAsian Pacific operations, EMEA operations, Pan American operations, China operations, a total of five regions.

2024 Human Rights Protection Training Participation and Hours

Region	Total number of attendees	Course Hours	Course Hours	2024 Average Hours of Training Per Person
Taiwan	14,325	18,067	1,841	9.81
EMEA	4,621	8,731	2,014	4.34
Pan Asia Pacific	8,395	12,977	2,266	5.73
Pan America	3,053	4,479	748	5.99
Total	30,394	44,254	6,869	6.44



▲ Forbes World's Best Companies to Work For



▲ Forbes Global Women-Friendly Companies

Diversity and Inclusion

Acer's "Standards of Integrity Management & Business Conduct," places strong emphasis on the policy of "equal opportunity" in the workplace. We promote diversity and an inclusive culture, striving to create an equal opportunity work environment. We maintain a non-discriminatory work environment; providing equal employment opportunities to employees and job applicants without discrimination based on race, color, genetic heritage, or other characteristics protected by local laws.

Acer has been named a Forbes "Global Best Employer" for five consecutive years and included in Forbes' "Global Best Women-Friendly Companies" for three years. Ranking in the top 250 of 850 global companies, we exceed industry averages with 38% female employees and 28.6% female board members. This reflects our commitment to diversity, inclusion, and employee well-being."

Proportion of Female Employees

Acer attaches importance to human rights and gender equality among its workers. As of 2024, female staff accounted for 38% of total staff, 31% of management, and 24% of senior management.

	2021	2022	2023	2024	Target (%)	Target year of achievement
Share of women in total workforce	37%	38%	38%	38%	38%	2024
Share of women in all management positions, including junior, middle and top management	31%	31%	31%	31%	32%	
Share of women in junior management positions* Note1	33%	33%	32%	31%	34%	
Share of women in top management positions* Note2	37%	36%	23%	24%	20%	
Share of women in management positions in revenue-generating functions* Note3	26%	29%	39%	38%	30%	
Share of women in STEM-related positions* Note4	27%	28%	27%	29%	28%	

*[Note1](#): According to Acer's internal classification principles, this refers to the sum of middle/ junior level executives.
 *[Note2](#): The original definition was based on the list of senior executives disclosed in the annual report. In 2023, it was revised according to Acer's internal management level policy, hence adjusting the data for previous years accordingly.
 *[Note3](#): "Revenue-Generating function" refers to the direct management roles in departments such as sales, or roles that directly contribute to the output of products or services.
 *[Note4](#): STEM refers to Science, Technology, Engineering and Mathematics. STEM staff members use their knowledge of science, technology, engineering or mathematics in their daily duties.

Digital Inclusion and Social Philanthropy

Acer Group has incorporated the corporate spirit of "breaking down barriers between people and technology" into its approach to social engagement, leveraging its expertise and core competencies to contribute to corporate strength. This initiative aims to deeply embed the concepts of sustainability and proactive action within the company culture, enhance employees' sense of identity with Acer, and share successful case studies with global partners, suppliers, and investors to expand social impact. Consequently, in 2017, Acer established the "Acer Global Corporate Social Responsibility Project Award" program, and in 2019, it integrated this initiative with the Acer Global Project Humanity to strengthen internal culture and support ESG objectives. This effort is designed to enhance employees' sense of belonging and mission, encouraging them to take decisive action on social and environmental issues. Ultimately, the goal is for over 90% of employees to engage in the Acer Global Project Humanity by 2025.

People Touched and Assisted	71,594	Partnered Stakeholders	112
Total Monetary Value of All Contributions	NT\$ 44,244,771	Man-Hours Invested	72,966

ESG Project Awards

The Acer Group operates in more than 160 countries around the world, and Acer subsidiaries in all regions are not only concerned with local social issues, but also take action to participate in community activities. To encourage employees to propose projects that respond to the United Nations' sustainability goals, and in conjunction with the company's Project Humanity global program, the Acer Global ESG Project Awards have been held for eight consecutive years to encourage employees to be creative and actively participate in community activities, demonstrating the corporate culture and spirit from the inside out.

The ESG Project Awards incorporate Social Return on Investment (SROI), the Community Investment Assessment Mechanism of the London Benchmark Group, and alignment with Acer's mission and contributions to the United Nations Sustainable Development Goals (SDGs) for award evaluation. These awards aim to expand the influence of ESG projects annually through the integration of activities across regional subsidiaries and employees. Acer's 2024 Global ESG Project Plan continues to focus on themes of 'Education' and 'Environment,' with 'Biodiversity' maintained as a sub-theme under Environment.

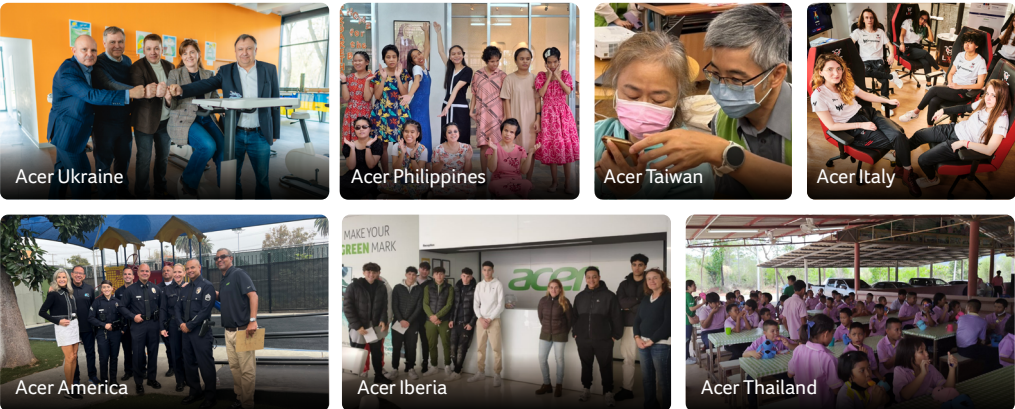
Project Humanity

In 2020, Acer proposed and further emphasized the concept of "Every Decision Counts." Acer launched the "Project Humanity Ambassador Program" in 2022 to progressively expand impact through a three-phase advancement strategy.

Through workshops, global events, and region-specific initiatives, ambassadors utilize comprehensive tools and ongoing support to drive collective change, further embedding humanistic care into corporate culture. As of 2024, 85% of employees have participated in Project Humanity, continuously creating more and more positive impacts through social change that ultimately benefit both the company and society.



Educate



Friendly Environment



Biodiversity

