

Social Diversity and inclusion

Employees are the core assets of Molicel, forming the cornerstone of the company's sustainable operations. Therefore, Molicel is dedicated to establishing a platform that promotes talent growth and development. We value the rights of each employee, providing generous benefits and opportunities for advancement to all employees. Molicel also empowers our employees, fully inspiring their developmental potential, and aims to improve together with the growth of talents and the company's progress.

Human Right and Diversity, Inclusion, and Equality

Molicel adheres to the United Nations Global Compact, UN Universal Declaration of Human Rights, and ILO Declaration of Fundamental Principles and Rights at Work. We also follow Human Rights Policy, Statement of Integrity and Ethical Conduct, and Declaration on Prohibition of Workplace Sexual Harassment, formulated by TCC. In addition, we take actions consistent with the Responsible Business Alliance Code of Conduct and pledge to uphold these standards.



Committed to creating a harmonious and healthy working environment and a corporate culture that respects human rights, Molicel actively promotes human rights advocacy and training to foster diversity and inclusion in the workplace. In addition, aware of the importance of protecting the rights of migrant workers, Molicel issues the Freedom of Action Policy, implementing the Zero Placement Fee Policy for migrant workers at all operations. We also conduct audits on human resource intermediaries in accordance with RBA behavioral norms.

Implementation practices:

◆ Sign contracts with human resource intermediaries to include RBA-related norms, requiring intermediaries to cooperate and conduct audits periodically.

◆ Establish a pledge with migrant workers, specifying that neither the company nor intermediaries will require workers to pay recruitment fees or other related costs. By signing, the migrant workers confirm that no fees have been charged, ensuring the protection of their rights.

◆ During the new employee orientation, Molicel conducts policy advocacy training, explaining that it follows RBA standards to ensure that all migrant workers are informed.

The management of human rights issues

Object	Method and Performance
Employees	<ul style="list-style-type: none">◆ All new employees receive human rights advocacy training during their orientation program, achieving a 100% completion rate in 2023.◆ Every employee is required to complete an annual online reading of human rights statements. with completion rates at the Tainan and Molie Quantum Energy Corporations reaching 96% and 94.8%, respectively, in 2023.◆ Female employees account for 37.06% of the workforce, with women holding 29.94% of management positions at the Tainan factory.
Migrant Workers	<ul style="list-style-type: none">◆ Strictly supervise both domestic and foreign intermediary agencies to adhere to ethical recruitment practices and implement the Zero Placement Fee Commitment.◆ Human Rights Policy, Freedom of Action Policy, and other relevant regulations are posted in migrant worker accommodations, with increased advocacy efforts and accessible grievance channels.
Suppliers	<ul style="list-style-type: none">◆ Suppliers are required to comply with the Responsible Business Alliance (RBA) standards and undergo education and training on human rights issues.

2023 Human Rights Risk Identification Results

Significant Risk	Mitigation Actions
Diversity, Equity, and Inclusion (DEI)	<ul style="list-style-type: none"> ◆ Implement work rules and related regulations, clearly define anti-discrimination and sexual harassment rules, and provide employees with an equal workplace environment ◆ Provide a complaint channel for employees to express their opinions in a timely manner, establish a complaint handling committee to handle related cases fairly ◆ Continuously increase the employment proportion of people with physical and mental disabilities and the proportion of female managers and senior female managers
Labor Relations	<ul style="list-style-type: none"> ◆ Regularly hold labor-management meetings and Town Hall Meetings, allowing employees to communicate face-to-face with the Chairman ◆ Provide labor law advocacy courses to enhance the legal awareness of employees and management
Avoiding Excessive Working Hours	<ul style="list-style-type: none"> ◆ Strictly follow labor law regulations and clearly define work rules and related regulations ◆ Establish attendance and overtime management mechanisms to assist employees and managers in controlling working hours and extended working hours
Sexual Harassment	<ul style="list-style-type: none"> ◆ Announce policy statements to raise employee awareness ◆ Provide anonymous or named reporting channels to protect the rights of reporters ◆ Establish effective grievance channels for employees to express their opinions

Care and Support for Migrant Employees

plement the Zero Placement Fee Commitment and provide life care plans beyond government standards. We offer barrier-free communication channels without time difference, religious prayer spaces, and air-conditioned dormitories. In the future, we plan to host Southeast Asian cultural festivals to allow our foreign and local colleagues to understand each other's cultures better. Furthermore, we will organize monthly Mandarin classes starting in 2024, enabling our migrant workers to improve their communication skills in Taiwan, fully showcasing Molicel's commitment to a caring and inclusive workplace.



Barrier-Free Communication, Comprehensive Care

We design barrier-free communication channel without time difference, hold regular quarterly forums, and arrange face-to-face interviews. Our dormitories are equipped with 24-hour Vietnamese and Filipino life counselors, providing comprehensive life care and a friendly workplace environment.



Diversity and Inclusion, Building a Friendly Migrant Employees Village

To enhance the sense of belonging and cohesion among migrant employees, we invite them to participate in Taiwanese activities such as the Dragon Boat Festival. Furthermore, we would like to hold diverse events related to Southeast Asian culture.



Zero Placement Fee Policy

Molicel enforces a zero placement fee policy, adhering to RBA standards, ensuring secure employment. During the pandemic, we covered costs for rapid tests, transportation, and insurance, ensuring health and safety.

Employees Feedback

FREDDIE MATIBAG:

I find the working environment at MoliceL very good, and this is my second time working here. I particularly like my supervisor, who is not only a good person but also provides me with a lot of guidance at work.

In terms of living, I currently share a dormitory with two colleagues, and the environment is quite good.



MIKA LIU:

I've been a manager at MoliceL for 2.5 years, and it's a cheerful journey in my career life! The company genuinely values women's growth, and my team always has my back, respecting and following my lead. Here, gender isn't a barrier—everyone's abilities shine. Working at MoliceL feels like being part of a supportive family!



Occupational Health and Safety

Molicel has obtained ISO 45001 certification and established an Environmental and Occupational Health and Safety Committee with 35% labor representation. We use a Plan-Do-Check-Act cycle to enhance safety performance, reduce risks, and ensure compliance. Additionally, we exceed regulations by providing annual health checks for all employees and have on-site occupational health nurses to support health protection programs.

2023 Achievements - E-One Moli Energy Corp.

- ◆ 97% Participation rate of annual health check-ups for all employees
- ◆ 100% completion of occupational doctor follow-up interviews for high-risk shift workers
- ◆ 170 employees completed influenza vaccination
- ◆ 1,760 participants in environmental safety and health trainings, and 131 environmental safety and health licenses were issued
- ◆ 117 contractors completed occupational safety and health education training
- ◆ Organized a blood donation event, donating a total of 50 bags of blood



Talent Cultivation and Retention

As a leader in high-power lithium batteries, Molicel adapts to global market changes and increasing demand by focusing on employee development in battery knowledge, innovative technologies, and diverse talent recruitment. We offer comprehensive training, including orientation, professional skills, and managerial courses, fostering all-round growth. In 2023, employees at Tainan and Molie Quantum Energy received a total of 17,486 training hours, averaging 14.74 hours per employee annually.

Molicel has designed a comprehensive training blueprint for employees, including new employee orientation, professional competency training, core managerial skills, and general courses. We also focus on developing secondary skills for existing staff. By the group course resource sharing platform, external training subsidies, and periodic soft skill and professional course lectures, etc., we aim to enhance employees' professional knowledge and comprehensive abilities. In 2023, the total training hours for all employees at the Tainan and Molie Quantum Energy Corporations reached 13,934 hours and 3,552 hours respectively, with an average of 14.74 hours of training received per employee per year.





Carbon Academy

In response to climate change, Molicel aims to enhance our employees' understanding of carbon management and related regulations through systematic training. This is to strengthen our company's carbon competitiveness and cultivate carbon talent, thereby solidifying our competitive advantage in the low-carbon economy. We are dedicated to professional knowledge development and encourages self-learning among employees. The total training hours have reached 70 hours, with 55.6% of non-managerial positions participating in the courses.

Industry-Academia Collaboration Program

In 2023, Molicel continued to conduct industry-academia collaboration programs with several universities, including the Department of Mechanical Engineering at National Cheng Kung University (NCKU), the Graduate Institute of Applied Science and Technology at National Taiwan University of Science and Technology (NTUST), and the Department of Materials Science at National Pingtung University. The research focused on production processes, battery performance, and lithium battery materials development. These diverse industry-academia collaborations benefit both parties, providing students with a deeper understanding of industry operations and development models. In addition, this enables the company to improve production stability, speeds up new product development, and broadens the sources and channels of core talents.

Employee Benefits

Employee care and support		Healthcare	
	Salary benefits		Flexible Leave Policy
<ul style="list-style-type: none">◆ Marriage and funeral subsidies◆ Maternity allowance◆ Electric scooter purchase subsidies◆ Rental subsidies◆ Emergency relief loan	<ul style="list-style-type: none">◆ Three festival bonuses◆ Employee referral bonus◆ Employee Stock Option Program (ESOP)◆ Treasury Shares Program	<ul style="list-style-type: none">◆ Group insurance◆ Year-round occupational health services◆ Health checkup subsidies◆ Hospitalization subsidies	<ul style="list-style-type: none">◆ Overtime multipliers during the Chinese New Year◆ Paid sick leave◆ Paid Family Care leave◆ Paid leave for vaccination

The infographic at the bottom of the table illustrates the four categories of employee benefits. It features four distinct illustrations, each with a label below it: 1. 'Employee care and support' shows a blue office chair on a green base. 2. 'Salary benefits' shows a person standing next to a large green circular graphic with a checkmark and stars. 3. 'Healthcare' shows two people at a desk with a computer. 4. 'Flexible Leave Policy' shows a person standing next to a large yellow circular graphic with a star. The labels are written in a stylized, slanted font.

Employee Club Activities

The Molicel -Power Team

Dragon boat racing is a cherished tradition within the TCC Group and one of its three major events. The Molicel employee dragon boat team exemplifies teamwork and camaraderie across Taiwan, enhancing the bonds among colleagues. This activity honors our traditions while showcasing our relentless pursuit of excellence in the face of challenges.

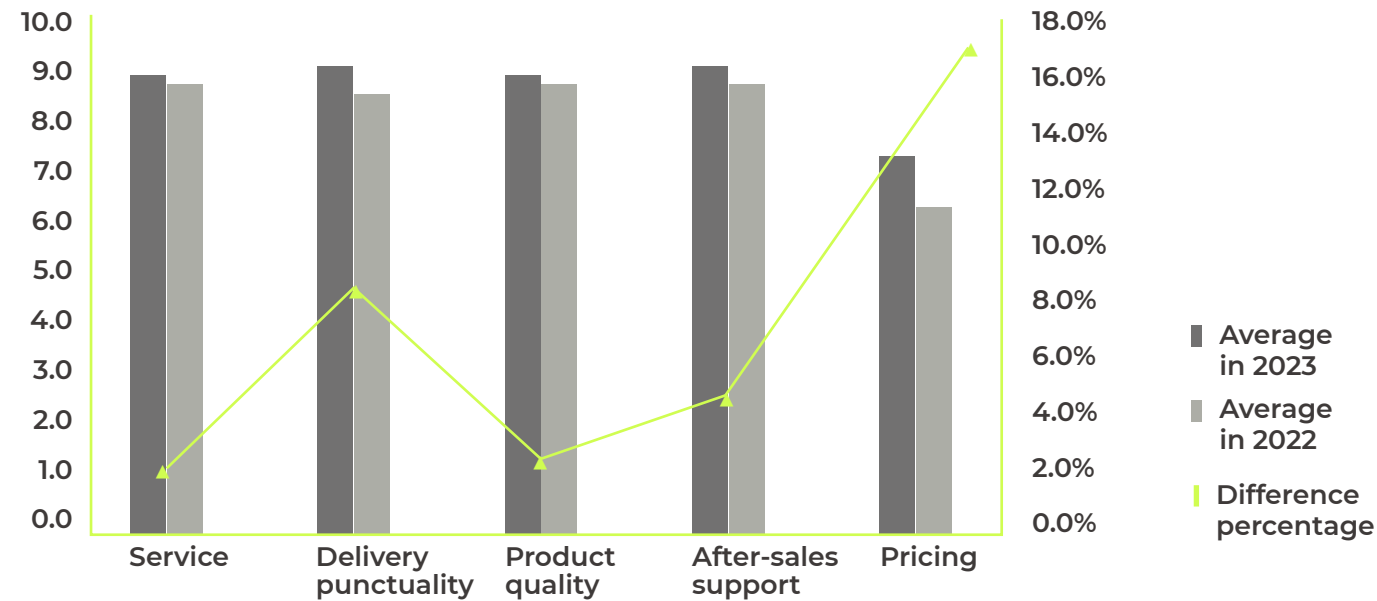
Formed in 2023, the "Molicel-Power Team" has trained consistently every weekend and competed in the Southern Taiwan Science Park Friendship Race. The team has continually learned from each race, steadily improving its performance. In 2024, they achieved third place in the large dragon boat corporate team category at the Tainan International Dragon Boat Championships, a significant leap from their eighth-place finish in 2023.



Customer Demands

MoliceL is dedicated to cultivating enduring partnerships with its clientele, profoundly understanding their expectations through active dialogue and feedback mechanisms, and continually refining product and service quality. MoliceL routinely conducts customer satisfaction surveys to gather valuable insights on various aspects, including the service provided by its personnel, delivery punctuality, product quality, performance and safety, after-sales support, and pricing. This invaluable feedback serves as the foundation for MoliceL's improvement initiatives. In 2023, the overall customer satisfaction rating reached 8.68, marking a 7.86% increase from 2022. This reflects MoliceL's commitment to listening to each customer's feedback and enhancing internal processes to elevate the customer experience. Moving forward, MoliceL remains dedicated to maintaining seamless and responsive communication channels with its customers





**In the survey, all aspects showed an overall improvement.
Key customer feedback highlighted the following:**

- ◆ Product quality and performance are highly recognized and appreciated by customers, aiding in securing orders.
- ◆ Compared to competitors, Molicel's agile and flexible organization allows for smoother communication and better co-operation.
- ◆ Molicel's precise control over capacity and scheduling ensures optimal delivery times, aligning perfectly with customer expectations and needs.

Survey Items

Service	<ul style="list-style-type: none"> ◆ Visit Frequency and Service Attitude ◆ Response Speed ◆ Communication Skills ◆ Understanding of Your Company and Product Needs ◆ Professional Knowledge and Skills ◆ Coordination from Start to Finish
Delivery punctuality	<ul style="list-style-type: none"> ◆ Negotiation and Transaction Achievement
Product quality	<ul style="list-style-type: none"> ◆ Quality ◆ Performance ◆ Safety
After-sales support	<ul style="list-style-type: none"> ◆ RMA Resolution Time Satisfaction ◆ RMA Resolution Result Satisfaction ◆ Technical Support Service ◆ Price Satisfaction
Pricing	

Prosperity Society

Molicel is deeply rooted in local communities, adhering to the philosophy of giving back to society. We continuously collaborate with various sectors of society, actively participating in education, environment, and public welfare fields. We commit to promoting philanthropic endeavors and foster positive community relations. We strive to achieve a dual benefit of both economic and social gains through these efforts. By injecting sustainable resources into the industry, we promote the common-prosperity society.

Molicel regards Social Welfare Contribution, Innovative Research and Development, Environmental Conservation, and Educational Deepening as the four main pillars for implementing social engagement. We simultaneously advocate and continuously promote the expansion of social participation activities, leveraging our influence. Through our four main pillars, we encourage employees and their families to foster environmental awareness and support public welfare organizations with practical actions. We aim to integrate environmental protection and public welfare into daily life, bringing positive changes and impacts to global social welfare.

Social Welfare Contributions in 2023

Donation Amount	Volunteer Participation
NTD 60,000	125 participants

Social Welfare Contributions: Rooted Locally, Committed to Public Welfare



MoliceL actively supports social welfare annually. In 2023, we collaborated with the Syin-Lu Social Welfare Foundation for a charity sale, co-hosted the Charging for Love activity with the Loss of Parental Child Welfare Foundation, and organized a Christmas charity sale, promoting sustainability and social responsibility.

MoliceL promotes sustainability by collaborating with Shinkong Textile Co. on the ISP sustainable apparel initiative, focusing on single-material design, infinite recycling, and eco-friendly practices.



Environmental Conservation: Deepening Ecological Awareness and Engaging in Environmental Actions

Molicel promotes environmental conservation an through ecological education and hands-on activities. We encourage colleagues and their families to raise ecological awareness and support public welfare initiatives. In 2023, we held several activities to implement environmental protection and public welfare in life.



- ◆ World Earth Day: Approximately 50 colleagues participated, planting around 200 seedlings
- ◆ Beach Cleanup: Co-organized with the public welfare organization - Tainan Clean Up Fun, nearly 70 colleagues and their families participated, picking up about 4 kilograms of marine debris

Educational Deepening: Industry-Academia Collaboration to Cultivate Elite Talent



Molicel collaborates with the National Tsing Hua University Racing Factory, sponsoring their battery cell project to help students hone their skills in Formula Student competitions. In 2023, the team became the first from Taiwan to compete in Europe and created the first four-wheel-drive student formula electric car. They achieved excellent results in the Czech competition, winning Figure Eight Trackdrive and best car inspection awards, and ranking eighth overall in the electric car group, demonstrating outstanding strength. Molicel will continue to support the racing team, nurturing young talent in the field of electric vehicles.





We promise

◆ Prohibition of child labor, forced labor, slavery, and human trafficking

◆ Forbid any differential treatment or discrimination of gender (including sexual orientation), race, class, age, marriage, language, thought, religion, political orientation, place of origin, place of birth, appearance, facial features, physical and mental disabilities, etc.

◆ Implement fairness in employment, compensation and benefits, training, evaluation, and promotion opportunities

◆ Provide a safe and healthy working environment

◆ Respect the freedom of employees to assemble and associate

◆ Assist employees in maintaining physical and mental health and work-life balance

◆ Allow free choice of employment and prohibit unreasonable restrictions on employee freedom of action.