Governance

Corporate Co-prosperity

Molicel is committed to building a competitive energy industry ecosystem. By closely collaborating with suppliers, constructing a supply chain that respects human rights and promotes sustainable development, and jointly creating a sustainable future.

Supply Chain Management

Suppliers are vital partners for Molicel. We enforce supply chain management through a Supplier Code of Conduct, performance management, and sustainable assessments. In 2024, we launched a systematic approach, integrating material sustainability issues into ESG metrics. By surveying 30 key suppliers, we plan to enhance sustainability through training and improved practices, promoting a responsible and sustainable supply chain.

Supply Chain Key Issues Workshop

Structure and Functions of Sustainable Procurement | Supply Chain Key Issues Workshop

Sustainable Procurement

Supplier Screening

Stakeholders Identification

Supplier Sustainability Assessment

Sustainability Issues

[1] Supplier Engagement
[2] Human Rights Due Diligence
[3] Green Procurement
[4] Conflict Minerals Management

KPI Identification and disclosure

Key Sustainability Issue

Molicel Supply Chain Key Sustainability Issues Table

Sustainability Focus Area	Key Sustainability Issue
Corporate Governance	Supplier Management Information Disclosure Business Continuity Management Trade Secret Protection
Environmental Issues	Environmental Compliance and Penalties Environmental Management Systems Waste Management
Consumer Issues	Quality Management Information and Personal Data Security

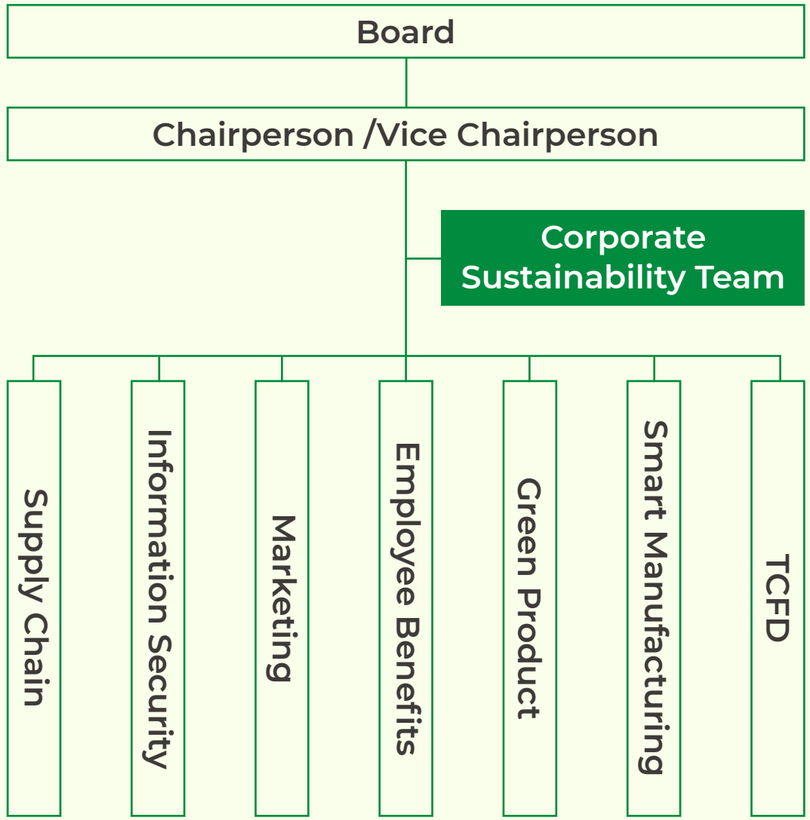
Sustainable Governance

Molicel focuses on the improvement of corporate governance, and ensures that its strategies and actions comply with regulations and ethical standards, through the establishment of effective decision-making and oversight mechanisms. MOLICEL actively takes measures to safeguard the rights and interests of internal and external stakeholders and enhances the transparency of information to gain trust and support.

Governance Structure

Molicel emphasizes strong corporate governance to maximize shareholder benefits. The Board of Directors oversees operations, with bi-weekly meetings to address challenges and solutions. In 2023, the Corporate Sustainability Committee and Team were established to drive ESG policies, with their first meeting in December. To enhance transparency, Molicel launched an ESG section on its website and published the second ESG Summary Report in July 2024. The average Board attendance in 2023 was 100%.

Molicel Sustainability Commitment



Ethical Management

Molicel adheres to the Ethical Management Best Practice Principles, Anti-Corruption and Anti-Bribery Policy, Procedures for Anti-Corruption and Anti-bribery Management, Anti-Corruption and Anti-Bribery System Manual, and other related regulations established by TCC. Employees, business partners, directors, and managers are required to uphold the principles of integrity management, comply with the anti-corruption and anti-bribery policies. Active employees are required to participate in the anti-corruption and anti-bribery training courses at least once a year with records kept to fully understand related regulations and the possible risks and consequences of any violations. In 2023, Molicel had 0 incidents of corruption and bribery.
Moreover, new recruits are required to sign the Statement of Integrity and Ethical Conduct on the date of employment and receive promotion of the anti-corruption and anti-bribery policies within 90 days thereafter with records kept. In 2023, the E-One Moli Energy Corp. conducted new employee training for 61 participants and annual critical policy guidance for 709 participants. The Molie Quantum Energy Corporation held 40 new employee training sessions for 512 participants.

Reporting and Grievance Channel

Employee Feedback Mailbox (Located in B1 with facial recognition, restaurant, and unit restrooms)

7885 Hotline

Dedicated Line account

Risk Management

Risk Management Team conducts internal and external situational analyses annually, based on risk types, failure modes, and other factors. Significant risks are identified and reported to the President. Each significant risk is managed through project management, listed as a priority for improvement, and specific projects are proposed to implement measures. Each responsible department regularly tracks the execution status to reduce the impact of risks on the company's operations, product delivery, and customers. All significant risk issues identified in 2023 have been listed for improvement action planning.

The results of the significant risk identification in 2023

Aspect	Significant Risk	Risk Mitigation
Quality	No significant risk	
Environment	◆ Waste reduction ◆ Energy consumption (including natural gas, electricity)	◆ Waste reuse ◆ Implementation of energy-saving measures (water, electricity, gas)
Safety and Health Hazards	◆ Fire, falling or flying objects	◆ Operational procedure optimization, installation of engineering control measures

Information Security

To effectively safeguard the security of corporate sensitive information, Molicel constructed a cybersecurity framework in 2021. Molicel adopts the ISO 27001 Information Security Management System standard, and continuously improves its information security measures through the PDCA. including conducting risk assessments, formulating information security policies and KPIs, enhancing staff awareness of information security, implementing security technologies, regularly monitoring audit trails, and conducting internal and external audits. These measures are put in place to ensure the effectiveness of information security protection. Molicel is planning to initiate the transition certification of the new ISO 27001:2022 standard in September 2024.

To prevent the leakage of company sensitive data, uninterrupted operation of the company's production line, and to guard against external hacker ransom and phishing attacks, Molicel has introduced a private 3C mobile phone control solution, established abnormal analysis records for departed employees, and carried out Manufacturing Execution System (MES) restoration drills. In 2023, no cybersecurity incidents, such as data leakage, occurred.

In addition to regular cybersecurity protection measures, Molicel regularly holds information security drills and educational training to enhance to enhance the information security awareness of all employees. In 2023, Molicel issued 8 cybersecurity announcements and conducted 3 social engineering drills with a violation rate of less than 5%. We provided a total of 1,840 hours of information security trainings, mainly focused on AI and ISO 27001.