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DIVERSITY AND INCLUSION POLICY

多元化和包容政策

In the event of any discrepancies, the English version of the guidelines shall prevail. The chinese translation is provided for reference purposes only.

如有任何差异，应以政策的英文版本为准。中文译本只供参考之用。

1 PURPOSE 目的

This Diversity and Inclusion policy (“**Policy**”) aims to promote a culture of diversity and inclusion for all AMG employees globally as part of AMG Critical Materials N.V. and its group companies (“**AMG**”). Additionally, we expect our partners along AMG’s value chain to support and respect AMG’s principles in this matter, to promote equal treatment and opportunities, as well as diversity and inclusion.

本多元化和包容性政策（“政策”）旨在促进作为AMG关键材料公司及其集团公司（“AMG”）的一部分的AMG全球所有员工的多元化和包容性文化。此外，我们希望AMG价值链上的合作伙伴支持和尊重AMG在这一问题上的原则，促进平等待遇和机会，以及多样性和包容性。

2 SCOPE AND APPLICABILITY 适用范围及适用性

This policy is applicable to AMG and all its group companies. Every AMG employee is expected to exhibit conduct that reflects this Policy during work, when representing AMG, on or off the work site, as well as in interactions with AMG external business partners and stakeholders.

本政策适用于AMG及其所有集团公司。每位AMG员工在工作期间、在工作现场或工作场所外代表AMG时，以及在与AMG外部业务合作伙伴和利益相关者互动时，都应表现出反映本政策的行为。

This Policy is also considered a guideline to all our partners along the value chain to meet AMG’s expectations regarding diversity and inclusion.

本政策也被视为价值链上所有合作伙伴的指导方针，以满足AMG对多样性和包容性的期望。



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AMG is firmly committed to full compliance with all national rules and regulations applicable to AMG's group companies. Where the requirements of such national legislation are stricter than this Policy or set additional requirements, the relevant stricter or additional rules of such national legislation shall prevail.

AMG坚定地承诺完全遵守适用于AMG集团公司的所有国家法规。如果这种国家立法的要求比本政策更严格或有额外的要求，则应以这种国家立法的有关更严格或额外的规则为准。

3 ROLES AND RESPONSIBILITIES 角色和职责

- The Management Board has adopted this Policy for all employees of the AMG Group and is accountable for the implementation of this Policy. It shall review this Policy and the implementation of this Policy regularly in consultation with the Supervisory Board.
- 管理委员会对AMG集团的所有员工采用了本政策，并对本政策的实施负责。它应与监事会协商，定期审查本政策及其实施情况。
- Human Resources departments of the AMG group companies are responsible for Policy implementation and compliance and group-wide monitoring and reporting.
- AMG集团公司的人力资源部门负责政策的执行和遵守，并在集团范围内进行监督和报告。
- AMG's Corporate Diversity Council has been installed by and reports to the Chairman of the Management Board. The Council's role is to focus on creating awareness of diversity throughout AMG, initiate actions to drive diversity within AMG and render ongoing advice to the Management Board and to the management of the AMG group companies to monitor diversity at a variety of levels within the AMG Group. The Council also provides input on diversity matters for publication in the SER online reporting tool (as per Dutch regulations) that AMG needs to complete and file on an annual basis.
- AMG的企业多元化委员会已由管理委员会主席设立并向其报告。该委员会的职责是专注于在整个AMG中树立多样性意识，发起行动推动AMG内部的多样性，并向管理委员会和AMG集团各公司的管理层提供持续的建议，以监督AMG集团各个层面的多样性。理事会还就多样性问题提供意见，以便在SER在线报告工具中公布（根据荷兰法规），AMG需要每年完成并存档。
- All AMG employees are responsible for treating others with dignity and respect at all times. Employees have a personal responsibility to adhere to the principles of diversity, inclusion and equal opportunities as set forth in this Policy.
- 所有AMG员工在任何时候都有责任以尊严和尊重对待他人。员工个人有责任遵守本政策所规定的多元化、包容性和平等机会原则。

4 DEFINITIONS 定义

- **Diversity:** Diversity refers to the similarities and differences between individuals on dimensions such as, but not limited to, gender, sexual orientation, age, disability, race, cultural ethnicity as



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well as lifestyles' choices and background. It includes both visible and invisible characteristics that (may) influence a person's opinion, perspective, attitude and thus their actions.

- **多样性:** 多样性是指个体之间在诸如但不限于性别、性取向、年龄、残疾、种族、文化民族以及生活方式的选择和背景等方面的异同。它包括可见和不可见的特征，这些特征（可能）影响一个人的意见、观点、态度，从而影响他们的行动。
- **Inclusion:** Inclusion builds a culture of belonging, where everyone can feel safe and bring up ideas and opinions without the fear of repercussions. It recognizes that employees bring varied skills, knowledge, backgrounds and perspectives to the work environment which leads to a new source of creativity, better decision making, risk management and positive team dynamics.
- **包容:** 包容建立了一种归属感的文化，在这种文化中，每个人都可以感到安全，提出自己的想法和意见，而不必担心受到影响。它承认员工为工作环境带来不同的技能、知识、背景和观点，从而产生新的创造力、更好的决策、风险管理和积极的团队动力。

5 AMG'S COMMITMENT TO RESPECT DIVERSITY AND INCLUSION

AMG尊重多样性和包容性的承诺

Our employees are the most valuable asset that we have. We are committed to embracing a culture of diversity and inclusion, without discrimination and harassment. This applies to our way of working, the AMG Values and in all our practices and policies to create an environment where everyone has an equal opportunity to thrive and feels a sense of belonging. Therefore AMG has set targets:

我们的员工是我们最宝贵的资产。我们致力于拥抱多元化和包容性的文化，没有歧视和骚扰。这适用于我们的工作方式、AMG价值观以及我们所有的实践和政策，以创造一个每个人都有平等机会发展和归属感的环境。因此，AMG设定了目标：

- Supervisory Board: AMG has adopted a target to have at least 33 % of the seats on the Supervisory Board to be held by each gender by 2030.
- 监事会：AMG制定了一个目标，即到2030年，监事会中男女比例至少达到33%。
- Management Board: AMG has adopted a target to have at least 33% of the seats on the Management Board to be held by each gender by 2030;
- 管理委员会：AMG制定了一个目标，即到2030年，管理委员会中男女比例至少达到33%；
- AMG's target is to increase women in management-level leadership roles globally to exceed 30% by 2030.
- AMG的目标是到2030年，在全球范围内将女性在管理层领导中的比例提高到30%以上。

5.1 Respecting diversity and inclusion in AMG's own operations

在AMG自身运营中尊重多样性和包容性

AMG is dedicated to fostering a safe and fair work environment through the following commitments.



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通过以下承诺，AMG致力于营造一个安全和公平的工作环境。

- **Diversity and inclusion:** We are committed to embracing diversity and inclusion in all our practices and policies to create an environment where everyone has an opportunity to thrive and feel a sense of belonging. Through engagement, we endeavour to gauge the needs of employees to the extent possible, including all minority groups.
- **多样性和包容性:** 我们致力于在我们所有的实践和政策中拥抱多样性和包容性，以创造一个每个人都有机会茁壮成长并感到归属感的环境。通过参与，我们努力尽可能地衡量员工的需求，包括所有少数群体。
- **Non-discrimination, anti-harassment and equal opportunity:** AMG has zero-tolerance for any kind of discrimination or harassment based on racial or ethnic origin, colour, sex, sexual orientation, gender identity, disability, age, religion, political opinion, national extraction or social origin, or other forms of discrimination. We do not tolerate any form of workplace bullying, intimidation and violence. AMG expects that all employment decisions made by local management, including hiring, promotions, compensation and other terms and conditions of employment is bias-free and based on merit, qualifications, and abilities only. Where there is no national regulation on parental leave, we encourage local management to provide appropriate leave for both parents and direct caretakers.
- **不歧视、反骚扰和平等机会:** AMG对任何基于种族或民族出身、肤色、性别、性取向、性别认同、残疾、年龄、宗教、政治观点、国籍或社会出身或其他形式歧视的歧视或骚扰采取零容忍态度。我们绝不容忍任何形式的职场欺凌、恐吓和暴力。AMG希望当地管理层做出的所有雇佣决定，包括招聘、晋升、薪酬和其他雇佣条款和条件，都是无偏见的，只基于优点、资格和能力。在没有国家规定育儿假的地方，我们鼓励地方管理部门为父母和直接照顾者提供适当的假期。
- **Equal pay:** We are committed to working towards non-discrimination on the grounds of sex with regard to all aspects and conditions of remuneration for the same work or for work of equal value and for work rated as equivalent, subject to prevailing national practice and regulations. We are committed to address any barriers to women's advancement, also in relation to pay.
- **同工同酬:** 我们承诺在符合现行国家惯例和法规的情况下，在相同工作或同等价值工作和被认定为同等工作的报酬的所有方面和条件方面，努力实现不基于性别的歧视。我们致力于消除任何阻碍妇女发展的障碍，包括与薪酬有关的障碍。
- **Training and skills development:** We train, develop and promote on the basis of merit and ability and encourage all employees and applicants objectively.
- **培训和技能发展:** 我们根据员工的优点和能力进行培训、发展和提升，并客观地鼓励所有员工和申请人。
- **Communication:** Communication of this Policy to all employees during onboarding and regular training will be facilitated. AMG's communication to employees shall be clear and available in local languages. For employees and other stakeholders, access to the Policy is guaranteed



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through publication on AMG’s corporate website. Significant Policy updates are communicated through suitable channels.

- **沟通:** 在入职和定期培训期间，将本政策传达给所有员工。AMG与员工的沟通应清晰，并以当地语言提供。对于员工和其他利益相关者来说，通过AMG公司网站的发布，可以确保他们能够访问该政策。重要的政策更新会透过适当的渠道传达。
- **Stakeholders:** AMG encourages its partners along AMG’s value chain to apply the principles of this Policy.
- **利益相关者:** AMG鼓励其价值链上的合作伙伴应用本政策的原则。

6 MONITORING AND GRIEVANCES 监督 and 不满

To ensure accountability and effectiveness, AMG tracks and reports relevant metrics in line with the disclosures required under the EU Corporate Sustainability Reporting Directive (“CSRD”). Our progress is annually measured and reported.

为了确保问责制和有效性，AMG根据欧盟企业可持续发展报告指令（CSRD）的披露要求跟踪和报告相关指标。我们的进展是每年测量和报告。

In addition, AMG reports annually in the SER (The Social and Economic Council of the Netherlands) online portal on the progress with its diversity targets in line with legislation in the Netherlands. The information reported is publicly available.

此外，AMG每年在SER（荷兰社会和经济理事会）在线门户网站上报告其根据荷兰立法实现多样性目标的进展情况。所报道的信息是公开的。

We expect all employees to comply with this Policy. If any employee is found to have exhibited inappropriate conduct or behavior in breach of this Policy, AMG reserves the right to take action, in particular, but not conclusively to take disciplinary actions including dismissal.

我们希望所有员工都遵守这项政策。如果发现任何员工表现出违反本政策的不当行为或行为，AMG保留采取特别行动的权利，但不能最终采取包括解雇在内的纪律处分。

Employees who believe they have been subjected to any kind of behavior or acts that conflict with this Policy should seek assistance from a supervisor or upper management. Employees may also report concerns following our Speak Up & Reporting Policy published on AMG Critical Materials N.V.’s website under “corporate governance”. Confidentiality, non-retaliation, and remedy will be maintained in accordance.

如果员工认为自己遇到了任何与本政策相冲突的行为或行动，应向主管或上级管理人员寻求帮助。员工也可以按照我们在AMG Critical Materials n.v.网站“公司治理”下发布的“畅所欲言和报告政策”报告问题。保密，不报复和补救措施将保持一致。



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Comments from AMG's own workforce of workers employed in AMG's value chain regarding this Policy are highly welcomed and can be addressed through AMG's websites and contact information.

欢迎AMG价值链上的员工就本政策发表意见，并可通过AMG网站和联系方式发表意见。

7 TRAINING 培训

AMG periodically provides training to relevant AMG employees (through training on AMG's Code of Business Conduct), and regularly reviews this Policy to ensure compliance with all applicable laws and regulations. Training will take place in the following manner:

AMG定期为相关的AMG员工提供培训（通过关于AMG商业行为准则的培训），并定期审查本政策以确保符合所有适用的法律法规。培训将以 ([方式进行：

- All new employees take the AMG Code of Business Conduct online training course.
- 所有新员工都参加AMG商业行为准则在线培训课程。
- All new employees are being inducted by the local compliance officer once they start employment and are being advised about the application, amongst other policies, of the AMG Code of Business Conduct, Speak Up & Reporting Policy and this Policy.
- 所有新员工在入职后都将由当地合规官进行指导，并就AMG商业行为准则、举报政策和本政策等政策的适用情况提供建议。
- All AMG employees are trained regularly, at least every three years, in the AMG Code of Business Conduct, either online or by way of onsite meetings. Designated groups of AMG Employees may receive regular specific training on the matters referred to in this Policy.
- 所有AMG员工都定期接受培训，至少每三年一次，培训内容包括在线或现场会议。指定的AMG员工小组可就本政策所述事项定期接受专门培训。

8 OTHER RELATED DOCUMENTS 其他相关文件

Other AMG policies and AMG documents that are related to the topic of this Policy are, amongst others:

与本政策主题相关的其他AMG政策和AMG文件包括：

- AMG Speak Up & Reporting Policy AMG发言和报告政策
- AMG Human Rights Policy AMG人权政策
- AMG Code of Business Conduct AMG商业行为准则
- AMG Supplier Code of Conduct AMG供应商行为准则
