



Document type:	AMG Policy	Classification:	Public
Title:	Stakeholder Engagement Policy	Publication date:	August 2024
Department:	Legal & Compliance		
Policy Owner:	Chief Compliance Officer		Page: 1 of 4

# STAKEHOLDER ENGAGEMENT POLICY

## 利益相关者参与政策

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

AMG Critical Materials N.V. and its group companies (“**AMG**”) has formulated this stakeholder engagement policy (“**Policy**”) on the sustainability aspects of AMG’s strategy, in accordance with the Dutch Corporate Governance Code and the EU Corporate Sustainability Reporting Directive.

AMG Critical Materials N.V.及其集团公司（“AMG”）根据荷兰公司治理准则和欧盟公司可持续发展报告指令，就AMG战略的可持续性方面制定了本利益相关者参与政策（“政策”）。

Stakeholder engagement is an important part of AMG’s efforts to positively affect our license to operate, our market position and our efforts to create sustainable long-term value. This Policy provides a framework for identifying key stakeholders and engaging with them to enhance communication, collaboration, and mutual understanding. We seek and are open to feedback on the topics that matter to our stakeholders, particularly sustainability aspects of AMG’s strategy. This helps us to understand, address, and manage the expectations of relevant stakeholder groups regarding our business interests.

利益相关者的参与是AMG努力的重要组成部分，它对我们的经营许可证、市场地位和创造可持续长期价值的努力产生了积极影响。本政策提供了一个框架，用于识别关键利益相关者并与他们接触，以加强沟通、协作和相互理解。对于与利益相关者有关的主题，特别是AMG战略的可持续性方面，我们寻求并开放反馈。这有助于我们理解、处理和管理与我们的商业利益相关的利益相关者群体的期望。

In any exchange with our stakeholders, we are guided by our core Values in what we hold dear, what we believe in and what we aim for: Safety, Value Creation, Respect for people, Enabling CO<sub>2</sub> Reduction and Integrity. AMG stakeholders and the communities where we operate remain central to our business. Within our company, our human rights principles are sustained through the provision of safe and healthy working conditions in a non-discriminatory environment. We continuously support these principles by living our Values in our interactions with local and national governments and the communities in which we operate. AMG is invested in the communities where we operate and committed to hiring employees from the community, investing in building diverse talent pools, and



Document type:	AMG Policy	Classification:	Public
Title:	Stakeholder Engagement Policy	Publication date:	August 2024
Department:	Legal & Compliance		
Policy Owner:	Chief Compliance Officer		Page: 2 of 4

providing training to improve skill levels. Wherever possible, we endeavor to extend our Values and principles to our suppliers and contractors.

在与利益相关者的任何交流中，我们都以我们的核心价值观为指导，即我们所珍视的、我们所相信的和我们所追求的：安全、创造价值、尊重他人、减少二氧化碳排放和诚信。AMG的利益相关者和我们运营所在的社区仍然是我们业务的核心。在我们公司内部，我们的人权原则是通过在非歧视的环境中提供安全健康的工作条件来维持的。我们通过与地方和国家政府以及我们经营所在社区的互动中践行我们的价值观，不断支持这些原则。AMG投资于我们运营所在的社区，并致力于从社区招聘员工，投资建立多样化的人才库，并提供培训以提高技能水平。只要有可能，我们努力将我们的价值观和原则延伸到我们的供应商和承包商。

## 2 SCOPE AND APPLICABILITY 适用范围及适用性

This Policy encompasses engagement with AMG's internal and external stakeholders and is applicable to AMG and all its group companies.

本政策包括与AMG内部和外部利益相关者的接触，适用于AMG及其所有集团公司。

As AMG operates in various countries and regions, local laws will differ. AMG is firmly committed to full compliance with all national rules and regulations applicable to AMG's group companies. Where the requirements of local legislation deviate from this Policy and apply stricter or additional rules, these stricter or additional rules shall prevail or apply.

由于AMG在不同的国家和地区开展业务，当地法律会有所不同。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。如果当地立法的要求与本政策相背离，并适用更严格或更附加的规则，则以更严格或更附加的规则为准。

## 3 ROLES AND RESPONSIBILITIES 角色和职责

- The Management Board has adopted this Policy and is accountable for its implementation. It shall review this Policy and its implementation regularly in consultation with the Supervisory Board.

管理委员会通过了本政策，并对其实施负责。董事会应与监事会协商，定期审查本政策及其实施情况。

- Implementation shall include engagement planning, communication, feedback, reporting and documentation, and shall be executed in close consultation and cooperation with the management of its group companies.

实施应包括业务规划、沟通、反馈、报告和文件，并应在与其集团公司管理层密切磋商和合作下执行。



Document type:	AMG Policy	Classification:	Public
Title:	Stakeholder Engagement Policy	Publication date:	August 2024
Department:	Legal & Compliance		
Policy Owner:	Chief Compliance Officer		Page: 3 of 4

## 4 DEFINITIONS 定义

- **Stakeholder:** Stakeholders are those who can affect or be affected by the organization. They may be affected stakeholders or users of sustainability statements, or both. Affected stakeholders are individuals or groups whose interests are affected or could be affected by AMG's activities and its direct and indirect business relationships across its value chain, such as employees, local communities and nature. Examples of users of financial reporting and sustainability statements include AMG's shareholders / investors, business partners, authorities and governments.

**利益相关者：**利益相关者是那些能够影响组织或被组织影响的人。他们可能是受影响的利益相关者或可持续发展报表的使用者，或两者兼而有之。受影响的利益相关者是指其利益受到或可能受到AMG的活动及其在价值链上的直接和间接业务关系影响的个人或团体，例如员工、当地社区和自然环境。财务报告和可持续发展报表的使用者包括AMG的股东/投资者、商业伙伴、当局和政府。

- **Stakeholder engagement/ dialogue:** Stakeholder engagement is a two-way process at different levels and associated engagement methods of communication between AMG and its stakeholders, where information or opinions are exchanged. It involves active listening, open and honest communication, and a willingness to understand different perspectives.

**利益相关者参与/对话：**利益相关者参与是AMG与其利益相关者之间在不同层面上的双向沟通过程，也是交流信息或意见的相关参与方式。它包括积极倾听，开放和诚实的沟通，以及理解不同观点的意愿。

## 5 AMG'S COMMITMENT TO STAKEHOLDER ENGAGEMENT

### AMG对利益相关者参与的承诺

### 5.1 Stakeholder mapping 利益相关者的映射

AMG identifies its key stakeholders based on their potential to influence or be affected by our activities, as well as potential relevant knowledge about certain sustainability aspects. The group of stakeholders we engage with is not static and can be adjusted depending on the topics of the dialogue and the developments thereof over time. AMG conducts regular stakeholder mapping at an appropriate level.

AMG根据其影响或受我们活动影响的潜力，以及对某些可持续发展方面的潜在相关知识，确定其主要利益相关者。我们接触的利益相关者群体不是静态的，可以根据对话的主题及其随时间的发展进行调整。AMG在适当的级别上进行定期的涉众映射。



Document type:	AMG Policy	Classification:	Public
Title:	Stakeholder Engagement Policy	Publication date:	August 2024
Department:	Legal & Compliance		
Policy Owner:	Chief Compliance Officer		Page: 4 of 4

## 5.2 AMG's key stakeholders AMG的主要利益相关者

- **Shareholders / Investors:** We are committed to delivering strong and sustainable returns for the capital that investors provide. We actively engage with our shareholders and aim to be clear and transparent in how we communicate our strategy, financial results and operating developments, so they can make informed investment decisions.

**股东/投资者:** 我们致力于为投资者提供强劲和可持续的资本回报。我们积极与股东沟通，目标是清晰透明地传达我们的战略、财务业绩和经营发展，以便他们做出明智的投资决策。

- **Customers:** The relationships with our customers form the foundation of AMG's products and services. AMG's units continuously engage with their customers to offer solutions to meet their needs.

**客户:** 与客户的关系构成了AMG产品和服务的基础。AMG的单位不断与客户接触，提供解决方案，以满足他们的需求。

- **Employees:** Our employees are our most valuable asset. We believe that collaborating, investing in opportunities for personal growth, and diversity of thinking lead to better results, today and in the future.

**员工:** 员工是我们最宝贵的资产。我们相信，无论是在今天还是在未来，合作、投资于个人成长的机会以及思维的多样性都会带来更好的结果。

- **Business partners:** We have relationships with our suppliers and many other partners in our value chain, including intermediaries and other entities linked to our operations, products and services. We stimulate good cooperation and engagement with our business partners through our activities to contribute to the well-being of people and the planet.

**业务合作伙伴:** 我们与供应商和价值链上的许多其他合作伙伴建立了关系，包括与我们的运营、产品和服务相关的中介机构和其他实体。我们通过各项活动促进与商业伙伴的良好合作和参与，为人类和地球的福祉做出贡献。

- **Local communities:** AMG is dedicated to contributing to the overall well-being of the communities in which we operate. Our objective is to be a valued participant in the local economy, community, and society.

**当地社区:** AMG致力于为我们运营所在社区的整体福祉做出贡献。我们的目标是成为当地经济、社区和社会中有价值的参与者。

- **Nature:** The responsibility to nature is of significant importance for AMG. We do business with the future in mind and want to contribute to a world where people can thrive for generations to come. We do this by investing our assets responsibly and integrating sustainability factors into our activities. For example, the development of innovative products that enable the reduction of CO<sub>2</sub> emissions, is fundamental to AMG's business strategy.

**自然:** 对自然的责任对AMG来说非常重要。我们以未来为目标开展业务，并希望为子孙后代繁荣昌盛的世界做出贡献。为此，我们负责任地投资我们的资产，并将可持续发展因素纳入我们的活动。例如，开发能够减少二氧化碳排放的创新产品是AMG业务战略的基础。



Document type:	AMG Policy	Classification:	Public
Title:	Stakeholder Engagement Policy	Publication date:	August 2024
Department:	Legal & Compliance		
Policy Owner:	Chief Compliance Officer		Page: 5 of 4

- **Authorities and governments:** We have direct engagements with public decision-makers and regulators, including governments or authorities at local, national and international level, concerning regulatory and financial markets related issues by way of exchanging relevant information, wherever appropriate, and discuss relevant policy developments.

**机构和政府：**我们与公共决策者和监管机构（包括地方、国家和国际层面的政府或机构）就监管和金融市场相关问题进行直接接触，在适当的情况下交换相关信息，并讨论相关政策发展。

### 5.3 Stakeholder engagement 利益相关者参与

AMG operates through a highly decentralized management organization where its group companies carry full responsibility for the operational results and interaction with their immediate stakeholders. AMG's Management Board oversees and guides stakeholder engagement by its group companies and engages with stakeholders directly as and when appropriate.

AMG通过高度分散的管理组织运作，其集团公司对运营结果和与其直接利益相关者的互动承担全部责任。AMG管理委员会监督和指导集团公司的利益相关者参与，并在适当的时候直接与利益相关者接触。

Our dialogue is guided by materiality. We engage in early dialogue with key stakeholders to understand their perspectives. We acknowledge our responsibility to address stakeholder concerns, feedback, and expectations, and we take our stakeholders' concerns and expectations seriously when making decisions about how we develop and operate our business.

我们的对话是以物质为导向的。我们与主要利益相关者进行早期对话，以了解他们的观点。我们承认我们有责任解决利益相关者的关注、反馈和期望，并且在决定如何发展和运营我们的业务时，我们认真对待利益相关者的关注和期望。

AMG interacts through day-to-day interaction and regular feedback sessions with customers on its products and services; employee works council meetings and other dialogue with colleagues; meetings with (potential) shareholders, bondholders and industry analysts; regular contact with regulatory bodies, government agencies and other organizations (including non-governmental organizations (NGOs), trade unions and industry associations); surveys; roundtables with policymakers, academics and peers. The dialogue on sustainability aspects of the strategy also takes place as part of regular meetings between the Management Board, and Supervisory Board.

AMG通过日常互动和定期反馈会议与客户就其产品和服务进行互动；员工工作委员会会议和其他与同事的对话；与（潜在）股东、债券持有人和行业分析师会面；与监管机构、政府机构和其他组织（包括非政府组织、工会和行业协会）保持定期联系；调查；与政策制定者、学者和同行举行圆桌会议。关于战略可持续性方面的对话也作为管理委员会和监事会定期会议的一部分进行。





Document type:	AMG Policy	Classification:	Public
Title:	Stakeholder Engagement Policy	Publication date:	August 2024
Department:	Legal & Compliance		
Policy Owner:	Chief Compliance Officer		Page: 6 of 4

AMG stimulates stakeholder dialogue in all its business activities and via the various channels and activities for stakeholder engagement. The form that is chosen for any specific dialogue depends on the topic and on the stakeholders involved. AMG may decide not to accommodate or accept any requests or invitations to enter into a dialogue with stakeholders, or to accommodate or accept such request or invitation under certain conditions. AMG shall adhere to all legal obligations relating to confidentiality and shall only disclose publicly known information in meetings. In the event that inside information is inadvertently disclosed during any (bilateral) contact, AMG will publicly announce such information as soon as possible.

AMG鼓励利益相关者在其所有业务活动中进行对话，并通过各种渠道和活动促进利益相关者的参与。为任何特定对话选择的形式取决于主题和所涉及的涉众。AMG可以决定不接受或不接受任何与利益相关者进行对话的请求或邀请，或在某些条件下接受或不接受此类请求或邀请。AMG应遵守与保密有关的所有法律义务，并仅在会议上披露公开的信息。在任何（双边）接触过程中，如果内部信息被无意中泄露，AMG将尽快公开宣布该信息。

AMG conducts regular assessments to understand the needs, interests and expectations of our stakeholders, using this information to inform engagement strategies and review results in relation to AMG's strategy.

AMG定期进行评估，以了解利益相关者的需求、利益和期望，利用这些信息制定业务参与策略，并审查与AMG战略相关的结果。

We provide our stakeholders with relevant information about our activities, decisions and performance, in accordance with applicable law, to foster transparency and trust.

根据适用法律，我们向利益相关者提供有关我们的活动、决策和绩效的相关信息，以促进透明度和信任。

## 6 MONITORING AND GRIEVANCES 监控和不满

Stakeholder engagement is characterized by its diversity in terms of key stakeholders, engagement objectives, methods, scope and frequency. To ensure effectiveness, AMG tracks and reports relevant data transparently in line with the sustainability disclosures of the EU Corporate Sustainability Reporting Directive ("**CSRD**").

利益相关者参与的特点是在关键利益相关者、参与目标、方法、范围和频率方面具有多样性。为确保成效，管理小组按照欧盟企业可持续发展报告指引（CSRD）的可持续发展披露，透明地追踪和报告相关数据。

Should a stakeholder have any queries or concerns or require any clarifications relating to AMG, it is always possible to contact us in accordance with our Speak Up & Reporting Policy to be found on the AMG Critical Materials N.V.'s website. Confidentiality, non-retaliation, and remedy are



Document type:	<b>AMG Policy</b>	Classification:	<b>Public</b>
Title:	<b>Stakeholder Engagement Policy</b>	Publication date:	<b>August 2024</b>
Department:	<b>Legal &amp; Compliance</b>		
Policy Owner:	<b>Chief Compliance Officer</b>		<b>Page: 7 of 4</b>

maintained in accordance. We welcome any comments from our stakeholders regarding this Policy. These can be addressed through AMG's website contact information.

如果利益相关方对AMG有任何疑问或疑虑，或需要任何有关AMG的澄清，可根据AMG关键材料N.V网站上的举报政策与我们联系。保密，不报复和补救措施保持一致。我们欢迎利益相关者就本政策提出任何意见。这些问题可以通过AMG的网站联系信息解决。

## **7 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 Business Code of Conduct AMG商业行为准则
- Speak Up & Reporting Policy 畅所欲言和报告政策
- Supplier Code of Conduct 供应商行为准则

\*\*\*