

AMMEGA

AMMEGA FOR LOCAL SOCIETIES

SOCIAL INITIATIVES IN 2022



SUSTAINABILITY IS EMBEDDED IN OUR VISION

AMMEGA'S ESG DIRECTION ENVIRONMENTAL SOCIAL GOVERNANCE

We take our social responsibility seriously and strive to do business in a way that minimises negative impacts and maximises positive values for our external stakeholders, employees, the environment, and the society in which we operate. As a signatory of UNGC (United Nations Global Compact), we formulate our commitments, goals and targets to match the relevant UN Sustainable Development Goals, linking our priority areas to globally recognised terminology and frameworks.



3 A commitment to safety excellence is a key responsibility to employees and stakeholders. We want every employee to return home as healthy as they left for work in the morning. We are also dedicated to minimising the negative impact our company has on the environment and society.



8 AMMEGA believes that sustained and inclusive economic growth can drive progress, create decent jobs for all and improve living standards.



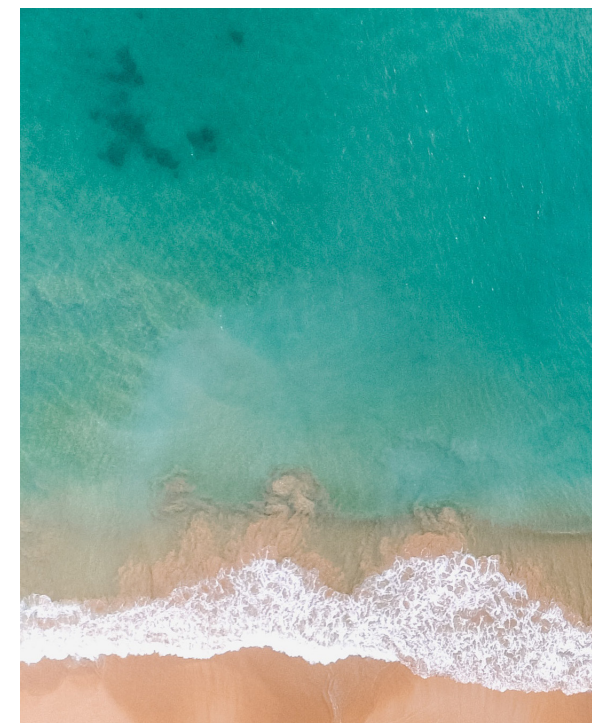
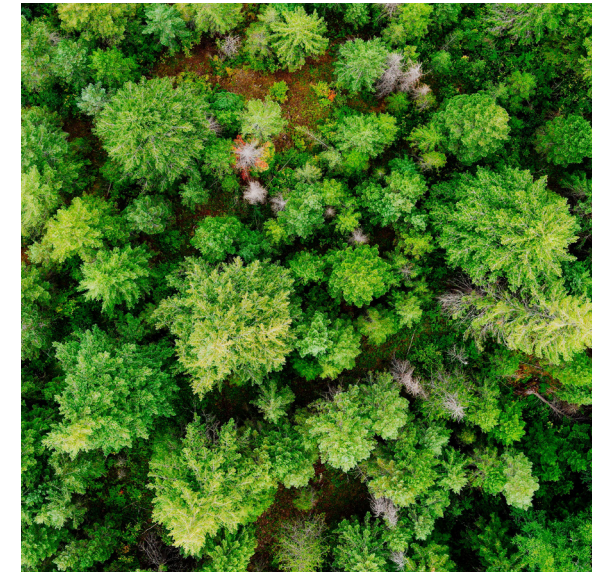
9 AMMEGA believes that inclusive and sustainable industrialisation, together with innovation and investment in infrastructure, can unleash dynamic and competitive economic forces that generate employment and income.



12 AMMEGA knows that things which appear to be challenges at first can become opportunities, and that limitations can lead to amazing innovations.



13 AMMEGA believes that it can support and help drive positive change on climate issues. It is AMMEGA's responsibility to constantly work to reduce its carbon footprint and to make improvements in its operations that will benefit people and the planet.



INTRODUCTION

OUR COMMITMENT TO OUR LOCAL COMMUNITIES IS REFLECTED IN OUR ESG GOALS. IT IS AN IMPORTANT PART OF HOW AMMEGA UNDERSTANDS THE PRINCIPLE OF SUSTAINABILITY IN BUSINESS.



OUR EMPLOYEES CAN COMMIT TO THEIR LOCAL COMMUNITIES AND ENJOY THE SENSE OF SATISFACTION THAT COMES WITH HELPING OTHERS!

The AMMEGA Code of Conduct and our policies show that we are committed to playing an essential role in facilitating positive change in society and in the use of natural resources. We know we cannot do this alone, so we encourage our employees to engage in advancing our collective way of thinking and acting on issues concerning local communities and care for the environment.

The AMMEGA Social Commitment Policy, which was implemented in 2022, includes an explanation of how our teams can promote a better CSR approach and become AMMEGA ambassadors in the communities where they're located. We know that achieving this ambitious social objective can have many different faces in the different countries in which we operate. We are flexible and open to your suggestions. However, to help our employees make the right choice, we have defined our main areas of interest as:

SCIENCE AND EDUCATION

HEALTH AND SAFETY, INCLUDING PHYSICAL ACTIVITY

DIVERSITY AND INCLUSION

ENVIRONMENTAL PROTECTION

AD-HOC AID ACTIONS IN EMERGENCY



AMMEGA's social commitment is focused on community-based organisations, non-profits, non-governmental organisations, and civil societies, in particular those associations and foundations working in the above-described areas of AMMEGA's focus. We are also open to supporting public educational and medical institutions. We're also willing to commit to start-ups involved in recycling, carbon-footprint recycling, or the search for sustainable materials, and organisations and institutions that support development of business and the economy.

FIRST GLOBAL AMMEGA STEP IN SOCIAL COMMITMENT

OHI GIVES BACK 2022

The name of the initiative OHI GIVES BACK comes from an OHI survey in which AMMEGA employees took part in the spring of 2022. Following an excellent survey response rate of **85%**, our teams were offered the chance to take the next step and participate in the OHI GIVES BACK programme, allowing them to support local community efforts with a **€1000** donation for each qualifying organisation.

52

In December, **52** worthy social initiatives identified by our employees received €1000 donations from AMMEGA, allowing hundreds of people in local communities worldwide the opportunity to continue conducting their charitable actions this year.

All applications from our employees which complied with the AMMEGA Social Commitment Policy were approved, and their promoters got the green light to proceed with the donations locally.

OHI Gives Back initiatives support non-government organisations whose main objectives are providing aid for needy people. AMMEGA's employees' initiatives focused on support for people who: **were in poverty; suffering from serious diseases or disabilities; elderly; single mothers; homeless; orphans; and veterans. They also helped initiatives preventing suicide, domestic violence, sex trafficking,** and more.

It was crucial that our employees identified social objectives close to their hearts and the hearts of the communities where they live. This flexible approach to our social commitment is actual proof we can adjust our activity to all our stakeholders' demands and expectations, including in terms of social responsibility.

All donations were completed by the end of 2022; the charitable actions these donations helped to fund will take place over 2023.



OHI GIVES BACK IN A GLANCE

KEY NUMBERS

SUPPORTED ORGANISATIONS

52

EMEA

26

AMERICAS

24

APAC

2

According to estimations conducted by employees who joined the voluntary initiative, the help from AMMEGA could have reached, directly and indirectly, even 10.000 people across the globe.

The estimations are the sum of all directly supported individuals and groups of people who can benefit from AMMEGA's help and who are permanent beneficiaries of the non-government organisations we supported in 2022.





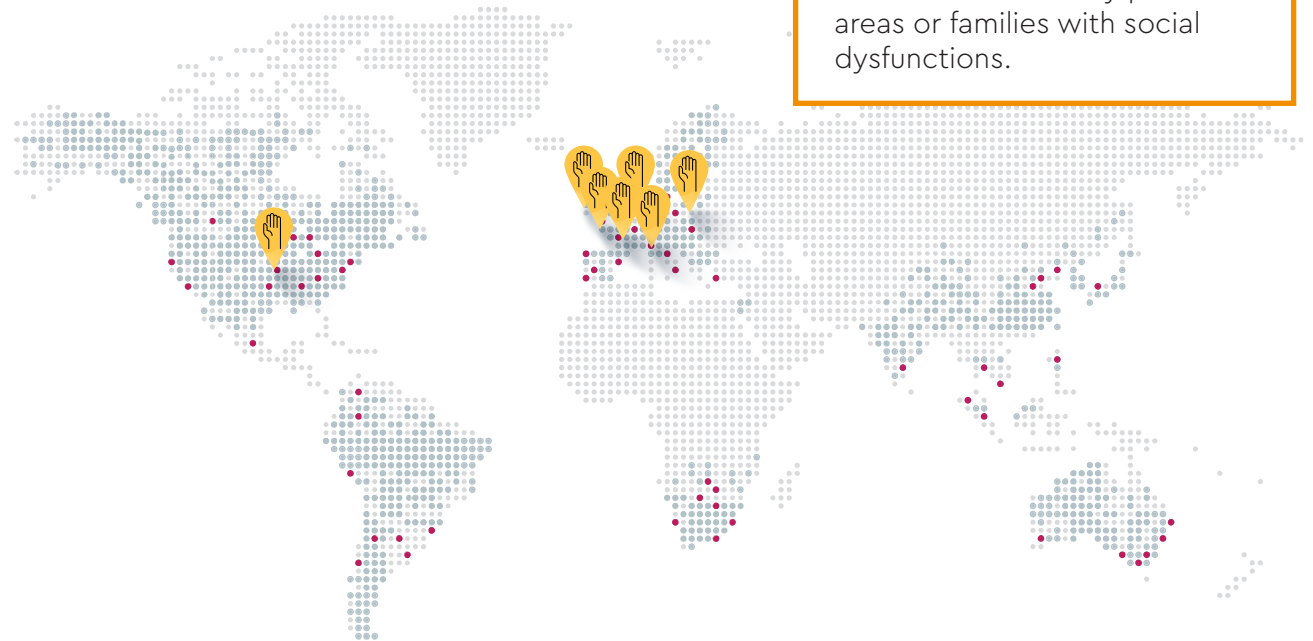
YOUNG GENERATIONS ARE THE FUTURE OF THIS WORLD

AMMEGA SUPPORTED:

7 INITIATIVES

supporting young unique talents and the development of skills and exceptional abilities. All were focused on children from socially poor areas or families with social dysfunctions.

Organisations supporting children and youth accounted for a large part of AMMEGA OHI GIVES BACK. Initiatives identified by our employees concentrated on helping children from different backgrounds and social groups achieve equal opportunities with their peers. The common denominator was that each initiative was fully tailored to local needs and expectations, but the organisations themselves were highly diverse and completed a number of different social objectives.



Denmark, Hungary, the Netherlands, Poland, the United Kingdom (2) and the United States of America



NO MATTER WHO YOU ARE AND WHAT YOUR STORY IS, YOU MATTER TO US!

Spain (2),
Argentina



Social exclusion is a serious problem in today's world. Certain segments of our communities are being denied rights and opportunities that are available to the rest of society. AMMEGA is paying special attention to helping provide the same rights for all groups, and we wholeheartedly support all initiatives and organisations working to improve things in this area.



The Czech Republic and Poland

AMMEGA SUPPORTED:

2 ORGANISATIONS

helping refugees from Ukraine to find shelter outside their homeland and help their children in building a new future.

AMMEGA SUPPORTED:

3 FOUNDATIONS

acting for the inclusion of people who cannot actively take part in social life or develop their careers due to their disabilities or origin.



HEALTH AND SAFETY ALWAYS COME FIRST

 Argentina, Australia, Brazil, Chile, the Czech Republic, Denmark, Finland, France, Ireland, Italy (3), Poland (2) and the United States of America (3)

We at AMMEGA strongly believe that health and safety are of paramount importance, and we are proud to have supported all these organisations whose mission is to promote health, prevent disease, and support those who are suffering from serious illness.



AMMEGA SUPPORTED:

17

 INITIATIVES

concentrated on the health aspects, mainly the support for people suffering from serious diseases, and also for their families who are severely affected by the illness of their relatives, psychologically and financially.

12

 of these initiatives were kids-focused.

SPEAKING UP IS AN IMPORTANT PART OF WHO WE ARE

One of AMMEGA's main goals is to build an open organisational culture where all our employees are unafraid to challenge the status quo or call out behaviours which go against our values and human rights. What's more, we believe that this principle should also be applied outside our organisation. We will not remain passive in the face of human rights violations, human harm or harassment, and organisations working to protect human rights, such as those chosen by our employees, can always count on our respect and support.

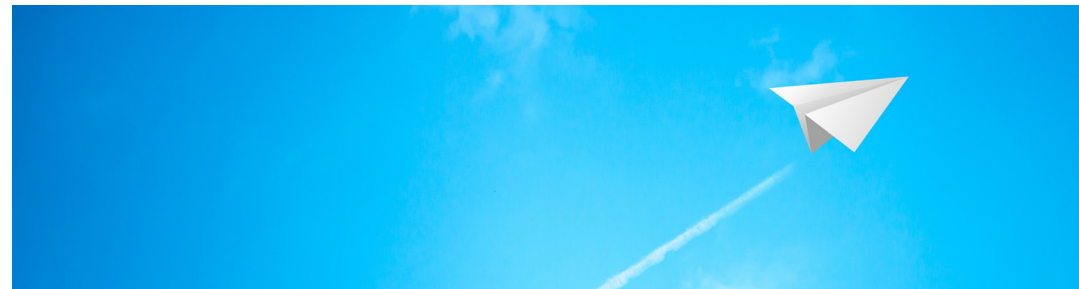


Mexico (2) and the United States of America (2)

AMMEGA SUPPORTED:

4 ORGANISATIONS

working to combat violation, sex-trafficking and homelessness.



DEVELOPMENT CHANGES LIVES

Development is the key to well-being and a healthy, happy society. That's why, as an employer, we provide our teams with opportunities to develop their skills. We know that taking on challenges helps people hone their innate talents, develop new competencies and interests, become more fully engaged, cooperate better, build stronger relationships, and care more about their social environment. A commitment to development is how we operate within our organisation, and outside of it. By supporting the development of unique interests, skills and talents, we have a positive impact on the well-being of societies, and we invest in the generations who will build our world's future.



Australia, Chile, Colombia (2), Denmark, Italy, Mexico (2), Turkey (2), the United Kingdom and the United States of America (7)

AMMEGA SUPPORTED:

19 LOCAL ORGANISATIONS

were supported to address the social needs of local societies. they aimed to help for poor families, elder people and veterans, children living in need, and local voluntary associations.

