

1. OBJECTIVE

Amplitude's Anti-Bribery Policy demonstrates the need for everyone to be aligned with its ethical principles, and must **avoid, refuse and report** any attempt at bribery, corruption, favoritism or undue advantage.

This Policy aims to guide the detection and prevention of conduct that resembles acts of bribery, corruption, which generate a high cost for those involved at different levels:

Employees: they can be held individually responsible through administrative procedures or criminal sanctions;

Company: suffers financial and reputational damage that may be irreversible;

Market: the business environment becomes harmful and with unfair competition practices;

Society: experiences economic, political, and even environmental costs.

Amplitude is concerned with the performance of its employees and seeks compliance with the highest ethical standards and international and national legislation, regulations, rules and principles widely applied in the area, in order to maintain a healthy environment free of criminal, unethical or unfair practices, **including the requirements of ISO 37001 (Anti-Bribery Management System) and ISO 37301 (Compliance Management System)**.

This Policy guides decision-making by all employees and partners of the company, but does not discriminate against all possible acts of corruption. Whenever there is any doubt about the desired conduct to be taken in a case, contact the Compliance Sector.

In accordance with the specific requirements of the ISO 37001 (Anti-Bribery Management System) and ISO 37301 (Compliance Management System) standards, Amplitude reaffirms its commitment to the continuous improvement of the Compliance and Anti-Bribery Management System, promoting periodic reviews of this Policy, improvement of controls, training and prevention mechanisms, in proportion to the risks identified.

2. DEFINITIONS

Undue advantage: money or thing of value obtained through corruption and that the subject/entity would not be entitled to under normal negotiation conditions;

Active corruption: offering or promising an undue advantage through economic, political or hierarchical influence to a public or private agent in order to determine him to practice, omit or delay an act;

Passive corruption: soliciting or receiving for oneself or another, directly or indirectly, any type of undue advantage or accepting a promise to provide it even before assuming a certain position in a public or private entity.

3. RESPONSIBILITY

Amplitude has zero tolerance for the practice of corruption. Among the unwanted conducts are promising, offering, providing or authorizing an undue advantage to a public or private agent to assess benefit oneself to others or even requesting and receiving these advantages, such as:

ACTIVE CORRUPTION	PASSIVE CORRUPTION
Inducing a public or private official to violate the law or his or her employer's internal rules	Accept payment or gifts in order to privilege supplier company in quotation
Gift or pay amounts to employees of supplier companies to obtain better prices in negotiations	Soliciting undue advantage of any kind to broker business
Bribing employees of regulatory agencies to speed up or slow down administrative processes	Receiving an undue advantage to perform their function as an employee of the company
Handle company records	Omitting acts of corruption of which you are aware

Any employee or partner who is aware of evidence of corruption has the duty to retract such suspicion to Amplitude's Compliance, including any requests made by third parties. The proven omission in these cases may constitute an act of passive corruption.

In order for our ethical conduct to be preserved, the cooperation of everyone who is part of the company is indispensable:

- Employees: they must know, respect and disseminate our policies, keeping all company records up to date, reporting suspicions and collaborating with any investigations;
- Compliance: acts in the prevention, detection and solution of situations of violation of laws and company rules;
- Direction: establishes guidelines and allows the application of sanctions in case of infraction.

4. AUTHORITY AND INDEPENDENCE OF THE COMPLIANCE FUNCTION

Amplitude's Compliance Officer has the authority, autonomy and independence to perform his duties, in accordance with the requirements of ISO 37001 and ISO 37301 standards.

The Compliance Officer:

- Has direct access to Senior Management, being able to report, without interference, any relevant issues related to bribery, corruption or non-compliance risks;
- It acts independently of the operational areas, not suffering retaliation, pressure or conflicts of interest due to the exercise of its functions;
- It has the authority to monitor, investigate, recommend corrective and preventive actions, as well as propose improvements in the Compliance Management System;
- It has adequate resources for the effective performance of its responsibilities.

No decision, undue influence or limitation may compromise the impartiality, objectivity or effectiveness of the compliance function.

5. RECORDS

Amplitude's operations are recorded in a clear and precise way, corresponding to reality and following legal requirements. No fund or asset is established or maintained without its respective registration.

In the event of an audit or investigation by a competent authority, all employees have the duty to provide the information they are aware of.

6. GENERAL HIRING

All contracts are guided by legitimate purpose and based on ethics, transparency and social responsibility. No employee or partner of Amplitude is authorized to hire on behalf of the company without written authorization from the Board of Directors.

7. COMPLIANCE CHANNEL

The actions of all employees involving Amplitude must comply with applicable laws and our internal policies. The practice of an act contrary to such provisions is not tolerated under the allegation of ignorance of its content.

We encourage prior consultations, suggestions, reports of irregularities or any suspicions to the Compliance Sector.

Access to the compliance and whistleblowing channel is available on the Amplitude Latam website, through the main menu and the 'Compliance' button.

ACCESS TO THE COMPLIANCE CHANNEL:

<https://amplitude-latam.com/#>

WHISTLEBLOWING CHANNEL:

<https://amplitudelatam.becompliance.com/canal-etica/canal-denuncias>