

**AMPLITUDE, INC.**  
**HUMAN RIGHTS POLICY**

(Effective as of April 5, 2024)

**Upholding Human Rights**

Respect for human rights is a core principle at Amplitude. As a global company with offices worldwide, our employees, customers, shareholders, and vendors come from diverse backgrounds representing all races, nationalities, religions, cultures, political ideologies, and languages. This diversity underpins our business excellence and reflects Amplitude's commitment to human rights and the inherent dignity of all people. Our approach is guided by the Core Conventions of the International Labour Organization (ILO), the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Universal Declaration of Human Rights. This Human Rights Policy applies across Amplitude and its subsidiaries.

**Fostering Diversity and Inclusion**

At Amplitude, we celebrate diversity, inclusion, and belonging as integral to our company culture globally. We value and promote diversity and inclusion among our workforce. We are steadfastly committed to equal opportunity and have zero tolerance for discrimination or harassment. We endeavor to maintain work environments free from discrimination or harassment based on race, gender, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identity or expression, political beliefs, or any other legally protected status. Recruitment, hiring, placement, development, training, compensation, and advancement at Amplitude are based solely on qualifications, performance, skills, and experience. We do not tolerate disrespectful, inappropriate, unfair treatment or retaliation of any kind. Harassment is prohibited in the workplace and any work-related settings. We provide annual training to address anti-discrimination, anti-harassment, inclusion and belonging, and unconscious bias to all employees, including management.

**Respecting Freedom of Association and Collective Bargaining**

We respect our employees' right to join or not join a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to constructive dialogue with their freely chosen representatives and bargaining in good faith.

**Ensuring Workplace Safety and Health**

The safety and health of our employees is paramount. Our policy is to provide a safe, healthy workplace in compliance with applicable safety and health laws, regulations and internal requirements. We work to identify and remediate risks of accidents, injury and health impacts through consultation with employees to maintain a safe, healthy and productive work environment.

## **Maintaining Workplace Security**

We are dedicated to a workplace free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. We implement necessary security safeguards for employees while respecting their privacy and dignity.

## **Political Neutrality**

We respect our employees' diverse and sometimes conflicting political views, fostering an open and inclusive environment. We encourage employees to stay informed about local and national politics, including giving employees time off to vote. As a company, Amplitude does not financially support or endorse any political party or candidate, either directly or through a political action committee.

## **Prohibiting Forced Labor and Human Trafficking**

We prohibit all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern slavery, and any form of human trafficking.

## **Prohibiting Child Labor**

We prohibit hiring individuals under 18 years old for positions requiring hazardous work.

## **Providing Fair Compensation and Benefits**

We compensate employees competitively relative to industry and local labor markets, in accordance with applicable collective bargaining agreements. We ensure full compliance with laws governing wages, work hours, overtime, and benefits.

## **Reporting Concerns**

Please raise any questions or concerns with local management, People Operations, the Legal Team, or Security. Employees can also report suspected policy violations through Amplitudes anonymous Whistleblower Hotline at 1-866-641-0775 or online at: <https://www.whistleblowerservices.com/AMPL>.