

OUR SOLID FOUNDATION



AMPLEON PHILIPPINES' STRONG PARTNERSHIP WITH EMPLOYEE COUNCIL

The power of shared
vision towards Industrial
Peace and Harmony

Ampleon at a Glance



Worldwide presence
(HQ in Nijmegen, Netherlands)



1,500 employees in 16 sites



Sales, Application and R&D on 3 continents



Own manufacturing facility



Reliable global supply chain



Partnering with leading external manufacturers



Strong financial performance enabling
investments in R&D



Our Humble Beginnings **AMP-LMC PARTNERSHIP**

It was an opportunity for us to learn
from our history and for us to see
where we can do things differently for
our employees”

Atty. Riza Mendoza - Sr. Director-HRM



LMC FACILITATION



The creation of the AMP-EC was made possible through a series of dialogues among its employees



Stewardship of Director Cynthia C. Foncardas and her technical team



To achieve labor management cooperation and increase work efficiency and productivity



AMP Employee Council Pagkakaisa ng mga Manggagawa sa Ampleon



**Education
and
Communication**

TANGLAW



**Productivity
and
Quality**

GABAY



**Employee
Relations
and Rewards**

KISLAP



**Welfare,
Working
Conditions
and Quality
of Work**

KALINGA



**Issues
And
Concerns**

TULAY



Ang Ampleon ng Buhay Ko



Sa gitna ng dilim,
ikaw ang aking TANGLAW
Sa kalituhan ko't pighati
ang aking GABAY ay ikaw,

Sa aking paglalakbay
ikaw ang aking TULAY
Sa hirap ko at dalamhati
KALINGA ang iyong alay,
Kaya ngayon, walang saklap,
kayakap ko ang KISLAP

EMPLOYEE COUNCIL ROOM





The Employee Council is one of the pillars that holds AMP together.

This is best illustrated by a 3-legged bench, the legs being the Management Team, the Leadership Team, and the Employee Council.

Character and behavior of each of the three (3) pillars of AMP:



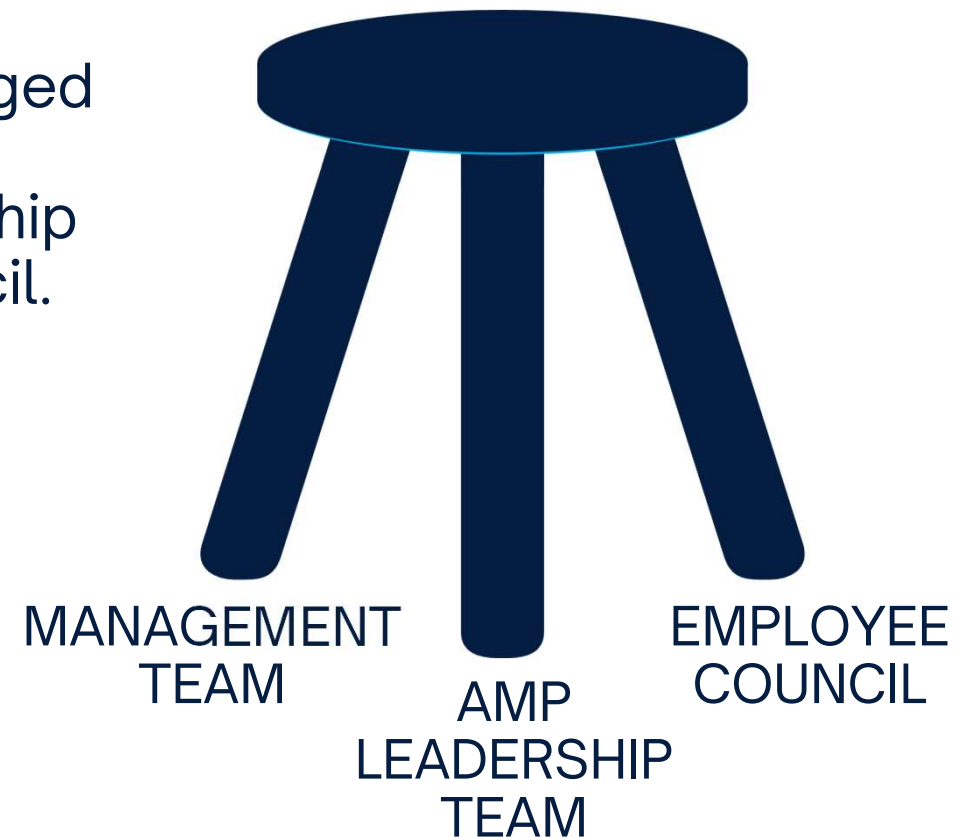
ENGAGED



CARING



STRONG



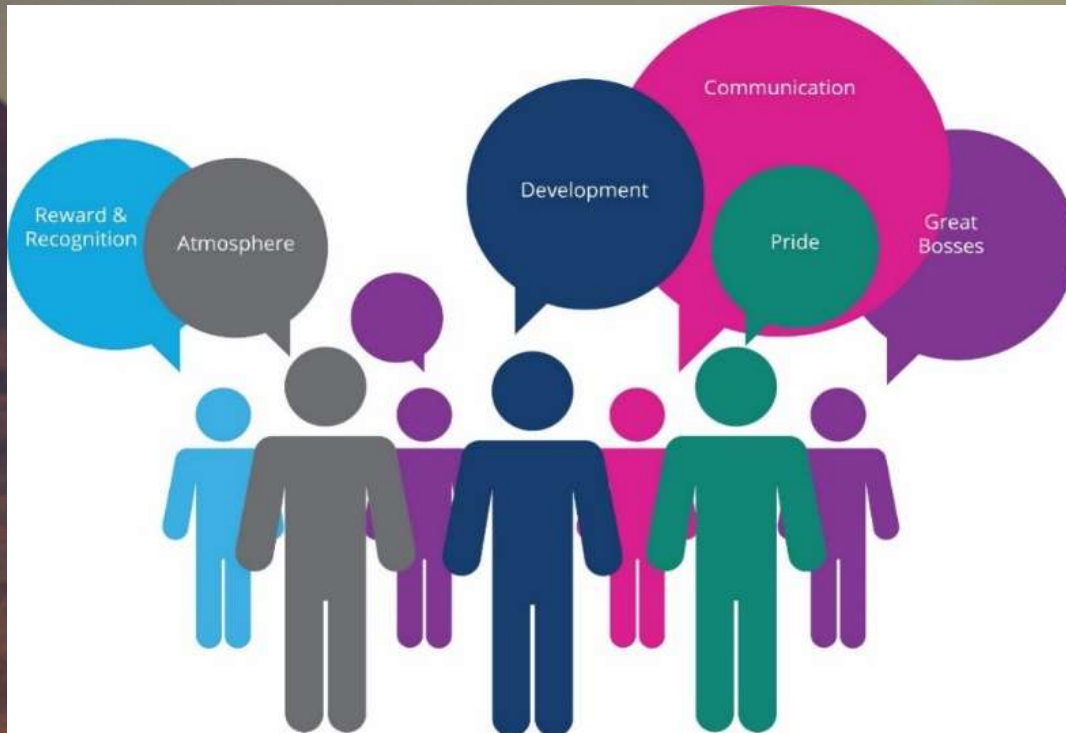


AMP-EC MAKES A DIFFERENCE

GREAT PLACE to WORK JOURNEY

#GPtW

IMPLEMENTATION OF APPROVED PROGRAMS IN THE SIX PILLARS



- Rewards & recognition
- Atmosphere
- Development
- Communication
- Pride
- Great Bosses

#GPtW

AMP'S GREAT PLACE TO WORK INITIATIVES – FROM DAY 1

AMPLEON

GREAT PLACE TO WORK

Development	Rewards & Recognition	Atmosphere	Communication	Great Bosses	Pride
 7-OC Teles Training	 2017 Leadership Excellence Awards	 Mother's Day Celebration	 Coffee Lounge with Bikes	 Leadership Strategic Planning 2017	 USAP 1st Annual Sports Championship 2016
 Dona Villaluz and Valerie Enunacion WAVE Program	 Performance Excellence Awards 2016	 Family Day	 Focus Meeting	 Quality Week Celebration	 Ampleon Global Sites
 ASEMER National Technical Symposium	 Day 15 Celebration	 CC Training and Skill Development Workshop	 Launch of Ampleon's Quality Policy	 Leadership Strategic Planning 2016	 Buyer's Convention
 Predeployment Training to Technical Staff	 Recognition of Employees' Good Deeds	 Outreach Library to Marikina	 New Regular Employees Forum	 Focus Meeting 11/11/16 CLS	 AMP Facility Inauguration
 RF PowerBase Training	 CEO Challenge with ASEMER Cultural Week	 Team Development Program	 Kulustahan with Mike	 Developing Great Bosses Workshop	 Founding Anniversary and Ang Masyang Pasko

#GPtW

OUR JOURNEY WILL CONTINUE IN ITS QUEST TOWARDS A SUSTAINABLE FUTURE



#GPTw

WAVE

WORK ATTITUDE VALUES ENRICHMENT



**OUR
MANTRA**

The background of the central section is a photograph of a modern, multi-story building with large glass windows. The word 'AMPLEON' is visible on the building's facade. The sky is blue with scattered white clouds. Overlaid on this image is the text 'MY COMPANY' in large white letters and 'MY BUSINESS' in large blue letters. A thin white horizontal line is positioned between the two lines of text.

MY COMPANY
MY BUSINESS



Continuing to live our values

FOCUS, EXCELLENCE, VELOCITY & SUSTAINABILITY

Ownership and Accountability
from the highly engaged and
productive workforce through
“My Company, My Business”

Highly
Engaged
Workforce

Employee
Council

GPtW Pillars

AMPLEON & I CARE



SAFETY REMINDER HOLY WEEK 2025

	Do not publicly announce or post that you are leaving your house.		Secure your travel essentials.
	Make sure house doors are locked, and all appliances are unplugged.		Avoid wearing expensive piece of jewelry.
	Cover your windows to prevent outsiders from peaking into your house.		Look after your belongings and constantly check them.
	Ask someone you trust to watch over your property.		Be alert against snatchers.
	Travel light as much as possible. Arrive early in terminals when travelling.		

Healthy Tidbits: EARTHQUAKE AWARENESS

EARTHQUAKE HAZARDS

- GROUND RUPTURE**
Deformation on the ground that marks the intersection of the fault with the earth's surface.
Effects: Flooding, displacement of the ground due to movement of the fault.
- GROUND SHAKING**
Disruptive up, down and sideways vibration of the ground during an earthquake.
Effects: Damage or collapse of structures; may consequently cause hazards such as liquefaction and landslides.
- LIQUEFACTION**
Phenomenon wherein all sediments, especially near bodies of water, behave like liquid similar to a quick sand.
Effects: Sinking and/or tilting of structure above it; sandblast; flooding.
- EARTHQUAKE-INDUCED LANDSLIDE**
Down slope movement of rocks, soil and other debris commonly triggered by strong shaking.
Effects: Erosion, burial and blockage of roads and rivers.
- TSUNAMI**
Series of waves caused commonly by an earthquake under the sea.
Effects: Flooding; coastal erosion; drowning of people and damage to properties.

BE EARTHQUAKE-READY! DUCK/DROP. COVER. HOLD.

The Duck/Drop, Cover, and Hold (DCH) position is the recommended earthquake safety procedure of DOST-PHIVOLCS for the Philippines. This strategy, combined with good and proper engineering practice, is the safest and best way to survive an earthquake.

DUCK/DROP COVER HOLD

Because earthquakes come without warning, taking cover under sturdy table or furniture, and against room columns or posts during ground shaking lessen the risk of injuries.

AMPLEON & I care

PHIVOLCS
Department of Science and Technology
PANGLOSS BUILDING, 2nd Floor, Room 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000

Safety Tidbits: HEAT STRESS

HEAT STRESS PREVENTION

- Hot weather is already starting. Let us take precautionary measures to avoid heat stress.

How does heat stress start?

- As the air and skin temperatures normalize, radiation stops working. Convection is no longer possible since the circulating air is now warm rather than cool. Conduction is not possible if there is nothing cool to contact.
- In addition, if the air is humid, sweat will not evaporate.
- Heat stress is likely at temperatures between 85- and 95-degrees Fahrenheit, with humidity levels ranging from 30 to 60%.
- Workers are in even more danger when the temperature goes beyond 95 degrees F and the humidity rises above 60%.
- Due to exposure to high temperatures, workers may develop heat rash, heat cramps, heat exhaustion, or heat stroke, which can cost workers' lives.

PREVENTION

- NO ALCOHOL
- DON'T WEAR THE THICK CLOTHES
- LIMIT OUTDOOR TIME
- USE A SUNSCREEN USE A UMBRELLA
- DRINK ENOUGH WATER
- COOL SHOWERING

Source: <https://www.oshaoutreachcourses.com/blog/heat-stress-and-its-safety-measures/>

AMPLEON and I Care

AMP Emergency Hotline: Call 4499

"Ampleon joins the Biggest Hour for Earth"

Give an Hour for Earth

Doing something you love.

Let the earth rest for an hour or more, turn-off non-critical lights at home, March 22, 2025, 8:30 PM Earth Hour 2025

AMPLEON and I Care

AMP Emergency Hotline: Call 4499

AMP-EC DURING ODD TIMES



**RISING
STRONGER
FOR LONGER**

MAJOR CHALLENGES



MAJOR
CUSTOMER
COMPLAINTS



TAAL
VOLCANO
ERUPTION



COVID-19
PANDEMIC



GEO-
POLITICS



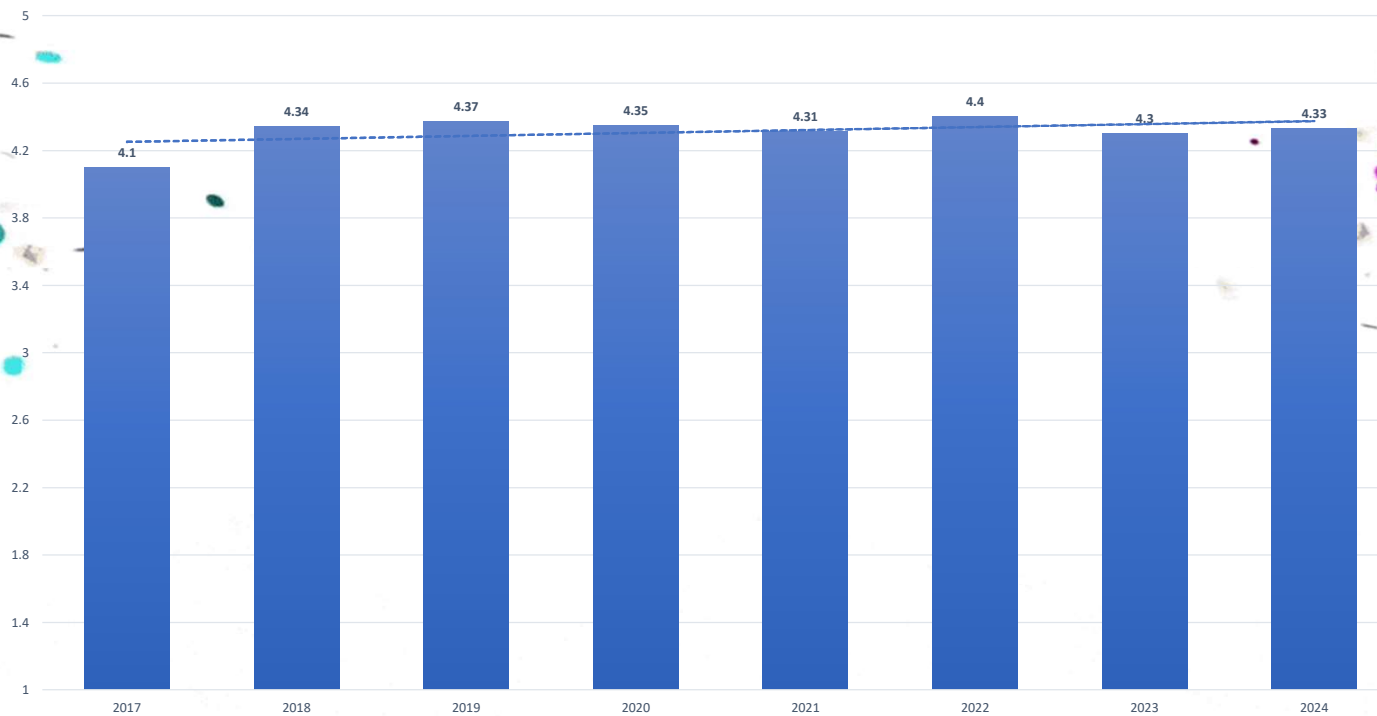
AMP'S STRONG PARTNERSHIP with EMPLOYEE COUNCIL

INTERNAL & EXTERNAL VALIDATION

Great Place to Work Survey Result 2017-2024



Over-all Engagement Score



GREAT PLACE TO WORK (GPTW) SURVEY (2017-2024)



Average Rating of **4.3 out of 5** in the over-all engagement rating in the GPtW Work Survey from 2017-2024



With 98.8% over-all GPtW survey participation rate



Consistently achieved highest score (average of 4.7) in the question:

“I am proud to be part of Ampleon”



EXTERNAL AUDIT / CUSTOMER

FEEDBACK





"AMP is indeed a great place to work attested by statistics gathered during 2024 survey:

- I am proud to work with AMP
- Health care/well being of employees
- Benchmarked among Ampleon global sites

"Your team (AMP team) has done a great job in such a short time"

"The Employee Council members are called servant leaders, a concept providing pure service and care for the good interest of employees without perks and remuneration"

Thanks for all your team members/ strong support and big effort, really fantastic team! Congratulations"

"Wholistic approach on medical services with acronym CARE involving mental, emotional, physical, spiritual social well being of employees"

"AMP's continuous commitment to employees' welfare is evident and the programs were extended to subcontractors"



AMP-EMPLOYEE COUNCIL:

AWINNER

2019 Outstanding Labor Management Council for Industrial Peace – National



AMPLEON

**AMP Employee Council awarded as the
2019 Outstanding LMC for Industrial Peace**

Pride/ Atmosphere



21 November 2019, AMP Employee Council was awarded as the National Winner in the 2019 Search for Outstanding Labor and Management Cooperation (LMC) for Industrial Peace by the Department of Labor and Employment and National Conciliation and Mediation Board held at Limketkai Center, Cagayan De Oro, Misamis Oriental.



Great Place to Work

2021 Outstanding Labor Management Council for Industrial Peace – National



AMPLEON

Congratulations!

AMP Employee Council awarded as the National Champion

2021 Search for Outstanding LMC for Industrial Peace / our 2nd-time award!

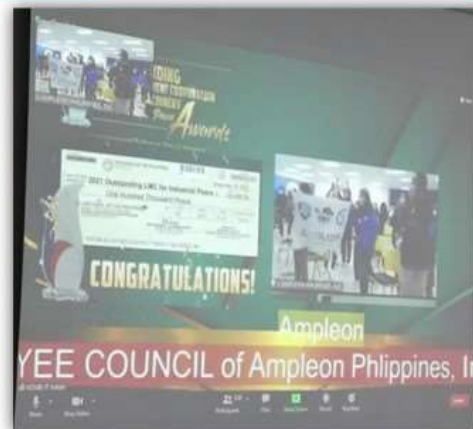
Pride / Atmosphere

Congratulations to AMP Employee Council!

15 December 2021, AMP Employee Council was awarded as the National Champion in the 2021 Search for Outstanding Labor and Management Cooperation for Industrial Peace by the Department of Labor and Employment, National Conciliation and Mediation Board via Zoom platform.

This is another milestone for us to celebrate as our 2nd-time award. Congratulations Ampleon, AMP Employee Council, and all employees.

Truly proud as Ampleon! #GPtW



Great Place to Work

AMPLEON

Congratulations!

AMP Employee Council awarded as the Regional Winner for the 2023 Outstanding LMC for Industrial Peace (our 3rd time in a row)!

Pride / Atmosphere



Congratulations to AMP Family!

25 August 2023, AMP Employee Council was once again awarded as the **Regional Winner in the 2023 Search for Outstanding Labor and Management Cooperation (LMC) for Industrial Peace** by the Department of Labor and Employment - National Conciliation and Mediation Board and STAR - LMCAI held at Twin Lakes Hotel, Tagaytay.

This award is ***another proud moment for everyone.*** Our sincerest appreciation to the Management Team, EC Leadership, and the entire AMP family for the collaborative efforts and strong support in making our company a Great Place to Work (#GPtW)!



Great Place to Work





SHARING OF

BEST PRACTICES

with

STRONG SUPPORT

from

RCMB IV-A



Sharing of Best Practices with Different Companies



**“TAKE CARE OF
YOUR EMPLOYEES
AND THEY WILL TAKE CARE
OF YOUR BUSINESS”**

*-borrowed inspirational
quote-*

