

To the central management of Amazon Europe:

On one hand the Spanish federation FSC-CCOO, represented by Pepe Fernández, General Secretary of the FSC-CCOO, Mario Martín, General Secretary of the Road Transport Section of FSC-CCOO and Fátima Aguado, International Responsible of FSC-CCOO, on the other hand, the Italian federation FILT-CGIL, represented by Alessandro Rocchi, General Secretary of FILT-CGIL and Berardina Tommasi, International Coordinator of FILT-CGIL, and on the other hand, the French federation CGT Commerce, Distribution et Services, represented by Arnaud Chemain as employees' representatives of Amazon in Spain, Italy and France according to respectively national regulations are gathered together today 6th March 2018, the signatory parties

#### STATE:

That the company Amazon Europe fulfills the requirements set forth by Article 1.2 of the Directive 2009/38 of 6 May 2009 (as it appears in the Article "a European Works Council or a procedure for informing and consulting employees shall be established in every Community- scale undertaking and every Community- scale group of undertakings") in relation to Article 2.1 a) and its definition of Community- scale undertaking which means "any undertaking with at least 1.000 employees within the Member States and at least 150 employees in each of at least two Member States" as evidenced by the attached document number 1.

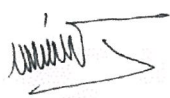
As a consequence, the signatory parties that comply with the requirements foreseen in Article 5.1 (as it appears in the Article "In order to achieve the objective set out in Article 1.1, the central management shall initiate the negotiations for the establishment of a European Works Council or an information and consultation procedure on its own initiative or at the written request of at least 100 employees or their representatives in at least two undertakings or establishments in at least two different Member States")

According to the above, the signatory parties

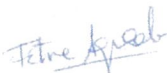
#### REQUEST:

To the central management to initiate the negotiations for the establishment of a European Works Council in the company Amazon Europe according to the regulation setting for by the Directive 2009/38.

#### Signatures



José Fco. Fernández Rodríguez  
S.G. FSC-CCOO

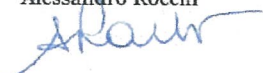


Fátima Aguado Queipo  
S. Internacional FSC-CCOO

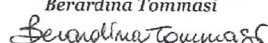


Mario Martín Moreno  
S.G. Carretera y Logística FSC-CCOO


Il Segretario Generale Filt-Cgil  
Alessandro Rocchi



Dipartimento  
Politiche Internazionali Filt-Cgil  
Berardina Tommasi



CGT Commerce, Distribution et Services  
Secrétaire Fédéral  
Arnaud Chemain



In Rome, 6<sup>th</sup> March 2018