



Partner Code of Ethics

of

Amarin Corporations Public Company Limited

and Amarin Group

Effective from 1 January 2024 onwards.



Partner Code of Ethics

Amarin Corporations Public Company Limited (“the Company”) and its subsidiaries (collectively referred to as “the Group”) committed to conducting business under the principles of good corporate governance with principles of good governance with honesty, fairness, transparency, verifiable along with being responsible to the community, society and the environment. The company places importance on developing the value chain management process, which will lead to long-term value creation with trading partners. Therefore, this partner code of ethics has been created to set guidelines for the company's trading partners. For cooperation from business partners in conducting business ethically, respecting human rights, managing safety and occupational health of employees and workers. Including following up on operations to ensure they are in line, strictly according to this partner code of conduct to create stability, growth and sustainable business development together.

Define

Business partners mean product or service sellers, contractors, contract providers, and/or service providers. Both being a juristic person and natural persons to the company

Guidelines

1. Business ethics of partners

1.1 Partners must comply with relevant laws, rules and regulations as follows:

- 1.1.1 Conduct business according to laws, rules, and regulations related to business operations and social activities with honesty, transparency, ethics, and accountability. Taking into account stakeholders, society, the public and the environment under the principles of good corporate governance.
- 1.1.2 Executives, employees, employees, including subcontractors under the supervision of trading partners must act as a good example in performing their duties with honesty, transparency, and accountability.

1.2 Doing business with fairness::

Conduct business under the framework of good competition rules and do not take any action that creates conflicts of interest or having a vested interest in the company's personnel.



1.3 Disclosure and Confidentiality:

- 1.3.1 Must disclose various information correctly and completely, including must be in accordance with the law.
- 1.3.2 Do not disclose important business information and confidential information about the company group. or stakeholders of the company which the trading partner has known or had the opportunity to access such information as a result of contract work and/or provide services
- 1.3.3 Must not use the company's internal information to seek benefits for oneself or others.

1.4 Intellectual property

Must respect and not infringe on the intellectual property of others and strictly comply with laws regarding intellectual property rights

1.5 Anti-corruption

- 1.5.1 Must not commit or support any form of fraud or corruption, including demanding, requesting, or receiving any other benefits for the benefit of yourself, your family, and those involved.
- 1.5.2 Partners must not take any action that falls within or does not cooperate with government agencies, the private sector, or the general public in combating corruption and unethical practices.

2. Human rights principles and fair labor practices

- 2.1 Respect human rights and does not discriminate or limiting the rights of individuals, societies, communities with differences in origin, nationality, race, skin color, gender, age, physical disability or disability, education, social status.
- 2.2 Do not hire children under 18 years of age as required by law and do not hire illegal workers
In the case of hiring foreign workers Business partners must act correctly and in accordance with the law.
- 2.3 Do not commit or support forced labor. Including not violating, punishing, threatening, detaining, or intimidating workers in any form and do not do anything that the labor law specifies as an offense.
- 2.4 Pay remuneration not less than what is required by law and on time. and provide various benefits that employees should receive as specified by law



2.5 Set work days and times appropriately. If there is overtime work or work on holidays, it must be voluntary by the employee. Including providing holidays and leave days as specified by labor law.

3. Safety, occupational health and working environment

3.1 Provide a comfortable working environment to be safe and hygienic as required by law to reduce and control the risk of accidents and health impacts that may occur from operations

3.2 Provide employees or workers with basic facilities and appropriate equipment according to safety standards sufficient to carry out their work, including giving advice how to use and strictly control the use of protective equipment.

3.3 Prepare emergency plans and guidelines, including labor/employee or labor evacuation management plans, training plans, and practice regularly to make employees or workers understand and perform tasks correctly and safely when emergency situations occur

4. Environmental responsibility

4.1 Strictly comply with laws, rules, regulations and environmental standards related to business operations.

4.2 Promote and create knowledge and understanding for employees and workers to be aware of using resources economically and efficiently. In order to reduce the impact on the environment

5. Reporting clues and complaints

In cases where business partners and various groups of stakeholders have questions or suggestions or witness inappropriate behavior or actions that violate laws, regulations, and corporate governance policies Business ethics can ask questions or express opinions or report clues or complaints Ready to send details of various evidence in the following channels

- **Email:** Corporate Governance Committee: [id@amarin.co.th](mailto:cg@amarin.co.th) or

Company Secretary: secretary@amarin.co.th

- **Post:** Deliver to the Company Secretary

Amarin Corporations Public Company Limited.

378 Chaiyaphruek Road, Taling Chan Subdistrict, Taling Chan District,

Bangkok 10170

- **Company website:** www.amarin.co.th (Reporting clues and complaints)



Corporate Governance Committee must be reviewed partner code of ethic by annually and to be presented to the Board of Directors for approval if there is an improvement or change in the policy.

This partner code of ethic approved by the Board of Directors No. 5/2023 on December 8, 2023, effective from January 1, 2024 onwards



Acknowledge and Practice

I have been informed of the Code of Business Conduct and agree to comply with all issues related to the Company's business operations by informing all employees and workers of the Company, and consent and cooperate with the Company to evaluate the operations of its partners to ensure compliance with the spirit of this Partner Code of Ethics. As evidence, I have signed the acknowledgment and affixed the company seal (if any).

Partner Company Name: _____

Address: _____

Sign _____
(_____)

Position _____

Date _____