



**AMARIN  
GROUP**

Amarin Corporations Public Company Limited

## SYNERGY FOR SUSTAINABILITY

Experience

Media

Innovation

Entertainment

Knowledge

Partner

**AMARIN  
GROUP**

**Annual Information Disclosure Form 2024**  
(56-1 One Report)



# SYNERGY FOR SUSTAINABILITY

Annual Information Disclosure Form 2024

56-1 One Report

Amarin Corporations Public Company Limited



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## Vision



To be a pride of Thais and to win acceptance across international for delivering experience and quality of life that breathe happiness and prosperity into society via a comprehensive range of creative knowledge and entertainment.

## Mission



We work for the happiness and prosperity of society.

## Goal



To be No. 1 Omni Media – Omni Channel that delivers precious experience to people in every phase of their lives to be thailand's leading knowledge platform that fosters learning society on sustainability path

## Sustainable Organization Strategy



Nurturing the environment through green procurement, resource efficiency, and environmental conservation

Fostering good society through products and services Delivering value to all parties involved right from those engaged in production process to end consumers

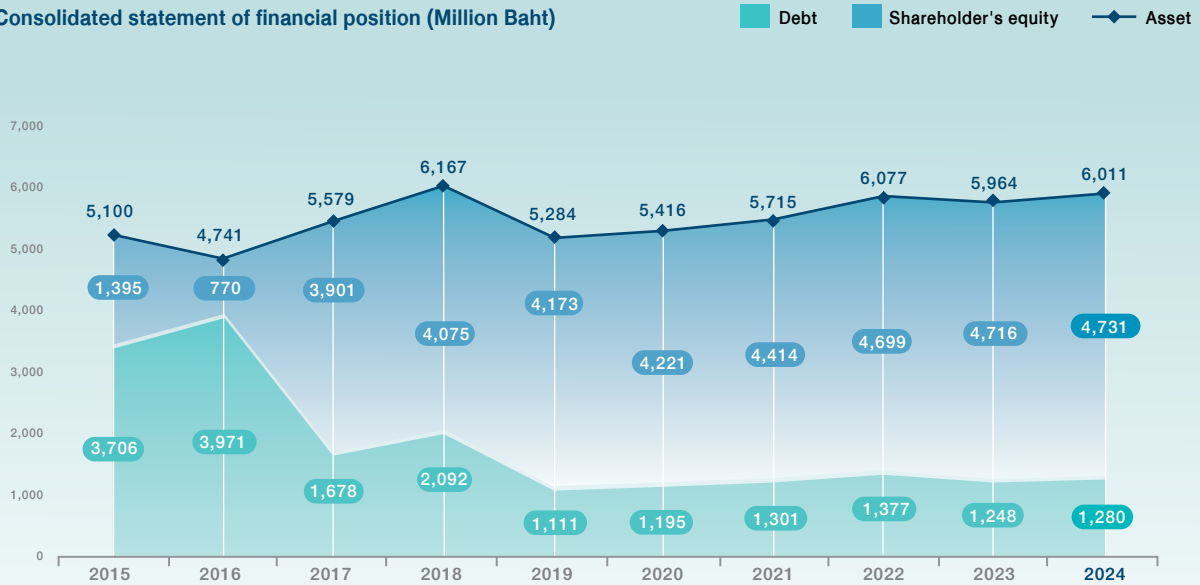
Upholding good economy / good corporate governance through fair operations, transparency, and business ethics

# Financial Overview

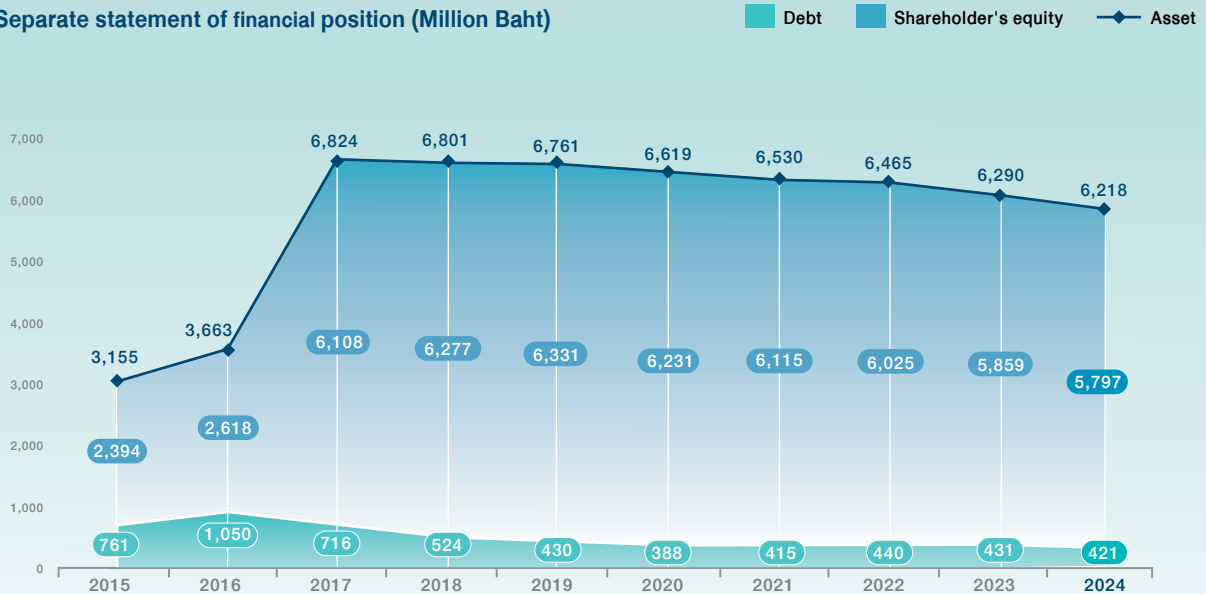
(Unit: Million baht)	Consolidated Financial Statements			Separate Financial Statements		
	2022	2023	2024	2022	2023	2024
<b>Statements of Financial Position</b>						
Total Assets	6,076.62	5,963.88	6,011.39	6,464.79	6,290.22	6,218.34
Total Liabilities	1,377.23	1,248.08	1,280.55	440.08	431.13	420.69
Shareholder's Equity	4,699.39	4,715.80	4,730.84	6,024.71	5,859.09	5,797.65
<b>Statements of Comprehensive Income</b>						
Revenue from Sale of Goods and Rendering of Services	4,087.24	4,118.87	3,966.09	1,357.18	1,622.87	1,416.11
Other Income	187.21	169.96	201.34	37.54	34.20	105.97
Total Income	4,274.45	4,288.83	4,167.43	1,394.72	1,657.07	1,522.08
Cost of Sale of Goods and Rendering of Services	2,847.38	3,008.52	3,065.01	999.99	1,247.11	1,129.57
Profit before Operating Expense	1,427.07	1,280.31	1,102.42	394.73	409.96	392.51
Operating Expenses	957.81	961.81	1,011.42	293.14	271.39	273.17
Profit from Operating	469.26	318.50	91.00	101.59	138.57	119.34
Finance Cost	(3.64)	(5.03)	(4.41)	(0.58)	(3.88)	(0.24)
Share of Profit (Loss) of Associates Accounted for Using Equity Method	18.70	15.94	0.60	-	-	-
Tax expense	(9.95)	(38.92)	(2.68)	(1.73)	(22.62)	(0.85)
Net Profit	474.37	290.49	84.51	99.28	112.07	118.25
Total Comorehensive Income for the year	474.69	305.91	92.95	99.28	123.89	118.25
Profit attributable to:						
Owners of parent	474.37	290.49	76.33	99.28	112.07	118.25
Non-controlling interests	-	-	8.18	-	-	-
<b>Shares or Information on Ordinary Shares</b>						
Ordinary Shares : The Number of issued and Fully-paid up	998.28	998.28	998.28	998.28	998.28	998.28
Book Value per Share (Bath/Share)	4.71	4.72	4.74	6.04	5.87	5.81
Earnings per Share (Bath/Share)	0.48	0.29	0.08	0.10	0.11	0.12
Dividend per Share (Bath/Share)	0.29	0.18	0.06	0.29	0.18	0.06
Dividend Payout Ratio	61.0%	61.9%	78.5%	-	-	-
Share Price as of Period's End Date (Baht/Share)	6.25	4.16	3.10	-	-	-

Note: Dividends from fiscal year 2024 shall be subject to approval from the annual ordinary shareholders' meeting 2025, which will be held on 25 April 2025.

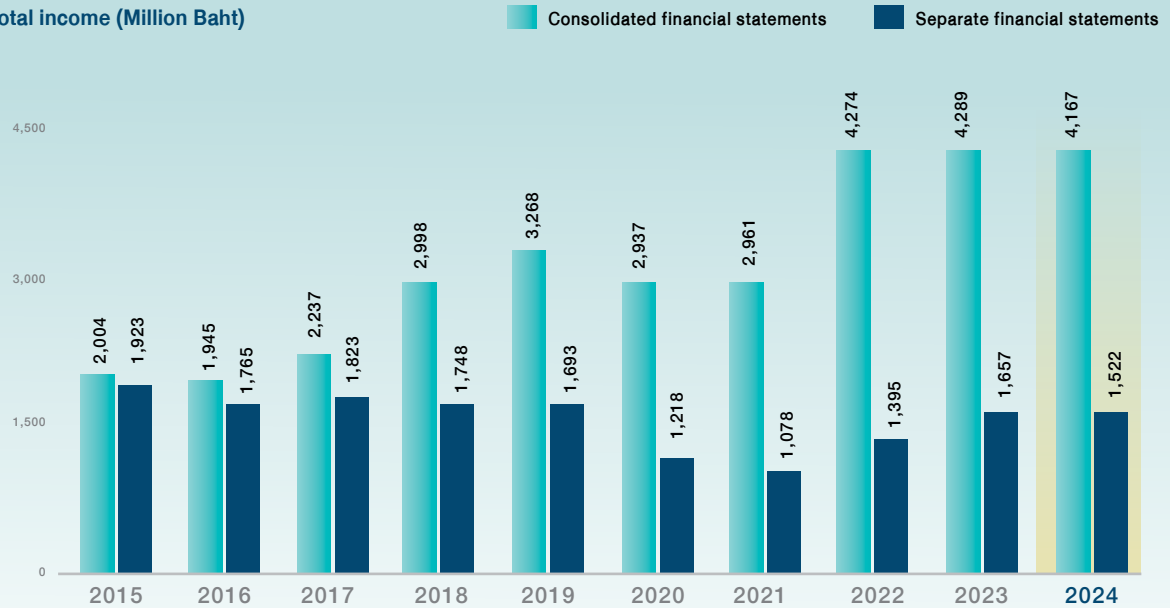
Consolidated statement of financial position (Million Baht)



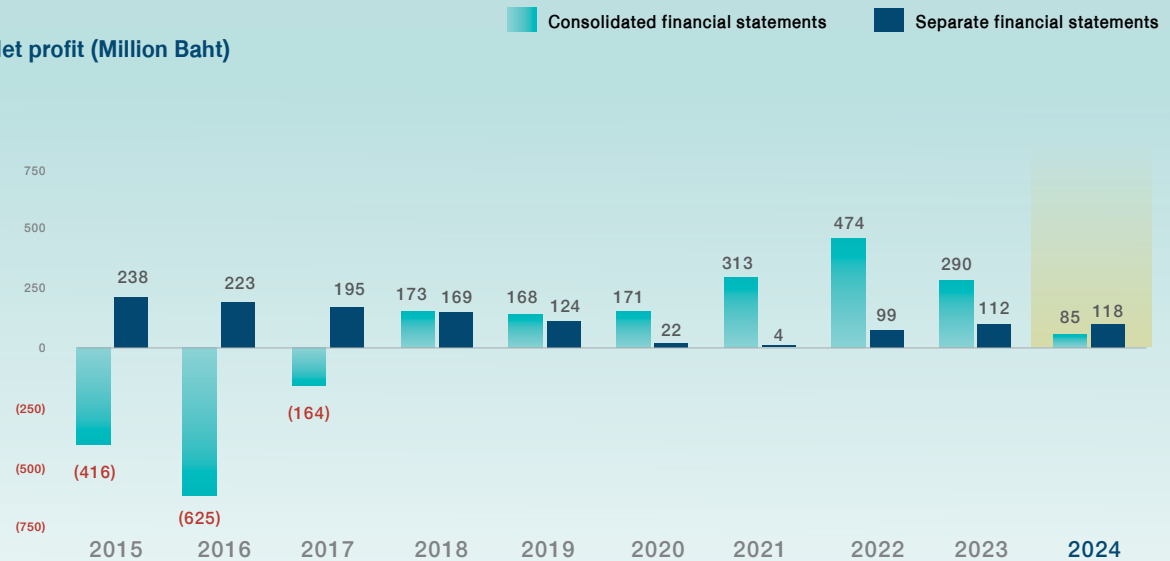
Separate statement of financial position (Million Baht)

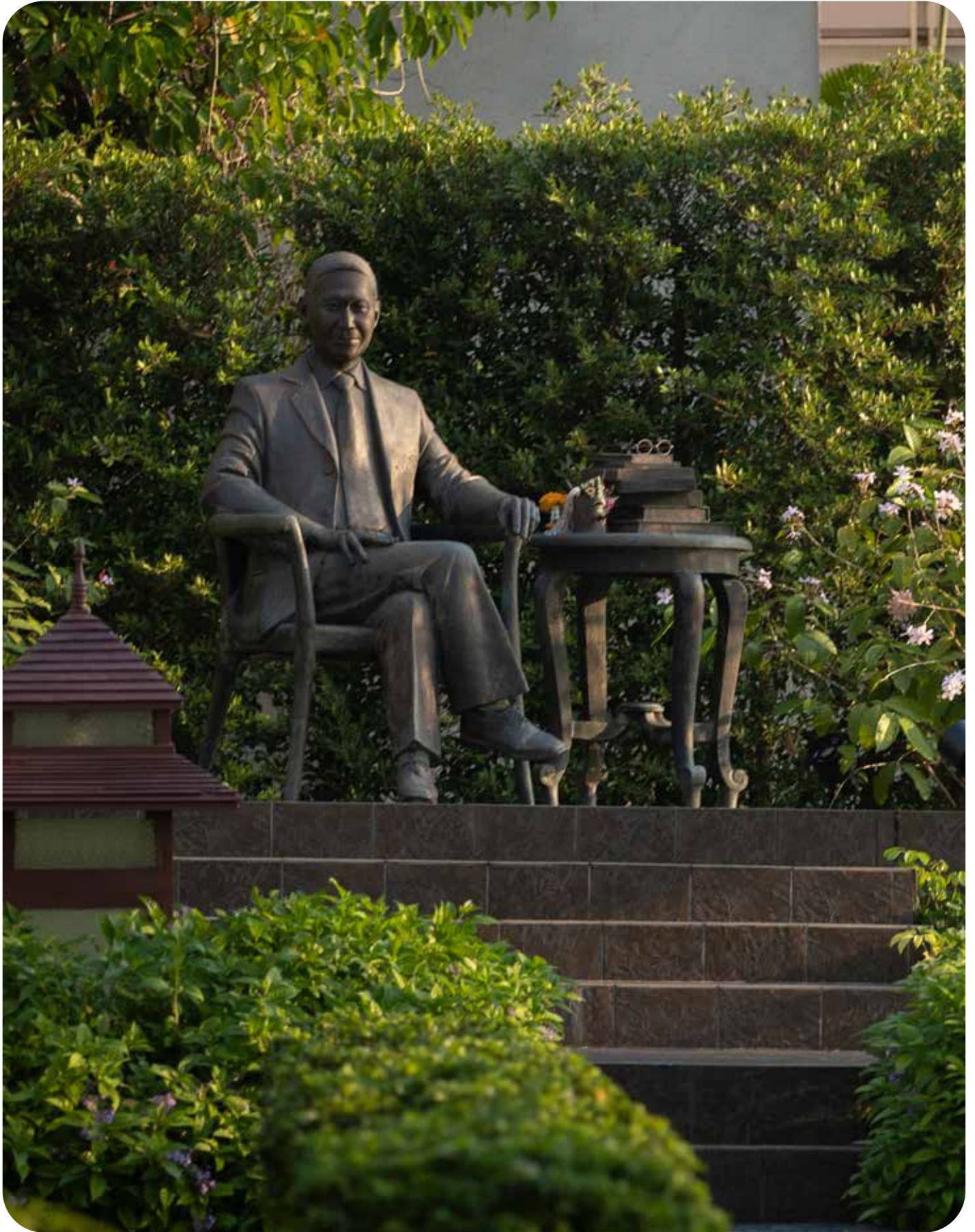


### Total income (Million Baht)



### Net profit (Million Baht)





## Biography of the Company's Founder

Chukiat Utakapan was born to Khun Rat and Khun Rarieb Utakapan, as their fourth child, on 10 May 1942 in Rueso, Changwat Narathiwat, in a family of six children. Following his Matthayom 8 graduation from Mahavajiravudh Songkhla School, he continued his tertiary education at the Faculty of Arts, Chulalongkorn University. He began his working life at the Tourism Promotion Organization of Thailand before moving on to take up the post of a proofreader at Thai Wattana Panich Company Limited where he was subsequently promoted to take charge of “Wittayasarn”, the teachers’ journal, as its Managing Editor.

Khun Chukiat eventually turned his attention to public relations and decided to work for the National Housing Authority (NHA). Unawares to him, the job served as a stepping stone for his publishing future. “Baan” was his maiden magazine, a publication designed as an educational tool and a manual to prepare homebuyers who were about to move into the property developed by the NHA at a time the country was struggling with housing insufficiency.

Having discovered that he was not cut out for civil services and with enough acquired knowledge, he resigned from the NHA and put together a team of friends and employees to set up “Warasarn Baan Lae Suan Partnership Limited” to publish a house and garden magazine titled “Baan Lae Suan”. In September 1976, the first issue of “Baan Lae Suan” hit the market. Since then, Khun Chukiat had put his experiences and knowledge to good use, turning a modest outfit into a major force in the publishing industry, Amarin Printing and Publishing Public Company Limited. In 2023, the name was changed to “Amarin Corporations Public Company Limited”.

In “Ma-reng Khuen Samong” book, Khun Chukiat discussed his working principles saying:

“The Amarin business has been growing consistently. People thought I was visionary. That’s not true. I believe I have more mindfulness. I had average intelligence. This was indicated since my secondary education when every year the report book was returned with the teacher’s remark stating ‘average intelligence’. In business, mindfulness is more important than intelligence. If you let intelligence lead, you could get out of control. So, let mindfulness lead! Or at least use your mindfulness to regulate your intelligence. Be conscious of your own limitations; don’t get senselessly greedy. Carry out what you have thought out mindfully with perseverance. Don’t ever give in and life will be happy, success will follow. Yet, success doesn’t have to be absolute; you don’t have to be overly successful so there are lessons for you to learn. There are countless failures in my life but people tend to overlook them, preferring to pay attention only to success”.

Khun Chukiat Utakapan passed away peacefully on 10 December 2002, aged 60 years old and 7 months. It was over 22 years since that sad day. But Khun Chukiat has left a lasting legacy of mindfulness and intelligence to generations of Amarin staff who continue to live his educational intent in the House called:

“Amarin Corporations Public Company Limited”.



## Profile Company

In the beginning, it was a modest editorial team of an ensemble of friends and a few employees that Khun Chukiat Utakapan put together to set up Warasarn Baan Lae Suan Partnership Limited in fulfillment of his dream to primarily publish a magazine called “[Baan Lae Suan](#)”, with the first issue hitting the magazine rack in September 1976. At the time, it had to outsource its publication to external printing houses. Amarin Printing Partnership Limited was only founded later to print its own magazines and subsequently made its printing services to external printing orders.

Albeit a small staff, the genesis was a giant step that made it possible for business expansion. Fund mobilization soon became inevitable and the small printing and publishing outfit was listed as a public company in the Stock Exchange of Thailand in 1993; it was then renamed: “Amarin Printing and Publishing Public Company Limited”.

That same year, the Company expanded its business into distribution through the newly established Amarin Book Center Co., Ltd. which handles its entire range of publications. At the same time, “[Naiin Bookstore](#)” was set up separately as the Company’s own retail outlets. From a few reader groups, its readership has grown both in size and diversity. The Company responded by producing other magazines to meet the readers’ varied interests with “[Praew](#)” and “[Sudsapda](#)” being the magazines for women that emerged to meet market demands. Today, the Company boasts a total of 4 titles in its magazine portfolio and publishes hundreds of book titles a year as it offers printing services and expands the business to other areas.

Today, Amarin Group has become an Omni-Media, Omni-Channel firm with its businesses covering On Print, Online, On Air, On Ground, and On Shop platforms to be consistent with business operations diverse and comprehensive. In May 2023, the name was changed to “[Amarin Corporations Public Company Limited](#)”. Operations in each media channel has also pursued constant development, in line with its founder’s aspiration, to achieve the goal of delivering precious experiences to every stage of people’s lives “[for a happy and prosperous society](#)”.



## Message from the Chairman



Dear Shareholders,  
Amarin Corporations Public Company Limited

The year 2024 has been a challenging year for the media and publishing industry amid rapid technological change and shifting consumer behavior toward the digital age. Amarin Corporations Public Company Limited remains committed to adapting and expanding under the Omni Media Omni Channel strategy to maintain industry leadership while creating high-quality content that comprehensively reaches consumers.

### Performance and Challenges in 2024

Throughout the year, the Company has expanded and developed its business in several areas as follows:

**Printing and Packaging Business** – Committed to enhancing its book and print media production by investing 41 million Baht in state-of-the-art machinery to enhance production efficiency and strengthen competitiveness, while accommodating the continuously growing market demand. The Company's dedication to develop high-quality printing is evidenced by the

prestigious awards received at both national and international levels in 2024. These awards serve as a testament to the company's standards and excellence in printing technology and design. Specifically, the company received **five awards at the 17<sup>th</sup> Thai Print Awards**, including: gold medals in the Limited Edition Book and Art Reproduction categories for the work titled **“Devorupa Masterpieces of Indian Art”**; a silver medal in the Poster category for the work titled **“Poster 6 Ganesha Gods of Success 2555 (Sugar Sculpture)”**; a bronze medal in the 4-Color or More Book Printing category for the work titled **“The Ultimate Scripture of Luang Pho Pan”**; a bronze medal in the Sheet-Fed Offset Printing Packaging category for the work titled **“Moon Cake MX 4 Layers Red”**; and a bronze medal in the Design category for the book series **“Banthuek Nuek Aroi” Volumes 1-4 by Than Phu Ying Prasansuk**. Additionally, the company received **two awards at the Asian Print Awards 2024**: a gold medal in the Offset Packaging Rigid category for the work titled **“Moon Cake**

**MX 4 Layers Red”** and a silver medal in the Limited Editions/Artwork Reproductions (OFFSET) namely **“A Year in Nanthawat’s Life”**.

**Publishing Business** – Dedicated to developing diverse content including printed books, e-books, chapters, and audiobooks—over 900 titles per year. This aims to cater to the constantly evolving behaviors and needs of readers, while delivering an accessible and lifestyle-relevant reading experience for audiences in the digital age.

**Media Distribution Business** – Expanded through nearly 100 Naiin Bookstores nationwide and enhanced consumer access via leading e-commerce platforms. The e-commerce business grew by 13.2%, demonstrating successful adaptation to the rapidly growing online market. The Company also focused on creating reading experiences through popular book fairs and increased its shareholding to 51% in Dek-D Interactive Co., Ltd., a leading platform in education, meeting the needs of modern youth and students. This expands the education market, providing comprehensive learning through online platforms and fairs.

**Media and Event Business** – Continued to organize major national fairs such as Baan Lae Suan Fair and Amarin Baby & Kids Fair, which are among Thailand’s largest and longest-running fairs. In addition, the Company has expanded into the concert business under “Sudsapda Entertainment,” which received positive feedback, reinforcing its potential in creating quality events to cater all lifestyles and age group. To strengthen and expand business opportunities, the Company established AME Imaginative Co., Ltd., for comprehensive advertising and event services.

**Digital TV Business** – Continuously developed informative and entertaining content via Amarin TV 34HD, combining in-depth news and comprehensive content with lifestyle programming to appeal to all audiences. The Company also expanded its online channels, now with over 60 million followers across platforms. The Company

also enhances its potential through synergy among its group companies to create powerful content that meets all the needs of modern viewers.

However, the country’s slow economic growth has affected the business sector, leading to a slowdown and reduced spending on advertising media. As a result, the group’s total revenue in 2024 was 4,167.43 million Baht, a 2.83% decrease from the previous year. However, the Company recorded a net profit of 76.33 million Baht (0.08 baht/share), with EBITDA of 429.89 million Baht. The Company’s cash, bank deposits, and cash-equivalent investments at the end of 2024 amounted to 1,448.61 million Baht .

Beyond operational and financial achievements, the Company is proud of its commitment to good governance. In 2024, it received a 5-star “Excellent” rating from the Corporate Governance Report of Thai Listed Companies by the Thai Institute of Directors (IOD) for the third consecutive year, and a perfect score in the AGM Quality Assessment by the Thai Investors Association for the seventh consecutive year, reflecting the Company’s commitment to conduct business with good governance, building trust and sustainable value for shareholders and society.

On behalf of the Board of Directors of Amarin Corporations Public Company Limited, I extend my sincere thanks to our shareholders, partners, alliances, government agencies, from all sectors for their continued support and trust, I would also like to express my gratitude to the executives and employees for their dedication, effort, and commitment to their duties, which is a crucial force driving the organization forward with stability. The company provides its assurance that it will continue to conduct business in accordance with the principles of good governance, with responsibility towards society, the environment, and all stakeholders, to foster strong and sustainable growth, thereby guiding the organization towards a stable and a prosperous future.



(Dr. Sumet Tantivejkul)  
Chairman

## Message from the Chairman of the Executive Committee



### To Our Shareholders, Amarin Corporations Public Company Limited

The year 2024 was a challenging year for all industries and business sectors, although the Thai economy expanded from the previous year, with key support from the recovery of the tourism and related service sectors, Thailand still faced several risks and limitations, including the contraction in private sector investment, high levels of household debt reflecting a slowdown in public consumption, and geopolitical tensions. These factors affected the media and advertising sectors, including Amarin Group. In 2024, Amarin Group had a total revenue of 4,167.43 million baht, a decrease of 2.83 percent from 2023, and a net profit of 76.33 million baht.

With the mission of being Thailand's "Knowledge Platform," Amarin Group is focused on driving its

business to create knowledge, wisdom, spark ideas and inspiration, and deliver maximum value and benefit to society at large. Amarin Group is determined to respond to rapid changes and effectively and appropriately to reach all target groups, while also fostering content innovation both internally within Amarin Group and externally, with its business partners, and organizing knowledge exchange activities. All of these are under the core objective of creating a learning society and moving towards becoming a leader in the ASEAN region.

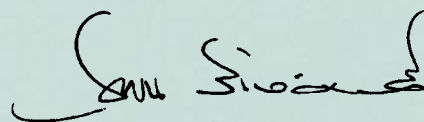
In the past year, Amarin Group further developed its business and expanded its network as Thailand's knowledge platform by increasing its shareholding in Dek-D Interactive Co., Ltd., a leading producer and

distributor of textbooks and educational media for youth, from 25.10 percent to 51 percent. This increase in shareholding in a business with the primary goal of enhancing knowledge for young people is intended to allow Amarin Group to play a significant role in the development of the nation's young generations, nurturing them to become a key force in leading the country towards success. Additionally, Amarin Group established AME Imaginative Co., Ltd. (AME) to enhance its media business capabilities across all channels, including online media, on-ground marketing communication activities, and traditional print media, to cover target groups of all ages and increase agility in all dimensions of service, reflecting its intention to be a true business-driving partner.

In addition to business growth and alliances with partners, Amarin Group is also committed to creating a Sustainability Pathway by applying and integrating ESG principles which are Environmental, Social, and Governance in all aspects of its business operations. In terms of the Environment, Amarin Group has implemented a solar power generation system to use renewable energy as a substitute for fossil fuels, and has also increased green space by over 8 rai along the Bangkok Noi canal to serve as a source for carbon dioxide absorption, creating a better environment and passing on a livable world to future generations. On the Social front, Amarin Group adheres to its

mission of being Thailand's "Knowledge Platform" by leveraging its knowledge to improve the quality of life for people and create central activity spaces for urban communities to promote participation and build good relationships within the community. In terms of Governance, Amarin Group conducts its business under the principles of good governance with integrity, transparency, and accountability to build trust and confidence among all stakeholders.

All of the aforementioned is a source of great pride for Amarin Group. On behalf of the Board of Directors, I would like to thank the Board members, the management team, and all employees for their concerted efforts in performing their duties to the best of their abilities with dedication and commitment to drive the business operations according to the planned strategies, creating confidence for all stakeholders under the principles of good corporate governance, transparency, and conducting business with responsibility towards society and the environment. Furthermore, I would like to thank our shareholders, customers, business partners, government agencies, and all stakeholders for their continued strong support of Amarin Group's business. We sincerely hope for your ongoing support so that Amarin Group can grow steadily and sustainably, generate long-term returns for shareholders, and create beneficial knowledge for the prosperity of the nation and Thai society in the future.



(Mr. Thapana Sirivadhanabhakdi)  
Chairman of the Executive Committee

## Report of the Audit Committee



**Dear Shareholders of Amarin Corporations Public Company Limited,**

The Audit Committee of Amarin Corporations Public Company Limited (“Company”) comprises four independent directors, all of whom were appointed at the Company’s general shareholder meeting and/or the Board of Directors’ meeting. All Audit Committee members have a three-year tenure. They also have all qualifications required by the Audit Committee Charter, which complies with guidelines issued by the Securities and Exchange Commission and the Stock Exchange of Thailand.

In 2024, the Audit Committee convened six meetings. Following each meeting, the Audit Committee reported meeting results to the Board of Directors. Meeting

attendance of each Audit Committee member was as follows:

**Associate Professor Dr. Somchai Phagaphasvivat**

- Chairman of the Audit Committee
- Attended all six of the six meetings

**Professor Dr. Nantawat Boramanand**

- Member of the Audit Committee
- Attended all six of the six meetings

**Mr. Suwit Chindasanguan**

- Member of the Audit Committee
- Attended all six of the six meetings

**Mr. Ruth Chaowanagawi**

- Member of the Audit Committee
- Attended all six of the six meetings

In every meeting, the Audit Committee invited executive directors, top-level executives, and relevant figures to attend the meetings to provide additional information on key issues so as to increase the effectiveness and efficiency of its audits. Moreover, the Audit Committee also convened one meeting with the Auditor, without the presence of the Management and the Internal Audit Department, for independent discussions on tasks crucial to the preparations of financial statements, opinions, and also the work scope, plans, and annual audit guidelines for the Auditor. To assess the Internal Audit Department's operational performance and work quality, the Audit Committee also conducted independent meetings with Management, excluding the Internal Audit Department's presence. . The Audit Committee's work in 2024 can be summarized as follows:

### **1. Reviewing the accuracy of the Company's financial statements and the adequacy of its data disclosure**

The Audit Committee ensured, through supervision, that the Management prepared financial statements within a proper time-frame. Also, it reviewed material information of quarterly and annual financial statements 2024 of the Company and its subsidiaries, key issues related to accounting policies, unusual and important transactions, transactions with potential conflict of interest, connected transactions, observations of the Auditor and the Internal Audit Department, and the disclosure of information in the Notes to the Company and its subsidiaries' financial statements that were audited and certified by the Auditor. The review process included meetings with the Chief Executive Officer, executives from the Finance and Accounting Department, the Internal Auditor, and the Auditor so that the Audit Committee could listen to their explanations. The review ensured that financial statements were accurate, transparent, complete, reliable, accompanied by notes containing adequate data disclosure, and in accordance with financial reporting standards prior

to obtaining approval from the Audit Committee. The quarterly financial statements were also presented to the Board of Directors for further approval while the financial statements for the year ending on 31 December 2024 were submitted to the Board of Directors to consider and forward to an ordinary shareholders' meeting for endorsement.

The Audit Committee agreed with the Auditor's opinion that the Company's internal control system was good enough to provide assurances that the Company's financial statements had been prepared in accordance with generally-accepted accounting principles and they accurately presented the Company's financial position and performance in all material respects, with sufficient and timely date disclosure for the benefits of shareholders, investors, and financial statement users.

### **2. Reviewing Internal Control System**

The Audit Committee reviewed the adequacy of the internal control system based on the Internal Audit Department's report under approved work plan. It was in line with the Report of the Auditor. According to the Auditor, there was no material weak point / flaw. Therefore, the Auditor did not issue any special remark on the Company's financial statements or internal control.

In 2024, the Audit Committee was of the opinion that the Company's internal control system was adequately appropriate and efficient for its current business operations. The committee did not find any issue that might materially affect the Company's operations.

### **3. Reviewing the Company's Internal Audit**

The Audit Committee assessed the Internal Audit Department's effectiveness by reviewing its mission, scope of work, job responsibilities, independence, workforce, and budget. Also, the committee reviewed the Internal Audit Charter to ensure it was appropriate, up-to- date, and in accordance with the Stock Exchange of Thailand's Internal Audit Guidelines. In

addition, the Audit Committee supervised internal audits to ensure their effectiveness and their independence by approving the annual audit plan and monitoring implementation on a quarterly basis. Also, it continuously provided opinions/recommendations and followed up with corrections related to material topics. The Audit Committee, moreover, supported internal audit quality improvement by encouraging internal-audit staff to attend training courses that would enrich their work-related knowledge and skills for greater work efficiency.

The Audit Committee had the opinion that the Company's internal audits in 2024 were adequate, appropriate and effective; that the Company had continuously raised internal audit quality in terms of both personnel and compliance with international standards; and that the Internal Audit Department had fulfilled established goals.

#### **4. Reviewing Compliance with Laws, Regulations and Policies**

The Audit Committee reviewed and governed the Company and its subsidiaries to ensure their compliance with laws, regulations and policies, and operations that comply with securities and exchange laws, requirements laid down by the Securities and Exchange Commission as well as the Stock Exchange of Thailand, and laws related to the Company's businesses.

The Audit Committee did not detect any indicator suggestive of non-compliance with and / or violations against laws, regulations, policies or requirements set by relevant authorities, which include personal data protection law and the Company's Corporate Governance Policy as well as Business Code of Conduct.

#### **5. Reviewing Corporate Governance**

The Audit Committee encouraged the Company and its subsidiaries to operate their businesses in accordance with the principles of good corporate governance.

The Company's Corporate Governance Committee is in charge of supervising its corporate governance, with scope of work and job responsibilities resonating with the CG Code. Multiple whistleblowing channels were in place for employees, customers and other stakeholders to provide tip-off or information on corruption, abuse of authority, breach of Business Code of Conduct, and human right violations. There was also a unit assigned to address complaints properly and transparently, with appropriate whistleblower protection included.

The Audit Committee had the opinion that the Company had continuously improved its corporate governance to achieve greater work efficiency and strived to build the confidence of all stakeholder groups.

#### **6. Acknowledging Risk Management**

The Sustainability and Risk Management Committee presented the report on risk management policy, work plans, and guidelines to manage risks that might affect the Company's operations namely strategic risks, operation risks, financial risk, compliance risk, Sustainability Development Policy that was designed to lower risks to business operations in the long run, and emerging risks that might affect operations in the future for the Audit Committee to acknowledge at the Audit Committee's meeting No. 5/2024.

#### **7. Auditing and Issuing Opinions on Connected Transactions, Transactions with Potential Conflict of Interest, Material Transactions, and Data Disclosure**

The Audit Committee reviewed the appropriateness of methods used in conducting connected transactions during 2024, material transactions, and transactions with potential conflict of interest with these transactions included as an agenda item at its meetings. The Audit Committee examined details and determined the reasonableness of the transactions based on transparency, accuracy, and the best interest of the Company and stakeholders. Also, the Audit Committee

through reviews ensured the disclosure of complete and accurate data in compliance with the requirements laid down by the Office of Securities and Exchange Commission and the Stock Exchange of Thailand.

The Audit Committee had the opinion that transactions done in 2024 were reasonable and in the best interest of the Company's operations, and that data was disclosed completely and accurately.

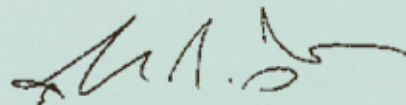
#### **8. Selecting, Nominating, and Proposing Remuneration for the Auditor by Making the Recommendation to the Board of Directors Prior to Seeking Approval from the Company's Ordinary Shareholders Meeting**

The Audit Committee selected the Auditor in 2024 based on independence, audit profile, skills, abilities, experiences as well as the reasonableness of audit fee. Based on this guideline, the Audit Committee proposed that the Board of Directors approve and seek endorsement from the Annual General Meeting of Shareholders 2024 for the appointment of a certificated public accountant from KPMG Phoomchai as the Company's Auditor for 2024.

#### **9. Reviewing and Revising the Audit Committee Charter**

The Audit Committee has reviewed and revised the Audit Committee Charter every year so as to ensure it is still in line with announcements and guidelines issued by not just the Securities Exchange Commission, but also the Stock Exchange of Thailand. The Audit Committee has fully carried out its duty based on the charter, which was approved by the Board of Directors, and constantly used knowledge, abilities, and independence in forming opinions and recommendations to continuously facilitate the works of the Management and directors.

In summary, the Audit Committee fully and independently fulfilled its duty in accordance with the Audit Charter as assigned by the Board of Directors in 2024. The Audit Committee had the opinions that the Company's corporate governance, internal control system and internal audit were appropriate, efficient, adequate; that the Company's operations were done in the best interest of shareholders fairly and equally, free from any conflict of interest; and that executives had honestly carried out their duty.



(Associate Professor Dr. Somjai Phagaphasvivat)  
Chairman of the Audit Committee

# Report of the Sustainability and Risk Management Committee



**Dear Shareholders of  
Amarin Corporations Public Company Limited,**

In 2024, the Sustainability and Risk Management Committee (SRMC) that comprised four of the Company's directors convened two meetings. Attendance of each committee member was shown below:

**Mr.Pramoad Phornprapha**

- Chairman of the Sustainability and Risk Management Committee
- Attended two of all two meetings.

**Dr.Nithinart Sinthudeacha**

- Member of the Sustainability and Risk Management Committee
- Attended two of all two meetings.

**Mr. Ruth Chaowanakhawee**

- Member of the Sustainability and Risk Management Committee
- Attended two of all two meetings.

**Mrs.Tongjai Thanachanan**

- Member of the Sustainability and Risk Management Committee
- Attended two of all two meetings.

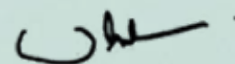
In 2024, the Sustainability and Risk Management Committee formulated AMARIN Group's Sustainability Policy and Risk Management Policy, as well as evaluated the group's risk appetite. Also, the committee prepared Sustainability and Risk Management Framework,

corporate strategies and guidelines for the Management as assurances that the group's sustainability and risk management process evaluated, addressed, and monitored relevant factors with effectiveness and efficiency. Key performance of the committee in the past year can be summarized as follows:

- **Recommendation:** Recommending the Management to clearly define the scope of sustainability and risk management with proactive management approach in place in support of the group's long-term stability;
- **Sustainability:** Recommendation has been provided to the Management to adjust sustainability management approach and categorize sustainability tasks and concepts across Environment, Social, and Governance dimensions. In Social Dimension, sustainability efforts have expanded to include all stakeholders and clearly identify those stakeholders. This includes internal stakeholders who are shareholders and employees. External stakeholders are customers, business partners, communities, etc. Stakeholder prioritization was also recommended to support sustainability management plans for each stakeholder group. Systematic monitoring and evaluating result were also put in place to create strong immunity for long-term business operations;

- **Risk Management:** Reviewed the entire group's risk management framework, and categorizing risks into Strategic Risk, Operational Risk, Financial Risk, and Compliance risks categories. Also, the Management was required to specify risk-identification criteria, risk levels, and risk appetite for the Sustainability and Risk Management Committee to approve. Additionally, the committee was in charge of reviewing internal and external risk factors, as well as risk levels, and monitored the implementation of relevant risk management plans. This is to ensure that AMARIN Group has manages risks efficiently, effectively, and appropriately in response to emerging business factors and changing situations; and
- Review and revise the Sustainability and Risk Management Committee Charter for submission to the Board of Directors to consider and approve in support of their performance of duties.

The Sustainability and Risk Management Committee had the opinion that in 2024, the Company had sufficiently and appropriately prepared sustainability and risk management plans. These plans are being implemented continuously and efficiently in accordance with good corporate governance.



(Mr.Pramoad Phornprapha)  
Chairman of the Sustainability  
and Risk Management Committee

## Report of the Corporate Governance Committee



### Dear Stakeholders,

In the fiscal year 2024, the Corporate Governance Committee, which consisted of independent directors and other directors listed below, convened three meetings with results reported to the Board of Directors for acknowledgement. The meeting attendance of each Corporate Governance Committee's member and the summary of its work during the aforementioned fiscal year were as follows:

#### Mr. Suwit Chindasanguan

- Chairman of the Corporate Governance Committee
- Attended all three of the three meetings

#### Mr. Nararat Limnararat

- Member of the Corporate Governance Committee
- Attended all three of the three meetings

#### Prof. Dr. Nantawat Boramanand

- Member of the Corporate Governance Committee
- Attended all three of the three meetings

#### Dr. Nithinart Sinthudeacha, Member of the Corporate

- Governance Committee
- Attended all three of the three meetings

In addition to convening its meetings, the Corporate Governance Committee also arranged for a meeting of independent directors and non-executive directors without the presence of any executive director or an executive of Amarin Corporations Public Company Limited and subsidiaries in accordance with the Stock Exchange of Thailand's good corporate governance principles. This meeting was held for participants to exchange information on the Management's

performance, acknowledge problems / obstacles, and approve their independence. Results of the meeting were summarized and presented, along with recommendations, to the Board of Directors.

The Corporate Governance Committee is committed to supervising the Company's business operations on the basis of transparency, good corporate governance, and responsibility to stakeholders, society, and the environment. In 2024, the Company strictly complied with all applicable laws related to its business operations. It also reviewed and revised its Corporate Governance Policy, Business Code of Conduct, and charters of its Board of Directors and all subcommittees in line with good corporate governance principles on a regular basis. As the Company has continuously carried out its operations with determination and dedication under the guidance of the Corporate Governance Committee, its development or self-improvement has been publicly recognized. "The Corporate Governance Report for Thai Listed Companies (CGR) 2024 )" by the Thai Institute of Directors (IOD) shows the Company has won "Excellent Rating" for three consecutive years. The Company has also received full marks for annual general meeting of shareholders' quality for seven years in a row. In 2024, the Corporate Governance Committee's key performance was as follows:

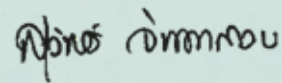
1. Monitoring laws, regulations, notifications, and rules issued or amended in 2024, including personal data protection law; listening to opinions on relevant authorities' draft or revised regulation / notification that would apply to the Company; and making recommendations for the Management and relevant departments to ensure their compliance. For example, the committee monitored proposed changes to the Office of Securities and Exchange Commission's (SEC) and the Stock Exchange of Thailand's (SET) regulations on material transactions and related party transactions / connected transactions.
2. Reviewing and revising the Corporate Governance Policy based on the Corporate Governance Code for Listed companies 2017 ("CG Code"). In addition, the committee recommended that the Company's 56-1 One Report disclose alternative measures used by the Company's Group in its business context where full compliance with CG Code was not possible.
3. Monitoring to ensure that directors, executives, and employees complied with the Company's Corporate Governance Policy and Business Code of Conduct. For example, the Corporate Governance Committee required them to update their shareholding percentage and status of interest / conflict of interest every year. Moreover, the Corporate Governance Committee followed up to ensure key guidelines related to Corporate Governance Policy, Business Code of Conduct, and Anti-Corruption Policy were communicated to executives and employees on a regular basis for full understanding and strict compliance. In addition, it issued a policy for the Human Resources Department to integrate this topic into the orientation of the Company's new employees. The department was required to report implementation results to the Corporate Governance Committee's meetings too.
4. Coordinating and contributing to the disclosure of corporate governance data in 56-1 One Report in accordance with the new criteria of the IOD's "CGR Project", which became effective in 2023, so as to underline the Company's commitment to good corporate governance.
5. Evaluating the performance of the Board of Directors and all subcommittees on both as-a-whole and individual basis in 2023 and reporting results to the Board of Directors. The evaluation results were also shown in 56-1 One Report. Not only that these results were used as a framework for the audit of the

Board's and subcommittees' performance in support of efforts to improve the Board's performance, but they also set standards for the Board's performance.

6. Supporting and upholding minor shareholders' right to equitable treatment by enabling them to nominate candidates to the posts of directors, propose agenda items for general meetings of shareholders, and submit questions to be raised at the Annual General Meeting of Shareholders 2024. Through supervision, the committee ensured material information was disclosed to shareholders in accordance with regulatory requirements via the SET news platform as well as the Company's website, which offered equal access to all shareholders.

7. Reviewing and improving the Charter of the Corporate Governance Committee as well as the charters of all subcommittees that will take effect in 2025 as assurances that all charters comply with the Office of SEC Corporate Governance Code and IOD recommendations.

Amarin Corporations Public Company Limited emphasized importance to enterprise-wide systematic business operations, tangible corporate governance standard, and business sustainability with a strong emphasis on integrity, transparency, and accountability. Thanks to cooperation from directors, executives and employees, such focus was achieved in the best interest of the Company and its shareholders and with considerations for stakeholders, society, and the environment.



(Mr. Suwit Chindasanguan)

Chairman of the Corporate Governance Committee

## Report of the Nomination and Remuneration Committee



**Dear Shareholders of  
Amarin Corporations Public Company Limited,**

The Nomination and Remuneration Committee consists of three members, including two independent directors. This composition complies with the committee structure outlined in its charter. In 2024, the Nomination and Remuneration Committee held a total of two meetings to screen candidates for director nomination and to review the remuneration of the Company's directors and senior executives. Additionally, the committee proposed the policy to provide fair, transparent, and appropriate remuneration and other benefits to directors, senior executives, and employees, ensuring alignment with their responsibilities and the Company's operating results. The meeting attendance of the Nomination and Remuneration Committee members are as follows:

**1. Mr. Pramoad Phornprapha**

- Chairman of the Nomination and Remuneration Committee
- Attended all two of two meetings

**2. Mr. Suwit Chindasanguan**

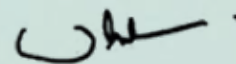
- Member of the Nomination and Remuneration Committee
- Attended all two of two meetings

**3. Mr. Nararat Limnararat**

- Member of the Nomination and Remuneration Committee
- Attended all two of two meetings

The Nomination and Remuneration Committee carried out its duty as assigned by the Board of Directors, with a focus on corporate governance principles for the best interests of the Company and all groups of its stakeholders. The key work of the Nomination and Remuneration Committee in 2024 can be summarized as follows:

- Reviewing candidates to be nominated to the posts of directors at the Annual General Meeting of Shareholders 2024 and offering shareholders an opportunity to nominate candidates too. However, no shareholder recommended a candidate to the Company within the deadline. The Nomination and Remuneration Committee, as a result, proposed that directors who just completed their tenure be given another term because they were qualified for the posts in line with applicable laws and regulations, had proper competence, skills, knowledge, abilities and experience, as well as already demonstrated their good performance as directors. The Board of Directors and the general meeting of shareholders approved the proposal
- Determining the remuneration of directors and committee members in 2024, setting the remuneration budget at 7,000,000 baht, which was equivalent to the 2023 budget. Taken into account were their job responsibilities and the rates given by listed companies having the same size in the same industry.
- Considering the Board Skills Matrix for the Company's Board of Directors to achieve Board Diversity and ensure board members' abilities aligned with the Company's business strategies. The Board of Director approved the Board Skills Matrix for 2025, which is similar to that of 2024. Skills outlined in the matrix resonate with the Company's business operations.
- Evaluating the performance of the Nomination and Remuneration Committee as a whole for the fiscal year 2024 to gather insights for enhancing its effectiveness, and reviewing its charter to ensure its appropriateness, alignment with the current situation, and compliance with good corporate governance principles.



(Mr. Pramoad Phornprapha)  
Chairman of the Nomination and  
Remuneration Committee

## Report of the Executive Committee



### To Our Shareholders, Amarin Corporations Public Company Limited

For the year 2024, the Executive Committee, composed of non-executive directors and executive directors as listed below, held 12 meetings. Details of the directors' meeting attendance and a summary of their duties for the year are as follows:

#### 1. Mr. Thapana Sirivadhanabhakdi

- Chairman of the Executive Committee
- Attended 12/12 meetings.

#### 2. Mr.Nararat Limnarat

- Vice Chairman of the Executive Committee
- Attended 12/12 meetings.

#### 3. Mr. Khumpol Poonsonee

- Executive Director
- Attended 12/12 meetings.

#### 4. Mr.Siri Bunpitakgate

- Executive Director
- Attended 12/12 meetings.

#### 5 Mr.Amorn Ungsakulpreecha

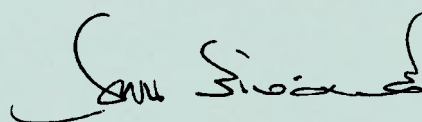
- Executive Director
- Attended 11/12 meetings  
(1 absence due to illness)

#### 6. Mr.Jeremiah Pitakwong

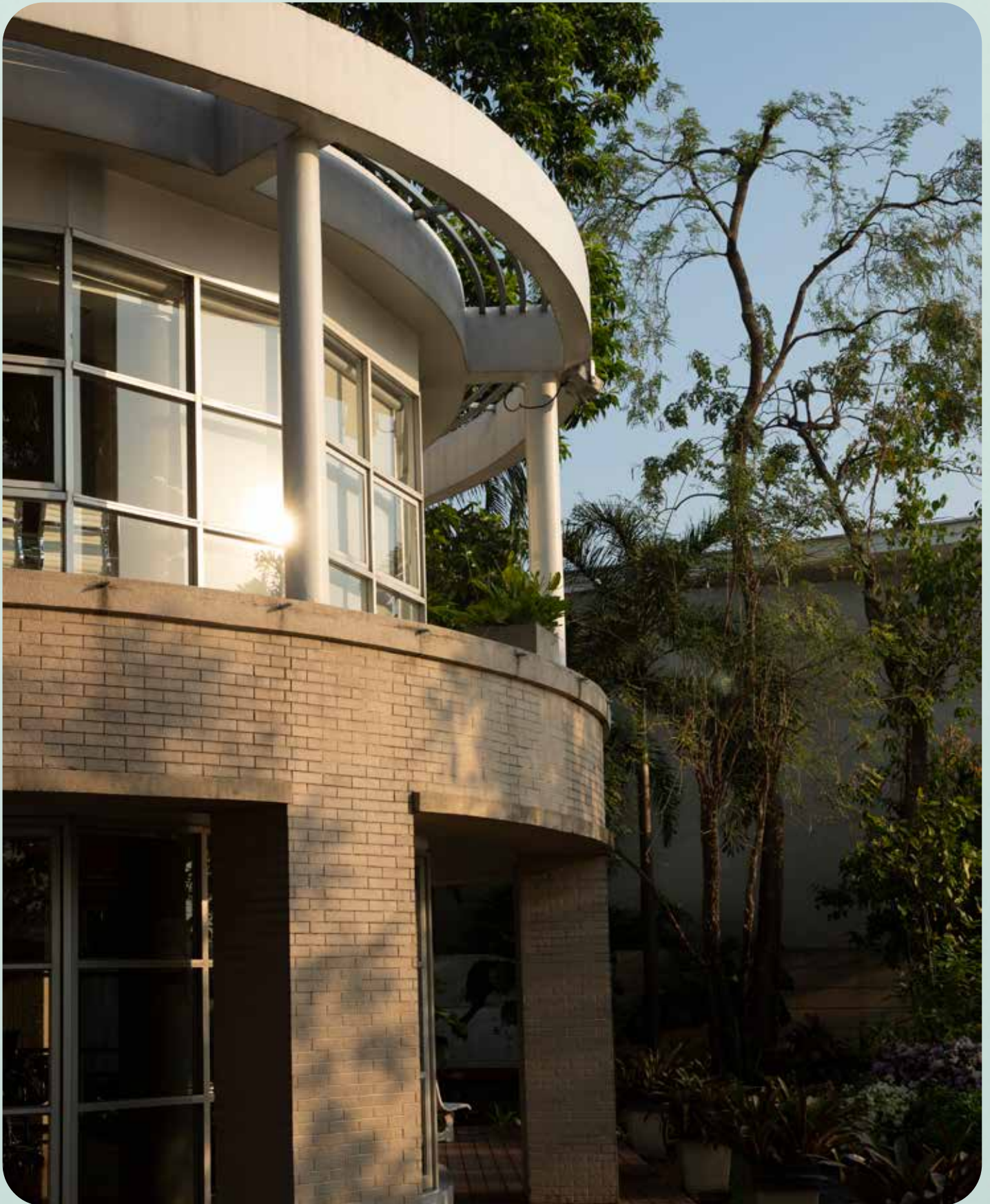
- Executive Director
- Attended 12/12 meetings.

The Executive Committee has performed its duties as follows:

- Regularly monitors the operating results of the Company and its subsidiaries on a monthly basis to report to the Board of Directors quarterly or immediately upon the occurrence of significant events affecting the business of the group companies. It also oversees the management to assess and manage the financial position of the Company and its subsidiaries to ensure financial stability and sufficient liquidity for business operations. It also acknowledges problems and obstacles in business operations or organizational management and provides recommendations, solutions, or adjustments to business strategies to align with economic conditions, market conditions, and competition appropriately according to changing environmental factors, to ensure that the operations of the group companies proceed smoothly and can achieve the set goals.
  - Considers, refines, and provides opinions on significant transactions related to the operations and management of the Company and its subsidiaries, which must be approved by the Board of Directors and/or the shareholder's meeting of the Company and its subsidiaries.
  - Considers, refines, and approves expenditures for investments, financial transactions with financial institutions as proposed by the management within the approved budget and the authority granted by the Board of Directors, as well as entering into various transactions to support the management and operations of the Company or its subsidiaries to be efficient and appropriate to the business situation.
  - Monitors and provides beneficial recommendations for the management of the organization to ensure that the operations of the group companies for the year 2024 are in accordance with the strategies, plans, and budget approved by the Board of Directors. It also oversees and monitors the management to prepare strategies, plans, and budgets for the accounting year 2025, including the 3-year long-term goals and strategies, for the Executive Committee to consider and provide opinions before presenting them to the Board of Directors for approval.
  - Evaluates the performance of the Executive Committee for the year 2024 to obtain information for improving the efficiency of its duties, and reviews the appropriateness of the Executive Committee's Charter to be in line with good corporate governance principles and relevant changing environmental factors.
- In summary, for the year 2024, the Executive Committee has exercised its knowledge and capabilities with prudence, caution, integrity, and with the best interests of the Company in mind. It has fulfilled its duties in considering, reviewing, supervising, and providing recommendations on significant matters related to the business operations and organizational management of the Company and its subsidiaries, as assigned by the Board of Directors. These have been undertaken to support the group companies' achievement of their planned operational results including both short-term and long-term goals, thereby building confidence among shareholders and all stakeholders.



(Mr. Thapana Sirivadhanabhakdi)  
Chairman of the Executive Committee



## / The Board of Directors



**Associate Professor  
Dr. Somchai Phagaphasvivat**

- Independent Director
- Chairman of the Audit Committee



**Dr. Sumet Tantivejkul**

- Chairman



**Professor Dr.  
Nantawat Bormanand**

- Independent Director
- Member of the Audit Committee
- Member of the Corporate Governance Committee



**Mr. Ruth Chaowanagawi**

- Independent Director
- Member of the Audit Committee
- Member of the Sustainability and Risk Management Committee



**Mr. Suwit Chindasanguan**

- Independent Director
- Chairman of the Corporate Governance Committee
- Member of the Audit Committee
- Member of the Nomination and Remuneration Committee



**Mr. Pramoad Phornprapha**

- Independent Director
- Chairman of the Nomination and Remuneration Committee
- Chairman of the Sustainability and Risk Management Committee



**Dr. Nithinart Sinthudeacha**

- Independent Director
- Member of the Corporate Governance Committee
- Member of the Sustainability and Risk Management Committee



**Mr. Thapana Sirivadhanabhakdi**

- Vice Chairman\*
- Chairman of the Executive Committee



**Mr. Nararat Limnararat**

- Director \*
- Vice Chairman of the Executive Committee
- Member of the Corporate Governance Committee
- Member of the Nomination and Remuneration Committee



**Mrs. Tongjai Thanachanan**

- Director
- Member of the Sustainability and Risk Management Committee



**Mr. Siri Bunpitukgate**

- Director\*
- Executive Director
- President



**Mr. Khumpol Poonsonee**

- Director \*
- Executive Director

**Note** \*Authorized Director

## / The Executive Committee



**Mr. Thapana Sirivadhanabhakdi**  
• Chairman of the Executive Committee



**Mr. Nararat Limnarat**  
• Vice Chairman of the Executive Committee



**Mr. Siri Bunpitukgate**  
• Member of the Executive Committee  
• President



**Mr. Jeremiah Pitakwong**  
• Member of the Executive Committee  
• Group Chief Operating Officer



**Mr. Khumpol Poonsonee**  
• Member of the Executive Committee



**Mr. Amorn Ungsakulpreecha**  
• Member of the Executive Committee  
• Group Chief Financial Officer

## / Advisor to the Executive Committee

### The Executive Committee of Amarin Corporations Public Company Limited

- **Mr. Siri Bunpitukgate**  
President
- **Mr. Jeremiah Pitakwong**  
Group Chief Operating Officer
- **Mr. Amorn Ungsakulpreecha**  
Group Chief Financial Officer
- **Ms. Ussanee Viratkaphan**  
Managing Director, Publishing Business



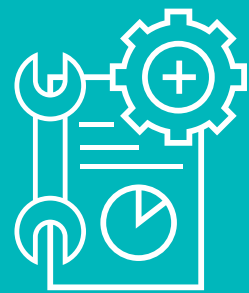
**Mrs. Metta Utakapan**  
Advisor to the Executive Committee

### Subsidiary Management Team

- **M.L. Luesak Chakrabandhu**  
Managing Director of Amarin Book Center Co., Ltd.
- **Mr. Pak Sengpanich**  
Assistant Managing Director, Amarin Book Center Co., Ltd.
- **Ms. Thanasorn Jirayuwattana**  
Deputy Managing Director – Marketing and Sales Amarin Television Co., Ltd.
- **Mrs. Pattira Palawatvichai**  
Deputy Managing Director – Business Development Amarin Television Co., Ltd.

# Businesses

and Operating Results



# Structure and Operations of AMARIN Group

# 1

## 1.1 Business Policy and Overview

Amarin Corporations Public Company Limited (“Company” or “AMARIN”) has successfully transformed into an omni-media company comprising its respective platforms: On Print, Online, On Air, On Ground, and On Shop which have been developed continuously with the aim to deliver precious experiences to people in every phase of their lives for the happiness and prosperity of the society in line with its founder’s mission.



### ON PRINT

**Magazines, books, and the printing house: “Quality” is at heart.**

- **Quality printing services**

AMARIN has created a comprehensive range of quality printing services while continuously developing technology to blend prints into various new media in the digital age to meet customers’ needs down to the details, establishing itself firmly as the ultimate omni-media company, and delivering precious experiences to people in every phase of their lives.

- **Urgent printing services**

AMARIN's Digital Printing Service (D-print) initially fulfills the dream of those who order small prints. While printing volume is small, quality is high. It supports self-publishing by offering a lower cost and shorter

production time both during pre-publishing and post-publishing periods. D-print, moreover, is accompanied by a one-stop service that demonstrates AMARIN's solid standard, which integrates special techniques to add value for prints.

**Special color prints:** Special inks (Green, Orange, Violet, White, and Fluorescent Pink) for color- up or any print featuring violet, orange, green white and fluorescent pink themes.

**Coating for enhanced durability:** Protected prints with a plastic coating including matte lamination, gloss lamination, and soft touch lamination to color up prints and covers for distinctive textures and appealing touch which can be easily cleaned.

**More realistic with added texture:** Special techniques make prints distinctive with various textures added for the post-printing process, such as, soft like rubber, rough like sand, raised like Braille, glossy like Spot UV, luxury like foil, or differentiated with Die-cut, perforation or folding.

- 9 layers for raised gimmicks
- Foil Stamping
- Debossing and Embossing
- Digital Die-cut

**Mosaic:** Special prints can be created for a customer’s important person from an image sized 20x20 cm. to 500 unique art prints at most.

**Variable data and Run number:** Prints involving personal identity or valuable vouchers requiring privacy and high security printing.

**One Shot or Sandwich Technique:** The special technique for different materials such as plastic, stickers, or metallized paper.

**Raised Print Special Effect:** Printing with transparent ink for a texture similar to Spot UV.

**Invisible Red** special printing techniques with content glowing under black light

- **Packaging printing services**

AMARIN's printing house uses advanced machines for the manufacturing of premium packaging to support large orders and respond quickly to customers' needs.

- **Content creation services**

AMARIN's Creatia offers a full range of print and digital media production services, which suit all requirements for both organizations and individuals dreaming of having their own content and looking for a professional content creator who truly understands and meets their needs under AMARIN's quality and standards with over 15 years of experience in full-scale content creation, which guarantees that Creatia team can serve customers in every step from conceptualization, content arrangement, photography, design, printing, delivery, and close consultation throughout the entire production process by the professional.

- **Publishing houses**

Publishing houses under AMARIN's group have released books to comprehensively respond to the interest of all types of readers. According to three major book genres there are Lifelong Learning, Kids and Entertainment. At present, AMARIN has 16 publishing houses namely: Praew Publishing, Piccolo Publishing, Prism Publishing, Words Publishing, Pages 3 Publishing, Springbooks Publishing, Amarin HOW - TO Publishing, Sophia Publishing, Amarin Kids Publishing, Arun Publishing, Rose Publishing, Levon Publishing, Peony Publishing, Lilac Publishing, Camellia Publishing, and Pine Publishing.

- **Magazines**

AMARIN is the ultimate leader of the lifestyle magazine industry covering home décor, fashion, health, and family content. With its strong aspiration to produce quality magazines since 1976, Currently, it has published four magazine titles in response to readers' needs, which are Baan Lae Suan , Praew, Cheewajit and National Geographic Thai language.

## ONLINE

### **Solid expertise and experience in producing content for all types of digital media**

AMARIN is a leading media and online community conglomerate in Thailand who attracts more than 10 million visitors on its website and social media platforms. In addition, its eight websites alone have garnered over 200 million page views. Riding on its audiences' trust, AMARIN's digital media have become important marketing platforms for marketers trying to reach women, men, health lovers, moms and kids, as well as home-décor lovers. Moreover, it has recognized the importance of targeted marketing and implemented a data management platform for publishers to analyse reading behaviors along with audiences' data collection to develop content relevant to those and help marketers present relevant products to their target groups at the right time and with greater efficiency.

## ON GROUND

### **Organizing quality fairs and events with professional expertise**

- **Fairs**

With leading and trustworthy lifestyle advertising media of Thailand, AMARIN has expanded its marketing services to events and fairs, which has received positive feedback from both consumers and marketers.

Highly popular fairs of AMARIN include Baan Lae Suan Fair, Amarin Baby & Kids Fair and others such as Kindee Yuudee, Sudsapda Shopping Market, Thailand Food Show, and Explorers Fair.

AMARIN has experienced and professional teams which foster strong trust among customers as always. The Company is committed to organizing fairs that effectively fulfills customers' needs with professionalism

- **Training & Seminars**

Amarin Academy is a business unit for providing training and seminars for new entrepreneurs who are looking for knowledge useful to further efficient business development. Amarin Academy has held

seminars for the group of restaurant entrepreneurs and reached more than 1,000 attendees. Apart from regular training, Amarin Academy has also offered on-site training to interested companies and SMEs.

- **Event Services**

With more than 19 years of experience in marketing activities and its well-recognized events and fairs, AMARIN Group has gained trust from government agencies and private entities for organizing press conferences, exhibitions, dealers' reception, conferences, seminars and others. Amarin Creative & Event has provided quality event services catering to customers' needs comprehensively and efficiently under the business philosophy "As Quality Work is Our Speciality"

## ON AIR

### Amarin TV 34HD: Creative TV Station That "Fuels Ideas, Fulfills Imagination"

Amarin TV is a digital terrestrial TV station in the HD category operated by Amarin Television Company Limited, widely known as "Amarin TV 34HD". The station presents news, entertainment and knowledge to viewers nationwide round-the-clock. Ranked among Thailand's top 10 popular TV channels with a variety of programming such as "Tub Toh Kao" listed in a Top 3 news programme in Thailand's digital TV industry under the concept of "Real Life Entertainment", Factual Entertainment Programs like "Kor Kon Kanthep", and "The Asia Hunter", which attained high popularity. Amarin TV 34HD also broadcasts sports programs such as "Amarin Super Fight: Suek Chang Muay Thai Kiatpetch" and other variety shows in response to viewers' diverse tastes, such as, "Chang Prajam Ban" or those who are interested in home maintenance, food programs like "Cheeppajorn Long Pung" and "Tam Amphoe Chan" including a tourism program like "Suptar Pa Talui" and quality series produced by Thailand's leading producer "Change 2561". Amarin TV 34HD is determined to further expand the diversity of its quality programs to better meet audiences' needs in pursuit of increasing popularity and warmer responses from viewers nationwide.

## ON SHOP

### Full range of offline and online sales channels

- **Naiin shops**

Amarin Book Center Company Limited, a subsidiary of Amarin Corporations Public Company Limited, has opened "Naiin" bookstores with the aim to establish close ties with readers and distribute knowledge across communities. Throughout its operation, Amarin Book Center has conducted its businesses in response to market's needs. It has also constantly enhanced its support division's work systems, IT system, warehousing and delivery systems to ensure its service availability, which leads to a leading publication distributor in Thailand.

- **Distribution Business**

Amarin Book Center Company Limited is a distributor of books, pocketbooks, and Thailand's leading magazines by supplying products within AMARIN's publishing houses and more than 500 other leading publishers. The firm has retailed books through various sales channels such as top bookstores nationwide, online platforms, schools, government agencies, and leading private organizations. Its products cover books, magazines, E-Books, and E-Magazines. In the past, the Company has expanded its production line and distribution to include mathematics and English textbooks for primary school students which are developed under the guidelines of Thailand's learning management with top educational standards. The approach will be helpful to learn other subjects in the future, as the firm aims to deliver knowledge, entertainment, creativity, and inspiration through curated quality media to Thai society.

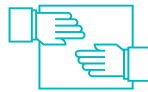
Additional information is listed under the topic "Products and Services" on the Company's website, [www.amarin.co.th](http://www.amarin.co.th).

### 1.1.1 Vision, Mission, and Goal



## Vision

To be a pride of Thais and to win acceptance across ASEAN for delivering experience and quality of life that breathe happiness and prosperity into society via a comprehensive range of creative knowledge and entertainment.



## Mission

We work for the happiness and prosperity of society.



## Sustainable Organization Strategy

Nurturing the environment through green procurement, resource efficiency, and environmental conservation

Fostering good society through products and services

Delivering value to all parties involved right from those engaged in production process to end consumers

Upholding good economy / good corporate governance through fair operations, transparency, and business ethics



## Goal

To be Number One Omni Media – Omni Channel That Delivers Precious Experience to People in Every Phase of Their Lives To be Thailand's Leading Knowledge Platform That Fosters Learning Society on Sustainability Path

### 1.1.2 Milestones

1976

"AMARIN" was founded by "Mr. Chukiat Utakapan" together with his friends and a few employees, he set up Warasarn Baan Lae Suan Partnership Limited to publish a house and garden magazine titled "Baan Lae Suan". The first issue of "Baan Lae Suan" hit the market in September 1976. Initially, his partnership relied on an external printing house for printing services. Later, he set up "Amarin Printing Partnership Limited" to operate a printing house in support of magazine production.

1993

Renamed as "Amarin Printing and Publishing Public Company Limited", the business was listed on the Stock Exchange of Thailand (SET) on 15 June 1993 under the stock name, AMARIN. In the same year, "Amarin Book Center Company Limited" ("ABOOK") was incorporated to handle publication distribution. It also established a retail brand, "Naiin."

2012

AMARIN expanded its businesses to the TV industry through its subsidiary, "Amarin Television Company Limited" ("AMTV"), operating a digital TV business under the name "Amarin TV 34HD".

2022

**12 October 2022:** ABOOK, a subsidiary of AMARIN, acquired 25.10 percent of Dek-D Interactive Co., Ltd. (DDI)'s shares, operating an educational business, a content-service business through various platforms, and an advertising business on its main website, [www.dek-d.com](http://www.dek-d.com). Since it has possessed extensive knowledge, experience and expertise in its fields along with having a clear customer base.

2023

**24 May 2023:** AMARIN's corporate name was changed to "Amarin Corporations Public Company Limited."

2024

**30 April 2024:** AMARIN were held 90.59 percent of its already-issued shares by the Adelfos group through Vadhanabhakdi Company Limited, Sirivadhanabhakdi Company Limited, and Siribhakditham Company Limited.

**18 June 2024:** AMARIN established AME Imaginative Company Limited as its subsidiary and held a 99.99 percent share in the company with the registered capital of Baht 50.00 million (500,000 ordinary shares, with the par value of 100 Baht per share). AME Imaginative has already collected 25 percent of share payment, raising Baht 12.50 million to support the expansion of its advertising space sales, ad design, ad printing, and related services, as well as its entertainment businesses that cover exhibitions, fairs, concerts, seminars and sport events.

**1 July 2024:** ABOOK purchased 2,878 more shares of DDI, equivalent to 25.9 percent of DDI's already-issued and paid-up shares, for Baht 30.00 million. Following this transaction, AMARIN's stake in DDI rose to 51.0 percent of DDI's already-issued and paid-up shares.

### 1.1.3 The use of funds from the offerings of equity and debt instruments

In Fiscal Year 2024, the Company did not offer to sell any equity or debt instrument.

### 1.1.4 Obligations pledged by the Company in the Securities Offering Form and / or under conditions for the Securities and Exchange Commission's approval (SEC) and / or under SEC conditions on securities acquisition

- None -

### 1.1.5 Company Profile

<b>Company Name</b>	Amarin Corporations Public Company Limited
<b>Stock Symbol</b>	AMARIN
<b>Registration No.</b>	0107536000480
<b>Business Type</b>	Media and Publications covering three businesses: 1) Production of printing and distribution of books 2) Event Organization, production and advertising services through printing and online media 3) Production and services through television media
<b>Registered Capital / Paid - Up Capital</b>	As of 31 December 2024, the Company had registered share capital and paid-up capital totalling 998,281,590 Baht, and issued 998,281,590 shares, each with the par value of 1 Baht.
<b>Headquarters</b>	378 Chaiyaprupek Road, Taling Chan, Bangkok 10170
<b>Telephone</b>	0 2422 9999
<b>Fax</b>	0 2434 3555
<b>Website</b>	www.amarin.co.th
<b>Email</b>	info@amarin.co.th

## 1.2 Business Operation

### 1.2.1 Revenue Structure

Revenue is divided by product line or business group.

Business Group	2022		2023		2024	
	Thousand Baht	Percent	Thousand Baht	Percent	Thousand Baht	Percent
Production of printing and distributions of books	2,129,288	52.09	2,385,387	57.91	2,434,435	61.38
Organization exhibitions, production and advertising through printing and online media	670,620	16.41	710,061	17.24	681,400	17.18
Production and providing advertising through television media	1,287,334	31.50	1,023,422	24.85	850,255	21.44
<b>Total revenue from operations</b>	<b>4,087,242</b>	<b>100.00</b>	<b>4,118,870</b>	<b>100.00</b>	<b>3,966,090</b>	<b>100.00</b>

### Revenue by geography

	2022		2023		2024	
	Thousand Baht	Percent	Thousand Baht	Percent	Thousand Baht	Percent
<b>Domestic Revenue</b>	<b>4,070,558</b>	<b>99.59</b>	<b>4,107,067</b>	<b>99.71</b>	<b>3,958,409</b>	<b>99.81</b>
<b>Oversea Revenue</b>	<b>16,684</b>	<b>0.41</b>	<b>11,803</b>	<b>0.29</b>	<b>7,681</b>	<b>0.19</b>
Singapore	4,237	0.10	3,001	0.07	1,266	0.03
USA	4,291	0.10	4,611	0.11	2,381	0.06
Korea	2,630	0.06	1,175	0.03	-	-
Myanmar	1,347	0.04	261	0.01	-	-
Laos	-	-	-	-	1,433	0.04
Other countries	4,179	0.11	2,755	0.07	2,601	0.06
<b>Total revenue from operations</b>	<b>4,087,242</b>	<b>100.00</b>	<b>4,118,870</b>	<b>100.00</b>	<b>3,966,090</b>	<b>100.00</b>

## Other Income

Other Income is divided by product line or business group.

Business Group	2022		2023		2024	
	Thousand Baht	Percent	Thousand Baht	Percent	Thousand Baht	Percent
Production of printing and distributions of books	33,737	18.02	24,515	14.42	33,536	17.86
Organization exhibitions, production and advertising through printing and online media	9,263	4.95	8,244	4.85	8,733	4.65
Production and providing advertising through television media	144,206	77.03	137,197	80.73	145,476	77.49
<b>Other income from operations</b>	<b>187,206</b>	<b>100.00</b>	<b>169,956</b>	<b>100.00</b>	<b>187,745</b>	<b>100.00</b>

## Share of profits (losses) of associated companies according to the equity method

Business Group	2022	2023	2024
	Thousand Baht	Thousand Baht	Thousand Baht
Production of printing and distributions of books	18,705	15,948	604

### 1.2.2 Research and development policy (R&D)

Research and development is the application of innovations and technologies available in the market for maximum benefit and research for new technology development on itself. This also includes cooperation with internal and external partners of the Company. its objective and the main goals of research and development comprises 3 areas as follows:

1. Research and development of innovation and technology to increase production efficiency, reduce production costs and make it competitive

2. Research and development of innovation and technology to reduce the environmental impact from both inside and outside the organization and to promote sustainability in business operations
3. Research and development of innovation and technology to support new business with the goal of creating opportunities in business operations, knowledge creation and strengthening the organization's capacity to help reduce the business risks.

Business Group	2022	2023	2024
	Thousand Baht	Thousand Baht	Thousand Baht
<b>Research and development (R&amp;D) Expenses</b>	<b>9,650</b>	<b>691</b>	<b>4,066</b>

Note: In 2023, AMTV focused on studying and developing technology for news programs and has invested in a virtual reality system of Baht 37.56 million.

### 1.2.3 Products

#### Media and Event Business



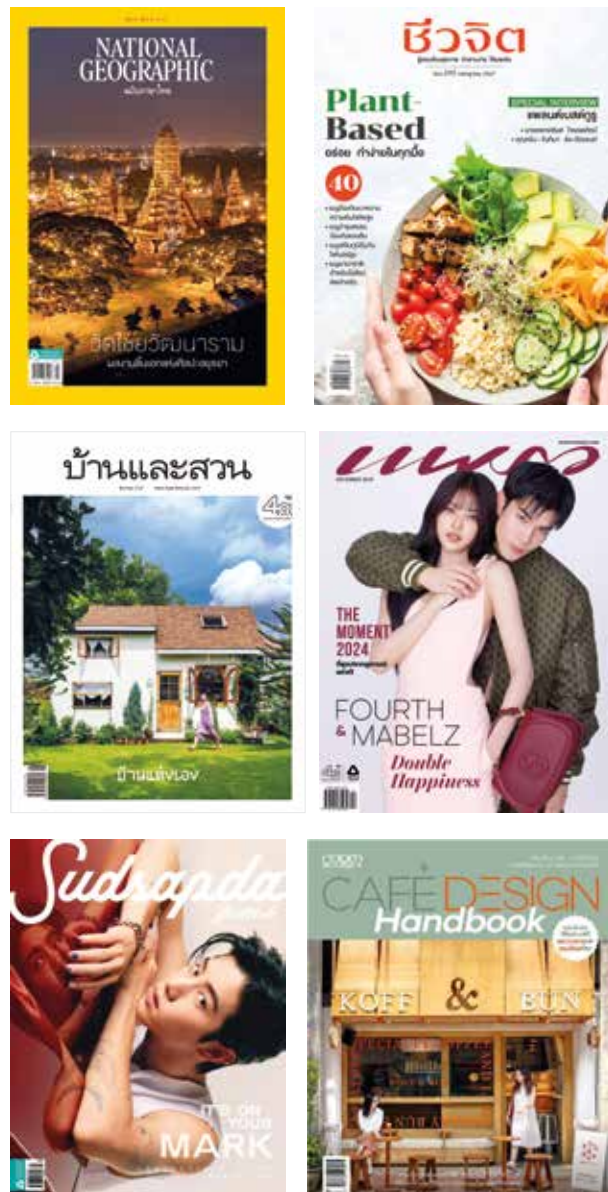
#### Nature of Products / Services

A significant milestone in 2024 from the oldest business group of AMARIN, which began with the publication of, Baan Lae Suan magazine in 1976. This year, the media and event division set up AME Imaginative Company Limited (AME) with the aim to enhance and expand its capabilities in media and event services to drive business growth with external customers, and coordinate with its group in support of overall sustainable growth under the concept “Your Communication & Activation Partner.”

#### Market and Competition

Currently, AME has created content for readers, viewers and event visitors across various platforms, such as , monthly magazines, books, TV programs, websites, social media , exhibitions, fairs and also recent concerts . Magazines by AME - “Baan Lae Suan,” “Praew,” “Cheewajit”, and “National Geographic

Thail language” - are credible and continue to be market leaders. Additionally, AME has also released special publications on special occasions, such as “Sudsapda”. Moreover, its publishing houses “Baan Lae Suan Publishing” and “Room Books ” have been leaders in the design category.



To widely attract readers, all magazines are available on online platforms. In addition, its websites have become sources of specialized knowledge recognized for the quality of content whether in the areas of design,décor, gardening or landscaping on Baanlaesuan.com, Cheewajit.com focusing on health

and food, AmarinBabyandKids.com offering parenting information. Praew.com containing beauty and fashion knowledge, Sudsapda.com for entertainment and music content, NGThai.com for the fields of science, history, and environmental knowledge, tourism and outdoor-life information on ExplorersClub.Baanlaesuan.com, including Design, arts and cultural content in English language on LivingASEAN.com, and so on.

For TV programming production on Amarin TV HD34, AME has released “Baan Lae Suan TV” program, which has long been the most popular program in its category and a prominent item on the station’s program schedule. In the near future, AME will produce more TV programs including “Praew Talk” to strengthen Amarin TV HD34’s programming and to achieve synergy for comprehensive advertising services.

Event business has been a flagship of AME, led by the “Baan Lae Suan Fair”, Thailand’s largest and longest running fair, which is held grandly four times a year. “Amarin Baby & Kids Fair” is held thrice a year. Additionally, AME has organized fair-in-fair events such as “Baan Lae Suan Pets Fest”, “Kindee Yuudee by Cheewajit”, as well as “Baan Lae Suan Garden & Farm”.

AME has lately stepped into the concert sector under the “Sudsapda Entertainment” brand. Although it has recently engaged in this business, its work has been recognized for quality and creativity. It is set to continuously organize national and international concerts in the following years .

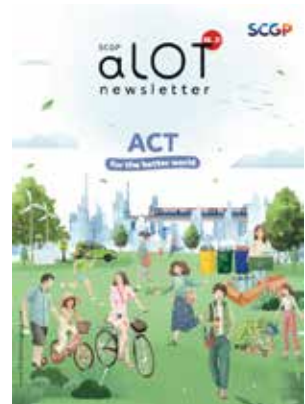


## Procurement

Since AMARIN has successfully organized its many events, external customers from both public and private sectors have entrusted it with hosting their events and producing their content as well. Currently, AME has provided its integrated services through three key units: “Amarin Academy” focusing on seminars and training, “Amarin Event Service” focusing on all types of events, and “The Creatia: Amarin Publishing Services” focusing on publication and online media.



As AMARIN steps into its 49th year, AME in AMARIN Group reaffirms its commitment to AMARIN's goals. AME is determined to produce all forms of content and hold events for its fans' happiness, business partners' business expansion, and the prosperity of society.



### Amarin Baby & Kids Fair

This family-themed fair presents a full range of products and services for mothers to enjoy shopping including products for pregnant women as well as kids from birth to 12 years of age. The fair also provides constructive activities, for example, Playground offers fun while stimulating visitors' imagination. Crawling contests for babies and toddlers' races are also held as parts of the fair. The fair , furthermore, presents knowledge talks by specialists and various other activities for children's development. **In 2024, Amarin Baby and Kids Fair was held thrice.** Details were as follows:

1. **Amarin Baby & Kids Fair PLAY** was held from March 23 to 31, 2024, at Hall 98, Bangkok International Trade & Exhibition Center (BITEC Bangna), to kick off the summer break. Organized under the **“PLAY to Know”** theme, the event took place alongside Baan Lae Suan Fair Select 2024. Key exhibitions at the fair were designed to educate visitors, boost their skills, as well as spark their imagination. Included were educational activities and forums for kids to demonstrate their singing, dancing, music and sports talents, as the fair sought to blend “learning” with play.
2. **Amarin Baby & Kids Fair GROW** was held from July, 4 to 7, 2024, at Halls 98 and 99, Bangkok International Trade & Exhibition Center (BITEC Bangna). Organized under **“Grow”** theme, it presented fun learning activities by English-language expert Top Rapcher, Sport Stacking Workshop for new-gen kids, Thai and International Chess Workshops, and exciting science experiments by the National Science Museum Thailand.
3. **Amarin Baby & Kids Fair FUN** was held from November 28 to December 1, 2024, at Halls 103 and 104, Bangkok International Trade & Exhibition Center (BITEC Bangna). Organized under the **“FUN for Imagination”** theme, the fair featured Dream Career zone for the first time. Kiztopia supported the zone, showing kids what it was like to work as chefs, make-up artists, hair stylists, minimart owners, and teachers collaborated with Foremost together with creative activities on stage, which was packed with both knowledge and entertainment. Amarin Baby & Kids Fair

Amarin Baby & Kids Fair is a one-stop event for people looking for products, shopping fun, best deals, plus exciting and constructive activities. It is held for the happiness of everyone in the family.



## Baan Lae Suan Fair Select 2024

23 - 31 March 2024

Halls 99 - 104, Bangkok International  
Trade & Exhibition Center (BITEC Bangna)

Organized under the “SIGNATURE Blend” theme, Baan Lae Suan Fair Select 2024 combined lifestyles with signature designs to fulfill every need of home lovers. Spanning over 33,000 square meters of space, the event featured more than 2,000 booths. Highlights included **room Showcase**, which presented inspiring café designs by famous designers; **Living Ideas by Baan Lae Suan Books**, which embraced the “Color Field” theme to enliven and add interesting dimensions to houses and gardens; **Baan Lae Suan Editor’s Choice**, which brought together excellent products guaranteed by experts; **Baan Lae Suan Garden & Farm Courtyard**, which took up Bio-Farm Field theme to underscore symbiotic ecosystem; and **Baan Lae Suan Pets Fest 2024**, which came with “Aloha Pets Fest and a wide range of products and activities for pets. Furthermore, Baan Lae Suan Fair Select 2024 offered numerous workshops and seminars related to houses, gardens, and plants and pets.



## Baan Lae Suan Shopping Week 2024

22 - 30 June 2024

Halls 8-10, IMPACT Muang Thong Thani

Organized based on the “**People-Organize-Things**” concept, Baan Lae Suan Shopping Week 2024 answered the needs of space management and home décor with an emphasis on functionality, orderliness, and practical ideas for everyday life. It therefore received warm responses from home and home-décor lovers. Products and ideas shown at Baan Lae Suan Shopping Week 2024 appealed to the new generation, who look for value price and creative home-space usage. Featuring over 1,000 exhibition booths, the fair attracted more than 800,000 visitors. Key highlights were Showrooms in eight different concepts: **Rented Room is Home**, **Senior Room**, **Home Office**, **Show Kitchen**, **Traditional Thai Kitchen**, **Washing Zone**, **Two-Meter Houseside Space**, and **Secret Oasis**. Moreover, Baan Lae Suan Shopping Week for the first time presented **Flea Market Curated by Baan Lae Suan Explorers Club** or the flea market featuring secondhand products. The fair’s **Baan Lae Suan Editor’s Choice** also offered products in three categories – Work, Rest and Sleep. All products in this zone were curated by the editorial team, which had expertise in their fields. At the event, **Baan Lae Suan Books** was held under the “Edible Flowers and Leaves” theme. Flowers from across the globe can be used to adorn a garden zone in any bookstore as well as knowledge on edible flowers and leaves for food, desserts and beverages is also served to visitors. Not only for decoration, growing these plants would create a beautiful garden with safe edible yields that could be sold for extra income and **Gindee Yuudee** featuring food stalls and health products.



## Baan Lae Suan Midyear 2024

2-11 August 2024

Halls 98-104, Bangkok International Trade & Exhibition Center (BITEC Bangna)

Hosted under the concept of Crazy Little Things called “Home”, Baan Lae Suan Midyear 2024 expressed passion for home and home décor in every dimension. Held in the middle of the year, it spanned over 42,000 square meters of space and featured over 2,000 exhibition booths. As the event displayed home and garden decoration items, it attracted more than 960,000 visitors. **Key highlights** included : **Baan Lae Suan Home Village** or the zone exhibiting home decorations in the style of Crazy Little Thing called “Home” and presenting ideas for creating favorite corners in line with different tastes, **Baan Lae Suan Counselling** or the zone where visitors could consult experts about their houses, room x LIVING ASEAN PAVILLION featuring Betterism Pavilion, which focused on environmentally friendly designs and the use of light, recyclable structures for waste reduction purposes. Displayed at the pavilion were also products that claimed room x Living ASEAN Awards. The zone, moreover, hosted an award-presentation ceremony, Design Talk, and SMEs Design Clinic business seminar, **Baan Lae Suan Garden of Idea** where visitors could discover brilliant ideas to decorate their home with the nature and watch an exhibition on portable kitchen garden ideas, **Baan Lae Suan Explorers Club** or the flea market of vintage furniture and home-décor items along with “product test field” activities, which enabled prospective customers to try the products prior to purchases, **Baan Lae Suan Pets Blooming Pets Fest 2024** where fluffy pets were welcome to dress up amid various flowers and their owners can check out 12 pet shops selling quality pet products that have won Baan Lae Suan Pets Awards 2024 from Baan Lae Suan PETS editorial team, **Baan Lae Suan Books** featuring Urban Farming exhibition, which showed how city people could create edible gardens in limited spaces and decorate their outdoor corners, **Baan Lae Suan Editor’s Choice** or the zone where visitors could test products curated by eight editors of Baan Lae Suan and room Books, **Kindee Yuudee** presenting a lab-style kitchen for visitors to explore ingredients and witness creative cooking in action, **Garden Contest with the concept “From Gray to Green”** as well as **Mini C concerts for the 48<sup>th</sup> anniversary of Baan Lae Suan** performed by Wanyai and The Parkinson at Baan Lae Suan PLAYYARD, which was an inspiring recreation space.



### Baan Lae Suan Living Festival 2024

25 October - 3 November 2024

Challenger Halls 1-3, IMPACT Muang Thong Thani

Organized on the “**Sunlight, Rain, Humans and Trees**” theme, Baan Lae Suan Living Festival 2024 promoted home designs with balance between humans and nature to emphasize happiness and convenience. Held near the end of the year, this grand fair occupied 50,000 square meters of space and showcased a diverse range of products and ideas to respond to the needs of every family member. Featuring more than 2,800 booths, it attracted more than 1,400,000 visitors. Its **key highlights included** : **Show House** by Baan Lae Suan, collaborated with Junsekino Architect and Design, which embraced the “Sunlight, Rain, Humans and Trees” theme and blended both natural light and water into a two-storey tropical modern home, **Baan Lae Suan Garden Show** or “Suan Chom Hae” designed by a famous architect in a bid to bring a sense of coziness and peaceful atmosphere by mutual coexistence of humans and nature through plants and a stream., **Baan Lae Suan Garden & Farm** adopted the Floral Market theme offering flowers straight from the farm owner accompanied by flower shops and floral-processed goods Farm GURU Center was available to provide garden-decoration advice, **Baan Lae Suan Books Plant Show** or the contest of plants in five categories namely cactuses, ferns, foliage plants, caladiums and orchids. room DESIGN DISTRICT or zone highlighting building materials and home-design products and the café featuring leading designers’ new ideas, **Baan Lae Suan Explorers Club Base Camp** where “Biodiversity Exhibition” was held to present diversity of the nature alongside urban life for the goal of promoting environmental conservation, **Gindee Yuudee** embracing Tropical Kitchen theme to show how easy-to-use kitchens which could connect nature with cooking and form comfortable ambiance with natural tones, **Baan Lae Suan Books Garden Space** where tropical gardens by leading garden designers showcased new trends, and **Baan Lae Suan Editor’s Choice** or the zone featuring products curated by Baan Lae Suan editors in hopes of creating recreation space and empowering people.



## Sustainability Expo 2024

27 September - 6 October 2024  
Queen Sirikit National Convention Center

**Sustainability Expo 2024 or SX 2024**, ASEAN's biggest sustainability event, was organized based on the concept of Good Balance, Better World. AME in the AMARIN group contributed to creating some of its highlights and activities: **BETTER COMMUNITY** under the "BUILDING INCLUSIVE COMMUNITY" theme. This zone was devoted to exhibitions and presentations on community-building for sustainable quality of life, which was rooted in human and urban development. The exhibits headlined more than 50 organizations that have continuously demonstrated contributions to society, the environment, and community economy. AME also held **SX MARKETPLACE**, a market area for eco-friendly shops selling local designs and products under the "GROW GREEN TOGETHER" theme to promote sustainable Thai businesses from upstream midstream to downstream sectors in support of their sustainable growth, which is described as a sustainable-product market and a space for engaging

directly with real entrepreneurs. In addition, AME created **SX KIDS ZONE** as the zone for kids' sustainability-themed play, learning and experiments. It featured exhibitions and activities based on "The Future Shaper" concept, enabling kids to learn various types of knowledge and skills related to sustainability in easy-to-understand and enjoyable ways.

## Photography Contest 2024 Season 9

Photo exhibition and announcement of winners of the 2024 "Follow the River" 10-photo documentary photography contest

27 September - 6 October 2024

Sustainability Expo 2024, Queen Sirikit National Convention Center

National Geographic Magazine in Thai edition and online contents, for which AMARIN has been granted the copyright by National Geographic Society, announced the winners of 10-photo documentary photography contest or the 2024 Photography Contest Season 9 on the topic the 2024 "Follow the River" The contest highlighted Southeast Asian rivers, which are bloodlines sustaining nations and connecting small waterways before they flow to the sea. Since the essential ecosystem was known very little by the public, photographers narrated the stories of these rivers through their perspectives aiming to promote new and creative initiatives within Thailand's documentary industry and create forums for new-generation documentary photographers including those enthusiasts who are fond of photography presenting their work to the public and step into professional photographers in the future. The winner announcement and award ceremony were held as part of the Sustainability Expo 2024 at the Queen Sirikit National Convention Center.



### Sudsapda Khon Lo Kho Tham Di Year 17

Sudsapda Khon Lo Kho Tham Di Year 17 - "PASS THE LOVE FORWARD"

21 March 2024

Siam Paragon

Sudsapda continued to organize its delightful charity event of the year. Its Sudsapda Khon Lo Kho Tham Di Year 17 brought together handsome men based on the beliefs that sustainable goodness comes from the heart full of love which leads to the theme "PASS THE LOVE FORWARD".

A total of 20 handsome men, all of whom being leading Thai entertainment figures, joined the event. "Boy – Pakorn" and "Great – Warintorn" served like elder brothers, when turning up alongside younger artists namely "Max – Nattapol," "Tul Pakorn," "Pond – Naravit," "Phuwin Tangsakyuen," "Force – Jiratchapong," "Book – Kasidet," "Tigger – Achira," "Nay – Naran," "Jung – Wikorn," "Krittin Sosungnoen," "Palm – Peeravit," "Pluggy – Tarakorn," "Pavel – Naret," "Pooh – Krittin," "Keng – Harit," "Namping – Napatsakorn," "Kong – Kongpob", and "Thomas – Teetut". Together, they conducted the auction of "PASS THE LOVE FORWARD" T-shirts emblazoning their autographs. They also supported the sales of charity T-shirts at Siam Paragon. Proceeds deducted from expenses from the event, would contribute to the Sudsapda Khon Lo Kho Tham Di Year 17 project to support charitable activities of those handsome artists participating in the project so that they could improve, develop, and bring happiness in various forms to the public and parts of the proceeds will also be donated to the Children Foundation.



### Praew Meet & Read

Praew Meet & Read "Lovely Sunday with Thomas & Kong"

26 May 2024

AUA Language Center, Rajdamri

Praew Meet & Read has continued for seven years now, inviting celebrities to share their viewpoints through their favorite books, with the aim to encourage love for reading. Since Praew believes in the power of reading and wishes to spread inspirations around, the latest Praew Meet & Read invited two hot actors from DoMunDi agency – Teetut "Thomas" Chungmanirat and Kongpob "Kong" Jirojmontri who starred in "Your Sky" series. The talk took place amid a warm atmosphere, with the artists also playing games such as Guess What I Think and Guess Proverbs with members of their audiences. The event was full of many special moments. Fans also stood a chance of winning the actors' favorite books along with their handwritten messages, their polaroid photos with autographs, and a photo session with both artists.

### 2024 YOUNGJAE ASIA TOUR “ONCE IN A DREAM”

2024 YOUNGJAE ASIA TOUR “ONCE IN A DREAM”

24 - 25 August 2024

Union Hall, Union Mall

“Youngjae” kicked off his **2024 YOUNGJAE ASIA TOUR “ONCE IN A DREAM”** for the first stage in Thailand . His concerts here materialized through the collaboration of **The Dream and Destiny (The DnD)** and three partners namely **MI Group, SUDSAPDA Entertainment by AME Imaginative, and Bee Good Entertainment**. Tickets to both rounds of his concerts in Thailand were sold out. Backed by spectacular light & sound effects, the shows impressed Thai fans who had long waited for his return to the stage and been over the moon that his Asia Tour began in their homeland.





### Dek Tape Fest

Dek Tape Fest: Festival of Music from  
Marvelous Cassette Tape Era  
14 December 2024  
BITEC Live @ BITEC

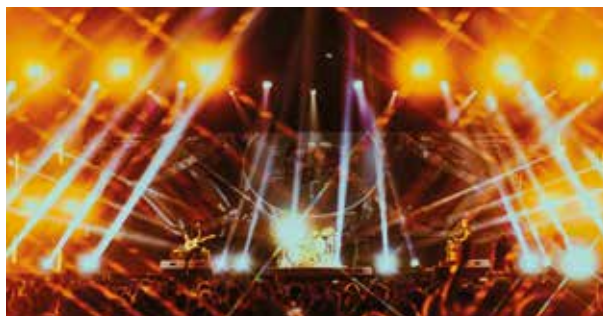
Sudsapda Entertainment by AME Imaginative collaborated with Heavy Organizer in inviting fans back to the time when music from cassette tape was lit. Dek Tape Fest: Festival of Music from Marvelous Cassette Tape Era lasted 12 hours from noon to midnight! On stage were top-tier bands and singers namely LOSO, MODERND OG, YOKEE PLAYBOY, THE MUST, Y NOT 7, T-BONE, BLACKHEAD, PROUD, SMILE BUFFALO, DJ TUL & PICHY, STUDENT UGLY, Chai-Pong Pong, NURSERY SOUND, Pex – Blue Sky, Sukanya Migael, and Ie.



### Sudsapda Entertainment Presents Bakery Rock Concert

Sudsapda Entertainment Presents Bakery Rock Concert  
9 November 2024  
BITEC Live @ BITEC

Sudsapda Entertainment rolled out an explosion of fun by organizing a concert showing three legendary rock bands from Bakery Music label “Sudsapda Entertainment Presents Bakery Rock Concert” featured MODERND OG, Thailand’s legend of alternative music that celebrated its 30<sup>th</sup> anniversary in 2024, PRU whose band members gathered on stage for the first time in 20 years and even produced a new song together for this occasion, and FLURE that was widely known for its solid rock tunes and its vocalists’ powerful voices. The concert lasted for more than five hours. With guest artists like Rik Wachirapilan, Po - Yokee Playboy, and Ornaree popping up on the stage, the concert served fun and intermittent surprises. Smiles and screams filled the concert hall throughout the event.



## Publishing Business

### Nature of Products / Services and innovation development

AMARIN Group's publishing houses have published books since 1992 under the "Reading lays down important foundation" concept. Over time, its publishing houses have constantly developed content in response to the needs of customers to serve them with great reading experience. Their content is delivered in various forms namely books, E-books, chapter books and audiobooks. Covering various categories, their books comprehensively answer the interests of readers from all age and gender groups. In total, these publishing houses have released more than 900 book titles each year. Their main book categories are Lifelong Learning, Kids and Entertainment. Currently, AMARIN Group has 16 publishing houses as follows:

- **Praew Publishing House** presents not just Thai literature but also translations of literary works from around the world.
- **Piccolo Publishing House** publishes heartwarming novels from across the world to serve various literary tastes.
- **Prism Publishing House** publishes detective and horror stories from across Asia. Readers will hold their breath from the first to last pages.
- **Words Publishing House** publishes translations of literary pieces across various genres for readers to indulge deeper in the grandeur of words.
- **Pages Publishing House** publishes translations of award-winning Asian literature to serve diverse reading experiences to readers.
- **Springbooks Publishing House** publishes composition and psychology books for you to level up your knowledge.
- **Amarin HOW - TO Publishing House** publishes psychology books for personal development.
- **Sophia Publishing House** exudes love for knowledge via its interesting educational and academic books.
- **Amarin Kids Publishing House** publishes children's literature and parenting guidebooks to build a world of learning and imagination.
- **Arun Publishing House** publishes Chinese and Thai romance novels. The more you read, the warmer your heart becomes.
- **Rose Publishing House** publishes Thai boys' love (BL) stories and translations of steamy Asian BL literature carefully selected to deliver sizzling spice from the first page to the last.
- **Levon Publishing House** releases fantastic Asian fantasy novels. Spurring readers' imagination, they offer superb fun and excitement.

- **Peony Publishing House** releases episode-by-episode Korean novels presenting a magical world where innocent love blended with whimsical fantasy.
- **Lilac Publishing House** publishes serialized Chinese and Korean BL novels, especially for Boy's Loves fans.
- **Camellia Publishing House** freshly releases the Thai translations of Chinese romances episode by episode to immerse with the love stories on whim.
- **Pinebook Publishing House** releases Thai translations of martial-art, investigative, thriller, adventure and fantasy novels episode by episode for people who love action and challenges.

These publishing houses have achieved synergy with AMARIN Group's printing unit. They have worked closely together to ensure timely releases of their planned publications, especially reprints of bestsellers. With constant supplies, bestsellers can well sustain their fever in the market.

### Market and Competition

AMARIN Group's publishing houses seek to secure a competitive edge by maintaining their strong presence in the books market. In 2024, they implemented three marketing strategies to reach out to readers in every segment.

#### 1. Market Share Strategy

- Managing sales by 16 publishing houses, each with a distinctive identity, to meet the needs of all reader groups, providing advertising support, and launching promotions on all platforms;
- Attracting new readers with the launch of "Page" Publishing House, which adds a new dimension to Thailand's books market by releasing translations of award-winning Asian books; and
- Improving content quality continuously to build a long-term reader base.

#### 2. Media and Digital Platform Development Strategy

- Creating outstanding content and communication activities across multiple channels;
- Engaging readers with special collections and marketing activities; and
- Enhancing access to target groups via digital platforms, using e-books, chapter books, and audiobooks.

#### 3. Content Marketing Excellence Strategy

- Focusing on continuously delivering bestsellers like "Fourth Wing," which has topped the list across all selling platforms;

- Developing marketing communications in collaboration with business partners so as to expand reader base; and
- Creating public awareness of AMARIN Group's publishing houses through diverse marketing activities such as authors' work showcases in collaboration with Union Mall, Book Talks, and podcast production.

AMARIN Group's publishing houses dedicatedly implemented its three clear marketing strategies, thus successfully maintaining their business strengths. As they have reaffirmed their status as top publishing houses through the delivery of quality content, they have also contributed to the development of Thailand's books market on a continuous and sustainable basis in line with AMARIN Group's "Reading lays down important foundation" philosophy and its commitment to stand by readers' side in every phase of their lives.

### Procurement

AMARIN Group's publishing houses have regularly procured products based on findings from Thai readers' trends to ensure they have selected the right and valuable original books around the world to translate into Thai editions for Thai readers for both e-books and chapter books.

Furthermore, AMARIN has empowered Thai content creators such as authors and illustrators by accepting manuscripts and works from creators for consideration year-round. Additionally, it has also selected quality content via contests, which included:

- "Thailand's Haunting Stories" Project called for entries about scary stories. Participants attended training of publishing houses and stood a chance of having their works published with Prism Publishing.
- The Art contest Project, collaborated with Union Mall to embrace the "Love Myself to the Moon and Back" theme. It aimed at finding Thai illustrators for Springbooks Publishing House and works for exhibitions at Union Mall.

### Outstanding Work in 2024

- Chang Man Thur Eek Mai Kee Pee Rao Kor Pen Thao Tulee Kan Mod Laew (Let It Go! It Won't Take Long Before We All Become Ashes).
- Kadee Katakam Nok Karian Phan Tua (Murder Case: 1,000 Cranes Killed)
- Kadee Katakam Nai Karuehat Khao Wongkot (Murder in Maze-like Mansion)
- Mai Son Wa Keng Ma Chak Nai (I Don't Care about How Skilled You Are Elsewhere)
- Sart Mued Haeng Karn Chakyai Kon (Dark Knowledge of How to Manipulate People)
- Manifest Dive Deeper (Dam Ding Lueksueng, Pai Hai Theung Thuk Pratana)
- Rueang Lao Pissadan Khong Dekying Pu Tord Kradook (Strange Story about Deboning Girls)
- Ran Mai Saduak Seu Khong Khun Tokko (Mr. Tokko's Unconvenience Store)
- Wicha Jai Bao (Lighter)
- Fourth Wing



## Printing and Packaging Business

### Nature of Products / Services and innovation development

The Printing and Packaging Division has provided quality printing services in Thailand for over 48 years already. Ranking among the industry's leaders, it has won recognition and trust for quality that is on par with international standards and technological integration that responds well to every need of customers. Its services cater to a small lot production via Print on Demand, a large production lot via Mass Offset Production, and premium packaging demand via Premium Packaging production.



#### AmGreen: Eco Symbol

The Printing and Packaging Division has created an innovation to upgrade its print production standard in support of environmental care and sustainable growth. This innovation is in the form of AmGreen symbol, which guarantees that the production process is green and perfectly serves sustainability purposes. Generating an added value distinct from the printing industry, AmGreen involves three following elements:

#### 1. Design

The principles of Eco Design and Universal Design apply with the aim of lowering environmental impacts during design, production, product utilization and disposal by considering design for the public, ensuring that everyone can equally benefit from the product.

#### 2. Eco-friendly Raw Materials

- a. **Paper:** Chosen are eco- friendly paper such as paper certified by international standards,

responsibly managed forests based on recycled paper and eco-friendly paper.

- b. **Ink:** Chosen ink consisting of soy ink and mineral oil at the ratio prescribed by ISO 2846-1 standard, as a result,. It prints that comply with ISO 12647-2 standard and also has no drying catalyst.
- c. **Water based-Coating:** Utilized water as a solvent, leaving no residue, and being recyclable.
- d. **Non-toxic Glue for Forming and Assembly:** The use of such glue curbs environmental impacts.

#### 3. Processing

Production standards are solidly in place, governing production operations. The goals are to increase efficiency, reduce waste, and protect the environment in line with ISO 9001 standard on quality management systems and ISO 19011 standard on auditing management systems



#### Special Publications

For over three consecutive decades, the Company has published and distributed royal literary works. It has also produced books for special occasions out of gratitude to the Royal Family's boundless benevolence.

Among them are Grace of the Queen's Attire, Compilation of Royal Works during January to December 2023, Compilation of His Majesty the King's Royal Speeches and Advice in 2023, Space Age, Annals of the Royal Cremation Ceremony 2019, The King's 72<sup>nd</sup> Birthday: 6 Cycles of Year of Dragon, Royal Barge Procession, and HRH Princess Maha Chakri Sirindhorn's literary work Prasat Phanom Rung and Inscription Stones.

### **Market and Competition**

In the coming year of 2025, Thailand's printing industry will continue to face challenges from digital disruption as consumers have increasingly used digital media. TRIS Rating has predicted lower revenue for media and printing businesses due to economic slowdown and consumers' restricted purchasing power (source). Yet, Premium Packaging Business has a chance to rise. The Office of Industrial Economics has forecasted that the packaging industry will rank among the five outstanding industries in 2025 (source).

In 2025, however, Thailand's printing industry will face not just bigger challenges but also new opportunities: 1) Digital print segment will continue to grow because most businesses look for fast and agile services. Demand for small production lots, urgent prints and personalized prints will increase; 2) ESG concept has significantly influenced consumers. As a result, printing houses that respond to ESG trends, for example, by using eco-friendly paper or ink will gain more recognition. Consumers will also pay attention to green manufacturing, energy reduction, and waste management efficiency; 3) One Stop Services encompassing design, production, and delivery together with counseling services will impress and retain customers; 4) Premium Packaging Market will enjoy higher demand. An article by Global Market Insights reports the Premium Packaging market will rapidly expand, with its value reaching 25.8 billion US dollars by 2032. The rapid growth stems from: 1) Consumers' demand for more luxuriant and higher quality packaging; 2) Beautiful and unique design,

as well as integration of new technology for packaging design; and 3) The growth of E-commerce, contributes to online shopping boom, Consequently packaging has a vital role to play because it can create unforgettable unboxing experiences.

In summary, although the printing market will be challenging in 2025, digital transformation, ESG focus, and Premium Packaging growth will drive the industry and create growth opportunities for the business in the future.

### **Procurement of products and services**

In 2025, the Printing and Packaging Division seeks to procure products and services from collaboration with other divisions in pursuit of enhanced competitiveness, new opportunities, and added value for the Company. While, it aims to achieve full-scale development with a focus on service expansion, greater operational capabilities, and a bigger customer base. The moves have significantly enhanced its business potential, boosted its competitiveness, and strengthened its industry in the long run. Its development activities cover:

#### **1. Amarin Book Center**

The Printing and Packaging Division collaborates with Amarin Book Center to share information on customer groups of Pocket Book publishing who outsource printing services but use distribution services with Amarin Book Center. The shared information also includes customers of the Publishers and Booksellers Association of Thailand (PUBAT) so that they have the opportunity to expand their customer base as well as business-collaboration opportunities.

#### **2. Kadokawa Amarin**

The Printing and Packaging Division prepares to support Services Packages, which cover original file formatting services so as to facilitate the production with greater agility and efficiency.

### 3. Companies under Times Printers Group

In 2025, the Printing and Packaging Division prepares to collaborate with AMARIN's publishing houses in consolidating capacities among Thailand, Malaysia and Singapore to accommodate the relocation of book production bases from China. The consolidated capacities promise to raise production capacities and competitiveness at the regional level.

#### Outstanding Work in 2024

In 2024, the Printing and Packaging Division won several awards:

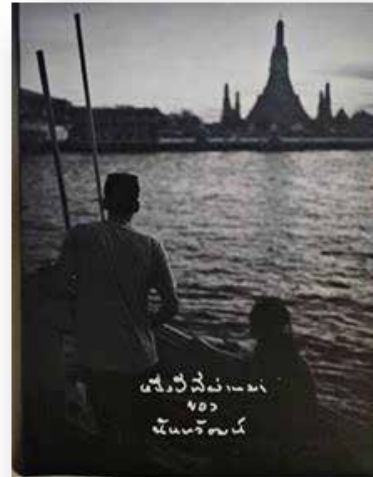
#### 1. 17<sup>th</sup> Thai Print Awards

On 18 October 2024, the Printing and Packaging Division received five awards from the 17<sup>th</sup> Thai Awards as follows:



1. Gold Medal: Limited-Edition Publication and Artwork Reproduction Category for **"Devarupa Pratimakam Chin Ek Nai Silapa India"** (God Statues: Masterpieces in Indian Arts)
2. Silver Medal: **Poster Category** for **"Poster Featuring Six Ganesha (Sugary) Statues: God of Success 2012"**
3. Bronze Medal: Four-Color or Full-Color Book Category for **"Sudyod Kamphi Luang Phor Pan"** (Superb Scriptures of Monk Pan)
4. Bronze Medal: Sheet-Fed Offset Printing Category for **"Four-Story Moon Cake MX-Red"**

5. Bronze Medal: Design Category for **"Bantuek Nuek Aroi Vol. 1-4 by Thanpuying Prasarnsuk Tantivejkul (Royal Thai Tasty Diary)"**



#### 2. Asian Print Awards 2024

On 13 November 2024, the Printing and Packaging Division won two awards from the Asian Print Awards 2024 as follows:

1. Gold Medal: Offset Rigid Packaging Category for **"Four-Story Moon Cake MX – Red"**
2. Silver Medal: Limited Editions / Artwork Reproductions (Offset) for **"Neung Pee Tee Panma Khong Nantawat"** (The Past Year of Nantawat)



## Publications Distribution Business and Digital Content

### Nature of Products / Services and innovation development

Founded in 1993, Amarin Book Center Company Limited has now distributed publications and delivered content by more than 600 publishing houses in various forms, as well as lifestyle products from over 200 vendors. The Company operates its business with a comprehensive approach to the market. In addition, book retailing has been done by “Naiin” bookstores. As of 31 December 2024, a total of 96 Naiin bookstores were in services. The firm distributes books, magazines, e-books and e-magazines.

Amarin Book Center has also developed [www.naiin.com](http://www.naiin.com) to distribute its books and products via e-commerce platform, while its Naiin Application has been in place to support e-book distribution and services. Currently, these online platforms have attracted more than 900,000 monthly active users. Moreover, the firm has developed a new business via [www.mareads.com](http://www.mareads.com). This website presents chapter by chapter novels from publishing houses and authors. At present, the website has already covered more than 10,000 titles. Its operation therefore marks a milestone in content business upgrade, increasing variety to better respond to the diverse needs of readers across all gender and age groups.

Furthermore, Amarin Book Center has invested in Dek-D Interactive Company Limited to expand its customer base to youth and school and university students through a comprehensive range of products and collaborations on a continuous basis. Amarin Book Center has continuously supported the distribution of Dek-D Interactive’s exam preparation books for university admission at Naiin and fairs.

Amarin Book Center, moreover, has raised its business opportunities through its role as a fair organizer under the “Naiin” brand. Additionally, it has joined 80 fairs across Thailand in a year as it is determined to deliver reading experiences to Thais across all regions.

### Market and Competition

In 2024, Thailand’s bookstore industry continued to experience a shift in consumer behavior toward

online platforms. As online sales grew, major bookstore chains like Naiin, SE-ED, and B2S needed to adapt. They renovated their existing outlets, rather than opening new ones. They also closed some branches, especially those in provinces.

Among the most popular book categories, How-to and novels remained top hits. Many bestsellers from the How-to category have ranked Top 10 over a few years, such as, Good Life, Good Vibes and various dark psychology books. In the novel category, detective fiction grew in place of shrinking BL and romance segments. Manga, meanwhile, continued to grow and attracted more children to bookstores. This trend is good to promote Thais’ reading habit.



### Procurement of products and services

Amarin Book Center has continuously attached importance to product procurement and business-partner services. It leverages data analytics in studying market trends and developing collaborations with publishing houses and authors including book and content planning. The company has introduced new book categories in response to market trends. Backed by data analytics, it has also noticed opportunities for reprints of former bestsellers. The company has also prepared promotions and special campaigns for new partners, most of them independent authors. Additionally, Amarin Book Center has surveyed markets, book fairs, and social-media platforms, and listened to advice from existing business partners to curate quality content and launch it in the market.

### Outstanding Work in 2024

Thanks to constant development and adaptation following its entry to the online realm, Naiin won Fastest Growth Award from Shopee Awards Thailand 2024. The accolade underscored Naiin's rapid growth and the trust it has received from readers nationwide. Naiin is committed to delivering happiness and fulfilling people's lives with quality books, a diverse range of literature for all reader groups, and fast services. This commitment has long provided all Naiin outlets with key operational guidelines. Naiin, moreover, is determined to improve its services further and contributed to the promotion of reading and learning culture in Thai society.

### Digital TV Business

#### Nature of Products / Services and Innovation Development

Amarin Television Company Limited has held a license to use frequency and operate a TV business as a national-level service operation in the HD category from the Office of the National Broadcasting and Telecommunications Commission (NBTC). Its broadcasting services started on 25 May 2014. Viewers can watch its content by tuning to Channel 34 or "Amarin TV 34HD" on TV and can also access the channel's content on other platforms such as the company's website, YouTube, and Facebook. Amarin Television has also been developing other platforms for its broadcast in response to the audience's needs.

The firm's main goal is to deliver entertainment and fun to its audience, guided by its determination to stand by viewers from the minute they wake up till the time they go to bed. The channel presents news, documentaries, sports programs, and drama series in line with its Real Life Entertainment concept. Amarin TV 34HD features news and news analysis programs, variety & lifestyle shows, documentaries, as well as TV series.

Amarin TV 34HD reached its 10th year in 2024, delivering full happiness to its audience. Its programming variety increased, with more types of programs included, to respond to the needs of viewers across all age groups. In the news analysis category, the channel's "Kluk Wong Nai" program discussed news, social issues, and economic topics in-depth. It did not just present news, as it analyzed content and offered comprehensive perspectives on what had happened in Thailand. Its in-depth analyses were backed by experts and guests, who discussed topics at hand in detail, shared insights, and addressed impacts of the happenings on society, economy and the public. While the program was friendly in style, its content was serious. Regarding global news, Amarin TV 34HD presented international news via Spotlight World. This international news program highlighted important news reports from around the world, covering political, economic, social issues as well as key happenings. It offered in-depth analyses to ensure its viewers understand impacts of the topics on Thailand and the world. Bringing the world closer to Thais, this program served direct-to-the-point content in a concise and easy-to-understand way. It was thus suitable for people of all ages and genders. Regarding variety & lifestyle shows, Amarin TV 34HD broadcast "Mae Mao." This entertainment program addressed hot topics, using hosts with friendly and fun characters. Its guests were show-biz figures or influencers. Using simple languages, this program talked about actresses, actors, celebrities and hot social issues. Also, Amarin TV 34D presented "34 Auto" to inform the audience about automobiles, driving experiences, new automotive technologies, and any other interesting automotive topic. On its 10th anniversary, Amarin TV 34HD not only delivered entertainment but also engaged in special activities to spread happiness around and thank all its viewers. The activities were:

**1<sup>st</sup> Activity: Contribution to the Restoration of Temple Hall and Main Buddha Image, Wat Thong Thammachat Worawihan**

Amarin TV 34HD encouraged its vendors, business partners, employees and members of the public to donate money for the restoration of the temple hall and the main Buddha image at Wat Thong Thammachat Worawihan in Bangkok's Klongsan area. It successfully raised 1,021,074.99 Baht for the event. On 16 September 2024, its executives and employees handed over the financial donation to the temple's abbot.

**2<sup>nd</sup> Activity: Join Baan Lae Suan Votes for a Chance to Win Big Prizes Worth Over 4.4 Million Baht**

The big event of the year, "Join Baan Lae Suan Votes," offered viewers and followers of 34HD App, as well as visitors to Baan Lae Suan Midyear 2024 at BITEC Bangna between 2 - 11 August 2024 the opportunity to cast their vote via 34HD app or Amarin TV Booth at the fair. Voters stood a chance of winning big prizes. Up for grabs were one condominium, three

motorcycles, and various other prizes. In all, the prizes had the value of more than 4.4 Million Baht.

**3<sup>rd</sup> Activity: Vote Amarin TV's Big News Stories for a Chance to Win Big Prizes Worth Over 2.5 Million Baht**

Bidding farewell to 2024, Amarin TV held a big campaign. Vote Amarin TV's Big News Stories encouraged viewers to vote for compelling stories presented on Amarin TV 34HD, including major news events, well-known cases, political reports, juicy entertainment news, world-shaking stories, and notable people in the news. Voters stood a chance of winning prizes. Up for grabs were two cars, five electric motorcycles, and various other prizes. In all, the prizes had the value of more than 2.5 Million Baht.

On top of developing programs packed with knowledge and entertainment, Amarin TV has also improved its online channels continuously so that they can present its content efficiently. These channels are on YouTube, Facebook and TikTok.

Platform	No. of Followers as of 31 Dec 2020	No. of Followers as of 31 Dec 2021	No. of Followers as of 31 Dec 2022	No. of Followers as of 31 Dec 2023	No. of Followers as of 31 Dec 2024	Growth Rate 2024
YouTube	11.9 million	14.2 million	16.5 million	18.8 million	20.6 million	9.6%
Facebook	14.9 million	19.4 million	21.7 million	22.8 million	25.7 million	12.7%
TikTok	1.7 million	3.1 million	4.1 million	4.5 million	8.7 million	93.3%

## Market and Competition

### Competitive environment in the past year

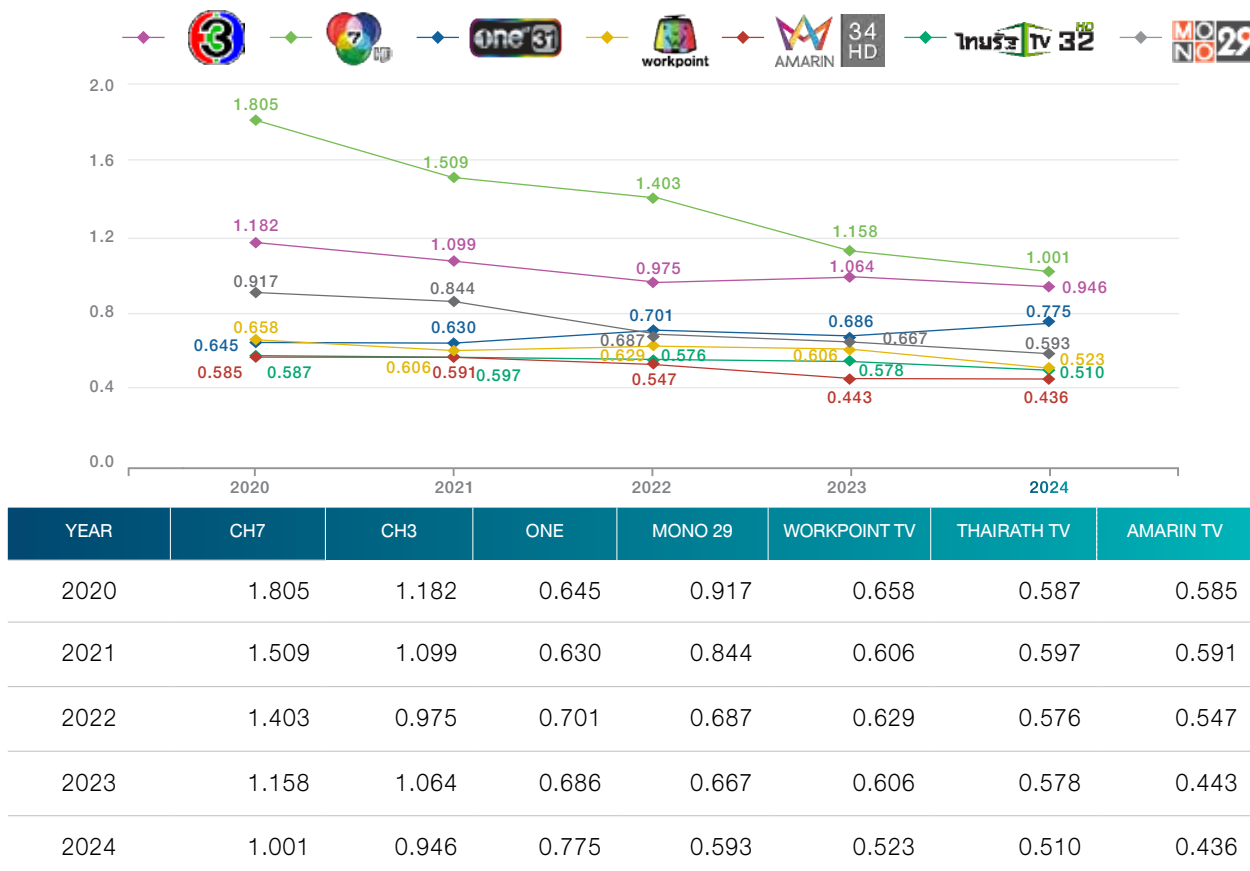
In 2024, Thailand's digital TV industry continued to face challenges from viewers' changing behaviors. Yet, TV remained the key source of information and entertainment for Thais. News programs, documentaries and variety shows continuously appealed to the public. In the past year, Amarin TV 34HD ranked among the country's Top 7 television stations again. As its programming was diverse, covering news, documentaries and entertainment programs, which met the diverse needs of viewers.

Its new programs were especially popular, thanks to their distinctive presentation styles. Their news was in-depth and its reporting was fast, especially when the subjects were related to major social and political phenomena, or high-profile crimes. Overall, the Rating Nationwide 4+ (viewers aged 4 years old up) of the seven most popular digital television stations fell from 5.167 in 2023 to 4.784 in 2024. The decline marked a drop of 7.4 percent. Amarin TV 34HD, Rating Nationwide 4+ decreased by just 1.6 percent to 0.436 in 2024,

	2018	2019	2020	2021	2022	2023	2024
Average ratings of the country's Top 7 digital TV channels	6.071	5.983	6.379	5.876	5.518	5.167	4.784
Average ratings of the country's Amarin TV 34HD channel	0.313	0.355	0.585	0.591	0.547	0.443	0.436

Note: Average TV Rating (Nationwide 4+) compiled by AGB Nielsen

#### Market and Competition in the future



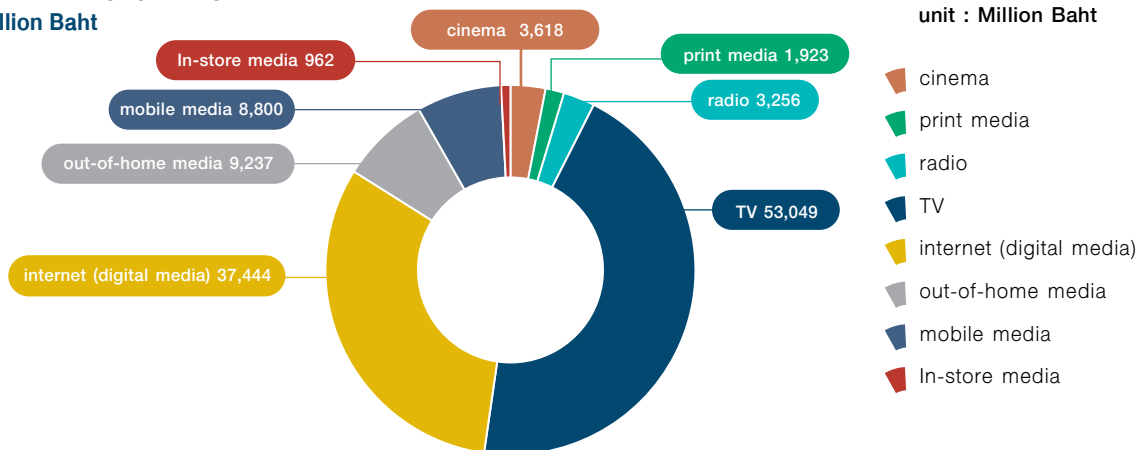
Source: AGB Nielsen Media Research (Thailand) Company Limited

#### Market and Competition in the future

In 2024, the advertising industry was worth 118,289 Million Baht – up by four percent from the previous year. A large portion or 45 percent of the total advertising spending – as large as 53,049 million Baht - allocated to TV. Growth rate, however, dropped by 12.6 percent compared to the previous year. The segment enjoying the biggest growth rate was the internet, which attracted 37,444 million Baht in advertising money. Growing by 29 percent in 2024, the internet received 32 percent of

the total advertising spending. This segment is a must-watch now that viewers' behaviors have been changing. Still, the TV industry remained a key driving force of Thailand's advertising industry. It has just slightly shrunk in the face of rapid internet growth and the popularity of out-of-home and mobile media. Consumers have spent more time outside their home these days, including commute time. On the contrary, print media have declined in popularity as people have shifted to online platforms.

### Thailand's Advertising Spending in 2024 118,289 Million Baht



Source: The Nielsen Company, Excluded - Sections: CD/DVD, Classified, House Ads, No cost, Category: Advertising Agencies/Direct Sale/Sky Train, Underground Train Internet from DAAT Excluded Creative and Production and add 30% key platforms direct

### Procurement of Products and Services

Amarin TV HD34 and Amarin TV Online have their own production teams for content production for its broadcast. Their work includes several popular programs which are food-themed programs: Cheeppajorn Long Pung, Tam Amphoe Chan, documentaries for sustainable communities: Chuen Chai Thailand and Kinpaitua Muabanngann, news program: Kluk Wong Nai and Spotlight World, entertainment program: Mae Mao, as well as programs for trendy sports, automobiles, and lifestyles such as Sport Lifestyle 34, Barborkorkeela and 34AUTO.

### Outstanding Work in 2024

#### Asia Top Awards 2024

On 18 March 2024, Amarin TV 34HD received Best Actress Award from Asia Top Awards 2024 presented to Ms. Monchanok Saengchaipiangpen, who starred in "Wongsa Kanayat" (The Family).

#### 38<sup>th</sup> TV Gold Awards Year 2023

On 8 June 2024, Amarin TV 34HD won two awards from the 38th TV Gold Awards as follows:

1. Supporting Actress Award presented to Ms. Piyathida Mittiraroach, who starred in Songkram Ngern (War of Money)
2. TV Host Awards presented to Mr. Thanakorn Chinakul and Mr. Premmanat Suwannanon



- **9<sup>th</sup> Great Garuda & Nagaraj Awards**

On 23 February 2024, Amarin TV 34HD bagged one award from the 9th Great Garuda & Nagaraj Awards via its outstanding TV news announcers of Arun Amarin program.



- **Awards Conferred by the Overseas Thai Culture Conservation Club**

On 8 March 2024, Amarin TV 34HD received Outstanding Reporter Award from the club presented to Mr. Panupong Suraparp of Tub Toh Khao program.



- **The World's Highest Awards 2024**

On 26 April 2024, Amarin TV 34HD received two awards from THE WORLD'S HIGHEST AWARDS 2024.

1. Outstanding News Program Award presented to Tub Toh Khao program
2. Rising News Announcer Award presented to Mr. Patiphan Yuwanawanich of Khao Yen Amarin program



- **1<sup>st</sup> Dao Dara Mutelu Awards Year 20224, Accolades from Great Hermit Narod**

On 17 November 2024, Amarin TV 34HD won Best News Report from the 1st Dao Dara Mutelu Awards, Accolades from Great Hermit Narod presented to Arun Amarin news team.



#### 1.2.4 Operating Assets

The net asset value of the Company's land, buildings, and equipment as of 31 December 2023 and 2024 was as follows:

Type of Assets	Type of Assets	Net Asset Value (Million Baht)		Liabilities
		2023	2024	
Land	Owner	313.79	313.79	No obligation
Buildings and improvements	Owner	41.12	32.43	No obligation
Machinery and equipment	Owner	178.51	182.89	No obligation
Tools	Owner	11.07	9.72	No obligation
Furniture, Fixtures and Office Equipment	Owner	45.99	60.40	No obligation
Furniture, Fixtures and Office Equipment	Under financial lease of 3 - 4 years	0.48	0.12	-
Vehicles	Owner	5.95	1.76	No obligation
Vehicles	Under financial lease of 3 - 4 years	2.03	3.50	-
Systems	Owner	4.03	5.83	No obligation
Assets under constructions / during installations	Owner	6.61	37.06	No obligation

#### 1.2.5 Asset Valuation Details

-None-

#### 1.2.6 Work to be delivered

-None-

#### 1.2.7 Policy on Investments in Subsidiaries and Associates

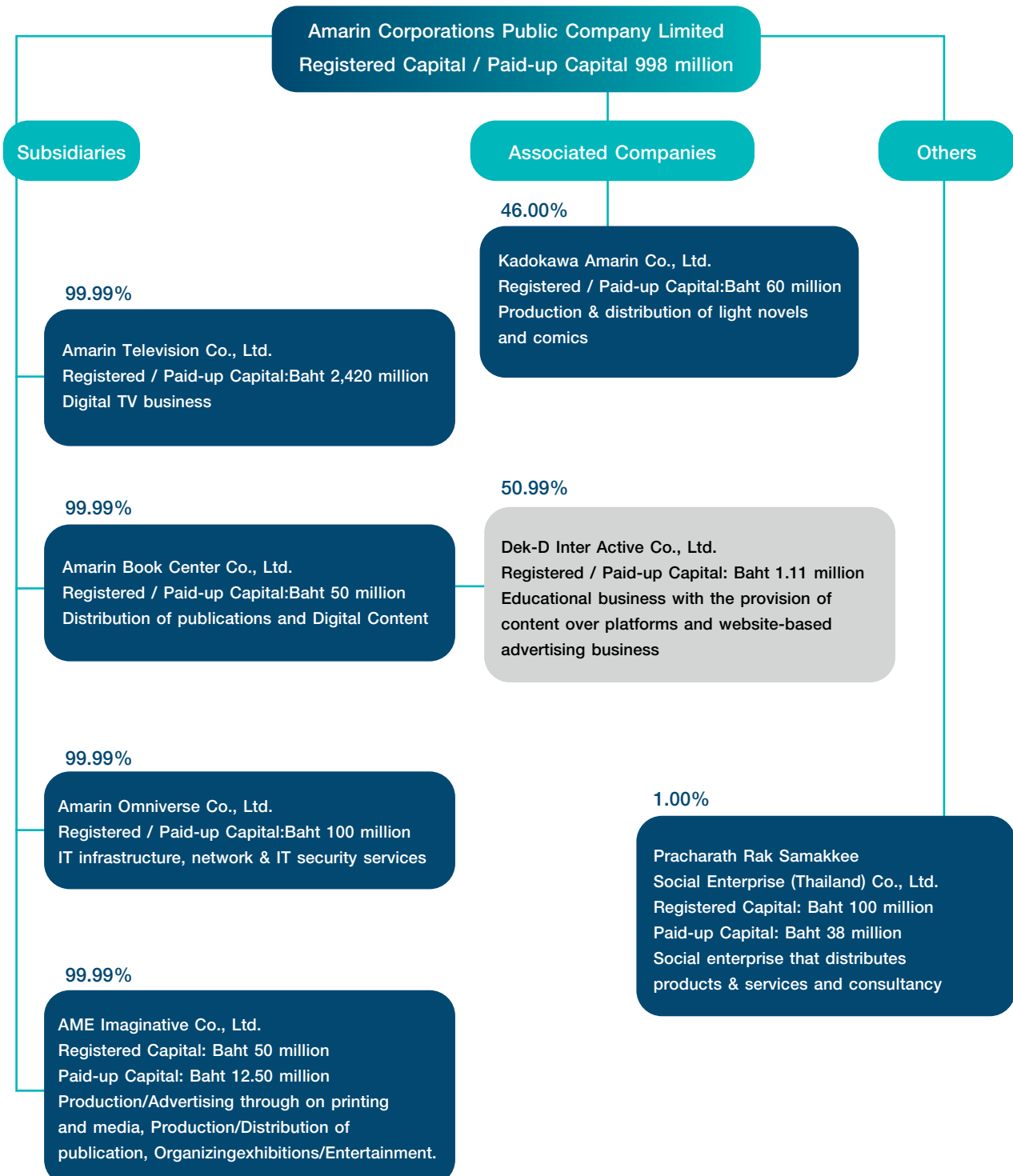
The Company has the policy to invest in businesses that align with its vision and growth strategies, or businesses that are related to or can be developed further based on its group's current businesses for synergy when investments promise solid and appropriate long-term returns. In addition, the Company may invest in any other business that has growth potential and

opportunities to generate appropriate returns. Prior to making an investment, the Company conducts a feasibility study, determines the appropriate investment structure and proportion, estimates expected returns, evaluates potential risks, carries out a sensitivity analysis, assesses social and environmental impacts (if any), and reviews its financial status. All investments by the Company must receive approval from the Board of Directors or shareholders (whichever the case is). Also, the Company appoints its qualified and experienced representatives as directors or executives of its subsidiaries and associated companies, at least based on its shareholding percentage, so as to formulate their key policies and supervise their operations for the purpose of protecting its interests.

### 1.3 Group shareholding structure

#### 1.3.1 Group shareholding structure

Subsidiaries and associates held by the Group as of 31 December 2024



- Subsidiaries whose 99.99 percent of shares are held by the Company

Company Name	Amarin Television Company Limited
Registration No.	0105555152069
Business Type	Producing television program - Digital TV
Registered Capital/ Paid-Up Capital	Registered and paid-up capital totaled 2,420,000,000 Baht. Its shares had the par value of 100 Baht each.
Address	7/9 Arun Amarin Road, Arun Amarin Subdistrict, Bangkok Noi District, Bangkok 10700
Telephone	0 2422 9191
Website	www.amarintv.com
Percent of shares	99.99

Company Name	Amarin Book Center Company Limited
Registration No.	0105536122664
Business Type	Distribution of Publications & Digital Content
Registered Capital/ Paid-Up Capital	Registered and paid-up capital totaled 50,000,000 Baht. Its shares had the par value of 100 Baht each.
Address	108 Moo 2 Bangkruai-Chongthanom Road, Maha Sawat Subdistrict, Bang Kruai District, Nonthaburi 11130
Telephone	0 2423 9999
Website	www.amarinbooks.com
Percent of shares	99.99

Company Name	Amarin Omniverse Company Limited
Registration No.	0105560184241
Business Type	Providing IT system & IT security services
Registered Capital/ Paid-Up Capital	Registered and paid-up capital totaled 100,000,000 Baht. Its shares had the par value of 10 Baht each.
Address	378 Chaiyapruet Road, Taling Chan, Bangkok 10170
Telephone	0 2422 9999
Percent of shares	99.99

<b>Company Name</b>	<b>AME Imaginative Company Limited</b>
<b>Registration No.</b>	0105567122801
<b>Business Type</b>	Organizing business exhibitions and trade shows, production and advertising through printing and online media
<b>Registered Capital/ Paid-Up Capital</b>	Registered Capital: totaled 50,000,000 Baht. Paid-up capital and totaled 12,500,000 Baht Its shares had the par value of 100 Baht.
<b>Address</b>	378 Chaiyaprupek Road, Taling Chan, Bangkok 10170
<b>Telephone</b>	0 2422 9999
<b>Percent of shares</b>	99.99

- **Subsidiary whose 50.99 percent of shares are held the subsidiaries**

<b>Company Name</b>	<b>Dek-D Inter Active Company Limited</b>
<b>Registration No.</b>	0105549140470
<b>Business Type</b>	Providing media contents on the internet, website and computer program, and advertising services on internet and organizing educational activities.
<b>Registered Capital/ Paid-Up Capital</b>	Registered and paid-up capital totaled 1,111,100 Baht. Its shares had the par value of 100 Baht.
<b>Address</b>	152 Chartered Square Building, 29 Floor North Sathon Road Silom, Bangrak, Bangkok 10500
<b>Telephone</b>	0 2422 9191
<b>Website</b>	www.dek-d.com
<b>Percent of shares</b>	50.99

- **Associate whose 46.00 percent of shares are held by the Company**

<b>Company Name</b>	<b>Kadokawa Amarin Company Limited</b>
<b>Registration No.</b>	0105559143340
<b>Business Type</b>	Publishing and sales of Light Novels & Comic Books and Digital Content
<b>Registered Capital/ Paid-Up Capital</b>	Registered and paid-up capital totaled 60,000,000 Baht. Its shares had the par value of 1,000 Baht.
<b>Address</b>	7/129 Central Plaza Pinklao Towel, 22 Floor Room DF22202, Boromrajchachonnanee Road, Arun-amarin, Bangkok-noi, Bangkok 10700
<b>Telephone</b>	0 2095 5602
<b>Percent of shares</b>	46.00

• Other business whose 1.00 percent of shares are held by the Company

Company Name	Pracharath Rak Samakkee Company Limited
Registration No.	0105559068178
Business Type	Social enterprise that distributes products & services, and offers business and management consultancy
Registered Capital/ Paid-Up Capital	Registered capital totaled 100,000,000 Baht and paid-up capital totaled 37,999,500 Baht. Its shares had the par value of 1,000 Baht.
Address	90 CW Tower, 1 Floor, Ratchadaphisek Road, Huai Kwang, Bangkok
Telephone	0 2785 5421
Percent of shares	1.00

**1.3.2 Persons having potential conflict of interest and over 10% subsidiaries' shares**

- None -

**1.3.3 Relationships with major shareholders' businesses**

- None -

**1.3.4 Shareholders**

**(1) Biggest shareholders of**

The 10 biggest shareholders of book-closing date as of 31 December 2024 are:

Name of Shareholders	Shareholding No. of Shares	
	No. of Shares	Percentage
1. Vadhanabhakdi Company Limited	602,427,400	60.346
2. Sirivadhanabhakdi Company Limited	163,554,139	16.384
3. Siribhakditham Company Limited	138,387,052	13.863
4. Mr.Sophon Mitpanpanich	21,095,900	2.113
5. Mr.Somchai Sawasdeepon	15,000,000	1.503
6. Bangkok Commercial Asset Management Public Company Limited	6,449,473	0.646
7. Mr.Chalernpol Soponkijjakarn	4,000,000	0.401
8. Mrs.Leesa Soponkijjakarn	2,420,000	0.242
9. Mr. Chanachai Phurahong	1,990,000	0.199
10.Mr. Pichet Tantisricharoenkul	1,755,600	0.176
<b>Total</b>	<b>957,079,564</b>	<b>95.873</b>

Notes:

1. Information from Thailand Securities Depository Company Limited
2. The amount of paid-up registered capital as of 31 December 2024 totals baht 998,281,590, which is from 998,281,590 ordinary shares that have the par value of Baht 1 each.
3. Adelfos Company Limited holds 100 percent of Vadhanabhakdi Company Limited's shares and 99.9800 percent of Siribhakditham Company Limited's shares.

## (2) Major shareholders of subsidiaries that operate the Company's core businesses

Information as of 31 December 2024

### Amarin Television Company Limited:

Name of Shareholders	Shareholding No. of Shares	
	No. of Shares	Percentage
1. Amarin Corporations Public Company Limited	24,199,274	99.9970
2. Amarin Omniverse Company Limited	726	0.0030
<b>Total</b>	<b>24,200,000</b>	<b>100.0000</b>

### Amarin Book Center Company Limited:

Name of Shareholders	Shareholding No. of Shares	
	No. of Shares	Percentage
1. Amarin Corporations Public Company Limited	499,990	99.998
2. Amarin Television Company Limited	5	0.001
3. Amarin Omniverse Company Limited	5	0.001
<b>Total</b>	<b>500,000</b>	<b>100.000</b>

### Amarin Omniverse Company Limited:

Name of Shareholders	Shareholding No. of Shares	
	No. of Shares	Percentage
1. Amarin Corporations Public Company Limited	9,999,998	99.99998
2. Amarin Television Company Limited	2	0.00002
<b>Total</b>	<b>10,000,000</b>	<b>100.00000</b>

### AME Imaginative Company Limited

Name of Shareholders	Shareholding No. of Shares	
	No. of Shares	Percentage
1. Amarin Corporations Public Company Limited	499,996	99.9992
2. Amarin Television Company Limited	2	0.0004
3. Amarin Book Center Company Limited	2	0.0004
<b>Total</b>	<b>500,000</b>	<b>100.0000</b>

## Dek-D Inter Active Company Limited

Name of Shareholders	Shareholding No. of Shares	
	No. of Shares	Percentage
1. Amarin Book Center Company Limited	5,666	50.99
2. Amarin Television Company Limited	1	0.01
3. Ms.Pranee Buranawatanachoke	1,050	9.45
4. Mr.Waroros Rojana	1,000	9.00
5. Mr.Napasohg Santisuntornkun	1,000	9.00
6. Mr.Sorawong Dararaj	800	7.20
7. Mr.Paradorn Dararaj	464	4.18
8. Mr.Pailop Rojana	361	3.25
9. Ms.Kotchakorn Santisoonthonkul	361	3.25
10.Mr.Boonjong Buranawatanachoke	311	2.80
11.Ms.Wassana Dararaj	97	0.87
<b>Total</b>	<b>11,111</b>	<b>100.00</b>

### (3) Foreign Ownership Limit

Amarin Corporations Public Company Limited's foreign-limit rule caps foreigners' shareholding percentage at no more than 30 of paid-up shares. As of 31 December 2024, foreigners held 0.031 percent of the Company's paid-up shares.

### (4) Major shareholders' agreements )

- None -

### 1.4 Amount of registered capital and paid-up capital

As of 31 December 2024, the Company's registered capital totaled 998,281,590 Baht and its paid-up capital totaled 998,281,590 Baht. It had 998,281,590 ordinary shares, each with the par value of 1 Baht. The Company issued just one type of shares. It did not issue preferred shares or any other type of securities.

### 1.5 Issuance of other securities

As of 31 December 2024, the Company has not issued any preferred shares, debt instruments or convertible securities that may affect shareholders' rights.

### 1.6 Policy on Dividend Payment

#### 1.6.1 Policy on Dividend Payment by Amarin Corporations Public Company Limited

The Company has the policy to propose to shareholders' meetings that dividend to be paid is no less than 60 percent of its net profit after corporate income taxes and all reserve funds in each year. The dividend payment, however, is also subject to investment plans, needs, and other reasonable causes when taking the future into account. After the Board of Directors approves a dividend payment, it will still have to submit the dividend payment proposal before the shareholders' meeting for an approval except in events of interim dividend payments. The Board of Directors has the power to authorize interim dividend payments first and inform shareholders of the issue later at their next meeting.

#### 1.6.2 Policies on Dividend Payment by Subsidiaries

Regarding policies on the dividend payments by subsidiaries, the board of directors of each subsidiary

shall consider dividend payments based on accumulated profits, cash flow, and investment budget. If subsidiaries have remaining cash flow after legally-required reserve funds, their board of directors may consider paying out

dividends in an appropriate amount on a case-by-case basis. After the amount is determined, the dividend payment proposal must be submitted before the meetings of their shareholders to consider and approve.

### 1.6.3 Dividend Payments by Amarin Corporations Public Company Limited in the Past Five Years

Details	Performance				
	2020	2021	2022	2023	2024 <sup>1</sup>
Dividend Payment (baht per share)	0.12	0.19	0.29	0.18	0.06
Net profit (loss) in consolidated financial statement (million baht)	170.67	313.11	474.37	290.50	76.33
Dividend Payout Ratio	70.19%	60.58%	61.03%	61.86%	78.47%

Note: <sup>1</sup>The payment of dividends from fiscal year 2024 shall be subject to approval from the annual ordinary shareholders' meeting 2025, which will be held on 25 April 2025.

# Risk Management

# 2

## 2.1 Risk Management Policy and Plan

The Company places strong emphasis on risk management amid an ever-evolving business environment, influenced by both internal and external factors. To achieve systematic management aligned with international standards, the Company has integrated the systems of Governance, Risk, and Compliance (GRC) into its operations. A comprehensive, organization-wide risk management policy has been established, which all employees are required to adhere to.

In addition, a Risk Management Taskforce has been appointed, tasked with identifying, assessing, overseeing, and monitoring risks that may affect the Company's objectives. This taskforce also implements appropriate control measures to ensure that risks remain at acceptable levels.

Moreover, the Company prepares risk status reports to be presented to the Sustainability and Risk Management Committee, which are subsequently reported to the Audit Committee and the Board of Directors for their acknowledgment and consideration. The Company also promotes risk awareness, cultivates a risk-conscious atmosphere, and fosters a risk management culture among employees at all levels, thereby enhancing the overall effectiveness of organizational risk management.

Furthermore, the Company has published its risk management policy on the website [www.amarin.co.th](http://www.amarin.co.th) to ensure that all stakeholders have easy access and a shared understanding of the Company's risk management principles and practices.

## 2.2 Business Risk Factors

The Company is aware of various risk factors that may impact its business operations and competitiveness, arising from both internal and external sources. These risks may affect operational efficiency, revenue generation, and the long-term stability of the

organization. The primary risk factors the Company faces include:

### 2.2.1 Operational Risks Affecting the Company or Group

#### (1) Publishing and Distribution Business

- **Risk of Product and Raw Material Shortages**

Paper is the principal raw material used in the production of magazines, books, and printed materials. Its price fluctuates based on market and economic conditions, which may adversely affect the Company's operations. Effective risk management is therefore essential to ensure stability in production and continuity in business operations. The Company employs multiple strategies to manage this risk, including:

- 1. Advance Purchasing** The Company places advance orders with major domestic paper suppliers to secure paper in the required quantities at favorable prices before market prices rise. This helps mitigate the financial impact of paper price increases on financial planning and production costs.
- 2. Diversification of Supply Sources** The Company imports paper from more than three international suppliers. This diversification strategy provides multiple sourcing options, reduces dependence on a single supplier, and strengthens the Company's bargaining power in price negotiations.
- 3. Supplier Selection Committee** A dedicated committee evaluates and selects qualified backup suppliers to ensure paper supply continuity in the event that the primary supplier cannot fulfill deliveries as scheduled. This enables the Company to promptly secure raw materials through contingency sourcing plans. As a result of these measures, the Company can effectively mitigate risks arising from market and economic

fluctuations, ensuring seamless production processes and uninterrupted business operations without obstacles caused by paper shortages.

- **Advertising Revenue Risk**

The advertising industry is directly linked to overall economic conditions. During times of economic crisis, consumers typically reduce their spending, leading producers of goods and services to cut back on advertising and public relations budgets. Moreover, changing consumer behavior-specifically, a decline in television viewership and a shift towards increased use of digital media-requires brands to select advertising channels that most effectively reach their target audiences. To address these risks, the Company has implemented the following strategies:

1. **Maintaining Market Share** – The Company focuses on developing popular online media platforms to enhance its ability to reach target audiences and create diverse revenue opportunities.
2. **Offering Comprehensive Media Solutions** – The Company delivers integrated media services, including magazines, digital advertisements, websites, and social media channels, allowing clients to choose the platforms that best suit their specific marketing objectives.
3. **Enhancing Customer Value** – The Company has diversified its advertising formats by incorporating innovative techniques such as:
  - Content Marketing - crafting engaging storytelling through tailored content,
  - Personalized Advertising - targeting specific audiences based on user data, and
  - Leveraging data analytics technologies to shape advertising strategies, thereby helping clients maximize their return on advertising investment.

These initiatives allow the Company to reduce the impact of economic volatility and adapt to changing consumer behaviors, ensuring stable and sustainable advertising revenue.

- **Copyright Risk**

The Company places great importance on the careful management of copyright-related risks. The production of magazines and books is highly competitive, particularly in terms of content and modern design, both of which influence the Company's credibility and the trust of authors and readers alike. To mitigate copyright risks, the Company has implemented multiple strategies as follows:

1. **In-House Content Development** – The Company emphasizes creating diverse and original content internally. This ensures uniqueness in its published materials, tailored to market demands, while reducing reliance on external content sources.
2. **Careful Selection of External Content** – When sourcing content from domestic or international parties, the Company enters into copyright agreements either directly with the copyright holders or through authorized agents. This ensures that the content used in production is legally acquired and compliant with intellectual property laws.
3. **Clear and Transparent Copyright Agreements** – All copyright-related transactions are formalized through written contracts that are clear, lawful, and equitable for both parties. This process helps prevent copyright infringement and reduces potential legal risks.

Through these practices, the Company effectively manages copyright risks, ensuring that its content production proceeds smoothly and in compliance with legal standards, without exposure to copyright violations.

- **Risk Related to the Printing Industry**

The Company places strong emphasis on investing in printing facilities and modern printing technologies to support a comprehensive range of printed products. These investments help mitigate various risks associated with the printing industry. The Company has effectively managed the following aspects:

**1. Ownership of Printing Facilities** – The Company owns its own printing facilities and has invested in advanced printing machinery, enabling the production of magazines, books, and general commercial print jobs as needed. This allows the Company to maintain control over production quality and reduce risks associated with reliance on external print providers.

**2. Continuous Development of Printing Technology** – The Company consistently invests in new printing technologies, allowing it to respond swiftly to market trends and demands, such as producing high-quality prints while achieving long-term cost savings.

**3. Efficient Cost Management** – With modern printing equipment and technology, the Company can manage production costs efficiently, ensuring cost control and operational flexibility to adapt to changing circumstances.

**4. Precise Scheduling** – An efficient production system enables the Company to set and adhere to accurate production and delivery timelines, minimizing the risk of delays or failure to meet delivery deadlines. This builds customer confidence and enhances the Company's reliability.

- **Risk from Technological Changes**

Digital technology now plays a critical role in the printing industry, particularly with the growth of electronic books (e-books), which can be accessed via the internet or various portable electronic devices such as smartphones, tablets, and e-book readers. This shift has impacted the demand for traditional print media. Acknowledging this change, the Company has prioritized adaptation strategies to reduce potential risks, as follows:

**1. Development of Digital Platforms** – The Company has invested in developing online platforms that provide access to books and documents in digital formats, ensuring customers can access content conveniently and in a modern way.

**2. Expanding Access Channels** – The Company has increased the distribution of e-books through popular platforms such as websites, reading applications, and subscription-based services, offering customers greater flexibility in accessing content.

**3. Adapting to Consumer Behavior** – The Company continuously researches reader behavior and market trends to adjust its content and services in line with the expectations of modern consumers who value convenience and the ability to access information anytime, anywhere.

**4. Creating Differentiated Content Presentation** – In addition to producing printed and digital books, the Company has developed interactive content such as audiobooks and multimedia-integrated materials to enhance value and provide new experiences for readers.

- **Risk Related to Distribution Channels**

The retail business is undergoing rapid transformation due to advancements in digital technology, which have led to significant changes in consumer behavior. Customers now prioritize convenience in purchasing and increasingly prefer online channels. Moreover, competition has intensified with the rise of e-commerce platforms and new business models that offer consumers a variety of purchasing options. To manage the risks associated with distribution channels, the Company has implemented the following measures:

**1. Diversifying Distribution Channels** – The Company sells products through traditional retail outlets such as leading bookstores, department stores, and business partner networks, ensuring broad access to customers.

**2. Developing Online Sales Channels** – The Company continuously expands its online sales presence through its own website, major e-commerce platforms such as Shopee and Lazada, and social media sales to meet changing consumer behavior.

**3. Implementing an Omnichannel Sales System –**

The Company has developed a sales system that seamlessly connects online and offline channels, allowing customers to shop conveniently. This includes options such as online ordering with in-store pickup or encouraging in-store purchases through online promotions.

**4. Utilizing Digital Marketing Strategies –**

The Company leverages digital marketing tools, including online advertising, search engine optimization (SEO), and social media engagement to effectively reach target audiences.

**5. Monitoring Market Trends and Consumer Behavior –**

The Company emphasizes analyzing customer purchasing behavior and tracking market trends to continuously adapt its distribution strategies in a timely and relevant manner.

**(2) Digital TV Business Risk**

- Risk Related to License Expiry**

Amarin Television Co., Ltd., a subsidiary of the Company, holds a license to use radio frequencies and operate a national-level general service television broadcasting business in high definition. This operation requires official licensing from regulatory authorities. The current license is valid for a period of 15 years and will expire in April 2029. Throughout the license period, the Company must comply strictly with the government's regulatory requirements.

To ensure smooth and uninterrupted operations under the licensing conditions, the Company has implemented the following risk management measures:

- 1. Clear Operational Guidelines –** The Company has established systematic and standardized operational procedures to ensure that all employees perform their duties in full compliance with the regulations set by the governing authorities.

**2. Monitoring and Regulatory Compliance –**

A dedicated legal and compliance team has been appointed to closely monitor and verify that all operations align with the terms of the license.

**3. Maintaining Relations with Regulatory Bodies –**

The Company has a policy to foster strong communication and relationships with relevant government agencies, ensuring efficient coordination and reduced regulatory risk.

**4. Contingency Planning for Regulatory Changes –**

The Company continuously monitors legal and regulatory developments to adapt promptly to any changes. It also develops its programming and builds a viewer base on online platforms to mitigate uncertainties regarding future license renewals or changes in regulatory oversight.

**(3) Financial Risk**

- Credit Risk – Customer Payment Capacity**

The Company may face risks related to the payment capacity of trade debtors, which can arise from various factors such as economic volatility, a customer's financial condition, or delays in debt payments. However, the Company has implemented strict risk management measures to minimize the likelihood of bad debts and improve debt collection efficiency, through the following strategies:

- 1. Screening of Potential Customers –** The Company has a customer screening process in place before extending credit, considering factors such as financial stability, payment history, and customer credibility. For new customers, the Company may require guarantees or partial security deposits as appropriate to mitigate potential risks.
- 2. Appropriate Credit Limits and Terms –** The Company sets credit limits and terms based on the payment capacity of each customer to prevent overdue payments that could impact the Company's cash flow. Credit policies are continuously reviewed and adjusted according to customer performance and market conditions.

**3. Maintaining Customer Relationships –**

The Company emphasizes building strong relationships and effective communication with customers to resolve payment issues efficiently. In cases where customers experience financial difficulties, the Company may offer reasonable flexibility, such as debt restructuring or extended payment terms, to maintain long-term business partnerships.

- **Interest Rate Risk**

The Company may encounter risks stemming from changes in interest rates set by financial institutions, which could affect its financial costs and interest expenses, particularly in the case of outstanding borrowings. Nevertheless, the Company has adopted prudent and appropriate financial management policies to minimize the impact of interest rate volatility through the following measures:

**1. Clear Financial Policies –** The Company adheres to financial management guidelines that focus on maintaining financial costs at appropriate levels and aligned with the Company's strategic plans. The goal is to reduce the impact of interest rate fluctuations as much as possible.

**2. Use of Suitable Financial Instruments –** The Company evaluates funding sources with suitable interest rate structures and may employ financial risk mitigation tools, such as fixed interest rate contracts or interest rate management strategies, aligned with its debt obligations.

**3. Monitoring Economic and Interest Rate Trends –** The Company closely monitors financial market conditions and interest rate trends, enabling timely strategy adjustments and proactive financial planning to cope with potential changes.

**4. No Speculative Financial Activities –** The Company does not engage in speculative investments in financial instruments or any financial transactions that could jeopardize financial stability. It prioritizes sound financial health and efficient cost management.

- **Foreign Exchange Risk**

The Company may face foreign exchange risk due to certain expenses - such as machinery purchases, raw materials, and other costs that are payable in foreign currencies. Currency fluctuations can impact the Company's overall cost structure. To address this, the Company has implemented a clear and prudent foreign exchange risk management policy.

The Company utilizes financial risk mitigation instruments, such as forward contracts in cases where expenses are incurred in foreign currencies. This strategy allows the Company to lock in exchange rates in advance, thereby minimizing the impact of currency fluctuations and enabling effective cost management.

**(4) Legal and Regulatory Compliance Risk**

The Company places great importance on compliance with all relevant laws, regulations, and policies to ensure that its operations are lawful, transparent, and aligned with established standards. However, applicable laws and regulations may change or be updated periodically, potentially affecting the Company in several ways, such as:

- Operational impacts from more stringent conditions or restrictions,
- Reputational and image risks from non-compliance or missteps, and
- Legal exposure, including fines or penalties, if regulatory requirements are not properly met.

To manage these risks, the Company has adopted proactive measures as follows:

**1. Continuous Monitoring and Legal Assessment –** A dedicated Legal and Compliance Unit monitors and reviews new and updated laws, regulations, and policies relevant to the Company's business. This unit also analyzes potential impacts of legal changes.

**2. Reporting and Communication Procedures –** If there are legal or regulatory changes affecting business operations, the Company reports them

immediately to the Corporate Governance Committee for guidance and communicates necessary actions to relevant departments. Updates are also presented to the Board of Directors.

3. **Strict Internal Compliance Framework** – Internal policies are established to ensure that all employees understand and comply with relevant laws and regulations. Training programs are conducted to educate staff on legal and regulatory requirements.
4. **Proactive Risk Management via Internal Control Systems** – Rigorous internal control and audit processes are in place to minimize risks of non-compliance and ensure alignment with all applicable laws.

## (5) Social and Environmental Risk

### • Risk from Climate Change

The Company recognizes the risks posed by climate change, which may have significant impacts on society and the environment, including the livelihoods of local communities, farmers, wildlife, forests, and other natural resources that are vital to the Company's production processes particularly tree plantation projects, which are a primary source of raw materials for paper used in the Company's various products.

Furthermore, climate change may lead to a shortage of high-quality raw materials in the future. To address this risk, the Company has implemented mitigation measures, including a raw material sourcing policy that emphasizes procuring materials from suppliers across multiple regions. This approach reduces dependency on a single source and enhances flexibility by diversifying supply risk.

In addition, the Company places importance on supporting suppliers who operate sustainably managed plantations and follow environmentally conscious processes. The Company selects partners based on compliance with environmental standards and the use of techniques that minimize environmental impact, such as sustainable agriculture and reforestation projects aimed at environmental restoration.

### • Risk from Demographic Shifts

In the current environment, many sectors have begun to recognize and prioritize the issue of an aging society, characterized by a growing elderly population and a declining birth rate. This shift leads to a mismatch between the supply and demand of labor in terms of age over the long term and affects the growth potential of products targeting children and youth.

In response to this demographic change, the Company has adjusted its business plans accordingly by conducting regular research and consumer needs assessments. This allows the Company to develop products that effectively meet the needs of its core customer groups, both now and in the future.

Additionally, the Company has implemented labor-related measures by providing opportunities for capable and experienced senior individuals to take on suitable roles, particularly those that fully leverage their knowledge and experience. This policy not only provides older adults with income, a sense of value, and economic stability, but also supports and promotes a sustainable society through the optimal use of human resources.

## (6) Emerging Risks

### • Cybersecurity Risk from Increased Technological Dependence

With the rapid advancement of technology, the Company has become increasingly reliant on digital systems to enhance operational speed and efficiency. This reliance poses potential risks such as data theft, cyberattacks, and data leaks, which could disrupt the Company's operations or damage its reputation. To mitigate these threats, the Company has implemented robust cybersecurity measures, including:

The development of strict Information Technology (IT) policies and protocols for proper system use to ensure technology is utilized safely.

Implementation of an Access Control Policy, which governs access rights to various systems

and prevents unauthorized data access or system breaches.

Furthermore, the Company continuously monitors for cybersecurity threats through regular system checks and assessment of data backup protocols to ensure critical information is well-protected. Employees are also trained on safe and proper use of technology to enhance understanding and capacity to prevent cyber threats.

- **Geopolitical Risk**

Geopolitical changes may result in energy shortages, raw material scarcity, and currency volatility, all of which are closely linked to international imports and could directly impact the Company's operations particularly in procurement and financial management under volatile exchange rates.

To address these risks, the Company has adopted the following measures:

1. Monitoring and Situation Analysis – Ongoing monitoring and analysis of geopolitical and economic developments to assess potential impacts and facilitate timely response.
2. Diversification of Raw Material Sources – Sourcing raw materials from various global regions to reduce dependence on any single source and mitigate supply disruption risks.
3. Innovation Exploration – Studying new technologies and innovations that can enhance production and operational efficiency.
4. Flexible Financial Management Plans – Implementing adaptable financial plans and utilizing financial instruments to hedge against exchange rate risks during periods of currency fluctuation.

## 2.2.2 Risks Affecting Shareholders' Rights or Investment

### Risk Related to Control by Major Shareholders

As of December 31, 2024, the Adelfos Group which includes Vadhanabhakdi Co., Ltd., Siribhakditham Co., Ltd., and Sirivadhanabhakdi Co., Ltd. held a combined total of 904,368,591 shares, representing 90.59%

of the Company's total issued and paid-up shares (exceeding 50%). As a result, these shareholders are capable of exercising control over almost all shareholder resolutions, including matters related to director appointments and other issues requiring a majority vote at the shareholders' meeting.

However, matters requiring a three-fourths ( $\frac{3}{4}$ ) majority vote as stipulated by law or the Company's Articles of Association would limit such control. Nevertheless, other shareholders may find it difficult to consolidate sufficient votes to challenge or balance decisions proposed by the major shareholders.

To ensure transparency and uphold good corporate governance, the Company has implemented the following measures:

1. Structured Corporate Governance – The Company has established a Board of Directors and various subcommittees with clearly defined scopes of authority, ensuring standardized, transparent, and auditable operations.
2. Independent Directors – Currently, the Company's Board comprises 7 independent directors out of 12 total directors. Each independent director possesses the expertise necessary to review operations and ensure transparency.
3. Disclosure of Related Transactions – The Company has a disclosure process for transactions involving directors, major shareholders, or controlling persons, in compliance with legal and regulatory requirements. This helps prevent conflicts of interest and promotes transparency in all transactions.

## 2.2.3 Risk Related to Investment in Foreign Securities (In Cases Where the Issuer Is a Foreign Company)

- None -

# Sustainable Business

## Development

# 3

### Sustainability Report 2024

The Company has prepared information on driving business sustainability in this report to present the Group's sustainable development performance in 3 areas, namely, economy, society and environment, especially in the material topics that will affect the Group's ability to conduct business and achieve continuous growth in the long term. In 2024, the Company prepared the information in accordance with the guidelines of the Global Reporting Initiative ("GRI Standard") at the Core level and has evaluated the Group's operations against the United Nations Sustainable Development Goals (SDGs).

#### Scope of Reporting

The scope of reporting is divided by data type as follows:

- (1) Economic information covers the performance of the Company and its subsidiaries according to financial statements for the 12-month period, from 1 January 2024 to 31 December 2024.
- (2) Social information and environmental information cover the activities and performance of the Company and its subsidiaries in core businesses that significantly impact communities, society or the environment, without including businesses in which the Company holds shares of less than half.

For information on the nature of the business, management structure, corporate governance, risk management, internal control and internal audit, significant events and performance in the past year, are presented in other sections of Form 56-1 One Report 2024.

#### Certification of Report

Economic performance data comes from the accounting data collection system similarly to the Form 56-1 One Report, which has been reviewed by the Company's

auditors. As for the performance of sustainable development, it is based on information under the Company's responsibility that has been considered to be relevant and to create value for stakeholders related to Amarin Group

#### Quality Control of Report Preparation

The Sustainability and Risk Management Committee, the Company Secretary, and the Office of Legal and Compliance are the units that work together to control the quality and preparation of information on driving the business towards sustainability to ensure accuracy and completeness. The information collected from related departments and subsidiaries for the preparation of the report was reviewed for accuracy in accordance with the specified guidelines. The responsible above mentioned persons reports the guidelines, procedures, and progress of their activities to the Corporate Governance Committee and the Board of Directors.

#### Contact us for inquiries or comments

Office of Legal and Compliance  
Telephone: 0 2422 9999 ext. 4117  
Email: [secretary@amarin.co.th](mailto:secretary@amarin.co.th)

### 3.1 Sustainability Management Policy and Objectives

In 2024, Amarin Group moved toward becoming a full-service media company (omni-media). Therefore, in addition to the media, publication, and content production for distribution in all channels, which are considered the Company's core business, the Company also aims to expand growth to various platforms, including the Company's digital platform and global content licensing expansion to platforms abroad, while also increasing growth opportunities to new businesses such as in organizing concerts and

may related to artist management, and providing IP management content services to manage income from intellectual property rights (or IP rights), etc.

The Company realizes that to achieve its goals and achieve sustainability, it not only has to focus on good performance, but it must also drive the business on the foundation of good corporate governance, with responsibility for society and the environment, while meeting the expectations of both the upstream and downstream stakeholders of the business.

In any case, the Company continues to set and announce its Sustainable Development Policy in line with the organization's mission, which states that "we will work for the happiness and prosperity of the society." Our goal is to achieve stable and sustainable growth in economic, social, community and environmental aspects under the principles of corporate governance to create confidence among stakeholders in every business process, which must be transparent and auditable, by linking sustainable development goals with the organization's policies and sustainability management goals while integrating the sustainability strategy into the organization's long-term strategic plan for 2023-2030 under the direction of the Sustainability and Risk Management Committee, which will lead to dedicated implementation and greater efficiency. Accordingly, the business operation guidelines based on the organization's sustainability strategy can be summarized as follows:

- Establish guidelines for integrating international sustainability practices into business sustainability processes at the corporate, value chain and supply chain levels, with measurements to assess operational efficiency and effectiveness.

- Raise awareness of sustainable business practices among executives and employees at all levels through inculcating ideas, creating knowledge and understanding, and promoting participation in sustainability throughout the organization.

The Board of Directors has determined that the "Sustainability Management Policy" of the Group will be reviewed annually. In 2024, the Board of Directors revised said policy to be in line with the current economic and social conditions. This policy will serve as a guideline for business management toward secure and sustainable growth, and all directors, executives and employees have the duty to support and operate in line with said policy. The aforementioned policy and practices are disclosed under the "Sustainable Development" section on the Company's website at <https://amarin.co.th/sustainability>.



Sustainability  
Management Policy

### Corporate Sustainability Management Goals and Progress

The Company has set sustainability targets and indicators by considering alignment with the United Nations Sustainable Development Goals (SDGs) and the Company's long-term sustainability strategy plan for 2023-2030, which has been considered in conjunction with current events and global trends, as well as the Company's potential and business approach, as follows:





## Corporate Sustainability Framework and Strategy





## Key Goals and Performances in Year 2024

### Environmental Dimension: Promote a Good Environment







Efficient acquisition and use of resources and commitment to environmental conservation.





Sustainability Topics	Goals for 2022-2024	Indicators	Annual Performance Results		SDGs goals
			2023	2024	
<b>E1 Energy management and clean energy use.</b>	<ul style="list-style-type: none"> <li>Maintain or reduce electricity usage in the production process.</li> <li>Maintain or reduce fuel consumption of passenger vehicles and transport vehicles.</li> <li>Reduce production costs by using more clean solar energy than the base year.</li> </ul>	<p>Percentage of total electricity expenses to total income.</p> <p>Percentage of total oil and fuel expenses to total income.</p> <p>Cost savings.</p>	<p>1.06 percent as targeted</p> <p>0.07 percent as targeted.</p> <p>1,844,843.50 baht/year as targeted.</p>	<p>0.90 percent as targeted</p> <p>0.07 percent as targeted</p> <p>4,547,567.00 baht/year as targeted.</p>	
<b>E2 Water quality management.</b>	<ul style="list-style-type: none"> <li>Maintain or reduce the amount of tap water used by production units.</li> <li>The quality of wastewater from the production process complies with the specified laws/standards.</li> </ul>	<p>Percentage of total water usage expenses to total income.</p> <p>Number of complaints from wastewater discharges that affect the environment and surrounding communities / violations of water management laws.</p>	<p>0.03 percent as targeted.</p> <p>0 cases as targeted.</p>	<p>0.02 percent as targeted.</p> <p>0 cases as targeted.</p>	 
<b>E3 Adaptation to climate change.</b>	<ul style="list-style-type: none"> <li>Successful reduction of greenhouse gas emissions by more than the base year.</li> <li>At least 4 activities per year to provide knowledge and create awareness about the environment, climate change and energy management.</li> </ul>	<p>The amount of greenhouse gas emissions reduction.</p> <p>Number of activities to provide knowledge and create awareness about the environment, climate change and energy management.</p>	<p>212,781.99 kilograms of carbon dioxide equivalent as targeted.</p> <p>10 times as targeted.</p>	<p>531,585.65 kilograms of carbon dioxide equivalent as targeted.</p> <p>11 times as targeted.</p>	

Sustainability Topics	Goals for 2022-2024	Indicators	Annual Performance Results		SDGs goals
			2023	2024	
<b>E4 Sustainable management of waste and excess food to reduce landfills.</b>	<ul style="list-style-type: none"> <li>Promote sustainable waste management, emphasizing reuse and recycling through various projects to reduce landfill in line with the Sustainable Development Goals (SDGs), with an indicator consisting of increased waste recycling when compared to the base year.</li> </ul>	<p>The amount of trash and waste reused / recycled from all activities, consisting of:</p> <ul style="list-style-type: none"> <li>- The amount of trash and waste sorted for reuse or recycling.</li> <li>- Total amount of plastic bottle waste that is recycled.</li> <li>- The amount of building organic waste that is used to produce organic fertilizer and donated to the community.</li> </ul>	<p>566 kilograms as targeted.</p> <p>AMARIN: 193 kilograms.</p> <p>180 kilograms.</p> <p>193 kilograms.</p>	<p>5,756 kilograms as targeted.</p> <p>AMARIN: 212 kilograms.</p> <p>AMTV: 4,650 kilograms.</p> <p>240 kilograms.</p> <p>654 kilograms.</p>	
<b>E5 Communication to raise awareness of environmental management approaches to protect and restore ecosystems and biodiversity.</b>	<ul style="list-style-type: none"> <li>At least 4 activities per year to provide knowledge and create awareness about the environment, climate change and energy management.</li> </ul>	<p>Number of activities/ communications to raise awareness of environmental management approaches through news programs, variety programs, dramas, events and seminars.</p>	N/A	<p>5 activities as targeted.</p>	

### Social Dimension: Create a Good Society

Focus on products and services that create value for participants from the production process to consumers.




Sustainability Topics	Goals for 2022-2024	Indicators	Annual Performance Results		SDGs goals
			2023	2024	
<b>S1 Human rights responsibilities.</b>	<ul style="list-style-type: none"> <li>No lawsuits/complaints of human rights violations in the business activities of the Group.</li> </ul>	Number of complaints of human rights violations.	0 cases as targeted.	0 cases as targeted.	
<b>S2 Diverse and equitable employment.</b>	<ul style="list-style-type: none"> <li>A policy for implementing the recruitment and selection process that focuses on hiring workers in a diverse, equal and fair manner without discrimination.</li> <li>Promote careers for vulnerable groups according to the criteria set by law.</li> </ul>	<p>Existence of a diverse and equal employment policy.</p> <p>Number of hired persons with disability.</p>	<p>Yes, as targeted.</p> <p>10 people as targeted</p>	<p>Yes, as targeted.</p> <p>9 people were targeted, which is more than required by law.</p>	 
<b>S3 Fair treatment of workers.</b>	<ul style="list-style-type: none"> <li>Raise occupational health and safety standards and create a safe environment for work: Zero work-related accidents/illnesses leading to death.</li> <li>Improve quality of life with stable welfare: Employee engagement rate greater than 80 percent.</li> <li>No major labor disputes.</li> </ul>	<p>Number of work accidents/ illnesses leading to death.</p> <p>Employee engagement rate.</p> <p>Number of major labor disputes</p>	<p>0 times as targeted.</p> <p>94.00 percent as targeted.</p> <p>0 cases as targeted.</p>	<p>0 time as targeted.</p> <p>93.41 percent as targeted.</p> <p>0 cases as targeted.</p>	 
<b>S4 Human capital development.</b>	<ul style="list-style-type: none"> <li>Personnel receive training and knowledge development for an average of more than 8 hours per person per year.</li> <li>Creating social value and supporting the economic system</li> </ul>	<p>Average number of employee training hours per year.</p> <p>Number of complaints of human rights violations.</p>	<p>6.06 hours/person/year.</p> <p>0 cases as targeted.</p>	<p>9.17 hours/person/ year.</p> <p>0 cases as targeted.</p>	





Sustainability Topics	Goals for 2022-2024	Indicators	Annual Performance Results		SDGs goals
			2023	2024	
S5 Accountability to all stakeholders.	<ul style="list-style-type: none"> <li>Creating Customer Experiences               <ul style="list-style-type: none"> <li>Satisfaction level of visitors to the Home and Garden Fair greater than 80 percent.</li> <li>Satisfaction level of service user customers greater than 85 percent.</li> <li>No complaints about the breach of customer personal data and no data leaks.</li> </ul> </li> <li>Responsibility for products and services:               <ul style="list-style-type: none"> <li>The Company has policies and practices on quality and ethics in the production and distribution of media and content.</li> <li>The Company has policies and practices for quality media access.</li> </ul> </li> <li>Responsibility towards business partners:               <ul style="list-style-type: none"> <li>The Group has no complaints from business partners regarding issues of compliance with the Supplier Code of Conduct or issues related to unfair or unequal treatment.</li> </ul> </li> <li>Responsibility towards business competitors:               <ul style="list-style-type: none"> <li>The Group has no disputes with any competitors and has no agreements with competitors or other business operators that monopolize or reduce competition in the market.</li> </ul> </li> <li>Accountability to trade creditors:               <ul style="list-style-type: none"> <li>No complaints/disputes with trade creditors.</li> </ul> </li> <li>Accountability to community and society:               <ul style="list-style-type: none"> <li>No dispute with the communities near places where the Group establishes business.</li> </ul> </li> </ul>	<p>Percentage of customer satisfaction.</p> <p>Percentage of customer satisfaction.</p> <p>Number of complaints regarding breach of customer personal data and no incidents of data leaks.</p> <p>Policy and practices on quality and ethics in the production and distribution of media and content.</p> <p>Policy and practices for quality media access.</p> <p>Number of complaints from business partners on issues of compliance with the Supplier Code of Conduct or issues of unfair or unequal treatment.</p> <p>Number of disputes with competitors and agreements with competitors or other business operators that monopolize or reduce competition in the market.</p> <p>Number of complaints/disputes with trade creditors.</p> <p>Number of disputes with communities near places where the Group establishes business.</p>	<p>85.00 percent as targeted.</p> <p>96.00 percent as targeted.</p> <p>0 cases as targeted.</p> <p>A policy exists as targeted.</p> <p>A policy exists as targeted.</p> <p>0 cases as targeted.</p> <p>0 cases as targeted.</p> <p>0 cases as targeted.</p> <p>0 cases as targeted.</p> <p>0 cases as targeted.</p>	<p>85.00 percent as targeted.</p> <p>92.12 percent as targeted.</p> <p>0 cases as targeted.</p> <p>A policy exists as targeted.</p> <p>A policy exists as targeted.</p> <p>0 cases as targeted.</p> <p>0 cases as targeted.</p> <p>0 cases as targeted.</p> <p>0 cases as targeted.</p>	   

Sustainability Topics	Goals for 2022-2024	Indicators	Annual Performance Results		SDGs goals
			2023	2024	
<b>S6 Innovation development.</b>	<ul style="list-style-type: none"> <li>All leaders and employees participate in the learning process and sustainability activities at all levels, including directors, executives and all levels of employees.</li> </ul>	Percentage of employees who completed training, learning processes and activities in sustainability.	100 percent as targeted.	100 percent as targeted.	
		Percentage of executives who completed training, learning processes and activities in sustainability.	100 percent as targeted.	100 percent as targeted.	
		Percentage of directors who completed training, learning processes and activities in sustainability.	100 percent as targeted.	100 percent as targeted.	

### Economic Dimension: Economy/Good Corporate Governance

Operate with fairness, transparency and business ethics.

Sustainability Topics	Goals for 2022-2024	Indicators	Annual Performance Results		SDGs goals
			2023	2024	
<b>G1 Stable business growth.</b>	<ul style="list-style-type: none"> <li>Dividend payout ratio compared to net profit not less than 60 percent.</li> </ul>	Percentage of dividend payout ratio compared to net profit according to financial statements.	65.40 percent as targeted.	78.48 percent as targeted.	
<b>G2 Information system security.</b>	<ul style="list-style-type: none"> <li>No significant disruption/security vulnerabilities of the information technology systems used in the Group's business operations.</li> </ul>	Number of events that caused significant disruption/security vulnerabilities of the information technology systems used in the Group's business operations.	0 incidents as targeted.	0 incidents as targeted.	
<b>G3 Business ethics.</b>	<ul style="list-style-type: none"> <li>Receive a corporate governance rating from an internationally recognized institution or equivalent at the "Excellent" level.</li> </ul>	Rating of the Corporate Governance Survey Project of Listed Companies by the Thai Institute of Directors.	Excellent as targeted.	Excellent as targeted.	

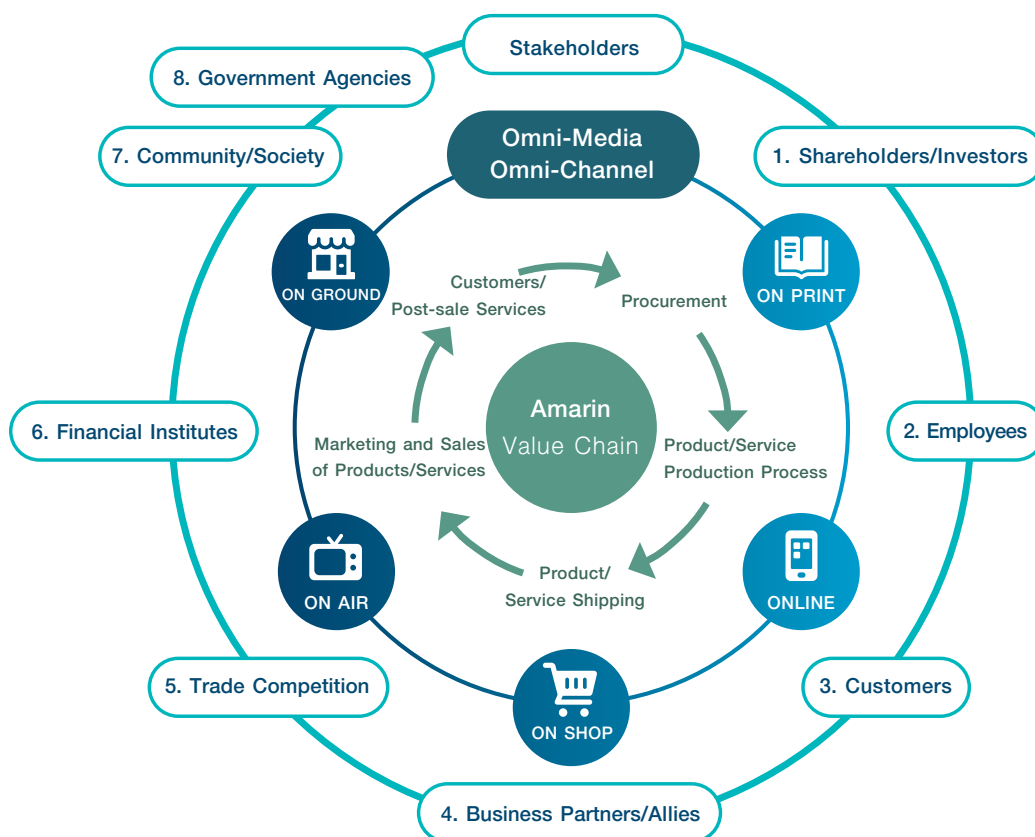
Sustainability Topics	Goals for 2022-2024	Indicators	Annual Performance Results		SDGs goals
			2023	2024	
<b>G4 Compliance with the Personal Data Protection Act, B.E. 2562 (2019)</b>	<ul style="list-style-type: none"> <li>No cases/complaints regarding personal data breach and personal data leaks from data owners/regulatory agencies.</li> </ul>	Number of complaints regarding personal data breaches and leaks of personal data from all stakeholders.	0 cases as targeted.	0 incidents as targeted.	
<b>G5 Human rights.</b>	<ul style="list-style-type: none"> <li>The Company has conducted a human rights risk assessment covering all of the Company's business activities, representing 100% of the business areas.</li> </ul>	Percentage of the areas where the Company conducts business that have been assessed.	N/A	100 percent as targeted.	
<b>G6 Anti-corruption.</b>	<ul style="list-style-type: none"> <li>No complaints related to corruption that significantly affect business operations.</li> </ul>	Complaints related to corruption.	0 cases as targeted.	0 incidents as targeted.	
<b>G7 Strengthening operational mechanisms and cooperation of international organizations.</b>	<ul style="list-style-type: none"> <li>Join the Thai Private Sector Collective Action Coalition Against Corruption.</li> </ul>	Membership certification status.	N/A	Successful declaration of intent as targeted.	

## 3.2 Managing Stakeholder Impacts in the Business Value Chain

### 3.2.1 The Company's Sustainable Business Value Chain

The Company prioritizes value chain management to promote sustainable business growth and create value for society under the concept “We work for the happiness and prosperity of the society” by focusing on operations in every step of the value chain from sourcing raw materials to delivering products and services to consumers.

The Company applies environmentally and socially friendly approaches in every step of the value chain, including selecting sustainable and environmentally friendly materials, promoting collaboration with partners along the same direction to develop products and services that meet both quality and sustainability needs, and efficiently managing resources to create value for both the Company and society.



### 3.2.2 Stakeholder Analysis in the Business Value Chain

The Company has analyzed and identified key stakeholders in the value chain who are both positively and negatively affected by the Company's business operations, with a focus on listening to the opinions, expectations and suggestions from all stakeholders in order to be able to consider these issues and determine appropriate guidelines for treating stakeholders.

The Company will conduct an ongoing assessment of the importance of stakeholders and material topics. The assessment of stakeholder expectations and satisfaction will be conducted at least once a year to ensure that we are responding appropriately and in a timely manner to their expectations and concerns. This will enable the Company to develop and improve its business operations in a way that benefits all stakeholders and builds sustainable long-term relationships.

The details of the assessment and conclusions from hearing the opinions of stakeholders will be disclosed and made available for review by all stakeholders in the Company's annual report.

Stakeholders	Stakeholders' Expectations	Response to Stakeholders' Expectations	Communication Channels/ Communication Methods
Shareholders/ Investors	<ul style="list-style-type: none"> <li>Continuous growth in business returns.</li> <li>Financial returns (dividends and share value) and consistent dividend payments.</li> <li>Sustainable management in terms of environment, society and good corporate governance.</li> <li>Sufficient, accurate, transparent and timely disclosures of information.</li> </ul>	<ul style="list-style-type: none"> <li>Analysis, monitoring, inspection and budget management planning to be consistent with the set goals.</li> <li>Equal treatment of shareholders with care for their rights under the responsibility of the Board of Directors.</li> <li>Business plan reviews to ensure responsibility to the environment, society and corporate governance to create sustainable returns.</li> <li>Comprehensive risk management with constant risk adjustments</li> <li>Important information disclosures in accordance with the guidelines, rules and regulations of the Stock Exchange of Thailand and the Securities and Exchange Commission.</li> </ul>	<ul style="list-style-type: none"> <li>Annual general meetings.</li> <li>Annual reports.</li> <li>Business visits.</li> <li>Disclosed contact channels for the Company Secretary and Investor Relations Department</li> <li>www.amarin.co.th</li> <li>Information reports, whistleblowing and complaints.</li> </ul>
Employees	<ul style="list-style-type: none"> <li>Fair benefits and compensation.</li> <li>Career stability and advancement along with knowledge development.</li> <li>A good quality of working life along with work safety.</li> <li>Participation in development planning according to position and duties and responsibilities.</li> </ul>	<ul style="list-style-type: none"> <li>Provision of compensation, welfare and benefits comparable to those in the same industry.</li> <li>Creation of appropriate and necessary training plans to develop the potential, skills and knowledge of employees in each line of work.</li> <li>Compliance with labor laws and human rights principles.</li> </ul>	<ul style="list-style-type: none"> <li>Performance is evaluated based on the Company's criteria every 6 months and annually, and surveys are conducted on employee satisfaction and engagement in the organization.</li> <li>Internal department meetings.</li> </ul>

Stakeholders	Stakeholders' Expectations	Response to Stakeholders' Expectations	Communication Channels/ Communication Methods
	<ul style="list-style-type: none"> <li>Handling of complaints and respect for human rights with equitable treatment of employees.</li> </ul>	<ul style="list-style-type: none"> <li>Establishment of work practices regarding safety and occupational health and ensure strict compliance.</li> <li>Appointment of a welfare committee in the workplace for a term of 2 years to represent employees.</li> <li>Communication of business ethics to employees to ensure guideline awareness.</li> </ul>	<ul style="list-style-type: none"> <li>Various activities organized jointly between executives and employees.</li> <li>News, announcements and public relations through various channels of the organization, including internal communication systems, Intranet, email and website.</li> </ul>
Customers	<ul style="list-style-type: none"> <li>Products and services are of high quality and delivered according to customer needs.</li> <li>Fair and reasonable prices for products and services.</li> <li>After-sales service and response to problems or complaints with speed and care.</li> <li>Effective communication with customers and listening to feedback and complaints.</li> <li>Protection of personal data.</li> </ul>	<ul style="list-style-type: none"> <li>Creation and development of quality and diverse products and services to meet customer needs.</li> <li>International standard systems such as ISO9001, BRCGS Packaging ISSUE6, FSC</li> <li>Compliance with business ethics while considering the benefits of customers, treating customers fairly and equally, and keeping customer information confidential.</li> <li>Open channels to receive customer feedback, suggestions, and complaints in order to improve operations.</li> <li>Personal data protection and cyber security.</li> </ul>	<ul style="list-style-type: none"> <li>Regular meetings or client visits according to work plans.</li> <li>Available channels established to receive customer opinions, suggestions and complaints via telephone, email and website.</li> <li>Customer satisfaction surveys.</li> <li>Joint activities with customers.</li> <li>Factory visits.</li> </ul>
Business Partners/ Allies	<ul style="list-style-type: none"> <li>Fair and transparent selection of business partners without monopolization or trade barriers.</li> <li>Fair business returns.</li> </ul>	<ul style="list-style-type: none"> <li>Treatment of trade partners with fairness, equality, transparency, and accountability without trade barriers in accordance with the Supplier Code of Conduct.</li> </ul>	<ul style="list-style-type: none"> <li>Joint meetings of business partners/allies to increase work efficiency and jointly develop the quality of products and services.</li> </ul>

Stakeholders	Stakeholders' Expectations	Response to Stakeholders' Expectations	Communication Channels/ Communication Methods
	<ul style="list-style-type: none"> <li>Timely compliance with payment terms as agreed in contracts.</li> <li>Joint development of growth and security in long-term business operations.</li> </ul>	<ul style="list-style-type: none"> <li>Strict compliance with the procurement policies and mutually agreed contracts to build trust and credibility in the organization's debt repayment capability and maintain sustainable relationships.</li> <li>Internal audits to review and control compliance with the Anti-Corruption Policy and related policies.</li> </ul>	<ul style="list-style-type: none"> <li>Supplier Code of Conduct.</li> <li>Procurement Policy.</li> <li>Available channels exist to receive comments, suggestions and complaints from business partners through meetings, telephone, email, website, etc.</li> <li>Partner relationship-building activities.</li> </ul>
Trade Competitors	<ul style="list-style-type: none"> <li>Act within the framework of fair competition rules.</li> </ul>	<ul style="list-style-type: none"> <li>Not damaging the reputation of business competitors with distorted information.</li> <li>Not seeking confidential information of competitors through dishonest means.</li> <li>Conducting business ethically in accordance with the principles of business ethics.</li> </ul>	<ul style="list-style-type: none"> <li>Business operations.</li> </ul>
Financial Institutions	<ul style="list-style-type: none"> <li>Able to comply with contract terms and conditions.</li> <li>Transparent and auditable management under the principles of corporate governance.</li> </ul>	<ul style="list-style-type: none"> <li>Strict compliance with contract terms and conditions.</li> <li>Accurate information disclosures.</li> </ul>	<ul style="list-style-type: none"> <li>Meetings with executives and the Finance Department.</li> <li>Communication channels via telephone, email, meetings, letters, etc.</li> </ul>
Society, Community and Environment	<ul style="list-style-type: none"> <li>Conduct business without causing any impact on the quality of life of the community, society and the environment.</li> <li>Support for community, social and environmental activities.</li> </ul>	<ul style="list-style-type: none"> <li>Strict compliance with relevant laws and regulations.</li> <li>CSR activities for communities and society to promote the growth of the community economy, generate community income, and improve the quality of life of people in the community.</li> <li>Establishment of guidelines to reduce potential impacts on society and the environment.</li> </ul>	<ul style="list-style-type: none"> <li>Meetings, discussions and joint activities with the community.</li> <li>Channels for communicating information and receiving opinions and complaints via website, telephone, email and letters.</li> <li>Public relations and dissemination of information to create understanding.</li> </ul>

Stakeholders	Stakeholders' Expectations	Response to Stakeholders' Expectations	Communication Channels/ Communication Methods
Government Agencies/ Regulatory Agencies	<ul style="list-style-type: none"> <li>• Strict compliance with relevant laws and regulations and cooperation in providing correct information.</li> <li>• Transparent tax management.</li> <li>• Responsible for society, community and environment.</li> <li>• Cooperation or support for activities or projects of government agencies.</li> </ul>	<ul style="list-style-type: none"> <li>• Supervision to ensure strict compliance with relevant laws and regulations.</li> <li>• Monitoring changes in laws and related regulations, in addition to reviewing policies and procedures of the Company regularly to ensure they are consistent, complete, and in compliance with laws and regulations.</li> <li>• Safety, occupational health and environmental management.</li> </ul>	<ul style="list-style-type: none"> <li>• Business performance and operation reports according to the criteria set by the regulatory agencies.</li> <li>• Participation in meetings, training , seminars, and idea exchanges with government agencies and regulatory agencies.</li> <li>• Activities and meetings, visits during various occasions and time periods to strengthen relationships.</li> <li>• Communication of information via telephone, email, meetings, letters, etc.</li> <li>• Information reports, whistleblowing or complaints.</li> </ul>

### 3.2.3 Identification of Sustainability Material Topics

In 2024, the Company considered material sustainability topics from the Amarin Group's business operations with internal and external stakeholders while referring to the framework of the Global Reporting Initiative (GRI)

and obtained information from meetings or activities from participation with stakeholders to analyze the organization's sustainability management priorities according to the steps as follows:

#### Sustainability Material Topic Assessment Process

1. Identification	<p>A working group comes together to form opinions to identify sustainability issues that impact business operations by analyzing both internal and external factors of the organization, including the following:</p> <ol style="list-style-type: none"> <li>1) Data collection from experience gained.</li> <li>2) Past events.</li> <li>3) Customer satisfaction surveys.</li> <li>4) Complaint channels.</li> <li>5) Employee satisfaction survey.</li> <li>6) Organizational risk assessment.</li> </ol>
2. Prioritization	<p>The material topics obtained are analyzed and ranked by importance by creating a materiality matrix and then presented for approval by the executives for consideration and approval of each project for the relevant departments to proceed.</p>

3.	Validation	The Company considers the material topics derived from the prioritization to determine the material topics in sustainability and the scope of the presentation to cover the relevant material topics, in addition to reviewing the accuracy and completeness of information to be presented in the annual information disclosure form.
4.	Continuous Improvement	The Company considers improvements to the stakeholder engagement process every year to obtain topics that stakeholders receive, including knowledge about their needs and expectations in various operations. In the stakeholder engagement process, a wide range of communication channels have been provided appropriately for each stakeholder to ensure true knowledge about the material topics and lead to effective management improvements.

#### Prioritization Results for the Company's Sustainability Material Topics in 2024

1. Safety, occupational health and work environment.
2. Accountability to stakeholders in the supply chain.
3. Personnel potential development.
4. Business innovation development and promotion.
5. Risk management.
6. Sustainable energy management.
7. Good corporate governance.
8. Compliance with laws and international standards.
9. Fair labor treatment.
10. Environmental impact reduction efforts.
11. Respect for human rights.



● Environmental
 ● Social
 ● Economic/Good Governance

#### Material Topics and Impacts on Society/Environment and Business Value Drivers

##### Environmental Dimension: Promote a Good Environment

##### 1. Actions to Reduce Environmental Impacts

Efficient resource utilization by with the support of technology along with the Company's circular economy strategy can reduce energy consumption and greenhouse gas emissions and meet society's expectations related to climate change, resulting in increased business opportunities with business partners who are taking action on climate change while building confidence for investors and creating cooperation with the government. However, ignoring

the impacts of climate change from the Company's business activities may result in higher operating costs resulting from the impacts of climate change in terms of volatile raw material prices, which leads to supply chain disruptions, including higher operating costs from businesses having to adapt and respond to climate change, such as fees, carbon taxes, and prevention operating costs to allow businesses to continue their operations. In addition, conducting business without considering the impacts of global climate change may affect the lives, health and safety of stakeholders throughout the value chain, such as the impacts from air pollution on the health and safety

of workers and surrounding communities in the long term, as well as impacts from drought and floods on trading partners in sourcing and delivering products and raw materials.

## 2. Sustainable Energy Management

Efficient energy management, the development of clean energy and renewable energy technologies help reduce the severity of the impacts of climate change, increase business opportunities and build confidence for investors, while inefficient energy management may result in higher production costs, reduced production capacity and profitability and may cause violations of community

## Social Dimension: Create a Good Society

### 1. Fair Labor Practices

Fair labor practices have a positive impact on society by improving workers' quality of life, reducing inequality, and fostering community relations. On the environment side, it supports green labor, reduces illegal labor, and improves sustainable production standards, while on the business side, it improves employee efficiency and engagement, reduces legal and corporate image risks, and enhances the Company's competitiveness. However, a lack of fair labor practices has negative impacts on society, such as by increasing inequality, unsafe working conditions, and employee dissatisfaction, which can lead to labor disputes and protests. On the environment side, illegal labor may be used in industries that pollute or destroy natural resources, and on the business side, the Company may face high turnover rates, reduced productivity, legal risks, and a damaged corporate image.

### 2. Respect for Human Rights

Respect for human rights has a positive impact on society by promoting equality, reducing discrimination, and creating a just society. On the environment side, it helps prevent violations of community rights, such as forced relocation or the use of illegal labor in polluting industries, while on the business side, it helps enhance corporate image, reduce legal risks, and attract investors who care about ESG. Lack of respect for human rights can lead to labor violations, social problems,

conflicts with communities, and damage to the organization's reputation. This may lead to a loss of trust from consumers and business partners.

### 3. Human Resource Development

Developing leaders and human resources, building critical skills, creating an understanding of technology and digital platforms, increasing operational potential, including employee engagement in the organization, can increase critical skills, and increase the capabilities of individuals in all positions, leading business operations to be efficient and the ability for the business to respond to market changes. On the other hand, ineffective, unequal, and discriminatory personnel development processes create risks of employee human rights violations, such as female employees being paid lower than men, which negatively affects the organization's growth and decreases employee and business partner confidence in the organization.

### 4. Safety, Occupational Health, and Work Environment

Effective occupational health and safety management can reduce the number of work-related accidents, increase the Company's capabilities, and increase employee and business partner confidence in the Company's operations. On the other hand, poor occupational health and safety management can cause loss of life and property, leading to production disruptions and impacts on labor costs due to reduced productivity, and it can also affect employee morale, increase operating costs from fines, and affect the Company's credibility and reputation, not to mention impacts on the safety of life and property of customers who use the Company's services or retail stores of the Group.

### 5. Accountability to Stakeholders in the Supply Chain

Supply chain management can reduce cost risks, risk of raw material and inventory shortages, and risk of human rights violations, while creating confidence in business partners in the Company's operations and increasing profitability. Meanwhile, inefficient and disregard for human rights management in the supply chain creates a risk of business disruption, leading to substandard products to be produced, causing delayed product deliveries to consumers and

increasing production and shipping costs, not to mention impacts on the Company's reputation and good image, thus possibly creating higher environmental and social costs from the expectations of society and investors.

In addition, conducting business with social responsibility supports job creation, provides a good quality of life to the community and results in building good relationships with the community and acceptance by the community where the company operates. Furthermore, the public and private sectors give great importance to supporting all groups of people to have equal access to products and services in addition to supporting the elevation of quality of life and providing a good quality of life to the civil society sector to reduce inequality.

If the Company conducts activities that affect the community, they may lead to the violation of the quality of life of the surrounding community, including conflicts between the community and the organization, which may affect the Company's license to operate and the corporate image.

## **6. Development and Promotion of Business Innovation**

Development and promotion of business innovation has a positive impact on society by helping to improve quality of life, create economic opportunities and develop technologies that help solve social problems. Meanwhile, on the side of the environment, innovation can reduce waste, increase the efficiency of resource utilization, and develop environmentally friendly solutions, and on the business side, it helps to increase competitiveness, drive growth and create value for the organization. Without development in this area, organizations may face technological lag, lose business opportunities, incur higher costs and lose the ability to respond to market demands

## **Economic Dimension: Economy/ Good Corporate Governance**

### **1. Good Corporate Governance**

Good corporate governance will help enhance the efficiency of the organization's business operations, increase business competitiveness, build confidence, and attract investors' attention, and it serves as an

important guideline that helps create value for the business.

Ineffective, non-transparent corporate governance, and lack of consideration for morality, ethics, and human rights of the Company can affect its business competitiveness, reduce stakeholder confidence in the organization, and reduce investors' interest, in addition to increasing the risk of human rights and legal violations.

## **2. Risk Management**

Risk management is an important factor that helps prevent and reduce social impacts, such as employee safety, corruption prevention, and crisis management that may affect communities. On the environment side, this helps reduce risks from pollution, industrial accidents, and inefficient use of resources, while on the business side it helps build stability, reduce costs from damage, and increase competitiveness. Without risk management, businesses may face legal problems, financial damage, investor distrust, and crises that may affect the organization's sustainability in the long run.

## **3. Compliance with Laws and International Standards**

Compliance with laws and international standards helps create social justice, protect the rights of workers, consumers, and communities, and promote transparency and social responsibility. On the environment side, this helps businesses operate under regulations that control resource use, reduce pollution, and prevent impacts on the ecosystem, and on the business side, it helps reduce legal risks and enhances the organization's image while increasing confidence from investors and business partners. If there is a lack of compliance with laws and international standards, the organization may face legal penalties, lose business opportunities, and risk being boycotted or losing confidence from stakeholders.

### 3.3 Sustainability Management In the Environmental Dimension

Amarin Group places importance on operations that create positive impacts on the environment. Therefore, we operate business in accordance with the regulations of the Stock Exchange of Thailand, the Securities and Exchange Commission (SEC) and environmental regulatory agencies by integrating business operations in line with environmental management and climate change guidelines in compliance with relevant standards, laws and regulations, while also creating knowledge, understanding and cooperation in environmental management for the Board of Directors, Executives, employees and related stakeholders to ensure that they act in the same direction throughout the entire organization. We also promote awareness in using resources and energy wisely for stakeholders in the value chain through the organization's various communication channels. This is to enable the business to achieve the United Nations' Sustainable Development Goals (SDGs), which are factors that will lead the business toward sustainable growth.

In addition, as a media company, Amarin Group uses its strengths in news presentation and other programs by integrating environmental content into various programs, with the aim to have viewers receive information and news that will create awareness about the efficient use of energy and natural resources, along with nature conservation, and systematic trash and waste management. As part of the internal management of the organization, this includes providing knowledge to all personnel about environmental management, natural resources, energy, trash and waste management management, and activities within the organization that will lead to tangible environmental practices.

Amarin Group has developed environmental activities in line with the United Nations Sustainable Development Goals (SDGs) to build confidence among stakeholders throughout the value chain along with the organization's sustainable growth as follows:

### United Nations Sustainable Development Goals (Sustainable Development Goals)



**SDG No. 12**  
Responsible Consumption  
and Production



**SDG No. 13**  
Climate Action

#### 3.3.1 Environmental Policy and Practices

The Company is well aware of the severity of the global warming and climate change situation that the world is facing and recognizes that the business sector is one of the sectors that can help slow down and reduce the severity of said situation. Therefore, we emphasize conducting business based on environmental responsibility by striving to reduce the negative impacts from the Company's procedures, work processes and business activities on the environment. We have also established environment-related operating principles covering the efficient and appreciative use of various resources, including water and electricity, and appropriate waste management and reduction. The Company is aware of its responsibility towards the environment, the safety of society, the quality of life of its employees, and the reduction of waste emissions to reduce the impacts of climate change. We are committed to promoting the efficient use of energy and resources.

#### Practices and Management

The Company has established management practices for the environment, water and energy as a framework for its business operations as summarized below:

##### 1. Environmental Practices

- Amarin Group's business operations are required to strictly comply with relevant laws, regulations and environmental quality standards.

- Conduct business with environmental and social responsibility by emphasizing the selection or development of products, services, processes and work methods that promote the most worthwhile use of natural resources while being environmentally friendly, saving energy and reducing waste under the 3Rs concept of Reduce, Reuse and Recycle to minimize impacts from the Company's business operations, stakeholders and society. This includes creating awareness, understanding and consciousness in the worthwhile use of energy and natural resources, along with nature conservation and systematic trash and waste management for the Board of Directors, executives and employees, which will lead to tangible actions through the creation of environmental awareness, especially in the matter of climate change. For example, employees regularly receive public relations efforts via the OA Amarin\_Connect in the Line application, and environmental activities were organized throughout the entirety of 2024 covering covering 4 main issues, namely, (1) trash and waste management; (2) greenhouse gas, energy and environmental and natural resource change management; (3) electricity management; and (4) water management.
- Create awareness and instill a sense of environmental responsibility and efficient energy use among Amarin Group's employees and communicate policies and practices to those involved in Amarin Group's business operations to ensure that business partners or allies, such as suppliers of goods and services, contractors, and business associates, are aware of the importance of and conduct business in accordance with environmental laws, standards, and practices, while giving importance to considering to conduct transactions with partners who have conducted business with a sense of responsibility towards society and the environment.
- Give importance to the selection or development of products, services, processes and work methods that promote the most worthwhile use, environmental friendliness, energy conservation and waste reduction while promoting the use of renewable energy or clean energy in Amarin Group's business operations.
- Manage greenhouse gases by creating a greenhouse gas reduction action plan and set the Company's greenhouse gas emissions target in addition to collecting data, developing action plans and creating related policies and operating manuals.
- Support Amarin Group to set plans and goals for effective and appropriate management of the environment, energy, water, waste and pollution, including setting up performance monitoring and assessment of environmental impacts from Amarin Group's business operations and providing channels to receive complaints from stakeholders so that Amarin Group can promptly and appropriately take corrective action and plan to prevent environmental impacts.
- Establish an emergency response and relief plan; rehabilitate environmental impacts; and conduct plan rehearsals to ensure that all parties involved are ready to follow the plan without causing environmental impacts. Additionally, communicate, train, and create knowledge, understanding and awareness of the roles, duties, and responsibilities that the Company's employees must participate in managing the environment to achieve the organization's goals.
- Regularly review environmental policies, practices and management at least once a year to keep them up-to-date and appropriate for the current situation.
- Accurately and transparently disclose Amarin Group's information and environmental performance.
- Present environmental information and news in various programs and online platforms and integrate contents about environmental care, nature conservation, trash and waste management in television shows throughout 2024.

## 2. Energy Practices

- The Company is required to strictly comply with relevant laws, regulations and energy quality standards.
- Promote the search for effective approaches and methods for energy, environment and climate management that are appropriate for business operations by using new technologies, innovations or work systems.

- Promote the efficient and cost-effective management of resources, including water, chemicals, materials used in the production process and chemicals and spare parts used to maintain the Company's machinery and infrastructure.
- Disseminate information on energy use and energy conservation, or participation in projects of the government or private agencies that aim to increase energy management efficiency in order to contribute to dealing with issues of climate change, global warming and biodiversity to stakeholders and those involved in business operations.

The Company has published its environmental, energy and social management policy under the "Sustainable Development" topic on the Company website at <https://amarin.co.th/sustainability>



Sustainability  
Management Policy

### 3.3.2 Performance Results

#### (1) Energy Management

The Company promotes Amarin Group to efficiently manage energy usage, especially in businesses where energy costs have a significant impact on operating performance, by selecting modern and high-quality machinery and/or technology from approved manufacturers, focusing on preventive maintenance, emphasizing enhancement of machinery and/or production process efficiency, developing work practices that will reduce fuel usage or promote the most worthwhile use of energy, using renewable energy in business operations, and promoting awareness about energy conservation and energy reuse. For the fiscal year 2024, Amarin Group's energy usage and performance results related to energy management are summarized as follows:

#### 2024 Target:

Maintain or reduce the fuel consumption of passenger vehicles and transport vehicles, including electricity consumption.

#### Performance Results:

Scope of Disclosure	2022	2023	2024
	Business Group (4)	Business Group (4)	Business Group (6)
<b>The Company's Electricity Consumption</b>			
– Total electricity consumption (kilowatt-hours)	9,216,330	9,786,859	9,619,165
– Amount of electricity purchased for use (kilowatt-hours)	9,216,330	9,398,471	8,661,702
– Amount of electricity used from renewable energy sources (kilowatt-hour)	-	388,388	957,383
– Total electricity usage costs (Baht)	39,924,744	45,403,149	37,356,865
– Total electricity consumption ratio to total number of employees (kilowatt-hours/person/year)	4,249	4,341	4,251
– Percentage of total electricity usage costs to total expenses (percent)	1.05	1.14	0.92
– Percentage of total electricity usage costs total income (percent)	0.93	1.06	0.90
– Total electricity cost ratio to total number of employees (Baht/person/year)	18,407	20,134	16,495

Scope of Disclosure	2022	2023	2024
	Business Group (1)	Business Group (1)	Business Group (1)
<b>The Company's Oil and Fuel Consumption</b>			
– Diesel (liters)	N/A	62,841.00	63,381.88
– CNG gas (kilograms)	N/A	2,971.00	254.79
– Gasohol 95 (liters)	N/A	23,381.00	19,492.35
– LPG cooking gas (kilograms)	N/A	702.00	336.00
– Total oil and fuel costs (Baht)	2,906,141.00	2,982,328.00	2,600,638.22
– Percentage of total oil and fuel costs to total income (percent)	0.07	0.07	0.07

### Projects and Activities to Support Energy Management Operations in 2024

- Clean Solar Energy Project to Reduce Electricity Costs and Greenhouse Gas Emissions**

The Company launched a project to install solar panels in 4 parking zones, office buildings and the printing house beginning from June 2023 onwards, covering a total area of 8,340 square meters, with a total power generation capacity of 451.30 kilowatts or a capacity to produce 310,054 kilowatts-hours which helps to reduce costs by up to 1,472,756.50 Baht. Additionally, energy management has been expanded to Amarin Group's entities, namely Amarin Book Center Co., Ltd. in October 2023 through the installation of a solar rooftop with a total area of 1,115 square meters and a total power generation capacity of 354.20 kilowatts or 78,334 kilowatts-hours, which helps reduce expenses by up to 372,087 Baht.

In 2024, solar panel installations at the company's premises and printing facility generated 553,440 kilowatt-hours of electricity, reducing expenses by 2,628,840 Baht. Additionally, Amarin Book Center Co., Ltd. generated 403,943 kilowatt-hours of electricity per year, reducing costs by 1,918,727 Baht. A summary of the details of the clean solar energy project and the project results is as follows:



	Installation Site	Solar Panel Area (m <sup>2</sup> )	Investment Budget (Baht)	Power Generation Capacity (kilowatts)	Units of Electricity Produced (kilowatt-hours)	Cost Savings (Baht/year)	Greenhouse Gas Emission Reduction (kgCO <sub>2</sub> eq)
<b>Year</b>	AMARIN	8,340	14,197,995	451.30	310,054	1,472,756.50 <sup>1</sup>	154,995.99
<b>2023</b>	ABOOK	1,115	9,342,037	354.20	78,334	372,087.00 <sup>2</sup>	57,601.00
	<b>Total</b>	<b>9,455</b>	<b>23,540,032</b>	<b>805.50</b>	<b>388,388</b>	<b>1,844,843.50</b>	<b>212,596.99</b>
<b>Year</b>	AMARIN	8,340	-	451.30	553,440	2,628,840.00	276,664.65
<b>2024</b>	ABOOK	1,115	-	354.20	403,943	1,918,727.00	228,527.00
	<b>Total</b>	<b>9,455</b>	<b>-</b>	<b>805.50</b>	<b>957,383</b>	<b>4,547,567.00</b>	<b>505,191.65</b>

Remarks: <sup>1</sup> Installation completed in June 2023

<sup>2</sup> Installation completed in October 2023.

## (2) Water Management

Water is an important natural resource because it is limited and necessary for the lives of stakeholders, in addition to being an important raw material for the industrial business sector. Therefore, Amarin Group places importance on water management and wastewater management to make efficient and worthwhile use of water, especially for the printing business, where water is an important raw material in the production process. Thus, effective water usage management and wastewater quality management help reduce environmental impacts and conflicts with communities due to local water shortages and wastewater quality failing to meet

the criteria set by law, which could affect the production and reliability of Amarin Group's business operations. Accordingly, the Company has set water management goals and plans by following the 3Rs concept of Reduce, Reuse, and Recycle, along with campaigning for water conservation and regularly checking wastewater quality to avoid impacts on the environment and communities.

**2024 Target:** Maintain or reduce tap water usage and receive no complaints about wastewater discharges that affected the environment and surrounding communities.

### Performance Results:

Scope of Disclosure	2022	2023	2024
	Business Group (4)	Business Group (4)	Business Group (6)
<b>Water Consumption</b>			
– Total water usage (cubic meters)	47,221.00	65,500.00	63,266.68
– Total water consumption ratio to total number of employees (cubic meters/person/year)	21.77	29.05	27.72
– Total water consumption ratio to total income (cubic meters/thousand Baht income)	0.01	0.02	0.02
– Total water usage costs (Baht)	756,686.19	1,049,161.16	1,008,925.58
– Percentage of total water usage expenses to total income (percent)	0.02	0.03	0.02
– Total water usage expense ratio to total number of employees (Baht/person/year)	348.86	465.26	442.12

Scope of Disclosure	2022	2023	2024
	Business Group (4)	Business Group (4)	Business Group (6)
Complaints about wastewater discharges that affected the environment and surrounding communities / Violations of water management laws	0 case.	0 case.	0 case.
Fines for violations of water management laws	None.	None.	None.

In 2024, the Company's water consumption was 0.02 percent, or an increase of 0.01 percent when compared to 2023, because the Company expanded its business operations from the previous year. However, the Company is conscious about worthwhile use of water and has continuously carried out activities to support water management. Wastewater from office use and production processes of Amarin Group will go through a wastewater treatment system and the water quality will be checked to meet the criteria set by law before being released into public water sources. In 2024, the water quality measurement results were in accordance with the criteria set by law, and 100% of treated water was released into public waterways, with no complaints about water quality that affected the environment, surrounding communities and other related stakeholders, and there were no costs from violations of laws related to water management.

#### Projects and Activities to Support Water Management Operations in 2024

- **Wastewater Management Project** - The Company has installed a wastewater treatment system and conducted water quality tests by relying on a certified external agency to conduct water quality tests before releasing it into public water sources in accordance with the Enhancement and Conservation of National Environmental Quality Act, B.E. 2535 (1992), to avoid impacts on communities surrounding the Company.
- **Conservation Project through Reduction and Worthwhile Use of Water** - The Company has a campaign to create awareness about water conservation among employees for water use in the office and production by supporting the management of 2 issues, i.e., campaigning for reduced water consumption and treatment of used water. In addition, the Maintenance Department is

required to regularly inspect equipment that may cause water leakage.

### (3) Trash and Waste Management

Amarin Group places importance on waste management, with the goal of reducing the amount of waste and managing both hazardous and non-hazardous waste from Amarin Group's operations by using the 3Rs principle of Reduce, Reuse, and Recycle. Amarin Group also systematically manages waste covering sorting, storage, transportation, and disposal of waste to circulate resource utilization for maximum benefits according to the principles of the circular economy, which additionally helps reduce environmental impacts from business operations that may affect communities, greenhouse gas emissions, and business costs. For waste disposal by external agencies, Amarin Group selects government-licensed service providers for transportation and disposal to ensure management according to standards with the least impact on the environment.

**2024 Target:** Amarin Group aims to minimize the amount of waste from the production process and promote waste disposal through reuse and recycling through various projects and successfully increase greenhouse gas emissions reduction every year.

#### Projects and Activities to Support Trash and Waste Management Operations in 2024

- **Toxic/Chemical Waste Management Project**  
Amarin Group has established a systematic waste management system within the Company and factories and aims to reduce the amount of waste so as not to affect the environment, with a short-term goal to create an image and habit for personnel to sort waste by type to ensure cleanliness and orderliness in discarding waste at the designated

places and send waste for subsequent destruction. Meanwhile, the long-term goal is to enable personnel to have waste sorting knowledge, understanding and behaviors according to the specified waste categories to help reduce current and future greenhouse gas emissions.

The Company establishes waste sorting points at various locations indoors and outdoors utilizing differently colored trash cans based on the suitability of each area, such as the cafeteria, parking lot, and stairwells on every floor of the building, etc. This aims to reduce waste, save on the waste disposal budget, and communicate to instill familiarity in employees to promote practice at home.



Accordingly, the process of sorting and disposing each type of waste has been appropriately determined. For general waste, the office building's waste collection and disposal service is used. Meanwhile, for waste in the form of components, chemically-contaminated waste, and hazardous waste, such waste is transported and disposed of in accordance with the legal guidelines by external service providers who are legally registered for industrial waste disposal. Additionally, for scrap materials or packaging that can enter the recycling process for reuse or other benefits, such as paper, plastic bottles, glass bottles, scrap metal, chemical containers, paint containers, and used lubricants, Amarin Group sorts them for sale to operators or to deliver them to business partners or organizations with a recycling project to further make use of them.

In 2024, the Company sent hazardous waste to a hazardous waste disposal company that was an external company certified according to environmental standards and that complied with the legal disposal methods to facilitate reuse in production.

#### Performance Results:

Scope of Disclosure	2022	2023	2024
	AMARIN (1)	AMARIN (1)	AMARIN (1)
<b>The Company's Trash and Waste Amount</b>			
– Total amount of trash and waste (kilograms)	1,775,500.00	1,509,190.00	1,368,135.65
– Amount of non-hazardous trash and waste (kilograms)	1,480,090.00	1,484,870.00	1,337,145.65
– Amount of hazardous trash and waste (kilograms)	295,410.00	24,320.00	30,990.00
– Ratio of total trash and waste amount to total income (kilograms/thousand baht of income)	0.42	0.35	0.33
– Total amount of trash and waste reused/recycled (kilograms)	N/A	566.00	5,756.00
– Amount of non-hazardous trash and waste reused/recycled (kilograms)	N/A	566.00	5,756.00
– Amount of hazardous trash and waste reused/recycled (kilograms)	N/A	0.00	0.00
– Percentage of total trash and waste reused/recycled to the total trash and waste amount (percent)	N/A	0.04	0.42
– Percentage of non-hazardous trash and waste reused/recycled compared to the total non-hazardous trash and waste amount (percent)	N/A	0.04	0.43

- **Amarin Merit-Making and Happiness Promotion Project: Monk Robes from Recycled Plastic Bottles**

The Company is committed to continuously implementing the “**Amarin Merit-Making and Happiness Promotion**” project to integrate the principles of merit-making with environmental conservation by transforming **recycled plastic bottles** into **monk robes** through the **upcycling process** to help reduce plastic waste and reuse a valuable resource.

Plastic bottles donated by employees and communities are processed and turned into recycled fibers to be woven into fabric according to the Buddhist precepts before being meticulously sewn by skilled craftsmen. **A single robe requires as many as fifteen 1.5-liter plastic bottles**, thus reducing plastic waste while helping to reduce greenhouse gas emissions from the waste disposal process.

The success of this project is due to the cooperation of environmentally conscious employees who have changed their waste management behavior by systematically separating plastic bottles into specified categories, which not only reduces the impact on the environment but also supports sustainable resource management practices and promotes the participation of organizations and communities in creative and environmentally friendly social activities.

Accordingly, **the robes from the project were**

**offered to Wat Chak Daeng, Phra Pradaeng District, Samut Prakan Province**, which is a model temple for sustainable development by combining Buddhism with the circular economy concept to create maximum benefits for society and the environment.

The Company intends to continue this project in the future to contribute to driving society towards the achieving zero waste and help create a good environment for the community

Thus, the Company has participated in the **Low Emission Support Scheme (LESS)** for the 3<sup>rd</sup> consecutive year together with the **Ministry of Natural Resources and Environment** with certification by the **Thailand Greenhouse Gas Management Organization (Public Organization)**. The scheme supports organizations to systematically implement measures to reduce greenhouse gas emissions.

In 2024, the Company was able to reduce its greenhouse gas emissions by 247 kilograms of carbon dioxide equivalent (kgCO<sub>2</sub>e). This was an increase from the previous year, thus reflecting the effectiveness of the measures implemented, including improving energy efficiency, sustainable waste management and promotion of waste recycling. This achievement not only helps reduce global warming but also confirms the Company's commitment to operating environmentally-friendly businesses and driving the organization towards carbon neutrality and sustainable development goals in the future.

#### Performance Results :

	2022	2023	2024
– Amount of waste, type: plastic bottles (kilograms)	90	180	240
– Number of robes that can be processed (pieces)	297	594	792
– Greenhouse gas reduction (kgCO <sub>2</sub> e)	92	185	247



• **Project to Turn Food Waste into Organic Fertilizer to Reduce Landfill**

In 2024, the Company continued to receive food waste from the Company's cafeteria since July 2023 by installing a food waste disposal machine to reuse the waste to its fullest potential by turning food waste into organic fertilizer, thus reducing the amount of organic waste that requires disposal and reducing greenhouse gas emissions from landfilling. In addition, the organic fertilizer obtained is used to maintain trees in Amarin Group's Garden instead of using chemical fertilizers, which helps to reduce chemical contamination in soil and water, and the fertilizer is also distributed to surrounding communities to nourish trees to support sustainable agricultural practices.

In addition to turning food waste into fertilizer, the Company also donates food waste that remains in good condition to the community for use as animal feed to reduce waste and support the efficient use of resources. This approach not only reduces the impact on the environment but also strengthens cooperation between the Company and the community in terms

of sustainable waste management. It is another important step in driving the organization towards being environmentally and socially friendly in the long term. Our target is to reduce the amount of organic waste from buildings by no less than 400 kilograms per year and to produce at least 200 kilograms of fertilizer from organic waste per year.



**Target:** Reduce the amount of organic waste from buildings by no less than 400 kilograms per year and produce at least 200 kilograms of fertilizer from organic waste per year.

**Performance Results:**

	2023 (July-December)	2024 (January-December)
• Total amount of food waste (kilograms)	193	654
• Amount of organic fertilizer produced (kilograms)	88	212
• Amount of food scraps donated to the community (kilograms)	105	432

• **Amarin TV Waste Separation Project for Recycling (Phase 1) to Reduce Greenhouse Gas Emissions**

Amarin Television Co., Ltd. implemented the Waste Separation for Recycling Project (Phase 1), which was a waste management measure that focused on using

resources efficiently and reducing environmental impacts by setting up a specific area for separating white paper to allow employees to dispose paper in the designated area, which housekeepers would then collect and store white paper, cardboard paper,

scrap paper, plastic bottles, and scrap metal resulting from activities within the organization into sacks to be taken into the recycling process.

Every month, the staff recorded the amount of recyclable waste collected before selling it to buyers twice a month for further processing and utilization, which helped to reduce the amount of waste that requires disposal and reduce greenhouse gas

emissions from burning or landfilling waste.

This project is part of Amarin TV's commitment to promote sustainable waste management and reduce environmental impacts through recycling practices, which help reduce greenhouse gas emissions and support environmentally friendly business practices in the long term.

#### Performance Results:

	2024
<ul style="list-style-type: none"> <li>Project duration:</li> </ul>	2 January - 24 April 2024
<ul style="list-style-type: none"> <li>Amount of paper waste that can be separated for certification (kilograms)</li> </ul>	4,650
<ul style="list-style-type: none"> <li>Amount of greenhouse gas emission reduction (kilograms of carbon dioxide equivalents)</li> </ul>	26,147



#### (4) Greenhouse Gas Management

The Company realizes the importance of greenhouse gas management to reduce environmental impacts and strives toward the Sustainable Development Goals (SDGs). Although the Company currently has no concrete calculation of greenhouse gas emission reduction, it has carried out proactive activities to support the reduction of greenhouse gas emission and promote the efficient use of resources as part of its social and environmental responsibility.

**2024 Target:** Activities to reduce greenhouse gases and certification for greenhouse gas emission reduction from an international organization, with a goal to increase the ability to reduce greenhouse gas emissions more than the base year.

The Company is committed to developing strategies and practices to reduce greenhouse gas emissions more concretely in the future, with the goal of determining the organization's greenhouse gas emissions and strengthening environmental management measures for maximum efficiency in line with the SDGs and socially and environmentally responsible business practices.

#### Activities to Reduce Greenhouse Gas Emissions in 2024

The Company initiated and implemented various projects that help reduce greenhouse gas emissions in business operations and create environmental consciousness in the organization and society as follows:

- 1. Amarin Merit-Making and Happiness Promotion Project: Monk Robes from Recycled Plastic Bottles** to reduce plastic waste by recycling plastic bottles into robes for Buddhist monks and reducing the burning of plastics that cause pollution and greenhouse gases.
- 2. Project to Turn Food Waste into Organic Fertilizer to Reduce Landfill** to reduce the amount of food waste that requires disposal in landfills, which are a source of methane gas (CH<sub>4</sub>), a greenhouse gas with high potential to cause global warming. Although not yet certified for emissions reductions, it is an important step towards reducing the impact of organic waste
- 3. Clean Solar Energy Project** focuses on using renewable energy to replace electricity from fuel and reduce carbon dioxide (CO<sub>2</sub>) emissions, which is the main greenhouse gas. Although not officially certified, it is a solution that can help reduce energy costs and environmental impact.

#### 4. Amarin TV Waste Separation Project for Recycling (Phase 1) to Reduce Greenhouse Gas Emissions

is a waste separation project for recycling, which helps reduce the amount of waste that requires disposal and reduces greenhouse gas emissions from burning or burying waste, thereby being a significant contribution toward helping to sustainably reduce the use of natural resources and environmental impacts.

#### Greenhouse Gas Emissions Reduction Certification

From the implementation of environmental projects, the Company has received certification for greenhouse gas emissions reduction from **the Thai Greenhouse Gas Management Organization (Public Organization)** in 2 projects as follows:

- Monk Robes from Recycled Plastic Bottles Project.
- Amarin TV Waste Separation Project for Recycling (Phase 1).

#### Greenhouse Gas Reduction Plan in 2025

To make greenhouse gas management more tangible, the Company has the following operational plans for 2025:

#### 1. Assessment and Calculation of Greenhouse Gas Emissions

- Conduct data collection and assessment of greenhouse gas emissions in production

processes and related activities.

- Develop systematic approaches for reducing greenhouse gas emissions.

#### 2. Expansion of Greenhouse Gas Reduction Projects

- Increase the use of clean energy from sunlight in office and factory areas.
- Develop a more efficient waste management system to reduce waste that needs to be buried.
- Promote greater recycling and reuse of materials.

#### 3. Request for Certification of Greenhouse Gas Emissions Reduction

- Apply for additional certification for projects with the potential to reduce greenhouse gases, such as the solar energy project and project to convert food waste into organic fertilizer.
- Improve processes to meet internationally accepted standards.

#### 4. Creating Awareness and Engagement Among Employees and Stakeholders

- Organize training and create awareness among employees at all levels about greenhouse gas reduction.
- orate with business partners and allies to develop environmentally friendly solutions.

#### Performance Results: Amount of Greenhouse Gas Emission Reduction

	2022	2023	2024
<ul style="list-style-type: none"> <li>• Amarin Merit-Making and Happiness Promotion Project: Monk Robes from Recycled Plastic Bottles, Thai Greenhouse Gas Management Organization (Public Organization) (kilograms of carbon dioxide equivalents)</li> </ul>	92.00	185.00	247.00
<ul style="list-style-type: none"> <li>• Amarin TV Waste Separation Project for Recycling (Phase 1) (kilograms of carbon dioxide equivalents)</li> </ul>	N/A	N/A	26,147.00
<ul style="list-style-type: none"> <li>• Clean Solar Energy Project (kilograms of carbon dioxide equivalents)</li> </ul>	N/A	212,596.99	505,191.65
<b>Total (kilograms of carbon dioxide equivalents)</b>	<b>92.00</b>	<b>212,781.99</b>	<b>531,585.65</b>

## (5) Activities to Promote Environmental, Climate Change and Energy Management Knowledge and Awareness

The Company promotes training, organizes activities and disseminates campaign media to employees to provide knowledge, create awareness of environmental responsibility and adjust behavior in using energy and resources at work and in daily life to be beneficial and worthwhile.

**2024 Target:** Amarin Group aimed to organize no less than 4 training or seminar activities annually covering

environmental, climate change and energy topics.

In fiscal year 2024, the Company encouraged Amarin Group's employees to participate in or carry out activities to provide knowledge and create awareness on the environment, climate change, and energy management, including requiring Amarin Group's employees to review their practices on environmental and energy management in accordance with the Company's sustainability management framework in addition to completing an assessment form. The training plan is as follows:

### Annual Environmental Management Knowledge Training Plan

Training Topics	Training Schedule for 2024											
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.
1. Environmental Safety in the Workplace	X	X	X	X	X	X	X	X	X	X	X	X
2. Integrated Pest Management (IPM)		X										
3. Basic Chemical Knowledge and Emergency Drills for Chemical Spills								X				
4. Techniques for Electricity Cost Reduction in the Compressed Air System				X								
5. Development of Personnel for Energy Responsibility at the General Factory Level					X							
6. Development of Personnel for Energy Responsibility at the Senior Electrical Theory Level					X							
7. Climate Change Measurement & Management							X					
8. Calibration of Industrial Measurement Instruments										X		
9. Basic Carbon Footprint Knowledge										X		
10. ESG in the Boardroom: A Practical Guide for Board (ESG), 5 <sup>th</sup> Batch											X	
11. Sustainable Waste Management		X										

### Performance Results:

In 2024, activities were organized to provide knowledge and create awareness about the environment, climate change and energy management totaling 11 courses with 233 participants, which was in line with the goal of no less than 4 courses per year. The details are as follows:

Course Name	Type	Number of Employees Trained (people)
1. Environmental Safety in the Workplace	In-house training.	175 people.
2. Integrated Pest Management (IPM)	In-house training.	23 people
3. Basic Chemical Knowledge and Emergency Drills for Chemical Spills	In-house training.	21 people
4. Techniques for Electricity Cost Reduction in the Compressed Air System	Outsourced training.	2 people
5. Development of Personnel for Energy Responsibility at the General Factory Level	Outsourced training.	1 people
6. Development of Personnel for Energy Responsibility at the Senior Electrical Theory Level	Outsourced training.	1 people
7. Climate Change Measurement & Management	Outsourced training.	1 people
8. Calibration of Industrial Measurement Instruments	Outsourced training.	2 people
9. Basic Carbon Footprint Knowledge	Outsourced training.	2 people
10. ESG in the Boardroom: A Practical Guide for Board (ESG), 5 <sup>th</sup> Batch	Outsourced training.	1 people
11. Sustainable Waste Management	In-house training.	4 people

### (6) Communication to Raise Awareness about Environmental Management Practices through News Programs, Variety Shows and Dramas

As a media company, Amarin Group presents content by integrating environmental content into the contents of news programs, variety programs and dramas on various channels, including Amarin TV Channel 34HD. The aim is to provide viewers with entertainment, information and news that will lead to an understanding about participation in nature and environmental conservation as follows:

- On October 28, 2024 Amarin TV Channel 34 broadcasted a special program on the topic **"Uncovering the Department of Climate Change's Policy towards Sustainability,"** which presented the mission and policy of **Department of Climate Change and Environment** in dealing with the country's climate change problem
- Seminar on Economic Sustainability:** Amarin TV organized a seminar on the topic **"ECONOMIC SUSTAINABILITY: Uncovering the Secret Formula to Turn a Crisis into Sustainable Wealth"** at the Sustainability Expo 2024 (SX 2024) on 5 October



2024 at the Queen Sirikit National Convention Center. The seminar focused on presenting approaches and perspectives for adapting and creating economic sustainability in an era of crises.



- **Presentation of Articles on Sustainability:** Amarin TV presented news and articles related to sustainability through an online platform under the topic “Sustainability” on the website (<https://www.amarintv.com/spotlight/sustainability>).



Contents were presented about sustainability in various dimensions such as environment, society and economy, and articles and news updates were featured on important issues such as climate change, innovation for sustainability and green urban development. The program also presented news and articles related to various aspects of sustainability to enhance readers' knowledge and understanding. Examples of interesting articles in 2024 include “Exploring 3 Perspectives: The Secret Formulas for Turning Crisis into Sustainable Wealth”, which presented ideas from experts on how to adapt and create economic sustainability in times of crisis (amarintv.com); “Adapting to a World in Crisis: Restoring Natural Balance and

Coping with Climate Chang,” which discussed designs and adaptation to cope with climate change (amarintv.com); and “SX 2024 and a Path to a Sustainable Future: Green City Smart City,” which explored approaches to sustainable urban development and the use of technology to create smart cities (amarintv.com).

- **Exhibition Booth at Sustainability Expo 2024:** Amarin TV was packed with 10 days of environmentally-conscious fun at the SUSTAINABILITY EXPO 2024, the largest sustainability expo in ASEAN under the concept “GOOD BALANCE, BETTER WORLD” to create sufficiency and sustainability for a better world.



In addition, the Amarin TV channel continuously presents content about the environment and sustainability through various programs and articles.

- **Stage Talk: Creating a Sustainable Organization with HR Sustainability,** Amarin TV booth at SUSTAINABILITY EXPO 2024.



### 3.4 Sustainability Management In the Social Dimension

#### 3.4.1 นโยบายและแนวปฏิบัติด้านสังคม

Amarin recognizes its role and responsibility as a media producer, particularly informative and entertaining content to audiences with a strong sense of accountability. The Company is committed to creating high-quality and widely popular news programs, dramas, and variety shows that reach all regions, ensuring equal access to media. This commitment is upheld on the foundation of professional ethics, aiming to enhance and elevate the quality of life for people in Thai society while also serving as a bridge between Thai society and the global community. Furthermore, the Company actively participates in various social development initiatives and provides assistance to those in need. The Company offers platforms for public opinion and serves as a vital voice for the Thai people, fostering a stronger society that is prepared to grow and progress together.

The Company maintains fair, equal, and non-discriminatory labor practices in all aspects of internal organizational operations, including employment, remuneration, promotions, training, and employee development. These principles apply regardless of gender, age, educational background, race, or religion. The Company also ensures the well-being, safety, and occupational health of its employees, business partners, communities, and society at large. Additionally, it respects human rights, conducts responsible production and service practices for customers, and actively participates in community and social development.








The Company follows the United Nations Guiding Principles on Business and Human Rights and adheres to national human rights principles, including the Thai Labor Standards and the Thai Corporate Social Responsibility Standard (TLS 8001-2553), issued by the Ministry of Labor. These principles are strictly applied throughout the value chain. To reinforce sustainable business operations, the Company has established Environmental, Energy, and Social Management Policies, as well as Human Rights Policies, to promote best practices throughout the business value chain. These policies are reviewed at least annually and are publicly available on the Company's website: <https://amarin.co.th/sustainability>

Additionally, the Company places the highest importance on its customers, as they are the heart of the organization and valued supporters who drive the Company's stable growth. With a steadfast commitment, we strive to conduct business that fully meets customer needs by offering the highest quality products, content, and services while continuously enhancing our standards to align with the evolving Thai and global society. We focus on continuous adaptation to keep pace with customer expectations, creating the best possible experiences and delivering genuine value with professionalism and utmost dedication. Our goal is to achieve "The Highest Customer Satisfaction" across all dimensions of our service.

The Company Amarin Group advances its social initiatives in alignment with the United Nations Sustainable Development Goals (SDGs) to build trust among stakeholders throughout the value chain while fostering the organization's sustainable growth, as follows:

#### United Nations Sustainable Development Goals

##### (Sustainable Development Goals)

	<b>SDG 3</b> Good Health and Well-being		<b>SDG 4</b> Quality Education		<b>SDG 5</b> Gender Equality
	<b>SDG 8</b> Decent Work and Economic Growth		<b>SDG 11</b> Sustainable Cities and Communities		<b>SDG 12</b> Responsible Consumption and Production
	<b>SDG 16</b> Peace, Justice and Strong Institutions				

## Goals for 2024

The Company has assessed human rights risks covering all of its business activities, which accounts for 100%.

These are divided into two main groups:

- Group 1: Related to core business activities, such as product and service operations.
- Group 2: Supportive business activities, including partnerships, employees, customers, society and communities, and shareholders.

## Social Practices

The Company believes that prioritizing employees is akin to building a strong foundation for the business. Providing fair benefits, promoting work–life balance, and creating a safe working environment will help employees perform effectively. Additionally, the Company emphasizes delivering quality products and services that meet customer needs and create the best experiences. Therefore, the following social practices have been established:

<b>Employee Care: Creating a Work Environment Filled with Value</b>	<ul style="list-style-type: none"> <li>• Developing employee potential by supporting lifelong learning and training, providing career advancement opportunities, promoting diverse work experiences, and offering opportunities to talented individuals from all groups.</li> <li>• Encouraging equality and diversity (Diversity &amp; Inclusion) without discrimination based on gender, race, or religion, and implementing measures against workplace harassment and intimidation.</li> </ul>
<b>Customer Care: Focusing on Quality, Service, and Satisfaction</b>	<ul style="list-style-type: none"> <li>• Adapting to the context of both Thai and global society by offering products and services that align with consumer lifestyles and behaviors, developing technology and innovation to meet customer needs, and promoting transparency in product and service information.</li> <li>• Enhancing accessible and convenient communication channels, as well as listening to customer feedback and complaints to continuously improve the organization.</li> </ul>
<b>Building Relationships for a Good Quality of Life</b>	<ul style="list-style-type: none"> <li>• Focusing on developing processes to build engagement with stakeholders, understanding their expectations to effectively respond to the needs of each stakeholder group.</li> <li>• Supporting community development projects in education, public health, and the environment, as well as providing assistance to underprivileged individuals.</li> <li>• Promoting local employment, all of which contribute to building a strong and sustainable society.</li> <li>• Participating in relief activities and listening to community voices through the organization's complaint channels to foster relationships, reduce concerns, and create shared value, ensuring resilience and sustainable self-development.</li> </ul>
<b>Implementing Cybersecurity Measures to Protect Customer Data and Privacy</b>	<ul style="list-style-type: none"> <li>• Establishing cybersecurity and data privacy policies to safeguard customer and organizational data, employing data encryption to prevent data theft, updating software and networks to protect against threats, and installing advanced Firewall and Antivirus systems.</li> <li>• Defining a privacy policy and complying with personal data protection laws (PDPA).</li> </ul>
<b>Promoting Fairness in the Supply Chain (Fair Supply Chain)</b>	<ul style="list-style-type: none"> <li>• Prohibiting child labor and forced labor.</li> <li>• Respecting the rights of small business owners and local communities.</li> </ul>

### 3.4.2 Social Dimension Performance

#### (1) Fair Treatment of Employees and Workers

The Company places great importance on human rights and labor responsibility, adhering strictly to the principles of fairness, transparency, and respect for the dignity of employees at all levels. The Company is committed to creating a safe, equal, and non-discriminatory working environment to promote the well-being of employees and society as a whole.

##### (1.1) Human Rights Responsibility.

To promote respect for human rights and labor practices across the organization and to ensure that all employees and stakeholders, including vulnerable groups such as women, children, indigenous peoples, migrant workers, third-party contracted labor, local communities, LGBTQI+ groups, people with disabilities, pregnant women, and the elderly, are treated with dignity, protected, and receive equal and fair basic rights, the Company has established the following guidelines:

1. Respect and Compliance: Adhere strictly to company regulations and applicable national and international laws.
2. Monitoring and Risk Assessment: Regularly monitor, evaluate, and assess human rights risks and impacts while setting appropriate risk management measures. Each department is responsible for overseeing and managing risks within its area of responsibility.
3. Communication Channels: Develop two-way communication channels and train employees at all levels to promote knowledge and understanding of human rights and labor practices, preventing human rights violations and labor practice breaches, particularly discrimination and harassment, including sexual and other forms. This also allows employees and stakeholders to voice concerns, provide feedback, and report human rights violations.
4. Complaint and Investigation Process: Establish a process to investigate complaints related to human rights, once reported by employees or stakeholders and report to senior management for action. If an investigation is initiated, all employees must fully cooperate with internal and external authorities. Violations of this policy by management or employees will result in disciplinary action per the Company regulations. Dismissal may occur if an employee's performance is below standards after attempts to improve or for serious violations unrelated to discrimination and harassment.
5. Employee Welfare Suggestions: Provide a process for employees to propose additional benefits beyond legal requirements to employers. Support the rights to freedom of association, collective bargaining, and freedom of expression through the Company's welfare committee, with reports submitted to senior management for approval. Ensure no restrictions on personal freedom of speech or political participation.
6. Community Rights and Freedoms: Respect the rights and freedoms of the community and provide opportunities for feedback, especially from vulnerable groups, minorities, and indigenous people. Evaluate community-related activities transparently, equally, without discrimination, and in compliance with the law, while respecting and protecting land rights for local farmers and communities. Manage land resources appropriately to reduce negative impacts on local communities.
7. Supply Chain Responsibility: Ensure that business partners, suppliers, contractors, and business allies adhere to human rights practices in their operations, such as monitoring raw material sourcing, production processes, and transportation in line with human rights principles throughout the supply chain. Sourcing from organizations or individuals involved in illegal activities, human rights violations, or terrorism is strictly prohibited.

8. Ethical Business Participation: Encourage business partners, suppliers, contractors, and business allies to operate ethically and responsibly. The Company also provides knowledge-sharing activities such as training programs to enhance both its own and its partners' competitiveness and sustainable business practices. Examples include briefing sessions on preparing for business negotiations with external agencies, ethics meetings, and sustainability business practices for partners, along with self-assessment training on sustainability.

In 2024, the Company's commitment to respecting human rights was clearly reflected through its policies in managing various important areas, such as:

- Corporate governance policy
- Non-discrimination and anti-harassment policy
- Sustainability management policy
- Human rights policy
- Supply chain management policy
- Occupational health, safety, and work environment policy
- Procurement policy
- Board diversity policy
- Personal data protection policy for Amarin Corporations Public Company Limited and its subsidiaries
- Personal data protection policy for employees of Amarin Corporations Public Company Limited and its subsidiaries
- Business ethics
- Partner ethics
- Investor relations ethics

### Human Rights Due Diligence in Business Processes

The Company has implemented a human rights due diligence process as a continuous risk management practice. The purpose is to identify, prevent, mitigate, and assess how the Company addresses the human rights impacts arising from its business activities. This process follows the Human Rights Due Diligence steps, which consist of five stages in accordance with

the UN Guiding Principles on Business and Human Rights (UNGPs).

### Comprehensive Human Rights Due Diligence Process

#### 1. Commitment

##### Declaration of the Company's Policy and Principles on Respect for Human Rights



The Company is committed to respecting the human rights of all stakeholders. The Company has issued a human rights policy and established practices for the board of directors, executives, and employees, including contracted or temporary employees (collectively referred to as "employees"), to adhere to and follow the human rights policy, while respecting individual privacy and human dignity. This policy covers respect for human rights and outlines the Company's expectations for the compliance with these rights not only in the Company's operations but also for its subsidiaries, partners, suppliers, and stakeholders. For more details, the policy can be accessed at <https://amarin.co.th/sustainability> or



Human rights policy



#### 2. Instilling Organizational Values

##### Instilling Organizational Values

The Company fosters respect for human rights among its personnel through communication, education, and employee training on business relationships to prevent risks that may lead to negative impacts from company activities.



#### 3. Impact Assessment

##### Assessing Actual and Potential Impacts from Company Activities

The Company conducts human rights risk assessments to identify actual and potential risks arising from its involvement in or business relationships. This assessment considers both internal and external stakeholders who may be directly or indirectly affected by the Company's business activities throughout the sup-

ply chain. Additionally, the Company takes into account vulnerable groups such as forced laborers, women, children, indigenous peoples, migrant workers, and local communities that may be associated with business activities in the human rights risk assessment process. This includes risks related to pay equity and discrimination. In 2024, the Company conducted a human rights risk assessment covering 100% of its business activities, categorized into two main groups:

- Core Business Activities – Operations related to products and services.
- Supporting Business Activities – Covering partners, employees, customers, society and communities, and shareholders.



#### 4. Integration

Integration of policies with evaluation, including internal and external control mechanisms.

#### Key Stakeholders Significantly Affected

##### 1. Procurement of Raw Materials/ Content

- Business partners, suppliers of raw materials and services, and trade representatives
- Executives, employees of AMARIN
- Creators, program producers, writers, actors
- Community and society



##### 2. Production Process and Product/ Service Development

- Executives, employees of AMARIN
- Shareholders/investors
- Media consumers, fans, members
- Community and society
- Government agencies (including regulatory bodies such as SEC, NBTC, and network operators)
- Partners/Partners/Licensees/Operators in the same industry



##### 3. Product/Service Distribution

- Business partners, product/ service distributors, and Trade creditor
- Community and society



##### 4. Product/Service Marketing and Distribution

- Customers, agents, product and Owners of products that purchase advertising time, program sponsors
- Partners/Licensees/Operators in the same industry
- Shareholders/Investors
- Government sector
- Thought leaders
- Licensor of the trademark
- Community and society
- Business partners
- Executives, employees of AMARIN



##### 5. Customer Feedback and After-Sales Service

- Executives, employees of AMARIN
- Media
- Community and society
- Shareholders/Investors
- Producers, Program Producers, Actors
- Media consumers, Fans, Members
- Operators in the same industry and related professional associations
- Government sector, Civil society, Charitable organizations, Regulatory bodies



### Step 1: Identifying Human Rights Risk Issues in the Supply Chain

The Company conducts a human rights risk assessment (HRRRA) to identify key issues related to the Company's business activities throughout the value chain. This assessment covers 100% of the business areas and 100% of the business activities, consisting of four main areas:

1. Employee Rights      Covering workplace environment, occupational health and safety, non-discrimination, freedom of association and collective bargaining, child labor, and forced labor.
2. Community Rights      Covering standards of living and quality of life, occupational health and safety for communities, waste management, and hazardous materials.
3. Customer Rights      Covering customer privacy protection and non-discrimination against customers.
4. Partner Rights      Covering partner code of conduct and confidentiality protection for business partners.

### Step 2: Risk Ranking

The Company assesses the level of human rights risks using impact and likelihood criteria to determine the ranking of these risks. This assessment follows the same principles as the Company's risk management policy, categorizing risks into four levels: Very High, High, Medium, and Low. Each risk level is defined based on severity and impact as follows:

Risk Level/Severity	Impact
4 / Very High	Severe human rights violations occur and gain public awareness at a regional level, significantly impacting the Company's professional image, which can lead to shareholder withdrawals or a revenue decline of more than 5%.
3 / High	Serious human rights violations occur and gain public awareness at a national level, affecting the Company's professional image and resulting in an overall revenue decline of 1 to 5%.
2 / Medium	Human rights violations occur within the organization and become known to certain public groups, impacting the Company's professional image without affecting overall revenue.
1 / Low	Unintentional or unknowing human rights violations occur within the organization, with no public awareness and no impact on the Company's image or revenue.

From the 2024 human rights risk assessment, which marks the first evaluation conducted to consider current and potential future risks, the assessment covers the rights of employees, partners, contractors, communities, and customers/consumers. It also includes key issues related to working conditions, occupational safety and health, discrimination and harassment, illegal labor use, standards of living, and data privacy. The assessment identified salient human rights issues in the business sector, including: 1) workplace accidents and 2) inadequate personal protective equipment (PPE). Additionally, the Company conducted a human rights risk assessment for Tier 1 suppliers, identifying key issues such as occupational safety training, inspection of work equipment and emergency response equipment, and fire evacuation drills. The Company encourages suppliers to develop comprehensive prevention and remediation measures for identified human rights issues, ensuring full coverage across all Tier 1 suppliers.

### Step 3: Risk Management

The Company has implemented measures to mitigate the impact of potential human rights risks, categorizing management levels as follows:



### Preventive and Impact Mitigation Measures for High-Risk Human Rights Issues Within the Scope of Responsibility of the Corporate Group

<b>Rights Holder</b>	Employees of the Company and Group of Companies
<b>Issues with High Risk</b>	<p>Safety and Health</p> <ul style="list-style-type: none"> <li>Assessment of accidents during work, including accidents from production machinery, falling product delivery or falling from ladders, falling objects or products from heights, accidents from forklift collisions, knife wound</li> <li>Assessment of inappropriate Personal Protective Equipment (PPE), such as safety shoes</li> </ul>
<b>Prevention Measures and Affected Persons</b>	<ul style="list-style-type: none"> <li>Safety Manual</li> <li>Conduct safety analysis in work operations</li> <li>Provide training on hygiene and safety for employees</li> <li>Provide safe driving training on roads for employees</li> <li>Provide Personal Protective Equipment and lifting aids for employees</li> <li>Monthly inspection of Personal Protective Equipment by the Occupational Health, Safety and Environment (OHS&amp;E) Committee and inspection before each use by line managers</li> </ul>
<b>Integration of Measures</b>	<ul style="list-style-type: none"> <li>Corporate Policies (e.g. safety policy, occupational health and safety, and work environment, and human rights)</li> <li>Regulations for the workplace</li> <li>Occupational Health, Safety and Environment (OHS&amp;E) Committee</li> <li>Announcement of Automotive Safety Performance Targets</li> <li>Work Performance Standards</li> </ul>

## 5. Monitoring and Review

Since the human rights risk issues related to the Company's operations may change as activities and stakeholder groups change, the Company regularly reviews human rights risk issues and mitigation and preventive measures for human rights risks. The Company establishes indicators to monitor and evaluate the performance of the business, such as the percentage of employees trained in human rights, the number of complaints received, and the status of resolutions, among others.

## 6. Communication and Reporting on Human Rights Performance

The Company communicates and provides knowledge, including training employees on business relationships to prevent issues that pose a risk of negative impacts through the Company's activities. The Company also reports its human rights performance annually through the sustainability report or the Company's website communication channels. Additional details on human rights information can be found on the Company's website.

## 7. Engagement with Stakeholders

The Company engages with various stakeholders both internally and externally, such as employees, communities, government agencies, and civil society organizations, to communicate the results of the Company's human rights operations.

## 8. Remediation and Complaint Handling

The Company is fully aware that its business activities may support or be linked to human rights violations of stakeholders involved. Therefore, the Company is committed and strives to reduce the risks and violations that may occur in order to fulfill its obligations. Regular human rights risk assessments are part of the Company's business activities.

The Company also implements impact mitigation measures with the objective of addressing and reducing the likelihood of human rights violations that may arise from the Company's business activities. In the event of a human rights violation, the Company has a fair investigation process and disciplinary measures as follows:

- Low Risk Level: Verbal or written warning
- Medium Risk Level: Suspension
- High Risk Level: Suspension and consideration of no salary adjustment
- Very High Risk Level: Termination

And if a human rights violation occurs within the organization, the Company will establish an investigation committee to find the facts and implement appropriate disciplinary measures that align with the level of risk and impact transparently and fairly, as promptly as possible. This includes requiring supervisors in the department where the violation occurred to closely monitor the situation within the department after the incident and report to the legal office and operations oversight, as well as the Company's board of directors. This is to prevent and mitigate any residual risks that may remain, ensuring that the measures taken to address the risks are effective and result in a reduction of the risks to an acceptable level.

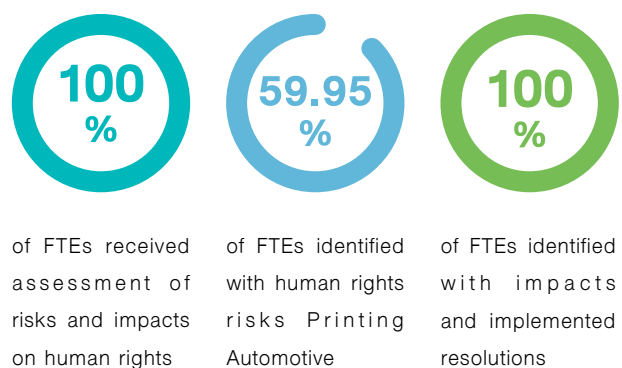
### Complaint Reporting Channel

Amarin Corporations Public Company Limited  
Address: 378 Chaiyapruet Road, Taling Chan Subdistrict, Taling Chan District, Bangkok 10170  
Phone: 0 2422 9999 / The Office of Legal and Compliance  
Email: secretary@amarin.co.th

### Key Performance Results for the Year 2024:

#### Human Rights Assessment

#### Areas of Operation and Business Activities of the Company



Note: FTEs stand for Full-Time Equivalents, which means the number of full-time equivalent employees.

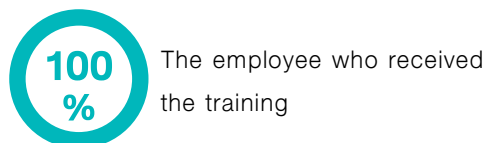
### Key High-Risk Issues

Employee safety and health, impacts of work in the printing and automotive departments.

- Accidents during work issue, including accidents from production machinery, falling product delivery or falling from ladders, falling objects or products from heights, accidents from forklift collisions, knife wound
- Inappropriate Personal Protective Equipment (PPE) issue, such as safety shoes and safety helmets

### Enhancing Awareness of Respect and Compliance with Universal Human Rights Principles

#### Training



### Complaints and Cases of Human Rights Violations



### Impact Mitigation and Resolution Measures

Amrin assures that appropriate corrective actions will be taken in cases of human rights violations through monitoring, inspection, preventive measures planning, consultation, and continuous reporting to ensure that stakeholders affected by human rights violations receive appropriate redress and to always mitigate the damage caused. Establish reasonable penalties, such as apologies, compensation for damages, rehabilitation, monetary or non-monetary compensation, punishment, prevention of hazard, such as a prohibition order and guarantees against such cases, etc.

### (1.2) Labor Responsibility

The Company recognizes the value of human resources as a crucial and sustainable element in business operations, both at present and in the future, in all forms of change. This is in response to the needs of customers, society, and sustainable growth. Therefore, the Company places importance on recruiting, selecting, and developing the potential to care for well-being, create engagement, and align with the Company's mission: "We work for the happiness and prosperity of the society."

### Human Resources Management System



Amarin Group has a human resource management process related to activities in the business's value chain, starting from the formulation of policies, planning, and HR strategies, to recruitment and selection of personnel, performance management, employee development, rewards and retention, management and organization of information, and concluding with the end of the employee's tenure, all based on fair and equal treatment of labor. Amarin Group will treat employees in matters such as employment, remuneration and benefits, development and training, promotion or position changes, discipline and punishment, and termination or retirement, based on ability and work performance rather than personal characteristics. The summary is as follows:

## 1. Setting HR Policies, Planning, and Strategies

- Develop human resource management strategies to enhance the efficiency of employee recruitment, support business expansion and retain knowledgeable and capable employees for the long term.
- Create a process for recruiting new employees and developing personnel in collaboration with higher education institutions that have academic cooperation networks.
- Develop and expand recruitment channels and publicity efforts to improve the efficiency of reaching diverse job applicants.
- Support employees in training and skill development to increase work potential and prepare for business changes, while conducting activities that benefit employees to create engagement and commitment to the organization.
- Provide channels to receive complaints and listen to feedback and suggestions from employees.

## 2. Recruitment and Selection of Personnel

### Workforce Planning and Recruitment

The Company has an equal employment and termination policy with clear, transparent practices, considering the respect for human rights and fair treatment of labor. The recruitment and hiring of employees considers qualifications, education, knowledge, ability, and experience of the applicants equally that match the nature and position of the job. There is no discrimination, and no restrictions placed on matters unrelated to the work, such as gender, age, race, and religion. This policy also applies to terminations, which will be conducted in accordance with the law and employee regulations with fairness.

Additionally, the Company conducts job analysis by interviewing executives and employees to understand the roles, duties, and responsibilities of each position in the organization, as well as analyzing the necessary qualifications for those positions. This analysis forms the foundation for recruitment, performance evaluation, and the planning and determination of an appropriate workforce. In recruitment and selection, the Company uses principles of transparency, fairness, and equality, recruiting both internally and externally through a defined process to ensure the selection of qualified and competent candidates who meet the position requirements.

### The Company Also Develops Processes for Recruiting New Employees and Training Personnel in Collaboration with Higher Education Institutions

The main goal is to jointly support information sharing, job recruitment publicity, and provide internship opportunities for students and alumni of higher education institutions. This includes organizing exchange activities beneficial for knowledge development, innovation, and human resource development, contributing to the enhancement of human capital capabilities in areas of expertise. Last year, students from 35 higher education institutions, both public and private, joined the Company for internships, and there are ongoing efforts to expand partnerships with more institutions. Under this academic collaboration, the Company organizes various projects and activities in a more continuous and concrete manner, including:

- Open house projects welcoming students and pupils from various institutions to observe career fields of interest, such as literature, children's books, and the design and production of printed media. For example:
  - Mahidol Wittayanusorn School (January 17, 2024).



- King Mongkut's University of Technology Thonburi and Chulalongkorn University (on March 13, 2024)



- Kasetsart University (on April 4, 2024)



- Panya Prathip School (on August 8, 2024)



#### Develop and Expand Recruitment and Publicity Channels

To enhance the efficiency of reaching a diverse pool of job applicants, in addition to publicizing through the Company's social media platforms such as Facebook, Instagram, and Line, the Company also participates in job fairs in collaboration with network organizations. Apart from promoting job vacancies, the Company is also involved in giving special lectures and offering advice to students about job application preparation and techniques to align with job market demands. The Company provides these insights to university graduates, as well as contributing to lectures on subjects related to organizational behavior and human resource management.

- Job application and internship recruitment program at the Job Fair held at Mahidol University, Salaya, which received significant interest from students, both for internships and full-time employment.
- Ms. Sasichapa Maipumma, Senior Director of Human Resources, gave a lecture on organizational behavior and building organizational culture in the HRM-204 course: Organizational Behavior and Human Resource Management – Thailand-Japan Comparison. Thai-Japanese Institute of Technology (September 12, 2024).

#### Equal Employment Opportunities, Non-Discrimination, and Inclusivity for People with Disabilities and Disadvantaged Groups

The Company has a policy for recruitment and selection processes that prioritizes knowledge, skills, and suitability for the duties and responsibilities of the position. The recruitment and selection process is conducted transparently and fairly, with no discrimination (non-discrimination). It offers equal opportunities for anyone interested applying for selection on an equal and fair basis (Equal Employment Opportunity), without distinguishing based on race, religion, gender, sexual orientation, origin, physical disabilities that do not hinder the ability to perform the tasks of the open position.



#### Diverse and Equal Employment

The Company is committed to respecting the diversity of employees, striving to treat all employees equally, without discrimination based on race, nationality, skin color, religion, gender, sexual preference, age, including individuals with disabilities, and basic human rights. The Company also supports gender equality, ensuring equal career advancement opportunities and remuneration between male and female employees, with no discrimination. The Company also listens to diverse perspectives related to sexual orientation.

#### Managing Diversity, Equality, and Coexistence

The Company recognizes the power of synergy that arises from managing and integrating employees from various regions across the country. Despite having different cultural backgrounds, when united under a common culture and shaped by AMARIN DNA, this diversity can create a strong driving force

for the organization. AMARIN DNA will promote a working environment full of happiness, efficiency, creativity, and innovation, offering employees the opportunity to showcase their highest potential. It will also help enhance the Company's image and the pride of employees, which will contribute to retaining and attracting talented and ethical personnel to join the organization.

The Company believes that the collective power arising from diversity is a key factor in driving the organization to grow steadily and create continuous progress. Employees with different perspectives and experiences can complement each other, creating synergy that adds value and leads to valuable innovations. Therefore, the proper management of diversity and openness to differences is crucial to attracting and retaining quality personnel, while unlocking the full potential of employees, which will be an important driving force toward the organization's sustainable success. The following guidelines are implemented:

1. Treat all colleagues equally, respect diversity and differences, and create a working environment that fosters equality, free from discrimination, bias, or actions that create inequality.
2. Respect differences in attitudes, cultures, beliefs, language, race, nationality, gender, sexual preference, sexual identity, abilities, health, social status, skills, and other personal characteristics.
3. Promote coexistence with colleagues with disabilities, both visible and invisible, and provide appropriate accommodations for employees with disabilities to carry out their work duties.
4. Ensure equal protection for the health, well-being, and safety of all employees.
5. Provide equal opportunities and consider diversity in recruiting, hiring, selecting, and employing personnel, based on qualifications, knowledge, skills, and relevant experience, without bias or judgment based on personal characteristics.
6. Create opportunities for diverse applicants by using neutral language in job announcements and descriptions, making the responsibilities and job

requirements clear, and translating them into other languages, including local languages.

7. Establish fair criteria for compensating individuals at each position level.
8. Consider diversity and equality when determining benefits and welfare for employees.
9. Provide equal opportunities for all employees to transfer and grow in their career paths.
10. Consider qualifications, knowledge, skills, relevant experience, and diversity when appointing, promoting, or transferring employees.
11. Offer all employees equal access to training and skill development opportunities.
12. Provide orientation and continuous training on diversity, equality, and coexistence for employees at all levels to raise awareness and understanding of these matters.
13. Encourage executives at all levels to communicate and promote acceptance of differences and coexistence within the organization.
14. Monitor, evaluate, and review the promotion of diversity, equality, and coexistence practices.
15. Provide channels for employees at all levels to express feedback, complaints, or grievances equally, ensuring diverse perspectives are heard and protecting whistleblowers/complainants.
16. Implement transparent and fair investigation processes with appropriate remedies.
17. Support and collaborate with government agencies, non-governmental organizations (NGOs), educational institutions, communities, and other stakeholders to conduct projects promoting diversity, equality, and coexistence.
18. Continuously communicate and raise awareness about diversity, equality, and coexistence to partners, business allies, consumers, and stakeholders.
19. Disclose the results of diversity, equality, and coexistence practices through sustainability reports or other relevant disclosure documents to stakeholders annually.

### **Corporate Culture: The Collective Power of Success for Sustainable Growth: AMARIN DNA**

The Company believes that in today's fast-changing business world, "corporate culture" is the key factor that defines the direction of work and creates the organization's identity. "AMARIN DNA" represents the core values that Amarin Corporations Public Company Limited upholds and instills in all employees, ensuring that everyone works in the same direction and creates "synergy" that drives the organization to success.

"AMARIN DNA" consists of four core values that the Company wants everyone to embrace in order to achieve positive results in working together, including:

#### **1. Friendliness**

##### **The Foundation of Cooperation**

The success of an organization is not achieved by one person alone, but by the cooperation of everyone. "Friendliness" is therefore a fundamental foundation that helps create a positive working environment. Amarin employees are instilled with good manners, polite speech, mutual respect, and a willingness to help others. These qualities are reflected in smiles, greetings, and the warmth that connects everyone together. When an organization is filled with friendly personnel, cooperation and teamwork will occur smoothly and efficiently.

#### **2. Agility**

##### **Proactive Work in an Era of Time Competition**

Today's business world demands "speed" and "accuracy." Working with agility means not just being fast but being fast with efficiency. Amarin employees must exhibit proactive behavior, be eager, punctual, manage time well, and take immediate action when opportunities arise. They also aim to eliminate unnecessary steps to ensure smooth operations. Furthermore, the organization places emphasis on good governance principles to ensure that speed is achieved correctly and transparently.

#### **3. Curiosity**

##### **Continuous Learning and Development**

Knowledge is the power that drives individuals and organizations forward. Therefore, Amarin employees must always have the "spirit of curiosity" and not remain stagnant with their existing knowledge. They must seek new knowledge to develop their skills. The organization encourages employees to cultivate a love for reading, studying, researching, and asking meaningful questions to foster deep learning that can be practically applied. The expertise of each individual enhances the organization's capabilities and enables Amarin to remain competitive in a rapidly changing market.

#### **4. Focused on Success**

##### **Never Stop Until the Goal is Achieved**

Success does not happen overnight; it requires determination, dedication, and patience. Amarin employees are instilled with the spirit of a "fighter" who does not give up in the face of obstacles, does not lose heart when faced with challenges, but instead uses these challenges as a driving force to keep moving forward. The ability to "hold on" and persist until the goal is reached is what allows the Company to grow steadily and also inspires colleagues to move toward shared success.๙

When every employee embodies Friendliness, demonstrates Agility, fosters Curiosity, and is Focused on Success, the organization will be able to create a strong "synergy" and lead Amarin to become a trusted and reputable leading organization in society. These values not only help employees work efficiently but also contribute to building a strong and unique corporate culture.

Performance Results: Employment that promotes equal opportunities, equity, fairness, and workforce diversity

Number of Employees Classified by Gender	Unit	2022	2023	2024
Total number of employees	Persons	2,169	2,255	2,282
Number of male employees	Persons	926	923	909
Percentage of male employees	%	42.96	40.93	39.83
Number of female employees	Persons	1,243	1,332	1,373
Percentage of female employees	%	57.31	59.07	60.17
Number of Employees Classified by Age	Unit	2022	2023	2024
Number of employees under 30 years old	Persons	575	613	609
Percentage of employees under 30 years old	%	26.51	27.18	26.69
Number of employees aged 30–50 years	Persons	1,446	1,472	1,474
Percentage of employees aged 30–50 years	%	66.67	65.28	64.59
Number of employees over 50 years old	Persons	148	170	199
Percentage of employees over 50 years old	%	6.82	7.54	8.72
Number of Male Employees Classified by Age	Unit	2022	2023	2024
Number of male employees under 30 years old	Persons	N/A	212	210
Percentage of male employees under 30 years old	%	N/A	22.97	23.10
Number of male employees aged 30–50 years	Persons	N/A	634	614
Percentage of male employees aged 30–50 years	%	N/A	68.69	67.55
Number of male employees over 50 years old	Persons	N/A	77	85
Percentage of male employees over 50 years old	%	N/A	8.34	9.35
Number of Female Employees Classified by Age	Unit	2022	2023	2024
Number of female employees under 30 years old	Persons	N/A	401	399
Percentage of female employees under 30 years old	%	N/A	30.11	29.06
Number of female employees aged 30–50 years	Persons	N/A	838	860
Percentage of female employees aged 30–50 years	%	N/A	62.91	62.64
Number of female employees over 50 years old	Persons	N/A	93	114
Percentage of female employees over 50 years old	%	N/A	6.98	8.30

Number of Employees Classified by Position Level	Unit	2022	2023	2024
Number of operational-level employees	Persons	N/A	N/A	1,710
Percentage of operational-level employees	%	N/A	N/A	74.93
Number of managerial-level employees	Persons	N/A	N/A	521
Percentage of managerial-level employees	%	N/A	N/A	22.83
Number of senior executives	Persons	N/A	N/A	51
Percentage of senior executives	%	N/A	N/A	2.23
Number of Male Employees Classified by Position Level	Unit	2022	2023	2024
Number of male employees at the operational level	Persons	N/A	N/A	687
Percentage of male employees at the operational level	%	N/A	N/A	75.58
Number of male employees at the managerial level	Persons	N/A	N/A	197
Percentage of male employees at the managerial level	%	N/A	N/A	21.67
Number of male senior executives	Persons	N/A	N/A	25
Percentage of male senior executives	%	N/A	N/A	2.75
Number of Female Employees Classified by Position Level	Unit	2022	2023	2024
Number of female employees at the operational level	Persons	N/A	N/A	1,023
Percentage of female employees at the operational level	%	N/A	N/A	74.51
Number of female employees at the managerial level	Persons	N/A	N/A	324
Percentage of female employees at the managerial level	%	N/A	N/A	23.60
Number of female senior executives	Persons	N/A	N/A	26
Percentage of female senior executives	%	N/A	N/A	1.89
Employment of Persons with Disabilities	Unit	2022	2023	2024
Total number of persons with disabilities employed	Persons	9	10	16
Number of employees with disabilities	Persons	9	10	16
Percentage of employees with disabilities	%	0.98	1.10	0.73
Number of disabled workers who are not employees	Persons	-	-	-

However, in 2024, Amarin Corporations Plc. has a total of 803 employees, and the employment of persons with disabilities in various departments amounts to 9 people, which is higher than the ratio specified by law. The Persons with Disabilities Quality of Life Promotion and Development Act B.E. 2550 (2007) and its amendments stipulate that employers and government agencies are required to hire persons with disabilities at a ratio of 1 person with a disability for every 100 employees, or they may choose to implement other methods as prescribed by law.

### 3. Performance Management and Personnel Development Performance Evaluation and Remuneration Consideration

Amarin Group has a fair remuneration policy that complies with relevant laws, considering several factors when determining remuneration, such as job position, duty responsibilities, performance evaluations, economic and labor market conditions, and wage rates of other companies in similarly sized businesses. Additionally, the Group treats male and female employees equally unless the nature of the job or work conditions does not allow for it. The Group also provides short-term and long-term benefits and welfare to employees for a better quality of life and to foster organizational commitment, both as required by law and beyond what is legally mandated. Furthermore, the Group has a policy of respecting employees' rights and freedoms to form groups that benefit the public in a manner that does not violate the law and does not cause any harm to employees, the Group, or the community. The Group also acknowledges employee negotiations according to legal procedures. Employee remuneration includes:

#### 1. Salary or Wages

The employees receive regular salary or wages will be considered based on job responsibilities, position, experience, and individual skills and expertise.

#### 2. Special Remuneration

This is based on performance evaluations, with employee remuneration being reviewed annually.

Amarin Group's employees will be evaluated annually to help with training plans, skill development and promote job position or remuneration adjustments. Amarin Group has defined and communicated to employees the process and criteria for performance evaluation, which will be based on several performance indicators, including:

- **Organization Indicators:** The establishment of key organizational indicators is the primary action taken by Amarin Group to set goals and frame policies. These guidelines serve to direct all parties and individuals in the organization to execute the overall performance of Amarin Group, such as revenue and profit in each year.
- **Departmental Success Indicators:** The establishment of key indicators at the departmental level aligns with the organizational policies and indicators. These indicators at the departmental level contribute to pushing the organization toward achieving its goals.
- **Individual KPI:** Establishing individual-level indicators is the most important, as individuals are the core driving force behind Amarin Group's overall success. In addition to measuring the performance of each employee, good individual performance leads to achieving departmental and organizational KPIs in line with the goals.

The performance evaluations are conducted transparently, fairly, and without discrimination.

Performance Results: Employee Remuneration			
Employee Remuneration Classified by Gender	Unit	2023	2024
Total Employee Remuneration	Baht	907,493,902.00	1,084,158,525.61
Total Remuneration of Male Employees	Baht	N/A	636,500,386.62
Percentage of Total Remuneration of Male Employees	%	N/A	58.71
Total Remuneration of Female Employees	Baht	N/A	447,658,138.99
Percentage of Total Remuneration of Female Employees	%	N/A	41.29
Average Employee Remuneration	Baht / Person	402,436.32	475,091.38
Average Remuneration of Male Employees	Baht / Person	N/A	700,220.45
Average Remuneration of Female Employees	Baht / Person	N/A	326,043.80
Average Remuneration Ratio between Female Employees and Male Employees	Time	N/A	1:2

#### Fair Treatment of Labor Worker

Amarin Group supports respecting the labor rights of employees and fair work practices according to laws and policies under the Thai and international labor protection laws, considering employment suitability, wages, working hours, holidays, and welfare, including providing a safe workplace and a good environment.

#### 1) Enhance Occupational Health and Create a Safe Working Environment Management:

Amarin Group of companies conducts its business in accordance with the laws and policies related to safety and occupational health. Management practices are in place to control and reduce risks in business operations and work processes that may lead to loss of life, injury, illness, or negative impacts on the community. This includes ensuring the readiness of machinery, tools, and equipment, maintaining a suitable and safe work environment, and establishing emergency response measures. Employees' work performances are monitored, and strict adherence to safety protocols is enforced, while training and activities are organized to promote knowledge, instill good awareness, and encourage employee participation in occupational health, safety, and environmental practices. This is done regularly to achieve the goal of reducing risks, hazards, and accidents for all stakeholders related to

Amarin Group's business and to prevent losses that could result from incidents, emergencies, and crises.

#### Strategy:

1. Review policies, goals, plans, and compliance with safety and occupational health laws annually, ensuring the safety and health management systems are appropriate for the business and comply with relevant legal requirements.
2. Manage safety and occupational health based on international standards and promote a safety culture in the workplace. Provide appropriate personal protective equipment based on job characteristics, ensure sufficient emergency and first aid equipment, and ensure accessibility. Report and investigate incidents to determine preventive measures.
3. Support occupational health and safety training for personnel according to legal requirements and job necessities, and organize activities to promote knowledge or communication to prevent and reduce accidents or work-related illnesses.
4. Implement health promotion activities and annual health checks for employees based on work related risk factors.

5. Manage and oversee contractors to ensure that occupational health and safety risks related to their work are adequately prevented.

#### Workplace Safety Operations:

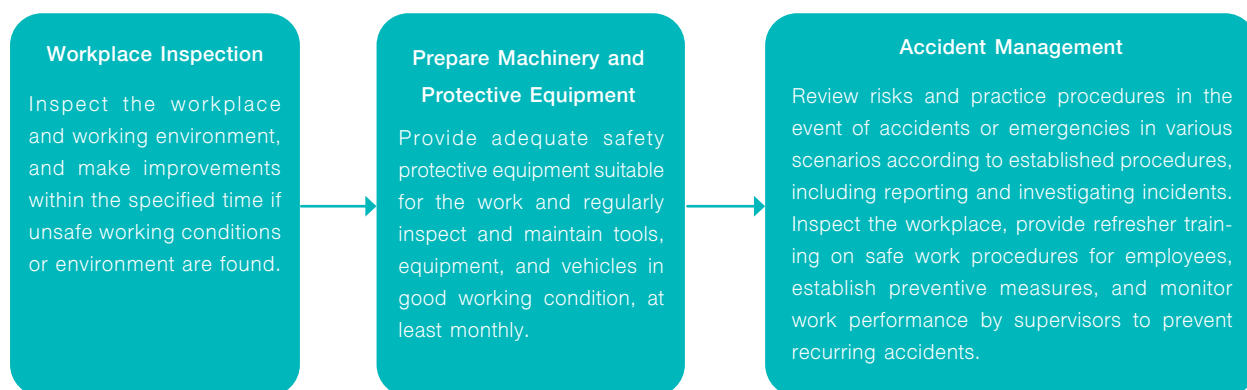
The Company has established a Safety, Occupational Health, and Work Environment Committee (SHE Committee) to set policies on safety, occupational health, and the work environment, and to monitor and ensure that operations comply with laws, ministerial

regulations, relevant policies, and guidelines. This also includes managing work areas and the environment to ensure safety according to international standards and relevant laws, strictly adhering to the organization's ultimate goal of being accident free.



Policy on Safety, Occupational Health, and Working Environment

In 2024, the Occupational Safety, Health, and Working Environment Committee carried out its responsibilities to oversee that the operations were conducted properly and in accordance with regulations. It also organized various activities, which received excellent cooperation from employees. The summary is as follows:



#### Training and Activities to Promote Safety and Good Health: :

##### Training on the Integrated Pest Management (IPM) Course for the Integrated Pest and Animal Control

On February 21, 2024, a theoretical training session was held on integrated pest and animal management, which combined both chemical and non-chemical processes, as well as the use of tools or machinery in managing pests and animals.

##### Training on Basic Firefighting Course for the Year 2024

On May 3, 2024, training was conducted both theoretically and practically, covering topics such as the theory of fire ignition, different types of firefighting equipment, and firefighting using hoses, among others.

##### Annual Flu Vaccine Activity

On May 24, 2024, Amarin Group facilitated, by organizing a venue for Vichaiyut Hospital to provide flu vaccinations (4 strains) for its employees and their families at the Convention Hall (Amarin Corps.)

##### Training on Electrical Safety for Employees

On July 10, 2024, the Company organized a training course on electrical safety for employees who work with electricity, ensuring they gain the necessary knowledge, understanding, and skills to work safely according to their assigned duties and in accordance with the training criteria, methods, and conditions for electrical safety for employees working with electricity.

##### Training on Emergency Response Plan in Case of Chemical Spills

On August 28, 2024, a training session was held to educate participants on the principles of controlling and preventing hazards from chemicals, including the use, storage, transportation, and safe working procedures. The target group for this training was supervisors and employees who need to work in areas where chemicals are involved in the production process.



### Basic First Aid Training

On September 13, 2024, the training aimed to equip participants with the knowledge and skills to perform basic first aid in case of an emergency, including assessing injuries and providing first aid to themselves, their families, and others in a safe and correct manner. It also covered how to request assistance from emergency medical services.

### Annual Fire Evacuation Drill 2024

On November 22, 2024, a drill was conducted to train employees on how to extinguish different types of fires using fire extinguishers and fire hoses, as well as fire evacuation, search and rescue, and victim movement procedures. The goal was to ensure that employees are prepared and able to help themselves safely in the event of a fire emergency.

### Annual Health Checkup

On October 1–2, 2024, with Kasemrad International Hospital (Rattanaibeth) for the employees of Amarin Group.

Performance Results: Employee Safety, Occupational Health, and Working Environment Care				
Working Hours	Unit	2022	2023	2024
Total working hours of all employees	Hours	N/A	N/A	4,278,680
Workplace Injury or Accident Statistics		4	4	2
Number of workplace accidents resulting in employee death	Times	0	0	0
Number of workplace accidents resulting in employee work stoppage	Times	4	4	1
Number of employees who died due to work-related causes	Persons	0	0	0
Number of employees who became ill due to work and had to stop working	Persons	0	0	1
Workplace injury rate leading to work stoppage	Persons / 1 million working hours	-	-	0
	Persons / 200,000 working hours	-	-	0

## 2) Elevating Quality of Life with Stable Benefits

Benefits are a key factor in enhancing the quality of life for employees and their families. They also reflect the Company's care and responsibility in taking care of its personnel comprehensively. Appropriate and sufficient benefits not only help boost employees' morale but also promote work efficiency, love, and attachment to the organization. Additionally, they help reduce internal problems and conflicts, ensuring that business operations run smoothly and stably.

To align benefits with employees' needs, the Company has established a welfare committee to oversee and

develop benefits that maximize their advantages for employees at all levels. In 2024, the Company held four committee meetings to jointly consider employee welfare suggestions and make improvements as appropriate to enhance employees' quality of life.

The Company prioritizes offering benefits that go beyond the legal requirements to promote stability and good welfare for employees and their families. In addition to the basic rights required by law, the Company provides additional benefits that help improve employees' quality of life.

Welfare	Legal Rights	Rights Provided by the Company to Employees
Public Holidays	No less than 13 days	6-12 days
Annual Leave	No less than 6 days	6 days
Personal Leave	3 days	30 days
Sick Leave	30 days	98 days
Maternity/Childcare Leave	90 days	No more than 60 days per year
Military Service Leave	60 days	After 3 years of service, can take 30 days off
Ordination Leave	✗	✓
Social Security	✓	✓
Remuneration Fund	✓	✓
Annual Health Checkup and Work-Related Health Checkup	✗	✓
Group Health Insurance, covering both outpatient and inpatient care	✗	✓
Accident Insurance and Life Insurance	✗	✓
Infirmity	✗	✓
Financial Assistance for employees and families affected by disasters	✗	✓
Funeral Assistance Welfare for employees and families	✗	✓
Housing Loan Program through Welfare Benefits	✗	✓
"Amarin Thavee Suk" Savings Cooperative Loan Program	✗	✓
Discounts on Books from Amarin Group, Kadokawa, and Other publishers (25–60%)	✗	✓

Amarin Group places importance on **promoting savings** to create stable financial security for employees. This not only helps enhance life stability but also allows employees to manage their income effectively, reduce financial burdens, and prepare for the future. The Company has strategies to support savings and financial security through various programs that directly benefit employees, as follows:

Performance Results: Promoting Savings and Creating Financial Security for Employees				
Information about the Employee Provident Fund	Unit	2022	2023	2024
Number of employees who are members of the provident fund	Persons	718	1,651	1,692
Percentage of employees participating in the provident fund	%	33.10	73.22	78.62
Amount contributed by the Company to the provident fund	Baht	N/A	27,944,531.00	20,013,940.75
Total remuneration of employees (Baht)	Baht	N/A	N/A	1,055,079,225.61
Percentage of the amount contributed by the Company to the provident fund relative to the total remuneration of all employees	%	N/A	3.08	3.27

Information about Participation in the Savings Cooperative	Unit	2024
Number of employees who are members of the savings cooperative	Persons	689
Percentage of employees participating as members of the savings cooperative	%	32%

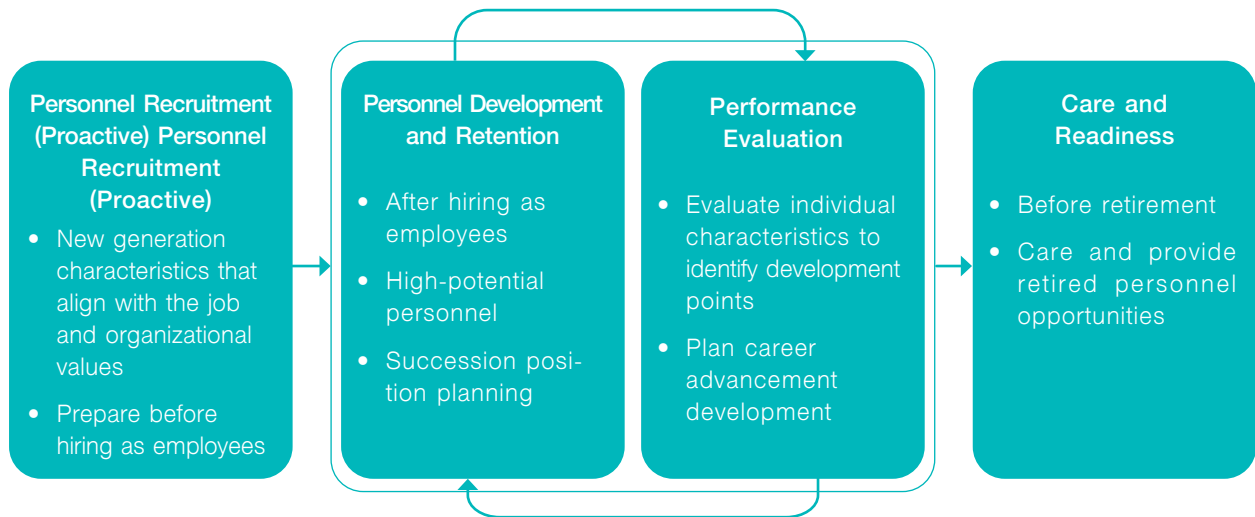
The number of employees who are members of the provident fund has continuously increased, from 718 people (33.10%) in 2022 to 1,651 people (73.22%) in 2023, and to 1,692 people (78.62%) in 2024. This reflects the growing interest among employees in saving for the future and the success of the organization's campaigns to promote saving. In 2024, 689 employees participated in the savings cooperative, which represents 32% of the total workforce, highlighting the use of financial welfare to enhance financial stability.

#### Employee Development

Amarin Group has a policy to promote employee development by establishing a systematic and continuous training roadmap plan to ensure that all employees receive skills and knowledge development that will help advance their careers. Leadership competency

development program roadmap is also in place to cultivate and prepare highly skilled individuals with outstanding performance to replace current managers based on succession plans or to fill newly created positions according to the organization's strategic plan, ensuring continuity in the organization's management in the long term. The Company also has a policy to provide employees with a safe and healthy working environment to enhance their happiness in both health and well-being, enabling them to work efficiently. Additionally, communication channels such as phone, email, and applications are provided to the HR department to receive feedback, suggestions, and complaints related to work performance and other matters, such as welfare.

### Framework for Sustainable Personnel in Skills Development and Career Opportunities

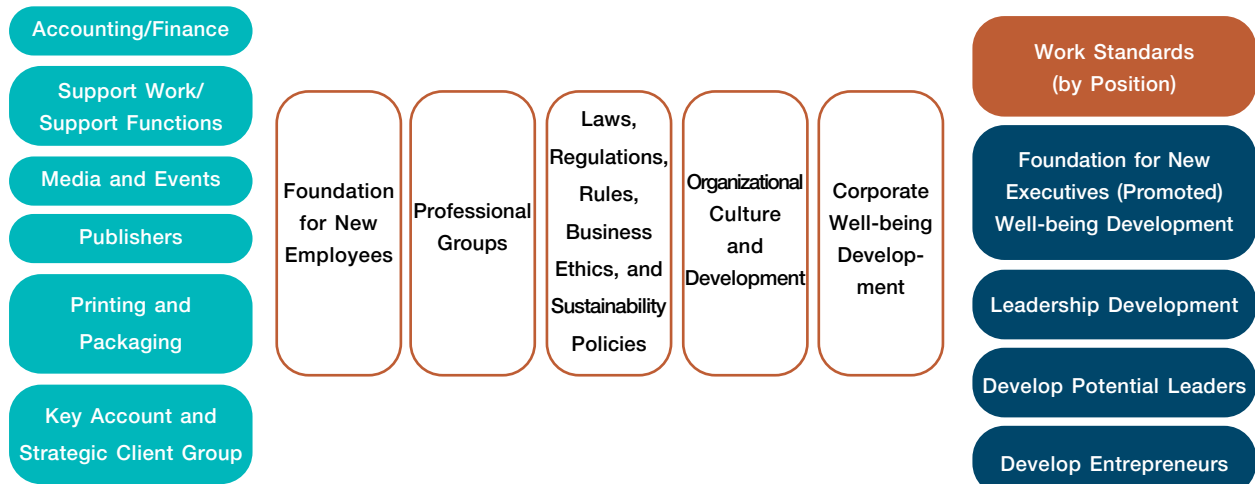


### Annual Learning and Development Plan Curriculum

The Company recognizes the importance of developing skills and knowledge for employees within the organization. Therefore, it encourages executives and employees at all levels to study new work methods through various training programs. The Company has established the following annual learning and development plan curriculum:

Course Types	Number of Courses
1. Mandatory Courses	5
2. Required under law Courses	16
3. Leadership Development Courses	8
4. Specialized Skills Courses	72
5. General Courses	23

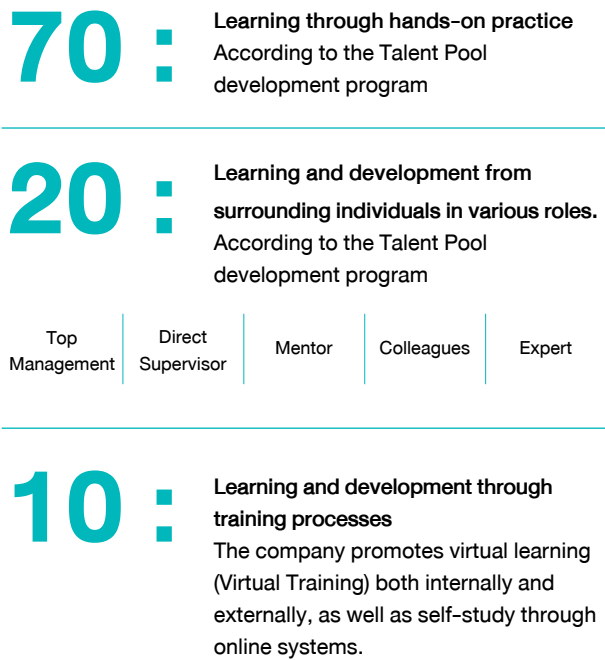
### Learning Curriculum Structure Classified by Job Type



### Process of Managing and Developing High-Potential Employees (Talent Management)

An important factor in developing the efficiency and continuity of the organization's business operations is the potential of internal personnel. The Company recognizes the importance of developing the potential of its Foundation for New Employees, so it has established guidelines and processes for managing and developing high-potential employees continuously. This is done through potential assessments, creating Individual Development Plans (IDP), and designing specific development programs, using the 70:20:10 learning and development model to promote career advancement and reduce obstacles to career growth.

The 70:20:10 Learning and Development Model



Development of Quality and Ethics in Media and Content Production

The Company is committed to developing the quality and ethics of personnel involved in media and content production, alongside promoting social responsibility. The Company has a policy of emphasizing the design and presentation of content that is credible, transparent, and creative. To meet the demands of media consumers in the digital age, the Company prioritizes accessible and comprehensive information through appropriate channels. Additionally, continuous training and development are provided to personnel in areas such as enhancing potential, professional skills, as well as legal knowledge and ethics in media production, ensuring that communication is of high quality and socially responsible.

In 2024, the Company conducted seven training courses related to the subject, both external and internal courses. After the training, assessments of knowledge, understanding, and practices were conducted. One hundred percent of the directors, executives, and employees at all levels successfully completed the training.

Course Titles	Total number of employees (persons)	Format (Internal/External)
1. Laws Related to the Presentation of Various Product Types in Television and Online Media	27	Internal
2. Data Storytelling & Content Strategy	75	Internal
3. Development of Program Producers for Broadcasting and Television Enterprises	1	External
4. Adobe Technical Skills 2024	7	External
5. Training for Employee Potential Development in Broadcasting and Television Enterprises, 3rd Edition	3	External
6. Generative AI FOR Graphic & Photo and Working in the Digital Eral	2	External
7. Techsauce 2024	2	External

Sustainability Personnel Development

The Company aims to develop the organization by promoting communication and providing knowledge to directors, executives, and employees at all levels to prepare for risks and opportunities, ensuring that the business grows steadily and sustainably. In 2024, the Company provided knowledge through the e-Learning system and conducted exams to assess knowledge, understanding, and practices after the training. One hundred percent of directors, executives, and employees at all levels passed the training.

### Key Sustainability Knowledge for the Year 2024



### Training Images

- Internal Quality Audit Technique: IQA



- Culture Transformation by Mr. Rawit Hanutsaha



- Training Thailand PEFC Process



- Enhancing the Production Potential and Performance Evaluation of Print Technicians



- Reskills - Communication & Personality



- Update on Advertising Revenue in the Media Industry, Preparing for Trends in 2024



- ISO 9001:2015 Quality Awareness and ISO 19011:2018 Auditor Requirements



- Adobe Technical Skill 2024



- Voice for Effective Communication



- Corporate Social Responsibility Requirement



- Effective Internal Audit of Corporate Social Responsibility



- 7 Wastes Workshop



- Sales Tools and Trend Guidelines for Each Brand in 2025



Performance Results: Employee Development				
Average Training Hours of Employees	Unit	2022	2023	2024
Number of Average Training Hours of Employees	Hours / Persons / Years	59.15	6.06	9.17
Training and Employee Development Expenses				
Expenses for Training and Employee Development	Baht	3,084,377.00	3,545,334.00	1,858,333.38

#### 4. Hiring and Retention of Personnel

##### Promotion and Position Adjustment

The Company conducts employee level adjustments and promotions with transparency and fairness, following clear and publicly disclosed criteria for consideration, including knowledge and skills, past performance, years of service, work discipline, and potential for future development and growth. Promotions must align with the organizational structure and

appropriate job value to provide employees with sustainable career advancement opportunities in line with the organization's direction. The process is as follows:

1. The respective department proposes the name of the employee who should be promoted to the Human Resources Department.
2. The Human Resources Department checks the initial qualifications and evaluates the employee according to the Company's established criteria.

If the qualifications are not met,	the Human Resources Department will notify the department and return the matter.
If the qualifications are met,	the Human Resources Department will present the list to the Promotion and Position Adjustment Committee for approval.
If not approved,	the Human Resources Department will notify the department and return the matter.
If approved,	the Human Resources Department will issue an official written appointment for the employee who has been adjusted and promoted.

The process of evaluating employee qualifications, assessing suitability, and presenting requests for promotion approval must be carried out with fairness and transparency, without requesting or accepting any form of benefits or rewards from the nominated employee or related individuals, to ensure that the promotion process is conducted with integrity and fairness, adhering to ethical principles as the priority.

##### Employee Care

The Company places importance on taking care of employees' well-being, both physically and mentally, enabling them to manage their work and personal lives in a balanced and appropriate manner (Work-Life Balance). The Company provides a safe working environment and fosters an atmosphere that encourages employees to perform their duties to the best of their abilities, while also providing opportunities for employees to participate in offering feedback to create, improve, or develop new things that benefit their department or

the organization as a whole. This working environment helps improve work efficiency, builds employee engagement, and fosters a sense of collaboration and growth alongside the organization. In 2024, the Human Resources Department conducted an employee survey regarding recreational activities and hobbies that employees are interested in, in order to design employee care activities that align with employees' needs and the organization's goals. These activities aim to promote a work-life balance, foster engagement with the organization, and enhance skills in building relationships with others. The employee care activities in 2024 focus on promoting physical and mental health, fostering relationships between management and employees, and facilitating the exchange of knowledge, perspectives, and experiences on topics that are relevant and beneficial to work or personal life. The Company has increased the number of on-site activities, allowing employees of Amarin Group to get to know one another and

participate together. Additionally, the Company continues to organize online activities to provide employees with the convenience of joining from any location. Furthermore, the Company has established various channels for employees to provide feedback or report complaints about work or other matters, including phone, email, an application, and a complaint system on the Company's website. This information will be processed according to the procedures of the Human Resources Department or according to the Company's complaint management process outlined in its business ethics.(On-site)

#### Employee Engagement and Retention Activities

Amarin Group is committed to fostering employee engagement, which is a driving force for effective work and leads to sustainable business operations. Therefore, we adhere to the principles of respecting human rights, treating employees with equality and fairness, promoting continuous employee skill development, knowledge, and abilities, as well as providing opportunities for career advancement. This also includes changing mindsets, working together as a team, and listening to employee feedback to understand employee satisfaction and confidence in the Company.

In 2024, the Company organized activities to promote internal engagement and foster employees' love, trust, and commitment to the organization, totaling 38 events, including:

1. Town Hall Meeting Activity	2 times
2. Amarin Sends Love Valentine's Activity	1 time
3. Amarin Songkran SOFT POWER Activity	1 time
4. Take Your Child to Work Day #season 1 Activity	1 time
5. Merit-Making Activity	3 times
6. Asalha Puja Day and Buddhist Lent Day Activity	1 time
7. Workout Wednesday Exercise Activity	18 times
8. Amarin Blood Donation Activity	2 times
9. Children's Day Activity	1 time
10. Donate Plastic Water Bottles to Make Monk Robes Activity	3 times
11. AMARIN Green-House "To Increase Green Space" Activity	1 time
12. Cooperative Day for Employees Activity	1 time
13. Long Service Award Presentation Activity	1 time
14. New Year's Activity	1 time
15. Establishment of the Grandparent Spirit Shrine Activity	1 time

**Town Hall Meeting Activity:** This is a meeting organized for senior executives to meet with employees, share stories about the direction of work, announce updates on various work-related matters, and address issues or answer questions within the organization. It is considered an opportunity for close interaction with employees. In addition, employees also have the chance to directly ask questions to senior executives. In 2024, the Company organized Town Hall activities and other organizational meetings on a continuous basis.



**Amarin Sends Love Valentine's Activity:** This activity aims to encourage employees to express their feelings toward fellow employees through greetings and conversations while working together across departments.



**Amarin Songkran SOFT POWER Activity:** Amarin Corporations Plc. organized this activity to preserve and promote Thai culture, fostering happiness and fun through collective activities, thus creating love and bonding among the organization's personnel.



**Take Your Child to Work Day #season 1 Activity:** This activity was held during school break for the children of Amarin's employees.



**Merit-Making Activity:** This activity is organized to bring good fortune and prosperity to the Company. It includes events for the anniversary of the founding of the printing

and packaging business, as well as the merit-making event celebrating the 48th anniversary of Amarin Corporations Plc.



**Asalha Puja Day and Buddhist Lent Day Activity:** The Company, along with representatives from the management and employees, joined with the long drum ensemble from Wat Pikul Ngeon School to offer candles for the Buddhist Lent, along with other alms and supplies to the monks at Wat Noi Nai. This activity promotes the continuation of the beautiful Thai traditions for employees.



**Workout Wednesday Activity:** In 2024, yoga and stick dancing classes were organized to promote health and instill a habit of healthcare among employees. The classes were held every Wednesday, starting from May to November 2024, and received a very positive response.





**Amarin Heartfelt Blood Donation Activity:** In 2024, the Company participated in blood donations to the Thai Red Cross twice:

- The first blood donation was held on June 21, 2024, with 94 registered participants, who donated a total of 68 units of blood.
- The second blood donation was held on November 20, 2024, with 102 registered participants, who donated a total of 76 units of blood.



**Plastic Bottle Donation for Making Monk Robe Fabric and Other Products:** This activity continues for the third year as part of our commitment to protecting the environment and reducing plastic waste. The Human Resources team collaborated with employees to collect unused plastic bottles. The bottles were

cleaned, separated from their caps and labels, compressed, and packed into bags before being donated to Wat Chak Daeng in Samut Prakan Province. The temple used the bottles in an upcycling process to convert plastic waste into fabric material, which was dyed according to Buddhist principles and sewn by skilled craftsmen to create monk robes and other recycled products, providing income for the local community.



**AMARIN Green-House “For Expanding Green Spaces”:**

Amarin Group organized an activity to “expand green spaces and serve as a dust filter wall” to help improve the environment. The Company received continuous support from the Tree Nursery Center of Bangkok (Department of Forestry), which donated 2,000 saplings, including canna trees, rubber trees, and golden trumpet trees. These saplings were given to employees who were interested (1,000 trees) and donated to schools: Anurajaprasit School in Nonthaburi, Dipangkornwittayapat (Wat Noi Nai) School under the royal patronage, Wat Chaiyapruecksamala School (Nonthasiri Ratsadabamphen), and the Wat Chaiyapruerk Samala Recreation Center in Bangkok (1,000 trees) to be planted at the schools.



**Cooperative Day Activity for Employees:** This activity is organized by the staff of Amarin Thaveesuk Savings Cooperative, inviting employees to join as members and providing consultations on savings and loan services with interest rates lower than those of other financial institutions.



**Long Service Awards Activity:** This activity acknowledges the dedication of employees who have been with the Company for an extended period. Siriporn Boonpitakket, the Managing Director, and the executive team presented awards to employees who have worked with the Company for 15, 20, 25, and 30 years.

**New Year Activity:** Amarin Group organized a New Year celebration across four companies, which served as a great opportunity to foster a positive atmosphere, allowing employees to feel joyful and connect with

each other. This activity enhances happiness and creates lasting memories, while also strengthening the organizational community and providing employees with the chance to meet and build good relationships with others.

**Establishment of the Grandparents Shrine Activity:** The executives and employees came together at the printing house to participate in the ceremony to establish the Grandparents Shrine as a blessing and to create morale for the workforce.

#### Performance Results: Promoting Employee Relations and Engagement

The number of employees who voluntarily resigned, classified by gender	Unit	2022	2023	2024
The total number of employees who voluntarily resigned	Persons	496	594	516
The percentage of the total number of employees who voluntarily resigned out of the total employees	%	22.87	26.34	22.61
The number of male employees who voluntarily resigned	Persons	201	246	219
The percentage of male employees who voluntarily resigned	%	40.52	41.41	9.60
The number of female employees who voluntarily resigned	Persons	295	348	297
The percentage of female employees who voluntarily resigned	%	59.48	58.59	13.01
Significant labor disputes	If any	None	None	None

#### Employee Engagement Survey

The Employee Engagement Development Program is designed to ensure that employees are happy working with the Company. The Company conducts an annual survey to measure employee engagement with the organization. The results, which reflect the opinions and feelings of employees toward the organization, are analyzed to adjust the organizational management plan and employee care to be appropriate, align with employee needs, and support business goals. This will help foster employee confidence, strengthen their commitment to the organization, and encourage them to perform at their best while working with the organization in the long term.

#### Performance Results: Employee Engagement Survey Results

The number of employees who voluntarily resigned, classified by gender	Unit	2022	2023	2024
Employee Engagement Survey Results	%	94	94	93.41

## 5. Information Management and Administration

Amarin Group emphasizes sustainable growth, not only in terms of financial performance but also in conducting business ethically, transparently, and responsibly toward all stakeholders. Therefore, the organization has initiated and implemented various projects alongside proactive measures to drive and support the implementation of governance practices, such as the management of information related to governance principles to enhance transparency in business operations. This includes participating in surveys on corporate governance for listed companies to ensure that operations comply with international standards.

In addition, the Company values the management of organizational information by leveraging digital technology to improve the efficiency of data storage, analysis, and utilization. This allows the Company to systematically manage essential information related to shareholders, employees, customers, and business partners, thereby supporting accurate and transparent decision-making. The organization also participates in an evaluation project on the quality of shareholder meeting management to demonstrate its commitment to good governance practices and fair treatment of shareholders. The Company has consistently been rated as excellent in this area.

Moreover, in 2024, the Company joined the Thai private sector's anti-corruption pledge to demonstrate its commitment to conducting business with integrity, transparency, and freedom from corruption. The Company has implemented systems for governance data management and internal audits to strengthen transparency and accountability, and to prevent corruption within the organization.

Additionally, the Company places great importance on all stakeholders by creating mechanisms and channels to receive complaints that are convenient and accessible to customers, employees, and all stakeholder groups. These channels include postal mail, the Company website, and other units, along with an information management system to handle complaints systematically. This enables the Company to track, analyze, and respond to stakeholder feedback effectively. All of this reflects the organization's commitment to using information and digital technologies to support governance practices and to listen to feedback from all sectors, ensuring sustainable growth and establishing trust among all stakeholders.

## 6. Employment Termination

The Company values the process of employee termination as fair, transparent, and respectful of its personnel. The organization will take action for clear reasons, free from discrimination, and will provide employees with the opportunity to explain themselves before a decision is made. Additionally, there will be prior notice as per regulations, communication, and compensation payments in accordance with the law to ensure that employees are treated appropriately.

Moreover, the Company aims to reduce the impact of termination by providing counseling, issuing work certificates, and maintaining employee confidentiality. Conducting the process with respect and empathy not only ensures fairness for affected employees but also promotes a positive organizational culture and maintains the trust of the personnel who remain with the organization.

### (2) Customer Responsibility Practices

The Company believes that delivering quality content and services will instill confidence and trust in customers when doing business together, thereby creating a strong relationship between the Company and its customers. Most importantly, it will make the business collaboration sustainable. For this reason, the Company is committed to developing its personnel with the knowledge and readiness to produce quality work, provide consistently excellent service, and offer useful information for customer decision-making with transparency. The Company responds to customer needs quickly and efficiently, ensuring consistent customer satisfaction.

Additionally, Amarin Group focuses on creating popular products, activities, and content with a clear target audience and various channels for organizing activities and distributing content to reach the maximum number of consumers. This also includes expanding new businesses outside the core business, providing customers with more choices to make decisions. The goal is to meet the objectives of Amarin Group: "We are the number one Omni-media-Omni-Channel, aiming to create valuable experiences for every moment of life for the happiness and prosperity of society."

## Guidelines for Improving Product and Service Quality to Create Customer Satisfaction

### 1. Customer Responsibility Policy

Amarin Group has established a policy for sustainable development, aiming to be the number one Omni-media – Omni-Channel, setting a good example for society, building customer confidence in the quality of content and services, maintaining good relationships with customers, and continuously responding to customer needs efficiently.

The Company has set practices and policies regarding customer relations in its corporate governance policy as follows:

- 1) The Company is committed to providing customers with good quality products and services at appropriate prices, as well as creating long-lasting and positive relationships with customers.
- 2) The Company has established a service system designed to ensure customer satisfaction by treating all individuals equally and fairly without discrimination.
- 3) The Company develops additional service channels to increase convenience for business contacts and communication between the Company and its customers.
- 4) The Company has established complaint channels in line with the Whistleblowing Policy, allowing customers to file complaints about products, services, or business operations. These complaints will be addressed promptly to provide the best customer response. The Company has announced and published this policy on the Company website under the “Investor Relations/Corporate Governance” section, or <https://amarin.co.th/investor/corporate-governance>.
- 5) The Company safeguards the confidentiality and information of customers, not using such information for personal benefit or the benefit of others inappropriately. The Company will not disclose customer information without prior permission from the customer or the authorized person within the Company, unless the information needs to be disclosed to external parties for clarification or legal

action. The Company has a policy and practices regarding the protection of personal data, which is publicly available on the Company website under the “About Amarin/Personal Data Protection Policy” section, or <https://amarin.co.th/privacy>

### 2. Policy and Practices on Quality and Ethics in Media Production and Content Distribution

The Company recognizes its role and responsibility in producing and distributing media that is of high quality, transparent, and considers its impact on society. Therefore, the Company has established policies and practices on quality and ethics to set standards for its employees, with the goal of promoting communication based on ethical principles, accuracy, and responsibility toward all stakeholders.

#### Quality and Ethics Policy

##### 1. Accuracy and Credibility

- 1.1 The Company is committed to presenting accurate information, strictly adhering to fact-checking procedures.
- 1.2 Avoid disseminating rumors, false information, or distorted content that may impact society or individuals.
- 1.3 Encourage the clear and transparent referencing of information sources.

##### 2. Transparency and Neutrality

- 2.1 The presentation of content must be straightforward, not distorting facts, and mindful of the accuracy of the information.
- 2.2 Content that is sponsored or advertised must be clearly labeled as “Sponsored Content.”
- 2.3 Avoid presenting information that may influence public opinion without credible reference sources.

##### 3. Social Responsibility

- 3.1 The production and distribution of content must consider the impact on society and uphold moral values.
- 3.2 Avoid disseminating content that supports violence, discrimination, violation of personal rights, or causes social division.

- 3.3 The Company has control measures to prevent the dissemination of content that violates professional ethics.

#### **4. Accessibility and Diversity**

- 4.1 The Company promotes content that is accessible and appropriate for a diverse target audience.
- 4.2 Provide opportunities for creative feedback on platforms that can be monitored.
- 4.3 Support the presentation of content that reflects cultural diversity, beliefs, and opinions fairly.

#### **5. Professional Standards Development**

- 5.1 Personnel involved in media production and distribution must comply with relevant laws and professional ethics in mass communication.
- 5.2 The Company promotes continuous development and training of employees' professional skills.
- 5.3 There are supervision and review processes in place to ensure content production complies with established standards and practices.

#### **Practices for Designing, Reviewing, and Publishing Content**

To ensure compliance with the Quality and Ethics Policy, the Company has established practices to ensure that content produced and distributed through various media channels meets the highest standards, as follows:

##### **1. Content Design**

- 1.1 Content producers must carefully screen information before publication.
- 1.2 Use neutral and clear language that does not cause misunderstandings or provoke misinterpretation.
- 1.3 The design of content must consider media ethics and moral principles.

##### **2. Content Review**

- 2.1 All content must undergo a quality control process by the editorial team or internal review.

- 2.2 Clear guidelines must be established for correcting or withdrawing incorrect content and notifying the audience if any corrections are made.

- 2.3 Prevent the dissemination of false content or content that could lead to misunderstandings by ensuring that source verification is strictly adhered to.

#### **3. Content and Advertising Distribution**

- 3.1 Content distribution through various media channels must comply with the standards of each platform.
- 3.2 Advertising and marketing content must adhere to consumer protection laws and must not contain information that could lead to misunderstandings.
- 3.3 Measures must be in place to prevent the dissemination of content that could impact social stability or moral values.

#### **4. Supervision and Continuous Development**

- 4.1 The Company regularly monitors and evaluates the quality of content that is published.
- 4.2 A mechanism for receiving public feedback must be in place to improve practices appropriately.
- 4.3 Encourage employees to undergo training in ethics and professional standards to enhance the quality of media production.

#### **Enforcement and Review of the Policy**

- 1. This policy and its practices are requirements that must be followed by personnel involved in the production and distribution of content. If violations of ethical principles or established standards are found, the Company will take appropriate measures for investigation and disciplinary action.
- 2. This policy may be reviewed and updated periodically to align with changes in technology, international standards, and societal needs.

The Company is committed to maintaining the standards of producing quality, transparent, and socially responsible media to promote creative communication that benefits media consumers in all sectors.

### 3. Policy and Practices for Accessing Quality Media

In the digital age, where information and communication spread rapidly, access to quality media is a key factor that helps the public receive accurate, transparent, and socially beneficial information. Therefore, the Company emphasizes the development and governance of media production and distribution to ensure that content is easily accessible, secure, and reaches all consumer groups. The following practices are implemented:

#### 1. Promoting Convenient and Widespread Access

The Company is committed to ensuring that content is easily accessible through a variety of platforms, supporting usage on various digital devices, and designing user-friendly systems so the public can receive information without technological barriers.

#### 2. Accuracy and Transparency of Information:

Information that is disseminated must go through a fact-checking process to ensure it is accurate, reliable, and free from distortion. The Company values transparency by clearly identifying the sources of information and avoiding content that may lead to misunderstandings.

#### 3. Diversity and Non-Discrimination:

The Company promotes media that reflects the diversity of thought, culture, and perspectives in a fair manner, avoiding content that supports discrimination or creates bias in society, while providing opportunities for the public to express constructive opinions in appropriate spaces.

#### 4. Protecting Consumers from Inappropriate Content:

For public safety, especially for children and youth, the Company has measures to limit access to content that may have negative impacts, including using a system to alert about sensitive content and allowing consumers to choose content that is appropriate.

#### 5. Developing the Quality and Safety of Media:

The Company values the development of high-quality content in both substance and presentation techniques, adhering to cybersecurity standards, and having a quality control system for content before release. This includes updating policies to align with technological trends and international standards.

#### 6. Promoting Media Literacy:

The Company plays a role in supporting the public to develop media literacy skills, enabling them to distinguish accurate information from fake news, as well as providing knowledge about digital safety and preventing online fraud.

In an era where information is disseminated and consumed rapidly through digital media, access to quality media has become a critical factor in promoting learning and creating a correct understanding in society. Therefore, the Company has implemented the Quality Media Access Promotion Project to create an ecosystem of media that is transparent, fair, and responsive to the needs of all consumer groups.

### Quality Media Access Promotion Project

#### 1. Development of Accessible Platforms and Communication Channels:

This focuses on improving and developing media platforms to ensure easy access without being limited by technological, language, or geographical barriers, such as:

- Improving websites, applications, and online communication channels to be user-friendly and compatible with all devices.
- Creating media formats suitable for people with disabilities and vulnerable groups, such as audio descriptions for those with visual impairments or text captions for those with hearing impairments.
- Developing an automatic content screening system (AI) to prevent the spread of false information and ensure the dissemination of accurate and beneficial content.

#### 2. Promoting Media Literacy:

This project aims to equip the public with the ability to distinguish accurate information from false information. It focuses on building knowledge and skills for critically engaging with information, such as:

- Organizing training and seminars on fact-checking and identifying fake news.
- Developing media literacy courses for students, educators, and the general public.
- Creating awareness campaigns on social media platforms to encourage responsible media consumption behavior.

**3. Content Creation and Media Ethics Oversight:**

The focus is on ensuring that the media content published through the Company's channels meets the highest standards in terms of accuracy and ethics, such as:

- Establishing guidelines for content production that consider ethics, neutrality, and social responsibility.
- Creating a network of cooperation with media organizations and regulatory bodies to promote the dissemination of credible information.
- Producing content for specific target groups, such as youth, the elderly, and those requiring specialized information.

**4. Creating Open Communication Channels for the Public:** This aims to foster participation and reflect the opinions of media consumers. This project will provide opportunities for the public to access fair information and have the right to express their opinions.

- Developing a system to gather public feedback to improve media quality.
- Providing opportunities for community involvement in overseeing and monitoring content.
- Establishing a complaint center for false information and media ethics violations.

**5. Developing and Training Media Personnel:** This ensures that media producers maintain the highest professional standards. This project will focus on skill development for personnel at all levels, such as:

- Organizing training and seminars for journalists, editors, and media producers on ethical practices and media standards.
- Developing partnerships with educational institutions and media organizations to create high-quality new generation communicators.
- Supporting personnel to participate in international knowledge exchange programs to enhance the organization's media production standards.

**6. Creating Measures to Prevent and Control Inappropriate Content:** This aims to prevent the dissemination of false information or harmful content to society. The Company will adopt proactive measures to control media content, such as:

- Implementing AI systems and digital technologies to assist in monitoring and preventing the spread of inappropriate content.
- Establishing standards and guidelines for restricting access to content for different target groups.
- Ensuring legal and ethical responsibility in all stages of content production and distribution.

The Company hopes that this project will help media consumers **"become aware of quality information, reduce the dissemination of false information, and create a culture of responsible media use,"** which will have long-term positive effects on society as a whole.

**4. Creating and Developing Customer Satisfaction**

Amarin Group has set policies for sustainable development, aiming to be the number one omni-media and omni-channel company. The Company recognizes that the voice and opinions of customers are crucial for maintaining and developing relationships and for conducting business together. These also reflect the quality of products, content, services, programs, and dramas, as well as the services provided by the responsible departments, and customer expectations. In addition to providing attentive service to customers, Amarin Group has always valued customer feedback. Therefore, each business unit is required to conduct regular customer satisfaction surveys every year.

**5. Actions to Develop Product and Service Quality**

The Company has taken into account the principle of responsibility toward consumers and has implemented processes to control and monitor the quality of products in accordance with laws and international standards, in order to deliver the best products to customers. The Company is committed to producing products and services that are safe for customers' lives and health, and that can be trusted. The Company has an efficient customer data storage system, manages customer relationships both before and after sales, provides customers with accurate and sufficient information, and is dedicated to continuous product research and development to ensure high quality. If it is found that a product is damaged or does not meet the required standards, the Company has a product recall procedure and product replacement management plan in place to reduce any negative impacts on customers.

The Company will randomly conduct inspections of standards based on factors such as complaints and random checks according to regulations, in order to ensure continuous practice. The Company has also established a process for handling complaints and product recalls, referring to the documentation and operating procedures for customer complaint management and product recall as follows:



For the development of products and services that are safe for customers, the Company is committed to ensuring alignment with quality standards, requirements, and consumer protection laws, so that customers can trust the quality of its offerings. The Company has received various standards, including ISO 9001:2015 system standards, which emphasize a management system used to manage processes that deliver quality products or services, ensuring that all processes are controlled, traceable, and include error correction and prevention mechanisms. The FSC system standard is recognized by buyers in the international market, and products with the FSC label ensure that they come from responsibly managed commercial plantations.

Additionally, the Company has announced a Quality Policy to commit to working with creativity, standardized processes, and compliance with laws to create excellent quality products that are safe for consumers and the environment, with continuous development to meet customer needs.

#### Key Performance Results for the Year 2024:

- Performance in Personal Data Protection:**

Amarin Group strictly complies with the Personal Data Protection Act B.E. 2562 (2019) (PDPA). In 2024, the Company's Board of Directors reviewed the "Personal Data Protection Policy" as well as clear and practical "Measures" to ensure the security of personal data. The Company also conducted training for employees to make them aware of what should and should not be done to avoid actions that could potentially violate the personal data of stakeholders. For customers, the Company follows strict guidelines on the use of personal data to protect customer information and prevent data leaks. In the event of a data breach or customer complaint through the complaint channel, the Company has established a process to address these issues in accordance with the law. If the use of customers' personal data is necessary, the Company will obtain consent in accordance with the law's intent.

- **Customer Complaints Process Regarding Personal Data**

To ensure that the Company's operations regarding personal data protection are in order and in compliance with the Personal Data Protection Act B.E. 2562 (2019), the Company has appointed a data protection officer as stipulated in Section 41 of the Act. The appointed data protection officer for the Company is Ms. Prairie Punsoni, who has held the position since February 22, 2024. Her responsibilities include the following:

1. Providing advice to the management board, company board, as well as employees or contractors regarding compliance with the Personal Data Protection Act B.E. 2562 (2019).
2. Auditing the Company's operations, including those of employees or contractors, concerning the collection, use, or disclosure of personal data to ensure compliance with the Personal Data Protection Act B.E. 2562 (2019).
3. Coordinating and cooperating with the Office of the Personal Data Protection Commission in case of issues related to the collection, use, or disclosure of personal data by the Company, including its employees or contractors, to comply with the Personal Data Protection Act B.E. 2562 (2019).
4. Maintaining the confidentiality of personal data acquired during the performance of duties under the Personal Data Protection Act B.E. 2562 (2019). On August 15, 2024, a Personal Data Protection Act (PDPA) working group was established, consisting of personnel with expertise and qualifications. Amarin Group is scheduled to meet four times a year to work together under the Company's personal data protection guidelines and policies. The working group's tasks include:

1. Monitoring and supervising operations and providing advice to internal departments or relevant parties.
2. Reviewing complaints and actions regarding personal data owner requests.
3. Coordinating and cooperating with relevant organizations involved in personal data protection within Amarin Group.
4. Personal data owners have the right to file complaints with the appropriate authorities if their personal data is not handled in accordance with the Personal Data Protection Act.

- **Personal Data Complaints Channel:**

If stakeholders wish to contact the Company regarding their personal data rights or have any inquiries about personal data, they can contact the Company as follows:

**Personal Data Protection Office**

Amarin Corporations Plc. and affiliated companies  
Head Office: 378 Chaipruek Road, Taling Chan Sub-district, Taling Chan District, Bangkok 10170  
Phone: 02 422 9999  
Email: dpooffice@amarin.co.th

- **The results of the customer satisfaction survey and the development of products and services based on customer feedback**

The marketing department of each business group has conducted a survey to gather opinions and customer satisfaction, which includes consumers, corporate clients, agencies, and product owners. This was a quantitative online survey. Amarin Group has reviewed the results of this survey and incorporated the feedback to further improve customer service. The customer satisfaction survey results for 2024 from Amarin Group are summarized as follows:

Key Performance Results	Customer Satisfaction*			Target
	2022	2023	2024	2024
<b>Media and Event Business Group</b> Level of satisfaction of visitors attending the "Baan Lae Suan Fair"	85%	85%	85%	>80%
<b>Printing and Packaging Business Group</b> Level of satisfaction of customers using the services	96%	96%	92.12%	>85%

Note: \*The average score from all the issues surveyed for customer satisfaction.

#### Publishing Business:

Amarin Group's publishing house prioritizes customer satisfaction as the main criterion for its work. Customer satisfaction is regularly monitored through the social media platforms of each publishing brand. In 2024, the publishing house made several improvements and developments in product quality, as follows:

- 1) Increased font size in books to make reading more comfortable for readers.
- 2) Selected stories based on international reading trends and pushed them toward becoming trends in Thailand, such as the romance fantasy genre "Fourth Wing", which immediately soared to number 1 on the bestseller charts of all leading bookstores nationwide upon release.
- 3) Continued to improve book cover designs to be eye-catching and align with the tastes of Thai readers.
- 4) Developed premium product designs that add value to book sets, elevating them as collectible items of sentimental value to readers.
- 5) Supported Thai authors' works to become more popular in best selling genres, such as crime and thriller.

#### Business of Distribution of Printed Media and Digital Content

Amarin Book Center Co., Ltd. has worked to elevate service standards while driving the book industry forward by focusing on customer satisfaction. The Company listens to feedback via social media and suggestions from partners. Over time, the Company has made improvements and developments in service as follows:

- 1) Created the E-book reading experience and supported various lifestyles by developing the Naiin Ebook Reader application.
- 2) Created a space that is more than just a book fair, turning it into a small community of readers, where they can participate in the International Novel Fair.
- 3) Improved the use of standardized, strong, and high-quality packaging for transportation, reducing plastic packaging usage, addressing the core issue of product damage during shipping, and using packaging that is durable.
- 4) With the growth of online platforms, the speed of delivery also impacts service satisfaction. The Company has provided automated product storage lockers, which increases efficiency in operations from the warehouse and accelerates work processing.

#### Customer Complaints

**Goal:** Customer Complaints = 0 cases

#### Performance Results for 2024:

- The Company and its group companies did not receive any complaints regarding customer personal information, nor was any customer data leaked.
- The Company and its group companies did not receive any complaints regarding services from Amarin Group's customers.
- The Company and its group companies did not receive any complaints regarding violations of ethical standards in the production of printed media that had a significant impact on the business.

### (3) Responsibility to Partners

The Company is committed to managing the supply chain with transparency and fairness, respecting business ethics, human rights, environmental standards, and the safety of all stakeholders at every level. It also considers the economic, social, and environmental (ESG) impacts of business operations. The Company is determined to strengthen relationships with partners, develop work processes, and jointly manage risks to build trust with all stakeholders, fostering positive relationships to drive sustainable business growth. The Company has established guidelines for dealing with partners in its corporate governance policy, the business ethics code for partners, procurement policies, and supply chain management policies, which include comprehensive ESG-related content. These policies serve as guidelines for partners to follow in their business operations to ensure sustainability in their joint activities.

#### Practices Toward Partners

##### Environmentally Friendly Procurement and Adherence to Human Rights Principles

As the Company values the selection of partners from upstream to downstream, it chooses companies that prioritize resource conservation and environmental protection. This is achieved by promoting a Green Procurement policy that is developed for use both within the organization and across the supply chain. The policy aims to create a mechanism for reducing resource consumption, waste generation, and pollution. Additionally, it supports internal units within the organization in understanding and applying the criteria and regulations related to environmentally friendly procurement. The Company has also officially announced its human rights policy, which provides a framework to ensure that all business partners comply with human rights principles. These principles are integrated into processes related to procurement systems. Furthermore, the Company outlines a method for regularly auditing business partners to assess potential human rights impacts and for establishing measures to mitigate harm when human rights violations occur within the procurement system as well.

##### Anti-Corruption

In addition, in 2024, the Company declared its intention to join the Thai Private Sector Anti-Corruption Coalition (CAC) and established communication and dissemination of anti-corruption practices to its partners. The Company will communicate relevant information related to its anti-corruption policies and practices, making its stance known to the public, individuals contacting the Company, and all business partners through various communication channels, such as electronic mail (email), the Company's website ([www.amarin.co.th](http://www.amarin.co.th)), the annual disclosure report (Form 56-1 One Report), and by posting anti-corruption messages on every floor of the office building.

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##### Partner Management Framework

The Company places great importance on treating its partners equally and fairly by promoting the procurement of products and services from partners with potential who operate with transparency and strictly comply with relevant laws. The Company's procurement process follows the ISO 9001 system, covering the procurement policy, which includes procedures for procurement, the level of authority for approving purchases, and the process for selecting partners. These procedures incorporate aspects of the environment, society, community, and good corporate governance as follows:

Supplier Recruitment and Selection	Suppliers must pass selection criteria based on established principles and qualifications.
New Supplier Registration	New suppliers must acknowledge the Company's Supplier Code of Conduct and operating guidelines.
Supplier Classification	Conduct analysis and evaluation of key suppliers, and assess supply chain risks to control potential risks and establish measures.
Performance Evaluation	The evaluation will assess compliance with environmental and social regulations, including quality, based on external information.
Post-Evaluation Actions	Monitor compliance with the Supplier Code of Conduct through supplier self-assessment.
Continuous Reporting to Management	Transparent reporting of supplier performance evaluation results to management, which are auditable.

### Partner Selection and Screening

All partners must meet the basic qualifications in terms of quality, price, delivery, and business reliability. Every new partner is required to complete a self-assessment on issues related to occupational health and safety, energy management, environmental management, and corporate governance. They must also sign to acknowledge and agree to abide by the business ethics of the partners when conducting business together with Amarin Group.

### Partner Grouping and Management

Amarin Group conducts an annual classification of partners to identify key partners and those with sustainability risks, and implements an appropriate partner management plan. This includes risk assessment plans and business collaboration development plans to enhance competitiveness or reduce risks that may arise and impact Amarin Group's business.

### Key Performance Results for 2024:

#### Review and Publication of Supply Chain Management Policy, Procurement Policy, and Partner Code of Ethics

In 2024, the Company's board of directors reviewed and assessed the suitability of the Supply Chain Management Policy, Procurement Policy, and Partner Code of Ethics during the 7/2567 board meeting on December 6, 2024, and published them on the Company's website under the "Sustainability Development" section, or <https://amarin.co.th/sustainability>, to serve as a guideline for all personnel and to instill confidence in partners, ensuring they trust and collaborate with Amarin Group.

The Company has set policies and practices for procurement, summarizing the key points as follows:

- 1) Procurement is conducted with consideration for quality, price, quantity, service, and prompt response, with a focus on efficiency and effectiveness, while also considering necessity and appropriateness to maximize benefits.
- 2) Procurement is carried out transparently, fairly, and with accountability, strictly adhering to regulations, environmental laws, and other relevant laws. A robust

risk management and internal control system is in place.

- 3) Procurement is focused on business ethics, avoiding exploitation of partners, providing accurate, complete, clear, and transparent information, and treating all partners equally, including listening to their feedback and suggestions.
- 4) Procurement takes into account environmental impacts, social responsibility, governance, and human rights practices related to labor, as part of sustainable supply chain management.
- 5) Procurement is conducted according to the principles outlined in the Anti-Corruption Policy and other related policies.
- 6) Communication and understanding are promoted among all parties involved in the business throughout the supply chain, including partners and business allies, to foster long-term mutual growth.
- 7) Opportunities are provided for stakeholders to report or file complaints if any actions deviate from the above policies, through whistleblowing channels or reporting misconduct and corruption.

### Management of Partner Relationships

In 2024, the Company ensured regular communication with partners to exchange opinions and inform them of relevant policies, including the Supply Chain Management Policy, Business Ethics Code, Human Rights Policy, Procurement Policy, Personal Data Protection Policy, and Anti-Corruption Policy. The Company also established channels for receiving complaints in cases where the Partner Code of Ethics is not followed.

### Complaints from Partners

**Objective:** Zero complaints from partners regarding compliance with the Partner Code of Ethics

**Performance in 2024:** Amarin Group received no complaints from partners regarding compliance with the Partner Code of Ethics or issues related to unfair or unequal treatment. Additionally, there were no complaints from partners regarding corruption or misconduct by the Company's personnel.

#### (4) Responsibility to Competitors

The Company adheres to the principles of conducting business with honesty, fairness, transparency, and accountability, without exploiting competitors or seeking confidential information from competitors. The Company strictly follows laws and regulations related to trade and prohibits the solicitation or offering of any unfair commercial benefits. Therefore, a policy and practice have been established, as detailed in Section 2 on Corporate Governance, Clause 6, Policy on Corporate Governance, Clause 6.1.2, Policy and Practices related to Shareholders and Stakeholders, and on the Company's website [www.amarin.co.th](http://www.amarin.co.th).

##### Complaints from Competitors

**Goal:** No complaints/disputes between competitors  
**Performance in 2024:** Amarin Group has no disputes with competitors and has not entered into any agreements with competitors or other businesses that would constitute a monopoly or reduce market competition.

#### (5) Responsibility toward Trade Creditors

The Company treats all creditors equally, fairly, and transparently, adhering strictly to the terms and conditions of contracts. In addition, to maintain creditors' confidence, the Company places importance on managing its capital to maintain a proper financial structure and communicates regularly with creditors about the business's status, striving to maintain sustainable relationships with them.

In 2024, the Company strictly adhered to policies and guidelines, with the following performance results:

1. Contracts with all types of creditors were made in full compliance with the law, fairly, transparently, and without exploiting the counterpart.
2. The Company did not engage in fraudulent practices or conceal any important information or facts that could cause damage to creditors.
3. The Company strictly and correctly adhered to the terms of agreements made with creditors of all types in a transparent and straightforward manner.

4. The Company established a rigorous process for paying creditors, with thorough procedures for review and control at each step. The Company maintained a sound internal control system that is transparent and verifiable, ensuring payments are made correctly and on time.

5. Loans, along with interest, were repaid to all creditors in full and on time, as agreed.

##### Complaints/Disputes with Trade Creditors

**Goal:** No complaints/disputes between trade creditors  
**Performance in 2024:** Amarin Group had no disputes with trade creditors.

#### (6) Responsibility to the Community and Society

Amarin Group promotes harmonious coexistence with the community and society, focusing on creating educational and career opportunities for youth and disadvantaged groups, as well as participating in social and community welfare, which is a key sector in supporting the sustainable growth of the business. Therefore, the Company aims to develop and elevate the quality of life, strengthen and bring happiness to society and communities, growing together.

##### Operating Approach

Amarin Group operates its business based on principles of good governance, business ethics, and social responsibility. It supports activities for public benefit and promotes both public and private organizations with activities that benefit society and the environment. Additionally, it encourages and supports executives and employees to participate in volunteer work and public welfare activities with the community to foster a spirit of volunteerism and expand good deeds across all sectors of society.

##### Key Performance Results for 2024:

##### Employees' participation in CSR activities

##### Goal:

- No disputes with communities near the Company's business locations.

- Implement projects or activities that help improve the living conditions of the community or society.
- Employee participation in projects or activities that benefit the development of the community and society.

#### Performance in 2024:

The Company has employed labor from the nearby community to generate income for local residents and has also hired labor from areas across Thailand as follows:

Nearby Communities	Labor Employment Rate (Percentage)		
	2022	2023	2024
Suan Phak Community	28.25	15.25	-
Wat Bang Krai Nai Community	18.15	3.07	-
Taling Chan Community	5.87	-	8.47
Chimphlee Community	-	-	1.87
Khlong Chak Phra Community	-	-	1.00
Bang Chueak Nang Community	-	-	0.50
Bang Ramad Community	-	-	0.50
<b>Total</b>	52.7	18.32	12.34

Region	Labor Employment Rate (Percentage)		
	2022	2023	2024
Bangkok	60.41	47.50	49.44
Central Region	32.23	31.22	35.24
Eastern Region	1.17	1.94	1.25
Northeastern Region	-	11.67	10.71
Western Region	2.03	4.30	0.12
Northern Region	2.45	1.43	1.62
Southern Region	1.71	1.94	1.62
<b>Total</b>	100	100	100

Additionally, Amarin Group continues to place importance on conducting activities that benefit the development of the community and society, with the participation of employees and stakeholders in the business operations of Amarin Group. The focus is on activities that support good health and improve the quality of life for various individuals, as well as activities for education and the benefit of youth, as follows:

**Children's Day Activities:** The Company organized activities for employees to participate in giving back to society and contributing to strengthening the community. Employees contributed to scholarships and a book donation project as part of their social support efforts. The Human Resources Department represented the Company by donating children's books and magazines to Wat Chaiyapruecksamala School (Nonthasiri Ratsadabamphen), along with donations to six other locations, including:

1. Dipangkornwittayapat (Wat Noi Nai) School under the royal patronage
2. Wat Sommanat Recreation Center, Pom Prap Sattru Phai, Bangkok
3. Nong Chok Recreation Center, Bangkok
4. Amphawa Recreation Center
5. Wat Chaiyapruék Samala Recreation Center in Bangkok, Bangkok and
6. Taling Chan Police Station, Bangkok



**Library for Kids Activity:** Amarin Publishing, under Amarin Corporations Public Company Limited, delivered a library to the children to promote learning experiences, open the world of imagination, develop academic knowledge, and foster morality with quality books from Amarin Group at Ban Ang Hin School, Cha-am District, Phetchaburi Province, on February 29, 2024.



Additionally, Amarin TV Channel 34 HD, as a mass media outlet that has stood by its audience for over 10 years, provides entertainment to viewers of all genders and ages while also serving as a voice for the public facing difficulties. It plays a role in public relations for various charitable organizations through projects carried out throughout the year, as follows:

- It serves as a channel for promoting social agencies and foundations via Amarin TV Channel 34 HD, as well as through online platforms, such as:



The “Thai Spirit Power Concert: Returning Smiles to Schools Damaged by Floods” project, on Saturday, September 28, 2024, at the Sustainability Expo at the SX Grand Plenary Hall, G Floor, Queen Sirikit National

Convention Center. The event aims to raise funds to rehabilitate primary and secondary schools, both medium and small-sized, that were affected by the floods, to restore schools, provide educational opportunities, and bring smiles to children in remote areas.



**Red Cross Fair 2024:** It is scheduled to be held under the theme “Tosma Raja 72 Years, Offering Blessings” to celebrate the majesty of His Majesty King Rama X, the Royal Patron of the Thai Red Cross Society, on the occasion of His Majesty’s 6th Cycle Birthday Anniversary. The event also aims to raise funds for charitable purposes to support the Thai Red Cross Society. The fair will take place from December 11 to 22, 2024 (from Wednesday, December 11 to Sunday, December 22, 2024) at Lumpini Park, Pathum Wan District, Bangkok, from 11:00 AM to 10:00 PM, with the final day closing at 11:00 PM.



### Production of Public Relations Media and News

#### Anchors Representing Charitable Organizations:

Amarin TV Channel 34 HD has produced public relations media for the Social Welfare Council Association to disseminate. News anchors were appointed as representatives of Amarin TV to participate in the “Unite Volunteers of the Thai Red Cross Society” campaign and to promote the campaign on the news anchors’ online media platforms, including Ms. Kwang – Arirat and Mr. Ton – Patiphan.

#### Presenting Programs to Promote the Potential of People in the Community and Encourage the Public:

Amarin TV presents programs that focus on promoting the potential of communities and providing encouragement to the public. The programs aim to showcase the way of life of people in various local communities across Thailand. The target audience is clearly focused on helping the public and promoting the development of the quality of life in all sectors, including supporting the public in building confidence and motivation to develop themselves and their communities in the long term.



**Documentary “Steps to Victory”** is a documentary that tells the story of people’s lives being transformed nationwide, from poverty to prosperity, through the help of the Chaipattana Foundation, which was established

by King Rama IX. His Majesty’s dedication to improving the quality of life for the Thai people, ensuring basic needs are met, serves as an example and lesson of success in development for all Thai people. This program is produced by the Chaipattana Foundation and aired on Amarin TV Channel.



**Ded Et Ta Ro** focuses on presenting various stories about the way of life in communities, livelihoods, and important local issues.



**Chuean Jai Thailand** is a travel program that aims to drive and promote the potential of people in the community.



**Kin Pai Tua Mua Ban Ngan** focuses on exploring and discovering traditional food and the way of life of Thai people in different localities, creating an understanding of the cultural diversity of each community.

### (7) Responsibility to the Government

The Company operates in strict and correct accordance with the laws, rules, regulations, and other relevant guidelines. **The Office of Legal and Compliance** are responsible for overseeing compliance with the laws, regulations, and rules, as clearly defined in the Company's organizational structure. The Company also supports business operations that contribute to the development of the economy and society. Furthermore, it maintains good relationships with government agencies within the appropriate and feasible scope, ensuring transparent communication, support, cooperation, and assistance in various government projects regularly.

### (8) Responsibility to Intellectual Property

The Company fully cooperates in not violating intellectual property or copyright rights, as specified in the Business Ethics Manual and the Company's Code of Conduct regarding respect for intellectual property owners' rights. This is established as a policy and procedure in writing, with clear communication, meetings, and training to ensure understanding, monitoring, control, and inspection to prevent violations of intellectual property or copyrights. In addition, penalties are imposed if any violation is detected.

### (9) Protection of Data and Information Systems

Currently, information technology plays an important role in enhancing the efficiency of business operations and managing the organization's data. Therefore, disruptions in information technology systems, leakage of important organizational data, especially data related to customers, as well as cyber threats, could impact the continuity of business operations, service delivery, financial stability, reputation, and customer trust. Amarin Group therefore places great importance on the protection of data and information systems.

#### Management

The Company is aware of the importance of safeguarding information technology security to ensure that Amarin Group is ready to handle and respond appropriately and promptly to potential cyber threats. The Company has established policies and procedures regarding the security of the information technology

systems ("IT Security") of Amarin Group to ensure that operations are aligned across all businesses. When employees encounter incidents or risks related to IT, they must report them to their supervisors and the Information Technology (IT) Department, which will then take corrective or preventive measures. Additionally, there are regular disaster recovery plan exercises and an annual IT system audit.

Furthermore, Amarin Group recognizes the importance of customer data privacy and is committed to respecting personal rights and safeguarding customer data. The Company is committed to complying with relevant laws and regulations, and it controls and ensures that customer data is protected, stable, transparent, and used only as necessary, within the scope of customer consent. The Company has established and enforced an organizational data protection policy that covers the operations of Amarin Group, which is in line with the Personal Data Protection Act B.E. 2562 (2019). A personal data protection department and data protection officer have been appointed to provide guidance, supervise, and ensure that the collection, use, or disclosure of personal data complies with the law. The internal audit department is responsible for annually reviewing and evaluating the operations to assess activities that may pose a risk to personal data management. The department also provides recommendations on the adequacy and appropriateness of data privacy strategies to ensure compliance with the personal data protection law. Additionally, the Company has required its subsidiaries to prioritize data, establish procedures, and define access rights based on data types such as public, internal use, and confidential information, considering related risks and identifying measures to prevent or reduce risks to an acceptable level. The Company has provided a channel for the data subject to exercise its rights through the personal data protection officer or via email: [dpoffice@amarin.co.th](mailto:dpoffice@amarin.co.th)

Contact **the Personal Data Protection Department**  
**Amarin Corporations Public Company Limited and its subsidiaries**

**Head Office located at 378 Chaipruek Road,  
Taling Chan Subdistrict, Taling Chan District,  
Bangkok 10170**

**Phone: 0 2422 9999**

## Strategy

1. Develop personnel and data security management systems within the organization to be ready to respond to irregular events appropriately.
2. Assess and manage risks related to IT system security, including the protection of personal data and confidential information.
3. Promote organizational culture and conduct activities to encourage personnel of Amarin Group to be aware of, understand, and comply with policies and practices related to IT system security and personal data protection.

## Key Performance for 2024:

### Information System Security

In 2024, the IT department implemented Amarin Group's IT Security policy comprehensively, including security maintenance, data backup, data recovery, emergency response preparedness, audits, risk assessments, internal data controls, disaster recovery plan drills, and IT system audits. The audit results for 2024 regarding the control of IT department activities (General IT Controls) and the control of critical system application data (IT Application Controls) of the group did not reveal any significant risks or material deficiencies.

### Personal Data Protection

In 2024, **the Personal Data Protection Department, The Office of Legal and Compliance**, implemented

Amarin Group's personal data protection policies and related laws as follows:

- Reviewed activities related to the personal data of the Company's stakeholders and its subsidiaries, including customers, employees, and partners, to ensure that the operations of Amarin Group's employees complied with laws and practices concerning the collection, use, and disclosure of personal data. The review found that most operations were in accordance with the laws and regulations, and no significant deficiencies were identified.
- Promoted knowledge and understanding of data protection laws and practices among all employees. In addition to making it part of the orientation program for new staff, **the Personal Data Protection Department, under the Office of Legal and Compliance**, distributed review materials and best practices to Amarin Group's employees via email and required that all directors, executives, and employees complete training and retake a test every two years. Furthermore, personnel **from the Personal Data Protection Department, under the Office of Legal and Compliance**, participated in external training to improve Amarin Group's business compliance with personal data protection laws, such as attending the "PDPA International Conference 2024: Key Global Trends in Data Privacy" organized by the Office of the Personal Data Protection Commission.

## Key Performance Results 2024

Summary of Key Performance Results	2022	2023	2024
IT system disruptions or security breaches that caused significant damage to the business or reputation, or resulted in fines or lawsuits	0 case	0 case	0 case
Data leakage incidents	0 case	0 case	0 case
IT security training sessions	-	-	✓
Complaints regarding personal data violations	0 case	0 case	0 case
Training and dissemination of knowledge materials on personal data protection practices	-	-	✓

## (10) Innovation Development

### 1.) Digital Laser Die Cutting

- Aiming to be a leader in the production of Premium Rigid Box packaging
- Adds value to products with the uniqueness of being able to die-cut a variety of materials and thicker ones than traditional die cutting, such as cardboard, wood, plastic, acrylic
- Enhances the functionality of packaging, making it more versatile and reusable
- Does not require a die-cutting block, allowing flexibility to meet any quantity demand and supporting unlimited die-cut design changes
- With faster production speed and higher precision in die cutting



### 2.) Edge Gilding Foil Hot Stamping

- Enhances the beauty of the book by applying foil stamping on the edges, top, and bottom of the book using the foil stamping technique



### 3.5 Corporate Governance Management

In 2024, Amarin has stepped forward to become a fully integrated Omni-Media operator, driving its business based on the principles of good corporate governance, respect for and non-violation of human rights, and adherence to fair and equitable practices. The Company operates under the Code of Business Conduct and the Ethics of the Media and Publishing Professions. The Company is committed to anti-corruption in all forms and performs corruption risk assessments. Furthermore, the Company maintains a focus on its social responsibilities and its stakeholders across the entire business value chain, while advancing towards its corporate goal of being **“The No.1 Omni-Media and Omni-Channel organization that delivers meaningful experiences in every moment of life for the happiness and prosperity of the society.”** The Company is adamant in adhering to professional ethics, integrity, transparency, accountability, and compliance with relevant laws and regulations prescribed by regulatory authorities, including but not limited to the Stock Exchange of Thailand (SET), the Securities and Exchange Commission (SEC), the National Broadcasting and Telecommunications Commission (NBTC), the Department of Intellectual Property, the Ministry of Commerce, and the National Library of Thailand under the Fine Arts Department. The Company has established structured operational guidelines for corporate governance, together with publication, employee engagement activities, and training to learn and activate knowledge throughout 2024. These initiatives aim to encourage the Board of Directors, executives, and employees to apply corporate governance principles in practice. The Company believes that operating with integrity and ethics is a fundamental foundation for sustainable development and building trust in its business operations. As a content creator and media professional committed to being a positive role model for society, the Company organized training on “Laws Relevant to the Presentation of Various Product Categories in Television and Online Media” to promote knowledge and awareness among content production personnel regarding relevant ethical and lawful media practices.

The following section, titled “Corporate Governance Management,” covers the Company’s approach and practices concerning the Code of Business Conduct, compliance with the Personal Data Protection Act B.E. 2562 (2019), human rights, anti-corruption, and the complaint handling.

#### 3.5.1 Amarin’s Code of Business Conduct

##### Management Approach to Code of Business Conduct

Amarin Group recognizes that business ethics are a fundamental element of good corporate governance. Accordingly, Amarin Group has established and released the “Code of Business Conduct of the Company and its Group Companies” (the “Code of Conduct”), and has conducted training programs to ensure that executives, employees, and relevant stakeholders are well informed of the Code of Conduct. In addition, the Amarin Group regularly reviews and updates the Code of Conduct to ensure its relevance and appropriateness in light of current circumstances. This is to provide the Board of Directors, executives, and employees with a clear and practical framework for their operations and to ensure consistency across the organization. The implementation of the Code of Conduct aims to promote transparency, compliance with applicable laws and regulations, and the avoidance of activities that may result in conflicts of interest with the Amarin Group’s business operations.

##### Operating Performance in respect of Code of Business Conduct

- In 2024, Amarin Group reviewed and updated the “Code of Business Conduct of the Company and its Group Companies”, by the senior executives from various business units within the organization. The Code of Conduct consists of five sections as follows:

Section 1 Principles of Business Operations – covering the Amarin Group’s Vision, Mission, and Core Values.

Section 2 Conduct Guidelines for Directors, Executives, and Employees – comprising 49 items , having the following main topics:

- 1) Compliance with laws, regulations, and requirements of regulatory authorities
- 2) Responsibility towards the Amarin Group and its assets
- 3) Stakeholder interests, conflicts of interest, and related party transactions
- 4) Confidentiality, data retention, and use of the Company’s internal information
- 5) Respect for laws and human rights principles
- 6) Security, safety, occupational health, and environmental responsibility
- 7) Infringement of intellectual property or copyrights
- 8) Use of information technology and communication systems
- 9) Internal control and internal audit
- 10) Receiving and offering gifts, hospitality, or any other benefits.

Section 3 Treatment for stakeholders – including guidelines on interactions with shareholders, employees, customers, business partners, competitors, financial institutions and/or creditors, as well as communities, society, and the environment.

Section 4 Supervision of compliance with the Code of Business Conduct.

Section 5 Measures concerning the receipt of complaints related to corporate governance and business ethics.

The Company has additionally revised content to the Code to ensure alignment with current circumstances, including the enhancement of reporting procedures to promote transparency and effectiveness for audit. The Company has established procedures for reporting complaints to Independent Directors for acknowledgement and supervision of auditing procedure to ensure that operations are complied with principles of good corporate governance and fair to all parties. Additionally, the Code was updated to align with the 71 items of the CAC Checklist to support the assessment and certification under the Thai Private Sector Collective Action Against Corruption (CAC) framework. The Company also improved the Whistleblowing Channels by providing access on the homepage of the Company's intranet and via LINE Official Account: Amarin\_Connect. The latest version of the Code of Business Conduct, which was reviewed and approved by senior executives, was presented to the Board of Directors for approval and announced on December 6, 2024.

- In 2024, the Company undertook a significant organizational restructuring due to the fact that it recognized the necessity for supervising business operations in compliance with applicable laws and relevant standards to enhance transparency and fairness in its business processes. Accordingly, the Company established a specialized unit named "Office of Legal and Compliance" to oversee and give a legal consultation. The management has realized the importance of this unit and prioritized the recruitment of personnel with expertise in legal practice relevant to the Company's business by appointing the senior executive as Senior Director of the Office of Legal and Compliance. Additionally, the Company has established a distinct governance structure to ensure operation effectiveness. This unit consists of the following departments under the supervision of the Senior Director:

- **Personal Data Protection Department:**

Responsible for supervising and implementing personal data protection measures in compliance with relevant laws and regulations.

- **Contracts and Intellectual Property Department:**

Responsible for managing and supervising business contracts and protecting the Company's intellectual property rights to preserve any rights contained in legal agreement and uphold the Company's creations and innovations for maximum benefit.

- **Company Secretary and Compliance Department:**

Responsible for supporting the Company's corporate governance practices in accordance with good governance principles, including organizing Board of Directors' meetings and Shareholders' meetings in compliance with relevant rules and regulations to enhance transparency and organizational credibility.

- This organizational structure aims to enable the Company to effectively control its operations in a systematic manner, in alignment with the Code of Business Conduct and corporate governance principles, as well as to establish a strong foundation to support the Company's sustainable growth.
- The Office of Legal and Compliance, together with the Human Resources Department, disseminated a formal notification via email and the Company's LINE Official Account: Amarin\_Connect, requesting the cooperation of all employees to participate in an E-Learning training program on the "Code of Business Conduct of the Amarin Group" and to complete the related questionnaire during the period from December 7 to 29, 2024. This initiative aimed to ensure that Directors, Executives, and Employees thoroughly understand the content of the Code of Conduct in order to apply it correctly in their duties, thereby reducing the risk of non-compliance with regulations and applicable laws. In addition, all Directors, Executives, and Employees formally acknowledged their understanding of the Code of Business Conduct by signing an acknowledgment form.
- "The Corporate Governance Report of Thai Listed Companies 2024", conducted by the Thai Institute of Directors Association (IOD), announced that in 2024, Amarin Corporations Public Company Limited was awarded a rating of "Excellent" (5 Stars) for the third consecutive year. In addition, the Company achieved a perfect score of 100 points in

the Annual General Meeting of Shareholders (AGM) Quality Assessment Project, organized by the Thai Investors Association, attaining an “Excellent” level for the seventh consecutive year. These achievements reaffirm the Company’s commitment to transparent, ethical, and responsible management, upholding its business ethics towards all stakeholders. They also reflect the Company’s dedication to conducting its business in accordance with the principles of good corporate governance, which result from the effective implementation of the Company’s policies and the cooperation of all employees.

### 3.5.2 Compliance with the Personal Data Protection Act B.E. 2562 (2019)

#### Management Approach to Compliance with the Personal Data Protection Act B.E. 2562 (2019)

Besides its core business of producing media, publications, magazines, and delivering quality information, news, and content, the Company also recognizes the importance of complying with the Personal Data Protection Act B.E. 2562 (2019) (PDPA) by appointing a Data Protection Officer (DPO) and establishing a Personal Data Protection Committee to oversee the personal data protection process and to promote awareness of data privacy within the organization through internal communications and training activities, which will be further elaborated upon in the performance section. Furthermore, the Company has adopted policies concerning the use of insider information and the trade of securities within the Amarin Group, as well as the confidentiality of information disclosed to the public, as stipulated in the Code of Business Conduct of the Company and its Group Companies.

#### Operational Compliance Result of Personal Data Protection Act B.E. 2562 (2019)

- In 2024, the Company reviewed and reappointed its Data Protection Officer (DPO) in accordance with Section 41 of the Personal Data Protection Act B.E. 2562 (2019). Additionally, the Company appointed a Management-Level Personal Data Protection Committee (PDPA Committee), comprising qualified and experienced personnel from various business units. The Committee is required to convene meetings at least four times per year to ensure that Amarin Group’s personal data management is effective and compliant with the Personal Data Protection Act.

- The Company has assigned responsible officers to provide advice and respond to inquiries related to personal data protection and relevant laws. In addition, communication channels have been established for stakeholders who wish to exercise their rights concerning personal data or who may have questions regarding the Company’s handling of personal data, via the following details:

**Personal Data Protection Department**  
**Amarin Corporations Public Company Limited**  
**and its Group Companies**  
**Head Office: 378 Chaiphaphruek Road, Taling Chan Sub-district, Taling Chan District, Bangkok 10170**  
**Tel: +66 2 422 9999 ext. 4117**  
**Email: dpoffice@amarin.co.th**





- The Company regularly communicates knowledge and guidelines on personal data protection within the organization through internal communication channels to Directors, Executives, and Employees on a monthly basis. This is to promote awareness of personal data protection. Communications are presented in infographic formats, such as examples of circumstances where personal data must be deleted, explanations of the role of the DPO, and other relevant topics.
- The Office of Legal and Compliance and the Human Resources Department jointly organized a training program on the Personal Data Protection Law for Directors, Executives, and new employees as part of the orientation program. Additionally, the Company expanded the training to include three further sessions in 2025, providing the same course to Directors, Executives, Employees, as well as interested external participants.
- The Company reported progress on its personal data protection operations, including complaints and regulatory updates issued by supervisory authorities, to the Executive Committee, the Audit Committee, and the Board of Directors on a quarterly basis.
- The Company conducted internal communications and awareness campaigns on the Personal Data Protection Act B.E. 2562 (2019) via email, the LINE Official Account: Amarin\_Connect, and the Company's intranet, targeting Directors, Executives, and employees at all levels. These efforts were undertaken to ensure proper compliance with

Amarin Group's personal data protection policy and to minimize the risk of legal violations.

- In 2024, there were no complaints or incidents reported regarding personal data breaches or leaks involving shareholders, employees, customers, business partners, competitors, financial institutions and/or creditors, or any other stakeholders of the Company and its Group Companies.

### 3.5.3 Human Rights

#### Human Rights Management Approach

Amarin Group recognizes the importance of human rights as a fundamental principle of freedom to which all individuals are entitled. As a media and publishing organization, with a core mission to communicate information, creativity, and social values, the Company is committed to conducting its business in alignment with international human rights principles.

Since 2022, the Company has announced its Human Rights Policy as a framework for driving its business operations based on the respect and promotion of the rights of employees and all stakeholders. Additionally, the Company has incorporated the principle of compliance with laws and human rights principles into its Code of Business Conduct, to ensure that Directors, Executives, and Employees at all levels adhere to these principles. The Company is committed to supporting and respecting the fundamental rights of all individuals equally, without discrimination of any kind, whether based on race, religion, gender, age, nationality, physical ability, social status, political belief, or other perspectives. Furthermore, the Company is determined to conduct its business in accordance with the principles of the United Nations Universal Declaration of Human Rights and other international human rights standards, taking into consideration the impacts throughout the Company's value chain.

As a media and publishing organization, the Company is well aware that the promotion of human rights is not merely a concept but a core mission that must be reflected in every dimension of its operations. This is to contribute to a society that values equality, promotes freedom, and fosters sustainable business growth on the foundation of fairness and ethics.

#### Human Rights Performance

- The Company prioritizes the creation of opportunities and the promotion of equality in society by adhering to the principle of non-discrimination

in both employment and personnel development. The Company supports and employs persons with disabilities at a rate higher than the minimum legal requirement.

- The Company ensures that its employment practices comply with labor laws and does not engage in illegal labor, child labor, or forced labor.
- The Company provides employee benefits that exceed the minimum legal standards, aiming to enhance the quality of life and promote the well being and security of all employees.
- The Company places importance on gender diversity and offers equal opportunities for all employees to advance to leadership positions without gender-related restrictions. This is to foster an inclusive society and promote a corporate culture that values and respects the abilities of every individual.
- In 2024, Amarin TV 34HD presented news relating to and participating in human rights-related topics throughout the year to promote public awareness and respect for human rights. The Company also participated in the announcement of the nominated works for the "Media for Human Rights Award" organized by Amnesty International Thailand, reflecting the Company's recognition of the media's vital role in promoting and protecting human rights.
- In 2024, there were no significant human rights violations reported within Amarin Group's business operations.

#### **Comprehensive Human Rights Risk Assessment in Business Operations (Human Rights Due Diligence: HRDD) and Preventive Measures**

The Company recognizes the potential risks of human rights violations that may arise in the course of its business operations. Accordingly, the Company has conducted an assessment and identified key salient human rights issues relevant to the nature of its business, including:

- 1) Occupational Safety – Risks of accidents that may occur to employees involved in production, distribution, and field operations.
- 2) Adequacy of Personal Protective Equipment (PPE) – Availability and adequacy of protective equipment and preventive measures for employees working in

high-risk environments.

The Company places great importance on the continuous management of human rights risks. It has implemented measures that encompass the provision of a safe and fair working environment, the promotion of equality within the organization and across stakeholders in the value chain, and the establishment of non-discriminatory practices towards employees, business partners, and customers, regardless of gender, age, nationality, religion, social status, or physical condition.

In addition, the Company has consistently communicated human rights principles to its employees throughout the year. Training sessions have been conducted to raise employees' awareness of human rights and other relevant topics, such as media ethics. The Company has also established clear guidelines in line with its Human Rights Policy, as well as, establishing a system to handle complaints and provide protection to human rights complainants.

In 2024, the Company strictly adhered to the principles and practices set forth in the United Nations Universal Declaration of Human Rights (UDHR). Throughout the year, there were no complaints reported concerning human rights violations from employees or stakeholders, reflecting the effectiveness of the Company's preventive measures and ongoing human rights protection practices

#### **3.5.4 Anti-Corruption**

##### **Anti-Corruption Management Approach**

Standing firm in the power of transparency, the Company is committed to the principles of good corporate governance, conducting business with fairness, accountability, and integrity, and operating with a strong sense of social responsibility. The Company rejects all forms of corruption and is dedicated to contributing to a society and economy driven by ethics and honesty. With this strong determination, the Company officially became a member of the Thai Private Sector Collective Action Against Corruption (CAC) on June 26, 2024, reaffirming its commitment to eliminating corruption from all business processes. The Company places importance on establishing a robust Anti-Corruption Policy and reviews the policy and its practices at least once a year to ensure alignment with the highest standards of integrity and social responsibility.

The Company has integrated anti-corruption practices

into its Anti-Corruption Policy by establishing clear and stringent preventive measures to instill awareness among Directors, Executives, and Employees at all levels to resist all forms of corruption. The Company has also implemented internal control systems covering both the acceptance and offering of bribes or inducements in any form, except for customary business practices such as hospitality, business courtesies, trade discounts, and/or the Company's promotional programs. The Company does not tolerate any corrupt practices and has established multiple channels for reporting suspected corruption. In terms of knowledge-building, the Company regularly organizes Anti-Corruption training programs for employees to enhance their understanding and awareness, along with conducting assessments to ensure comprehension and effective implementation. The Company affirms its strong commitment to complying with anti-corruption laws and standards. It does not support any activities involving the pursuit of unlawful benefits, whether directly or indirectly, and strictly opposes the abuse of authority or unfair use of power. Moreover, the Company is ready to cooperate with government agencies, the private sector, civil society, and regulatory bodies to jointly promote ethical standards in the business sector, fostering a corruption-free Thai society and contributing to the sustainable development of the country's economy and society.

### Performance on Anti-Corruption

1. The Company has published its Anti-Corruption Policy on the corporate website ([www.amarin.co.th](http://www.amarin.co.th)) under the Corporate Governance section, as well as on the Company's internal intranet system.
2. Communicated the Anti-Corruption Policy to all new employees through the orientation program.
3. Reviewed the appropriateness of the Anti-Corruption Policy by the Board of Directors on December 6, 2024.
4. Reviewed various operational procedures to ensure alignment with the Anti-Corruption Policy by senior management and relevant departments.
5. Distributed the Anti-Corruption Policy document to all executives for acknowledgment and signature on an annual basis.
6. The Office of Legal and Compliance and the Human

Resources Department disseminated a formal notification via email and the Company's LINE Official Account: Amarin\_Connect, requesting the cooperation of Directors, Executives, and all employees to review and understand the practices outlined in the Anti-Corruption Policy, and to complete the Anti-Corruption Training and Assessment during the period from November 1 to 30, 2024. This initiative aimed to ensure that all Directors, Executives, and Employees are aware of and understand the policy to ensure proper conduct and minimize the risk of non-compliance with regulations and laws related to corruption. In addition, all Directors, Executives, and Employees were required to sign an acknowledgment of the Anti-Corruption Policy. As of December 31, 2024, a total of 89% of employees had completed the assessment and signed the acknowledgment.

7. Expressed the Company's commitment to anti-corruption on December 9, recognized as International Anti-Corruption Day, by encouraging employees to wear white shirts as a symbolic gesture to demonstrate unity and support in the fight against corruption.

In 2024, there were no incidents of corruption that had a material impact on Amarin Group's business operations, and no complaints related to corruption were reported by employees or stakeholders. Amarin Group remains committed to continuously monitoring and preventing corruption, while actively encouraging employees to participate in prevention efforts and to report any suspected misconduct.

### Corruption Risk Assessment

The Company has conducted an assessment of the adequacy of its internal control system in accordance with the COSO framework and the guidelines of the Thai Private Sector Collective Action Against Corruption (CAC) Project. As part of this process, the Company carries out an annual assessment of corruption risks and internal controls on a continuous basis. Each department is required to conduct a self-assessment using the Corruption Risk and Internal Control Assessment Form through the Risk Workshop sessions. This process enables the Company to recognize and manage risks, covering two key categories of corruption risks:

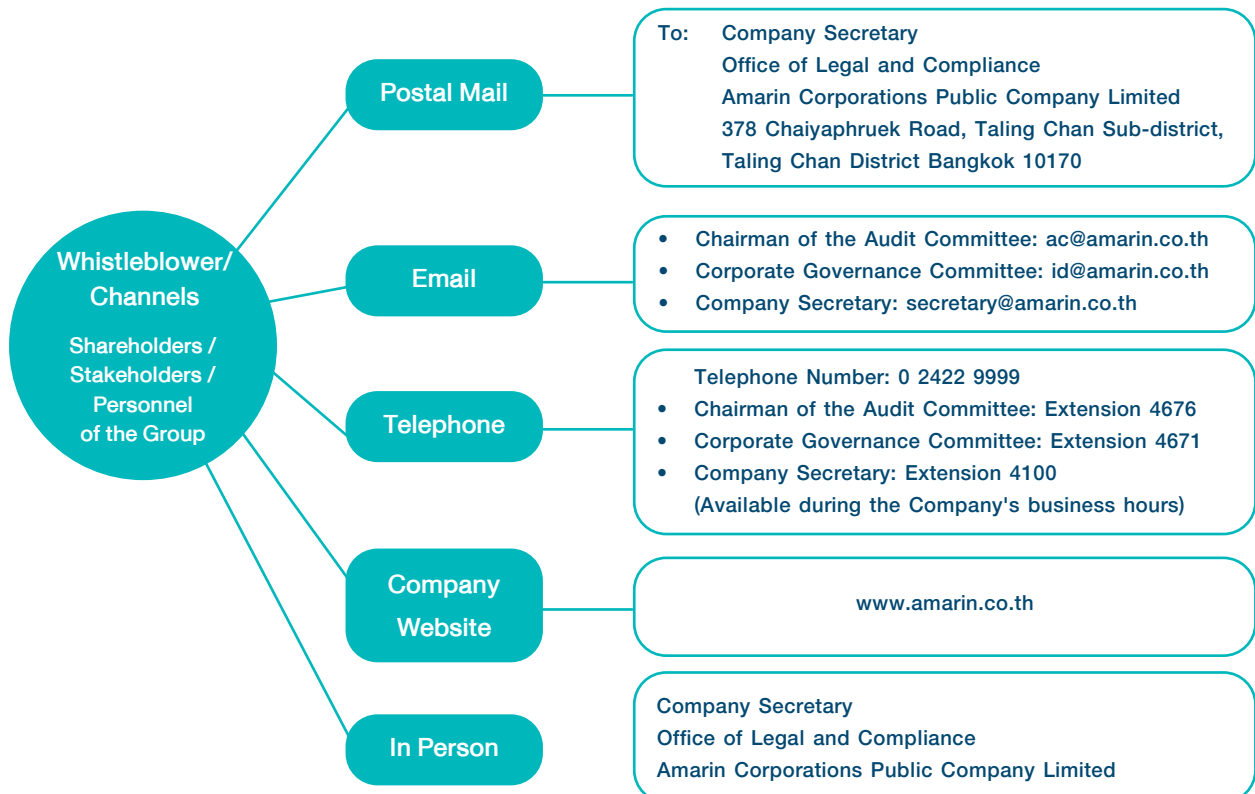
1. **Risks related to unlawful conduct:** Particularly in connection with corruption and violations of laws relevant to business operations. Such risks may arise from various factors, including the acceptance or offering of gifts, hospitality, entertainment, or other benefits; acceptance or offering of support; charitable donations; facilitation payments; political contributions; employment of government officials; and procurement activities. These may potentially impact the Company's reputation, credibility, and operational stability.
2. **Financial Reporting Risks:** Including the misstatement of financial information and accounting fraud, as well as fraudulent disbursement.

The Company's assessment of corruption risks and internal controls covers all 4 types of control measures, consisting of, Preventive Control, Detective Control, Corrective Control, Directive Control. In addition, the Company has developed a Corruption Risk Management Plan to ensure that it can effectively prevent and mitigate corruption risks in accordance with its Anti-Corruption Policy. The Company has also established a system to manage complaints related to corruption and to protect whistleblowers who report such misconduct.

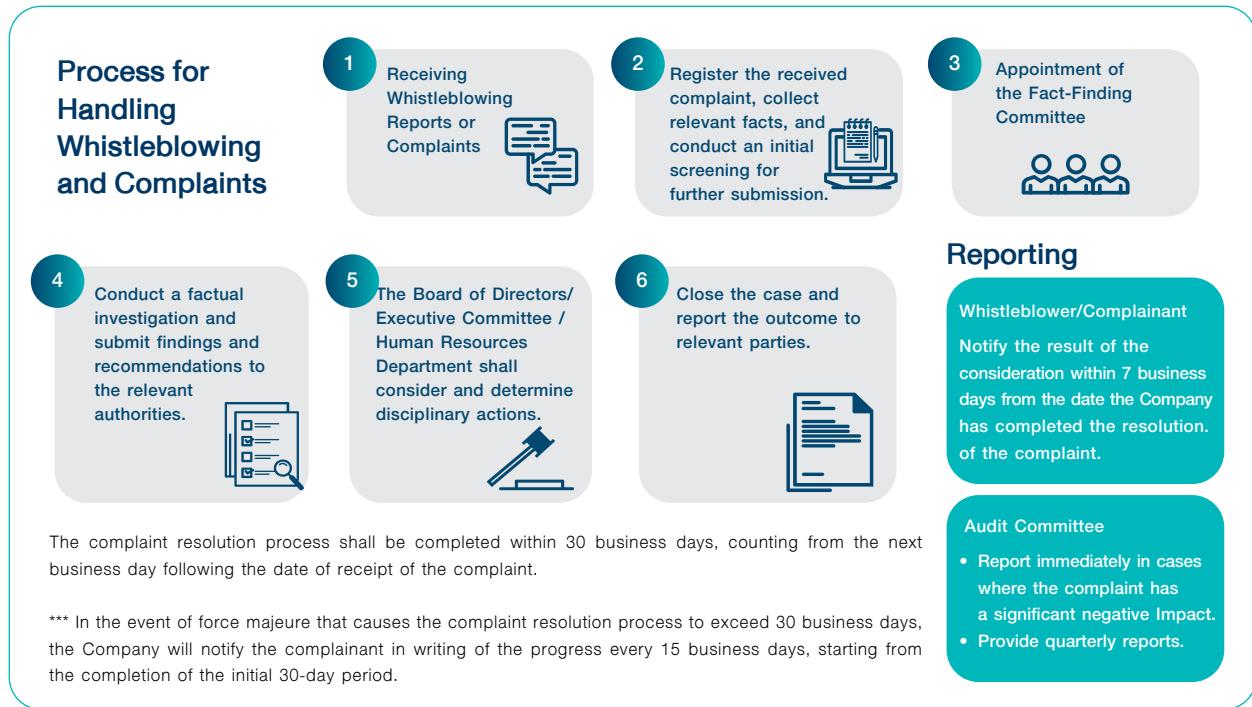
### 3.5.4 Whistleblowing and Complaint Handling

Amarin Group has established a clear policy for receiving complaints and suggestions, along with transparent and systematic channels and procedures for whistleblowing. The Company has also outlined comprehensive and fair complaint management guidelines, with a particular focus on protecting whistleblowers, whether they are internal personnel or external parties. These principles are specified in the "Whistleblowing and Whistleblower Protection Policy", which is published on the Company's website ([www.amarin.co.th](http://www.amarin.co.th)) under the Corporate Governance section and on the Company's internal intranet system.

Individuals who wish to file a complaint or report misconduct may submit information in writing along with supporting evidence through the designated channels. The Company places high importance on maintaining the confidentiality of both the information and the identity of the whistleblower. Disclosure of such information will not be made unless required by law. The available whistleblowing and complaint channels are as follows:



The process for handling whistleblowing and complaints consists of:



# Analysis

## and Management Discussion & Analysis (MD&A)

4

### Summary Financial and Operating Statement

(Unit: Million Baht)	Consolidated Financial Statement			Separate Financial Statement		
	2023	2024	% Increase (Decrease)	2023	2024	% Increase (Decrease)
<b>Financial Position</b>						
Assets	5,963.88	6,011.39	0.80%	6,290.22	6,218.34	(1.14%)
Liabilities	1,248.08	1,280.55	2.60%	431.13	420.69	(2.42%)
Equity	4,715.80	4,730.84	0.32%	5,859.09	5,797.65	(1.05%)
<b>Operating Results</b>						
Total Income	4,288.83	4,167.43	(2.83%)	1,657.07	1,522.08	(8.15%)
Cost of Goods Sold and Services	3,008.52	3,065.01	1.88%	1,247.11	1,129.57	(9.42%)
Profit before Operating Expenses	1,280.31	1,102.42	(13.89%)	409.96	392.51	(4.26%)
Selling Expenses	464.31	499.99	7.68%	28.51	24.82	(12.94%)
Administrative Expenses	497.50	511.43	2.80%	242.88	248.35	2.25%
Profit from Operating	318.50	91.00	(71.43%)	138.57	119.34	(13.88%)
Financial Cost	5.03	4.41	(12.33%)	3.88	0.24	(93.81%)
Share of Profit of Associates	15.94	0.60	(96.24%)	-	-	-
Tax expense	38.92	2.68	(93.11%)	22.62	0.85	(96.24%)
Net profit	290.49	84.51	(70.91%)	112.07	118.25	5.51%
Profit attributable to:						
Owners of parent	290.49	76.33	(73.72%)	112.07	118.25	5.51%
Non-controlling interests	-	8.18	100.00%	-	-	-
Earnings per Share (baht)	0.29	0.08	(73.73%)	0.11	0.12	6.89%

Amarin Corporations Public Company Limited and subsidiaries (The Group) presented their financial position, operating results, and key financial ratios in consolidated financial statements, comprehensive income statements, and consolidated statements of cash flow for years ending on 31 December 2022, 2023, and 2024. All of them were audited by certified public accountant, KPMG Phoomchai Audit Company Limited.

## 4.1 Analysis of Amarin Group's Operating Results and Financial Position

### 4.1.1 Analysis of Operating Results

#### Revenue from Sales and Services

The Group has the total revenue of Baht 4,274.45 million in 2022, Baht 4,288.83 million in 2023 and Baht 4,167.43 million in 2024. Year 2024, the Group's revenue decreasing by Baht 121.40 million or 2.8 percent from year 2023. Due to being affected by external economic factors, It was effected by a decrease in revenue from the TV Digital business 16.9 percent and

organization exhibitions, production and advertising through printing and online media 4.0 percent, according to the situation of the advertising on television and online media industry has slowed down. Meanwhile, revenue from the printing and book distribution business increased by 2.1 percent.

#### **Cost of Sales and Services**

The Group has the total cost of sales and services of Baht 2,847.38 million in 2022, Baht 3,008.52 million in 2023 and Baht 3,065.01 million in 2024. Year 2024, the Group's cost of sales and services increasing by Baht 56.49 million or 1.9 percent from year 2023. Because the volume of concerts has increased from the previous year

#### **Selling, General and Administrative Expenses**

The Group has total sales and administrative expenses of Baht 957.81 million in 2022, Baht 961.81 million in 2023 and Baht 1,011.42 million in 2024. Year 2024, the Group's selling expenses increasing of Baht 35.68 million or 7.7 percent from fees for selling books on online platforms at a higher rate. The selling, general and administrative expense ratio to revenue stood at 24.7 percent.

#### **Net profit**

The Group has total net profit attributable to owners of parent of Baht 474.37 million in 2022, Baht 290.49 million in 2023 and Baht 76.33 million in 2024. In 2024, the Group's the net profit attributable to owners of parent decreasing by Baht 214.16 million or 73.7 percent from year 2023. The Group was affected by the decrease in revenue from TV advertising media and online media businesses. As a result, the Group has earnings per share 0.08 Baht per share in 2024.

#### **4.1.2 Analysis of Financial Position**

As of 31 December 2024, the Group's total assets had the value of Baht 6,011.39 million, increasing by Baht 47.51 million or 0.8 percent from the end of 2023. The main assets that significantly changed were cash and cash equivalents, which increased by Baht 325.70 million. Intangible assets increased by Baht 229.68 million,

mainly from the fair value measurement of Dek-D, and there was a decrease in debt instrument investments in the amount of Baht 367.92 million and the amortization of digital TV license by Baht 140.03 million

As of 31 December 2023, the Group's total liabilities totaled Baht 1,280.55 million, increasing by Baht 32.47 million or 2.6 percent from the end of 2023, mainly increasing in deferred tax liabilities by Baht 40.59 million from the fair value measurement of Dek-D.

As of 31 December 2023, the Group's equity stood at Baht 4,730.84 million, only increasing by Baht 15.04 million or 0.3 percent from the end of 2023. This was a result of the Group having a net profit from operations attributable to owner of parent company of Baht 76.33 million, an increase in non-controlling interests of the subsidiary Dek-D of Baht 109.96 million, net with paid dividend out Baht 179.69 million. As a result, the Group's debt-to-equity ratio as of the end of 2024 was 0.27.

#### **4.1.3 Cash Flow Analysis**

The Group liquidity from cash flow increased (decreased) of Baht (46.58) million in 2022, Baht 8.69 million in 2023 and Baht 325.70 million in 2024. The Group has stability and very good liquidity. For increasing liquidity in 2024, the amount of cash and equivalents rose to Baht 576.57 million at the end of the year. Details of the cash flow from different category of activities were as follows:

Net cash flow from operating activities totaled Baht 451.59 million. Mainly come from, income before tax of Baht 87.19 million with adjust non-cash items, such as depreciation and amortization digital television license totaling Baht 387.74 million, amortization of book copyrights and other intangible assets totaling Baht 133.32 million. Cash flows went down due to changes in operating assets and liabilities in the amount of Baht 140.93 million.

Net Cash flow from investment activities totaled Baht 155.74 million. The Group received Baht 367.25 million from bond investments that have a certain amount of

maturity, and net investment from purchase machinery, equipment, and improve land and buildings Baht 166.77 million.

Net Cash flow to financing activities totaled Baht 281.63 million, mainly used to pay dividends to the Company's shareholders Baht 179.69 million and pay lease agreement Baht 97.53 million.

In 2024, the Company conducted its business operations fairly, transparently, and ethically with firm commitment to its vision, missions, and key strategies. Also, it attached importance to sustainable business operations by maintaining balance across environmental, social, and economic dimensions.

- The Company is in the process of developing 8 rai of land by filling in and adjusting the ground conditions to be suitable for use and prepare some areas for green space.
- The Group hired 1,310 women and 873 men total of 2,183 people, with total employee expenses of Baht 1,164.04 million, or 28.6 percent of the Group's total expenses.
- The Company supported good quality books (Baht 4.00 million) for a total of 80 public libraries in 8 provinces because we saw the importance of reading and instilling reading habits in children, youth and the public, along with supporting the promotion of a strong reading culture in the community.
- The Company upheld the principles of good corporate governance, honored shareholders' rights, and treated all shareholders in an equitable manner. It therefore received "excellent" (five-start) rating and earned full marks for its quality annual meeting of shareholders. Such practices reflected

the Company's commitment to building a better future as well as readiness to be a sustainability driven organization that would roar ahead under the principles of good corporate governance.

#### 4.2 Forward-looking that may affect future operations or growth

As e-books are available on internet and readable from various portable devices, they have shrunk books publishing industry. They have also affected retailing, with retailers competing to provide new alternatives for consumers. The Group is aware of and pays due attention to this trend. Therefore, it has developed optional platforms and distributional channels that can respond to customers' behaviors and needs round-the-clock, making it easier for consumers to access the Company's books and publications.

The rise of online competition and the increasing accessibility of low-cost digital platforms have intensified digital disruption, directly impacting digital TV operators. To remain competitive, operators must adjust their strategies and business structures by integrating online channels and expanded our presence across various online platforms, including YouTube, Facebook, Instagram, and TikTok. This strategy not only mitigates risks but also unlocks new business opportunities.

The dominance of international OTT and social media platforms has created challenges for local content providers in terms of revenue control and platform dependency. To address this, the Company has developed its own platform, 34 HD Applications and websites [www.amarintv.com](http://www.amarintv.com), offering customers more convenient way to access content. This initiative also helps diversify risks by reducing reliance on international platforms and ensuring greater control over content distribution and monetization.

## 4.3 Financial Statement Information and Financial Ratios

### 4.3.1 Consolidated Financial Statement

Statements of Comprehensive Income	2022		2023		2024	
	Million Baht	Percentage	Million Baht	Percentage	Million Baht	Percentage
<b>Income</b>						
Revenue from Sale of Goods and Rendering of Services	4,087.24	95.62%	4,118.87	96.04%	3,966.09	95.17%
Other Income	187.21	4.38%	169.96	3.96%	201.34	4.83%
<b>Total Income</b>	<b>4,274.45</b>	<b>100.00%</b>	<b>4,288.83</b>	<b>100.00%</b>	<b>4,167.43</b>	<b>100.00%</b>
<b>Expenses</b>						
Cost of Sale of Goods and Rendering of Services	2,847.38	66.62%	3,008.52	70.15%	3,065.01	73.55%
Selling Expenses	450.23	10.53%	464.31	10.82%	499.99	12.00%
Administrative Expenses	507.58	11.87%	497.50	11.60%	511.43	12.27%
<b>Total expenses</b>	<b>3,805.19</b>	<b>89.02%</b>	<b>3,970.33</b>	<b>92.57%</b>	<b>4,076.43</b>	<b>97.82%</b>
Profit from Operating	469.26	10.98%	318.50	7.43%	91.00	2.18%
Finance Cost	(3.64)	(0.09%)	(5.03)	(0.12%)	(4.41)	(0.11%)
Share of Profit (Loss) of Associates Accounted for Using Equity Method	18.70	0.44%	15.94	0.37%	0.60	0.01%
<b>Profit before income tax expense</b>	<b>484.32</b>	<b>11.33%</b>	<b>329.41</b>	<b>7.68%</b>	<b>87.19</b>	<b>2.09%</b>
Tax expense	(9.95)	(0.23%)	(38.92)	(0.91%)	(2.68)	(0.06%)
<b>Profit for the year</b>	<b>474.37</b>	<b>11.10%</b>	<b>290.49</b>	<b>6.77%</b>	<b>84.51</b>	<b>2.03%</b>
<b>Other comprehensive income</b>						
Total Comorehensive Income for the year	0.31	0.01%	15.41	0.36%	8.44	0.20%
<b>Total comprehensive income for the year Profit attributable to:</b>	<b>474.68</b>	<b>11.11%</b>	<b>305.90</b>	<b>7.13%</b>	<b>92.95</b>	<b>2.23%</b>
Owners of parent	474.37	11.10%	290.49	6.77%	76.33	1.83%
Non-controlling interests	-	-	-	-	8.18	0.20%
<b>Earnings per Share (Bath/Share)</b>	<b>0.48</b>		<b>0.29</b>		<b>0.08</b>	

Statement of financial position	2022		2023		2024	
	Million Baht	Percentage	Million Baht	Percentage	Million Baht	Percentage
<b>Assets Current assets</b>						
Cash and cash equivalents	242.18	3.99%	250.87	4.21%	576.57	9.59%
Trade accounts receivable	517.77	8.52%	491.52	8.24%	427.61	7.11%
Other current receivables	68.27	1.12%	63.25	1.06%	75.34	1.25%
Inventories	431.84	7.11%	449.97	7.54%	546.54	9.09%

Statement of financial position	2022		2023		2024	
	Million Baht	Percentage	Million Baht	Percentage	Million Baht	Percentage
Current portion of investments in debt securities	666.94	10.98%	624.02	10.46%	543.13	9.04%
Other current assets	20.72	0.33%	18.62	0.32%	21.04	0.35%
<b>Total current assets</b>	<b>1,947.72</b>	<b>32.05%</b>	<b>1,898.25</b>	<b>31.83%</b>	<b>2,190.23</b>	<b>36.43%</b>
<b>Non-current assets</b>						
Other non-current financial assets	-	-	-	-	20.00	0.33%
Investments in associates and related party	126.02	2.07%	137.12	2.30%	54.70	0.91%
Investments in debt securities	909.80	14.97%	595.94	9.99%	308.91	5.14%
Property, plant and equipment	1,144.42	18.83%	1,446.49	24.25%	1,450.54	24.13%
Right-of-use assets	142.11	2.34%	132.44	2.22%	151.27	2.52%
Land held for future development	199.69	3.29%	199.69	3.35%	199.69	3.32%
Digital television license	884.57	14.56%	744.53	12.48%	604.50	10.06%
Goodwill	189.78	3.12%	189.78	3.18%	189.78	3.16%
Book copyright	168.98	2.78%	259.70	4.35%	249.66	4.15%
Intangible assets other than goodwill	165.77	2.73%	171.84	2.88%	401.52	6.68%
Deferred tax assets	5.36	0.09%	1.27	0.02%	6.72	0.11%
Deposits	46.69	0.77%	47.28	0.80%	47.50	0.79%
Other non-current assets	145.71	2.40%	139.55	0.35%	136.37	2.27%
<b>Total non-current assets</b>	<b>4,128.90</b>	<b>67.95%</b>	<b>4,065.63</b>	<b>68.17%</b>	<b>3,821.16</b>	<b>63.57%</b>
<b>Total assets</b>	<b>6,076.62</b>	<b>100.00%</b>	<b>5,963.88</b>	<b>100.00%</b>	<b>6,011.39</b>	<b>100.00%</b>
<b>Liabilities and equity</b>						
<b>Current liabilities</b>						
Trade accounts payable	399.28	6.57%	394.84	6.62%	358.90	5.97%
Other current payables	228.51	3.76%	165.01	2.77%	162.77	2.71%
Accrued expenses	293.19	4.82%	260.98	4.38%	262.99	4.37%
Current portion of lease liabilities	77.13	1.27%	81.81	1.37%	84.07	1.40%
Other current liabilities	59.54	0.98%	44.93	0.75%	42.68	0.71%
<b>Total current liabilities</b>	<b>1,057.65</b>	<b>17.40%</b>	<b>947.57</b>	<b>15.89%</b>	<b>911.41</b>	<b>15.16%</b>

Statement of financial position	2022		2023		2024	
	Million Baht	Percentage	Million Baht	Percentage	Million Baht	Percentage
<b>Non-current liabilities</b>						
Lease liabilities	66.33	1.09%	52.88	0.89%	69.82	1.16%
Non-current provisions for employee benefits	240.56	3.96%	235.33	3.94%	245.54	4.08%
Non-current provisions for cost of dismantling	7.47	0.12%	7.51	0.13%	8.16	0.14%
Deferred tax liabilities	-	-	-	-	40.59	0.68%
Other non-current liabilities	5.22	0.09%	4.79	0.08%	5.03	0.08%
<b>Total non-current liabilities</b>	<b>319.58</b>	<b>5.26%</b>	<b>300.51</b>	<b>5.04%</b>	<b>369.14</b>	<b>6.14%</b>
<b>Total liabilities</b>	<b>1,377.23</b>	<b>22.66%</b>	<b>1,248.08</b>	<b>20.93%</b>	<b>1,280.55</b>	<b>21.30%</b>
<b>Equity</b>						
Share capital: Issued and paid-up share capital	998.28	16.43%	998.28	16.74%	998.28	16.61%
Share premium on ordinary shares	2,786.81	45.86%	2,786.81	46.73%	2,786.81	46.36%
Retained earnings						
Legal reserve	60.78	1.00%	70.78	1.18%	76.78	1.28%
Unappropriated	853.52	14.05%	859.93	14.42%	759.01	12.62%
Non-controlling interests	-	-	-	-	109.96	1.83%
<b>Total equity</b>	<b>4,699.39</b>	<b>77.34%</b>	<b>4,715.80</b>	<b>79.07%</b>	<b>4,730.84</b>	<b>78.70%</b>
<b>Total liabilities and equity</b>	<b>6,076.62</b>	<b>100.00%</b>	<b>5,963.88</b>	<b>100.00%</b>	<b>6,011.39</b>	<b>100.00%</b>

Cash Flow	2022	2023	2024
	Million Baht	Million Baht	Million Baht
Net cash flow from operating activities	972.37	747.59	451.59
Net cash flow from (used in) investment activities	(730.14)	(353.62)	155.74
Net cash used in financing activities	(288.81)	(385.28)	(281.63)
Net increase (decrease) in cash and equivalents	(46.58)	8.69	325.70
Cash and cash equivalents at 1 January	288.76	242.18	250.87
Cash and cash equivalents at 31 December	242.18	250.87	576.57

#### 4.3.2 Finance Ratios

Finance Ratios (Consolidated Financial Statements)		2022	2023	2024
<b>Liquidity Ratios</b>				
Current Ratio	Time	1.84	2.00	2.40
Quick Ratio	Time	1.35	1.44	1.70
Cash Liquidity Ratio	Time	0.94	0.75	0.49
Receivable Turnover	Time	7.81	8.16	8.63
Average Collection Period	Day	46	44	42
Inventory Turnover	Time	7.05	6.82	6.15
Inventory Turnover Period	Day	51	53	59
Account Payable Turnover	Time	7.13	7.58	8.13
Payment Period	Day	51	48	44
Cash Cycle	Day	46	49	57
<b>Profitability Ratios</b>				
Gross Profit Margin	Percentage	30.33	26.96	22.72
Operating Profit Margin	Percentage	11.94	8.12	2.31
Other Income Ratio	Percentage	4.38	3.96	4.83
Cash Profitability Ratio	Percentage	199.27	223.53	492.98
Net Profit Margin	Percentage	11.10	6.77	2.03
Return on Equity	Percentage	10.41	6.17	1.62
<b>Operating Efficiency Ratio</b>				
Return on Assets	Percentage	8.05	4.83	1.41
Return on Fixed Assets	Percentage	34.67	26.80	19.30
Asset Turnover	Time	0.72	0.71	0.70
<b>Financial Policy Ratio</b>				
Debt to Equity Ratio	Time	0.29	0.26	0.27
Interest Coverage Ratio	Time	267.36	148.52	102.41
Dividend Payout	Percentage	61.03	61.86	78.48

# General Information and Other Significant Information

## 5.1 Other References

<b>Registrar</b>	<b>Thailand Securities Depository Company Limited</b> 14 <sup>th</sup> Floor, SET Building, Tower B 93, Ratchadaphisek Road, Din Daeng, Bangkok 10400 Tel: 0 2009 9999, Fax: 0 2009 9476 Call Center: 0 2009 9999 <a href="http://www.set.or.th/tsd/th/tsd.html">www.set.or.th/tsd/th/tsd.html</a>
<b>Auditor</b>	<b>KPMG Phoomchai Audit Ltd.</b> 48 <sup>th</sup> Floor, Empire Tower, 1 South Sathon Road, Yannawa Sub-district, Sathon District, Bangkok 10120 Tel: 0 2677 2000
<b>Investor Relations Contact</b>	<b>Ms. Siriporn Sittichainarong</b> Tel: 0 2422 9999 ext. 4634, 4635 Fax: 0 2422 9890 E-mail: <a href="mailto:ir@amarin.co.th">ir@amarin.co.th</a>

## 5.2 Other Significant Information

### 5.2.1 Other information that may materially affect investors' decision

-None-

### 5.2.2 Restrictions on shareholders' overseas shareholding

-None-

## 5.3 Legal Dispute

-None-

## 5.4 Secondary Market

The Company has not registered its shares in the stock market of any foreign country.

## 5.5 Financial Institutes with Regular Contact

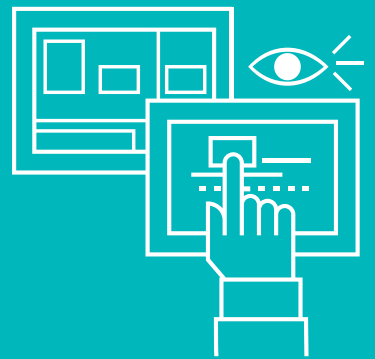
Bangkok Bank, Bang Lamphu Branch

Kasikorn Bank, Bang Yi Khan Branch

Siam Commercial Bank, Bang Lamphu Branch

# Corporate

Governance



# Corporate Governance Policy

# 6

## 6.1 Overview of Policies / Guidelines on Corporate Governance

The Board of Directors recognizes and believes in the importance of corporate governance, a pillar that upholds the Company's effective and efficient operations on the bases of balance, sustainability, transparency, fairness, accountability, social and environmental responsibility, in the best interest of shareholders, investors, stakeholders, and all relevant parties. Therefore, the Board of Directors has formulated the Corporate Governance Policy for committee, executives, and staff to strictly adhere to, in pursuit of the Company's stable and sustainable growth.

The Board of Directors has formulated Corporate Governance Policy, Business Ethics Manual and other relevant policies in accordance with the Stock Exchange of Thailand's (SET) Corporate Governance Code for Listed Companies 2012, the Securities and Exchange Commission's (SEC) Corporate Governance Code (CG Code) for Listed Companies 2017 and the Thai Institute of Directors' (IOD) Corporate Governance Report of Thai Listed Companies (CGR). The Corporate Governance Committee considered and presented the policies for the Board of Directors to approve before implementation. The Corporate Governance Committee, moreover, reviewed the policies every year. If any change is made, it is published on the Company's website, [www.amarin.co.th](http://www.amarin.co.th), so as to establish mutual understanding and promote practices that are in line with Business Ethics of directors, executives, and employees at all levels, as well as to provide information to shareholders, investors, stakeholders, and other interested parties.

### 6.1.1 Policies and Guidelines on Board of Directors

The Board of Directors comprises individuals with the knowledge, expertise, and experience that greatly benefit Amarin Group. They are highly dedicated and allocate sufficient time to fully perform their duties and responsibilities.

The Board of Directors is appointed by shareholders

to perform the duty of supervising the business to ensure compliance with the law and the Company's policies, objectives, regulations and shareholder meeting resolutions. This duty must be carried out responsibly, prudently, honestly and with integrity in the same manner that ordinary individuals operating such a business would under the same circumstances, with commercial bargaining power that is free from influence from the status of directors of the Company, while being in accordance with the principles of good corporate governance for the best interest of the Company and its shareholders.

With such responsibility, the Company has a policy to select directors at both the board and individual levels to ensure that the board consists of people from diverse backgrounds (board diversity), including diversity in terms of sex, age, education, professional experience, skills, knowledge, specialized expertise and skills matrix of the Board of Directors such as business administration, organization management, accounting and finance, law, investment, printing and packaging, TV business, mass communication, book business, information technology, etc., including virtue and ethics, having a good attitude towards the organization, having vision and leadership, and being able to devote sufficient time to the Company. The diversity in the structure of the Board of Directors is an important factor that helps promote a balance of ideas and discussions to establish initiatives that are beneficial to the Company. It also increases the efficiency of the Board of Directors' performance, enabling it to set strategies and policies, make decisions and supervise the performance of the management to strictly comply with the law and the Company's policies, objectives, regulations and shareholder meeting resolutions.

In order to support the specific duties of the Board of Directors, the Board of Directors has appointed directors with appropriate knowledge and expertise to serve as members in 5 subcommittees, namely, the Audit Committee, the Executive Committee,



the Nomination and Remuneration Committee, the Corporate Governance Committee, and the Sustainability and Risk Management Committee. This is to assure shareholders that the Company operates and screens its work carefully. The scope, powers, duties and responsibilities of each subcommittee are clearly defined and the committees' meeting results are regularly reported to the Board of Directors.

The Board of Directors has appointed a Company's Secretary and assigned him/her to perform a supporting role in the various activities of the Board of Directors such as in organizing board meetings and shareholder meetings, preparing meeting invitations and meeting minutes, and monitoring compliance with the resolutions of the Board of Directors, along with other duties as specified in the relevant laws and regulations.

The policies and practices related to the Board of Directors as stated in the Corporate Governance Policy, Business Code of Conduct and the Board of Directors' charter, which are in line with the CG Code of the SEC, the Good Corporate Governance Principles for Listed Companies of the Stock Exchange of Thailand and the criteria of the IOD 's CGR Project, are summarized as follows:

#### **(1) Composition, Qualifications and Appointment of Directors**

The Board of Directors has 12 members in accordance with the Company's regulations and the CG Code, which stipulates that the Company's Board of Directors shall consist of not fewer than 5 members and should not exceed 12 members, which is appropriate to the Company's business size and effective operations, with no fewer than 3 independent directors, who must make up at least one-third of all directors, and there must be a higher proportion of non-executive directors than executive directors.

The Company's directors must possess the qualifications without the prohibited characteristics specified in the Public Limited Companies Act, securities and exchange laws, and other relevant laws, including not possessing traits that indicate a lack of suitability to be trusted to manage a business with public shareholders as specified by the SEC Office. In addition, directors should hold positions in no more than 5 listed companies, as this ensures that directors can perform their directorial duties efficiently while being able to devote sufficient time to performing their duties as directors. In addition, independent directors must have additional qualifications according to Section 17 of the Capital Market Supervisory Board Announcement No. ThorChor. 39/2559 on permission requests and the granting of requests for initial public offerings (along with amendments), and the criteria stipulated by the Securities and Exchange Commission and the Stock Exchange of Thailand.

The Company's directors are experienced professionals, fully qualified, without the prohibited characteristics as prescribed by law, offering a diverse array of skills, knowledge, expertise, experience and professional specialization. In addition, the Board of Directors has mandated the development of a Board Skills Matrix to review the current composition of the Board of Directors and determine the qualifications of the directors required for future recruitment and wappointment.

In the selection of directors of the Board of Directors, the Board of Directors has assigned the Nomination and Remuneration Committee to select suitably qualified individuals to replace directors whose terms are due to expire or other vacancies, and recommending them to the Board of Directors and/or the shareholders' meeting for consideration of election. In the nomination and selection of individuals deemed appropriate director candidacy, the Company prioritizes those possessing knowledge, ability, experience, Solid career history, leadership qualities, broad vision along with good morals and ethics and a positive attitude towards the organization. Such individuals must also be able to dedicate sufficient time to the Company's operations. In addition, in recruiting new directors, the Company takes into account the diversity of the structure of the Board of Directors (board diversity) and has developed a Board Skills Matrix to determine the qualifications of the directors to be recruited, with consideration based

on necessary skills that are still lacking in the Board of Directors, as well as appropriate qualifications and consistency with the composition and structure of the Board of Directors in line with the Company's business strategy, while also considering board diversity in other aspects such as sex and age by considering appropriately qualified individuals who are women and/or young people who possess skills, knowledge, expertise and appropriate experience to be nominated as the Company's directors. Accordingly, the diversity of the directors provide a variety of perspectives and opinions that help support the work and decision-making process of the Board of Directors by ensuring that they are more thorough and effective. In addition, in the selection of directors, the IOD's Director Pool database may also be used with a transparent and clear process in accordance with the Company's regulations and relevant legal requirements, to establish confidence among shareholders.

Additional information regarding the composition and selection of the Board of Directors is provided in Section 7.2.1, Composition of the Board and Section 8.1.1 Recruitment, Development and Performance Evaluation of the Board of Directors in this 56-1 One Report.

## **(2) Independence of the Board of Directors from Management**

The Board of Directors must make decisions, express opinions and vote on matters in which the Board has decision-making authority. In cases where a decision of a director is under pressure from work or family or if the director has stake in the matter such that the director's decision would be biased in favor of himself or herself, close acquaintances or personal interest, the independence of directors is a matter of the utmost importance of consideration, in order to protect the interest of shareholders. Additionally, directors that lack independence should not be involved in decision-making. Therefore, in order to ensure checks and balances in operation, the Company has separated the roles and responsibilities of the Chairman of the Board of Directors, the Chief Executive Officer and the Managing Director by not allowing them to be the same person, with the Chairman of the Board of Directors being an independent director in accordance with the 2012 Good Corporate Governance Principles for Listed

Companies of the Stock Exchange of Thailand, who shall not have any relationship with the management. Moreover, the Company has clearly separated the powers, duties and responsibilities among the Chairman of the Board of Directors, the Chairman of the Executive Committee and the Chief Executive Officer, the details of which are provided in Section 7.2.3 Roles, Duties and Responsibilities of the Board of Directors in this 56-1 One Report.

## **(3) Board of Directors' Roles, Duties, and Power**

The Board of Directors, which are like the representatives of shareholders, must have responsibility towards the latter. The Board of Directors thus shall set direction for the Company's growth and decide on its important matters with prudence and honesty. With a crucial role to play in corporate governance, the Board of Directors shall professionally tend to the interests of all parties and maintain its independence from the Management so as to supervise the Management's performance, operating results, risk management, and remuneration. The power and the duties of the Board of Directors are in line with the Board of Directors Charter, which is displayed on the Company's website - [www.amarin.co.th](http://www.amarin.co.th).

## **(4) Board of Directors' Meetings and Information Delivery**

The Board of Directors' meetings are parts of its key mission to supervise the Company's operations. The meetings are done based on the following guideline:

- 1) Board of Directors' meetings are officially scheduled in advance for the whole year, with directors being informed of this schedule. At least one meeting of the Board of Directors is held in each quarter for the Board to acknowledge operating results and review financial statements. In events of urgent matters, additional Board of Directors meetings may be held where appropriate. At least one independent director shall attend a meeting on the formulation of Board of Directors' meeting agendas;
- 2) Invitations are sent to each director at least seven days ahead of each of the Board of Directors' meetings. Included are clear meeting agendas and necessary documents

- for directors to review and have adequate information to make decisions at the meeting, which normally lasts for one to three hour(s);
- 3) Every director shall have opportunities to discuss and provide opinions independently and openly at each meeting. The Chairman of the Board shall compile opinions and conclusions from each Board of Directors' meeting. In an event that a director has significant interests involved in any specific meeting agenda, he / she shall be asked to leave the meeting and abstain from casting a vote on the issue;
  - 4) Minutes of each Board of Directors' meetings shall be prepared in writing by the Chairman and secretary of the Board, and submitted to the Board of Directors for review and approval at its next meeting. These meeting minutes, along with relevant documents, are also stored both as hard copies and soft copies to provide convenience to both directors and relevant parties who look for references;
  - 5) Non-executive directors shall convene meetings without the presence of executive directors or the Management to discuss management issues independently. In the fiscal year 2024, one such meeting was held. Additionally, the Board of Directors has a policy requiring the Audit Committee to meet with the Auditor at least once a year without the presence of the Management to ensure that directors can represent shareholders independently and maintain proper checks and balances. According to the Board of Directors Charter, a quorum for passing resolutions requires at least two-thirds of all directors with voting rights to be present.

#### **(5) Selection of Directors**

The Company selected its directors via its Nomination and Remuneration Committee based on Board Diversity policy. Under this policy, directors should be diverse in terms of gender, age, educational background, work experience, expertise, and specialized skills. The Board Skills Matrix has been drawn up and reviewed on a regular basis to ensure that the Board of Directors has a proper mix. Aside, the Board of Directors must demonstrate solid integrity, vision, and leadership, and

contribute to the balancing of ideas and discussions so as to pave the way for constructive concepts that are useful to Amarin Group and increase the Board's efficiency. Also, the Board of Directors must select qualified persons for executive posts in a proper, transparent and fair manner.

#### **(6) Remuneration of Directors and Executives**

The Board of Directors has designated the Nomination and Remuneration Committee to consider and specify the remuneration of the Company's directors, subcommittees and senior executives in order to ensure transparency and suitability to their duties and responsibilities. The remunerations of the directors are appropriate to their knowledge, abilities, experience, duties, responsibilities, and expected benefits from performing their duties as directors. Moreover, they are also comparable to companies listed on the Stock Exchange of Thailand that are in the same business and are of a similar size. This is to motivate and retain directors who possess the qualifications that the Company requires. In addition, directors who are assigned additional responsibilities shall receive appropriate additional remuneration. Meanwhile, the directors who are executives, the CEO, and senior executives of the Company shall receive remuneration that is consistent with and tied to the Company's operations and the performance of each executive, which is consistent with their established goals, duties, and responsibilities, in addition to being comparable to other companies listed on the Stock Exchange of Thailand that are in the same business and are of a similar size. This is to motivate and retain capable senior executives with the Company in the long term, and the remunerations of the directors are in accordance with the resolutions approved shareholder meetings. Additional information is provided in Section 8.1.2 (2) Directors' Remunerations and Section 7.4.3 Executives' Remunerations in this Form 56-1 One Report.

#### **(7) Performance Evaluations of Directors**

The Board of Directors has already approved the performance evaluation forms for the Board of Directors both as a group, as a subcommittee and as an individual. Every director shall conduct a self-evaluation annually so as to review his/her performance and obstacles. Performance evaluations of the Board of Directors,

all committees, all subcommittees and each individual director are summarized for the Board of Directors to consider and plan performance improvement. Additional information is provided in Section 8.1.1 (3) Board Performance Evaluation in this 56-1 One Report.

#### **(8) Company's Secretary**

The Board of Directors has assigned the Company's Secretary to support its activities namely holding Board of Directors' meetings / shareholders' meetings, preparing and sending out invitations to meetings, preparing meeting reports, storing documents related to meetings, and following up with the implementation of the Board of Directors' resolutions. The Company's Secretary also has other duties as prescribed by Article 89/15 of the Securities and Exchange Act B.E. 2535 and applicable regulations.

#### **(9) Succession Plan**

The Board of Directors has drawn up a plan to properly and transparently select persons for all its high-level executive posts. Also, the Board of Directors is in charge of their appointments so as to ensure that the Company gets executives who are professional and able to maintain independence from the major shareholder or other shareholders. The nominations of the Group Chief Executive Officer and other high-level executives of Amarin Group are done in line with the process prescribed by the Nomination and Remuneration Committee. Nominated are suitable candidates in terms of age, qualifications, and work experience. The nomination process places an emphasis on new-generation talents and grooming them for career advancement. These talents are subject to advanced evaluations. Developed based on individual development plans, they are given challenging missions. Rotations are also done to ensure their resourcefulness development and optimal leadership skills. Amarin Group has prepared development plans for staff at all levels to ensure they shall be ready, qualified, and take up higher posts when they become vacant.

#### **(10) Director Development**

The Board of Directors places importance on the development of directors and executives. Therefore, it has a policy to encourage directors and executives to attend training or participate in activities to continuously increase their knowledge in various fields and enhance and develop the know-how, understanding and skills of

directors and executives in Amarin Group's business and in other courses that are beneficial to the performance of duties. In doing so, orientation is specified for every new director, and the management is assigned to disseminate information, news and knowledge that are necessary and beneficial to the performance of duties, as well as to encourage directors, executives and related persons in the Company's corporate governance system, such as the Company's Secretary and investor relations personnel to attend training seminars that enhance knowledge that is beneficial to the performance of duties in addition to participating in activities to meet and exchange experiences and opinions with the directors and executives of other listed companies as organized by the Thai Institute of Directors, the Stock Exchange of Thailand, Office of the SEC and other institutions, etc. in related courses. The purpose of this is to enable the use of acquired knowledge and experience to enhance work efficiency in management, business and good corporate governance, as well as to enable all directors and executives (according to the definition of executives by the SEC Office) to be members of the Thai Institute of Directors to receive information and news and attend training courses beneficial to the performance of duties as directors and executives of listed companies. Accordingly, the Company has assigned the Company's Secretary to assist in announcing the training schedule for various courses to directors and executives to ensure that they are regularly informed in advance. Additional information appears in Section 8.1.1 (2) Development of Directors in this 56-1 One Report.

#### **(11) Policy on Group Chief Executive Officer's, and High-Level Executives' Working as Directors / Executives in Other Companies**

The Group Chief Executive Officer of the Company is required to notify the Board of Directors of reasons and details related to the company (companies) where he/she intends to hold a position of a director, a senior executive, and that is (are) not a subsidiary or an associate of the Company, in events that the said work is not related to the affairs of Amarin Group to seek an approval prior to taking the said position. The Group Chief Executive Officer can serve as a director at no more than five other listed companies. Aside, for the best interest of the Company in regard to its Group

Chief Executive Officer's ability to devote his / her time to carrying out his / her duty as its top executive with efficiency, its Group Chief Executive Officer is barred from serving as the chief executive officer, managing director or equivalent of another legal entity that is neither the Company's subsidiary nor associate.

Regarding high-level executives of the Company and its subsidiaries, they must notify the Company's Group Chief Executive Officer of reasons and details related to the company (companies) where they intend to hold a position of a director, a senior executive, or any other and that is (are) not a subsidiary or an associate of the Company, in events that the said work is not related to the affairs of Amarin Group, to seek an approval prior to taking the said position. The Company's Group Chief Executive Officer in turn is required to report to the Board of Directors any position a high-level executive holds in other businesses.

The Company's Secretary shall disclose information on its Group Chief Executive Officer's and high-level executives' executive/director positions in other companies Form 56-1 One Report. However, in the event that the Company's Group Chief Executive Officer has held positions in other companies even before this policy was approved by the Board of Directors, he / she only has to report such position holding to the Board of Directors for acknowledgement. In the event that high-level executives have held positions in other companies even before this policy was approved by the Board of Directors, they only have to report such position holding to the Company's Group Chief Executive Officer.

#### **(12) Policy / Guideline on Information Technology**

The Board of Directors has accorded importance to IT system, safety and security to prevent the distribution of false information, which may cause damages to the Company. Staff of Amarin Group must acknowledge and follow this policy, which is published on the Company's website, [www.amarin.co.th](http://www.amarin.co.th).

#### **(13) Supervision of Corporate-Government Policy / Guideline Implementation**

The Board of Directors has placed a strong emphasis on and promoted corporate-governance policy and guideline among executives and staff. Such policy and

guidelines are reflected in the Corporate Governance Policy, Business Ethics, and Anti- Corruption Policy. The promotion of these principles for implementation builds the confidence of all stakeholder groups. Covered in such policy and guidelines are human resource development, occupational safety, health and environment, supply-chain management, and responsibility towards stakeholders namely shareholders, employees, customers and vendors. The Board of Directors has followed up with the implementation of corporate-government policy / guideline on an annual basis.

#### **(14) Governance of Subsidiaries and Associates**

The Company has established a policy for supervising the operations of subsidiaries and affiliated companies to oversee and protect the interest of the Company's investments and to ensure that the work processes of companies within Amarin Group are consistent and in line with the same standards, thereby enhancing good integration and coordination in Amarin Group's business operations through important governance mechanisms. For example, this includes sending the Company's directors or executives to serve as directors or senior executives at least in proportion to the shareholding proportion in order to participate in policy-making and monitor business operations in line with the Company's main policies; reporting business performance or information about significant changes in various aspects to Executive Committee meetings every month and to the Board of Directors every quarter; supervising operations to ensure compliance with the criteria and rules of Amarin Group and related regulatory agencies and compliance with the principles of good corporate governance of Amarin Group; supervising the preparation of accounts and financial reports in accordance with relevant laws and generally accepted accounting standards; being able to compile and prepare consolidated financial statements in a timely manner; and having an appropriate and adequate internal control system, etc. Additional information appears in Section 8.1.3 Supervision of Subsidiaries and Affiliated Companies in this 56-1 One Report.

### 6.1.2 Policies and Practices Regarding Shareholders and Stakeholders

The policies and practices regarding shareholders and stakeholders under the Corporate Governance Policy and Code of Conduct of Amarin Group, which are in line with the CG Code of the SEC Office, the Good Governance Principles for Listed Companies of the Stock Exchange of Thailand, and the criteria under the IOD CGR Project are as follows:

#### (1) Policies and Practices Regarding Shareholders

##### (1.1) Shareholders' Rights

The Board of Directors recognizes and respects the ownership rights of shareholders in the Company by encouraging shareholders to exercise their rights and refraining from taking any action act which violates or infringes upon the rights of shareholders. This includes giving importance to the shareholders' rights to receive correct, complete, sufficient, timely and equal information about the Company, and supporting shareholders to exercise their rights to attend shareholder meetings to participate in determining the direction of the Company's operations and making decisions on matters that have a significant impact on the Company, with sufficient time given for consideration and acknowledgement of the voting results. Accordingly, the following principles and practices are as follows:

**(A) Fundamental rights:** The company does not take any action which is a violation or deprivation of the rights of shareholders, and encourages shareholders to exercise their basic rights as shareholders, such as in buying, selling or transferring shares, receiving a share in the Company's profits, receiving sufficient news and information about the business, attending shareholder meetings to exercise their voting rights to appoint or remove directors or auditors and considering and approving matters that affect the Company.

##### **(B) Right to receive important news and information:**

Shareholders equally have the right to receive information. The Company publishes news and information in both Thai and English through the channels of the Stock Exchange of Thailand and the Company's website to provide shareholders with multiple channels to receive important news of the Company, such as operating performance, information about related transactions, changes in capital structure, changes in control authority, and purchases and sales of important

assets of the Company, along with other information that is necessary for shareholders' decision making.

**(C) Rights to attend shareholders' meetings:** The Company promotes and encourages all groups of shareholders, including institutional investors, to attend shareholders' meetings to exercise their rights to make decisions on important matters or matters affecting or related to the interest of the Company or the rights of shareholders. Accordingly, the Company takes action in various ways to promote and facilitate the exercising of the rights of all shareholders, including institutional investors, at shareholder meetings as follows:

##### - **Shareholders' meeting schedule**

The Board of Directors supports the holding of an annual general meeting of shareholders within 4 months from the end of each accounting period (The end of the Company's accounting period is 31 December of each year.) In addition, in necessary and urgent cases where special agendas have to be proposed to cover matters related to the interests of shareholders or related to the conditions or requirements of applicable laws that require urgent shareholder authorization, the Company shall hold extraordinary shareholder meetings on a case-per-case basis. In the consideration for specifying meeting agendas, 1 independent director is assigned to participate in the consideration, and the Company shall specify the date, time and place of each shareholder meeting with consideration to the convenience of the shareholders.

##### - **Proposing Additional Agendas and Nominating Persons for Appointment as Directors**

The Company has practice guidelines for overseeing practices to equally and fairly protect the fundamental rights of shareholders, foster investment confidence in the Company, and provide opportunities for shareholders to exercise their rights to propose meeting agendas and nominate qualified persons to be elected as directors of the Company by at least 90 days before the general shareholders' meeting. The Company has published the criteria and methods for the shareholders to exercise such rights on its website and notified shareholders through the Electronic Company Information Disclosure system of the Stock Exchange of Thailand.

- **Invitation ahead of Meeting Date**

- 1) Shareholders shall have the right to receive an invitation to a shareholders' meeting in advance with the invitation sent out 21 days ahead of the meeting date to ensure that shareholders have enough time to study relevant information. Moreover, the Company shall advertise shareholders' meeting schedules in daily newspapers at least three days in advance for three consecutive days.
- 2) Shareholders shall have the right to sufficient information related to meeting agendas, invitations to shareholders' meetings, and explanations and opinions of the Company's Board of Directors for their decision making.

- **Appointment of Proxies**

Shareholders have the right to appoint another person to attend meetings and vote on their behalf. Shareholders have the right to receive documents and instructions for appointing proxies. A lawfully appointed proxy, upon presenting a proxy appointment letter to a director at the meeting, shall have the right to attend the meeting and vote in the same way as a shareholder in every respect. Shareholders may also appoint an independent director of the Company to attend the meeting as their proxy and vote on their behalf. In addition, shareholders have the right to receive a complete background and work information of each independent director as appropriate for their consideration, and the company shall proceed as follows:

- 1) Sending to shareholders proxy forms on which shareholders can tick "approve", "disapprove" and "abstain" on each meeting agenda as voting instructions. Included is advice on how to conveniently appoint a proxy. With the advice, shareholders shall be able to prepare documents correctly and enable their proxy to attend meetings without any problem;
- 2) Assigning at least one independent director as a prospective proxy for shareholders; and
- 3) Shareholders may grant a proxy electronically in accordance with the Announcement on Electronic Granting of Proxy B.E. 2565, which is issued by the Department of Business Development, the Ministry of Commerce: ([https://www.dbd.go.th/download/dbd\\_plc2535\\_eautMeetig25651007.pdf](https://www.dbd.go.th/download/dbd_plc2535_eautMeetig25651007.pdf))

- **Facilitating Shareholders' Participation in Shareholders' Meetings**

The Board of Directors considers the convenience of shareholders in attending meetings by allocating an appropriate amount of time for discussions and selecting a venue that is easily accessible. Shuttle services are provided at designated pickup points. A barcode system is used for quick and convenient registration and voting.

- **Shareholders' Meetings**

- 1) The Company has set the date, time and venue of each shareholders' meeting including its e-version by taking into account shareholders' convenience. System has been laid down for meeting registration. Identity checks are also conducted for participants over online platforms. Staff to facilitate registrations and checks shall be adequate, with proper technologies sufficiently integrated for shareholders' convenient exercising of their right to vote on each agenda.
- 2) Votes are to be done by the use of voting ballots (in the case of physical meetings). Otherwise, votes are to be conducted by the use of a voting system from a service provider that is certified for its electronic meeting control system by the Electronic Transactions Development Agency (in the case of electronic meetings) to ensure transparency and auditability.
- 3) Refrain from actions that would restrict the right to vote. All shareholders have the right to attend meetings and vote on agendas throughout each meeting. Shareholders who attend a shareholders' meeting after the meeting has already started are allowed to vote on the agendas that are under consideration and have not yet been voted on.
- 4) The Company values all shareholders, including minority shareholders, regardless of sex, age, skin color, race, nationality, religion, beliefs, political opinions or disabilities. Minority shareholders shall have their rights protected from direct and indirect unfair actions by controlling shareholders in order to ensure that shareholders receive equal treatment and protection of their basic rights. The Company also gives shareholders the right to vote on a 1-share-1-vote basis, and the Company has only one type of shares, i.e., ordinary shares.

- 5) Shareholders have the right to express their opinions and ask questions on issues related to each agenda, and directors and subcommittee chairmen and relevant senior executives are instructed to attend meetings to answer questions and listen to shareholders' opinions.
- 6) Shareholders have the right to receive dividends. The Company has a policy of paying dividends to shareholders at a rate of not less than 60 percent of net profits after deducting all taxes and reserves each year. However, this also depends on investment plans, business cash-flow, necessity and other factors as appropriate in the future and as deemed fitting by the Board of Directors.
- 7) Shareholders have the right to elect and remove directors, propose meeting agendas, and consider and approve the remunerations of directors and subcommittees, including the right to approve the appointment of auditors.
- 8) Independent auditors or witnesses are to be appointed to count votes at shareholders' meetings.
- 9) In the event that the meeting has multiple agendas, the Company shall hold separate voting for each item. The agendas for the election of the Company's directors are to be arranged such that votes are conducted for the appointment of directors by individual.

– **Prevention of Conflict of Interest for Meetings**

The Board of Directors has taken into account the importance of meetings and has stipulated that if any director, executive, and employee has a conflict of interest or benefits with the Company, they must inform the meeting and not participate in the consideration process or must abstain from voting on that matter. For shareholders' meetings, if any director has a conflict of interest or is involved in any agenda, that director must inform the meeting in order to request to not participate in the meeting and to abstain from voting on that agenda.

– **Disclosure of Shareholders' Meeting Results**

- 1) Following each shareholders' meeting, the Company shall release resolutions from the meeting along with voting results via its website and the SET's news system by 9 am. of the following workday.

- 2) The Company shall release the report on a shareholders' meeting within 14 days since the meeting was held. The report shall be published on the Company's website for shareholders to acknowledge and review without the need to wait till the next shareholders' meeting.

In 2024, a general meeting of shareholders was held on Friday 26 April 2024 at 2:00 pm as a hybrid meeting, in which shareholders could attend the meeting in person at the Convention Hall of the Executive Building of Amarin Corporations Public Company Limited, Chaipayruek Road, Taling Chan Sub-district, Taling Chan District, Bangkok 10170, or attend the meeting electronically in accordance with the Royal Decree on Electronic Meetings B.E. 2563 (2020), via the IR Plus AGM Application , which passed the assessment of compliance with the security standards for electronic meetings and was certified by the Electronic Transactions Development Agency (ETDA). At the time of commencement of the meeting, there were 41 shareholders attending the meeting in person and by proxy, representing 83.54 percent of the total number of shares, and there were 11 directors attending the meeting out of a total of 12 directors, or 91.67 percent, with the Chairman of the Board of Directors, Chairman of the Audit Committee, Chairman of the Nomination and Remuneration Committee, Chairman of the Sustainability and Risk Management Committee Deputy Chairman of the Executive Committee, Vice President, Chief Accounting and Financial Officer, the Company's auditor, and the Company's Secretary attending the meeting in full. The details of the meeting proceedings are as follows:



### 1) Prior to the Shareholders' Meeting Date

- The Company gave the rights to minority shareholders to propose the agenda of the shareholders' meeting and nominate the knowledgeable and qualified individuals to be the directors, in advance, from 12 December 2023 to 12 February 2024. Shareholders were also given the right to submit questions regarding the meeting agenda to the Company's Secretary prior to the meeting date. The criteria and methods for proposing the agenda of the shareholders' meeting and for nominating candidates for the directors position were published on the Company's website. Shareholders were also informed through the Electronic Company Information Disclosure system of the Stock Exchange of Thailand. So far, no shareholder proposed an agenda or nominated the knowledgeable and qualified individuals to be the directors to the Company during the period.
- The Company prepared the invitation to the Annual General Meeting of Shareholders in both Thai and English and published the invitation along with all related information (including the Annual Report) on the Company's website on 28 March 2024, 29 days prior to the meeting date (26 April 2024), and the invitation was also sent to shareholders on 4 April 2024, 22 days prior to the meeting date, ensuring they received the documents in advance and had sufficient time to review the information before the meeting.
- In the invitation, the Company detailed the facts, reasons, and opinions of the Board of Directors completely and sufficiently for the consideration of the shareholders. The Agenda of the General Shareholders Meeting consisted of:
  - 1) Agenda of the appointment of directors: The information of the nominees was provided namely their name and surname; age; nationality; type of director; position in the Company; date, month, and year of the first appointment; number of years as the Company's directors; education, training/ seminar on directors' roles; shareholding percentage in the Company; illegal act records family relationship to the executives;

work experience during the past five years; meeting attendance in the past year; and prohibited attributes.

- 2) Agenda of consideration on the director's remuneration: Provided information on policies, criteria, and procedures for determining the directors' remuneration, amount of financial remuneration, and forms of remuneration classified by position and responsibilities of the directors.
  - 3) Agenda of the appointment of the Auditor: Provided information on the Auditor's name, the name of the audit office, experience, competence, the number of years as the Company's Auditor, separately from other service fees.
  - 4) Agenda on dividend payout: Provided information on dividend payout policy, the amount of cash dividend to be approved, and a comparison to the amount paid in the previous year. In events of dividend omissions, reasons shall be provided.
- No document with important information was suddenly distributed at the shareholders' meeting nor was any agenda added or information changed materially without prior notice to the shareholders.
  - To provide convenience to shareholders who could not attend the meeting in person, the Company sent Proxy Forms A, B and C to them. Proxy Forms A, B, and C, moreover, could also be downloaded from the Company's website. Moreover, there were also the name list and profiles of the independent directors for the shareholders to choose to be their proxies as well.
  - To give convenience to institutional investors in attending the meeting, the Company contacted institutional investors to coordinate in preparing proxy forms prior to the meeting date for convenience meeting registration.

### 2) On the Shareholders' Meeting Date

- The Company prescribed meeting procedures in compliance with laws and based on its focus on the convenience, rights and equitable treatment of shareholders. Shareholders were allowed to register for attendance with the barcode system at least two hours prior to the

meeting and could continue to register until the meeting was completed. The Company provided adequate personnel for the registration. Revenue stamps were also provided to shareholders who appointed any person or an independent director as their proxy to attend the meeting on their behalf. Ballots were distributed to all shareholders for voting.

- For transparency in vote counting during the meeting, the Company invited Miss. Natcha Srisupornvichai and Miss. Suphawan Choprots, legal advisors from DN 36 Company Limited., along with one anonymous volunteer shareholder attending the meeting, to act as shareholder representatives in verifying the vote count to ensure compliance with applicable laws, regulations, and good corporate governance principles for listed companies.
- The Chairperson presided over the meeting and assigned Miss. Angkanang Maimongkol to conduct the meeting. The latter thus introduced the Board of Directors, the Chairman of all subcommittees, the Executive Committee, and the Company's Auditor to the meeting and explained to the shareholders voting procedure and vote counting for each agenda that are subject to laws and the Company's regulations. In case of late attendance during the meeting, the Company shall assign the late attendant the right to vote on the remaining agendas and this shall constitute a quorum. There was neither addition of agendas nor amendment of important information without prior notice. All shareholders were given an opportunity and a full equal right to raise questions, express opinions, and give suggestions on all agendas.
- Voting and vote counting: The Company acted in accordance with its regulations that give one vote per share. In the Annual General Meeting of Shareholders 2023, there were 2 voting categories as follows: 1. by majority vote of shareholders who attended and voted at the meeting.
  1. This category applied to Agendas no. 1, 3, 4, 5, and 6. Votes were calculated by counting only the votes from those who voted in favor and against the agenda. Excluded were votes of abstentions.

2. Category for the agenda that required more than two thirds of all votes cast by shareholders who were present and eligible to vote at the meeting. This category applied to Agenda no. 7. The Company counted votes from all shareholders who cast a ballot at the meeting, be they voted in favor of or against, or even abstained their vote. Except, agenda no. 2 did not require any voting, because it just presented the Company's operating results for shareholders to acknowledge.

- Prior to a vote on each agenda, the Chairperson of the meeting offered participants opportunities to reasonably ask questions and express opinions related to the agenda. Shareholders or their proxies, however, were required to declare their first name and last name and status as shareholders or proxies too because such information would be recorded in meeting minutes.

Regarding the dividend payment agenda, the Company disclosed the actual payout amount compared to the dividend payment policy. For the director election agenda, the Company facilitated the election of directors on an individual basis

### 3) After the Shareholders' Meeting

- The Company disclosed the resolutions of the Annual General Meeting of Shareholders together with the voting results, including the number of approval votes, disapproval votes, and abstention votes in both Thai and in English languages via the Company's website as well as the SET's news system.
- The Company compiled the report on the shareholders' meeting that contained all key information and the summary of votes on each agenda. Shown in the summary were the number of approval votes, disapproval votes, and abstentions, along with important discussion points and explanations. The report was submitted to the SET, the SEC and relevant authorities on 10 May 2024 or within 14 days from the meeting date. The report was also released in both Thai and English language on the Company's website so that shareholders can get or review information without the need to wait till their next meeting.

### (1.2) Equitable Treatment of Shareholders

The Board of Directors is aware of its duty to ensure that all shareholders are treated equally and fairly, including executive shareholders, non-executive shareholders, foreign shareholders, and minority shareholders. The Company has established a shareholder meeting process that promotes the equal treatment of all shareholders, the details of which are provided in the section on “rights to shareholders’ meetings” above. In addition, measures are established to prevent directors and executives from using inside information to seek benefits for themselves or others in an improper manner (abusive self - dealing), and directors and executives are required to disclose information regarding their own interests and those of their related persons according to the following practice guidelines:

- Directors and executives are assigned with the duty to report their asset holdings upon assuming office and to report any changes in their securities holdings to the Company’s Secretary by at least 1 day in advance before making a transaction in order to report to the Board of Directors and to submit a report to the SEC Office within 3 business days from the date of purchase, sale, transfer or receipt of transfer of such securities via electronic channels as specified by the SEC Office in order for the Company’s Secretary to report to the Board of Directors and disclose information in the annual information disclosure form.
- Directors and executives are assigned with the duty to report their interests and those of their related persons upon taking office and whenever changes occur by sending the information to the Company’s Secretary to forward a copy of the interest report to the Chairman of the Audit Committee for acknowledgement. In addition, information on such interests must be updated at least once annually.
- The Company is required to avoid any transaction that may cause a conflict of interest among persons related to the Company. Furthermore, in the event that a report is required, the Company shall comply with the relevant criteria and announcements of the SEC Office and the Stock Exchange of

Thailand, and directors and/or executives who have interests in such transactions shall not participate in their considerations. Additionally, the Company shall also disclose information on such transactions to the Stock Exchange of Thailand and shareholders in accordance with the criteria or announcements of the SEC and the Stock Exchange of Thailand, as well as in accordance with established accounting standards.

- It is prohibited for directors, executives and persons related to information, including spouses and minor children of such persons, to misuse inside information (insider trading) as follows:
  - Trading in the Company’s securities is prohibited for 1 month prior to the announcement of the financial statements and 5 days after the public has been informed of the information. Every 3 months, the Company shall inform the directors, executives and employees of the period during which trading in the Company’s securities is prohibited.
  - Disclosures to outsiders or unrelated persons of any information that has not yet been disclosed which may affect the price of the Company’s securities are strictly prohibited.
- Important news and information are to be disseminated to shareholders regularly and in a timely manner in accordance with the criteria of relevant agencies through the channels of the Stock Exchange of Thailand, the Company’s website, and other channels through which shareholders can have convenient and equal access.

In 2024, the Company had no cases where the Company or directors or executives were fined, accused or subjected to civil action taken by the regulatory agency regarding unfair actions or taking advantage of investors by use of inside information by the Company’s directors or executives.

Annual General Meeting of Shareholders 2024	
Meeting date and time	26 April 2024 at 2:00 pm.
Meeting format	Physical meeting at the Convention Hall, Executive Building, Amarin Corporations Public Company Limited and electronic meeting.
Period for the right to propose meeting agendas and nominate persons to be elected as directors of the Company	From 12 December 2023 to 12 February 2024. However, no shareholders proposed any meeting agenda or nominated persons to be elected as directors of the Company.
Publication date of the meeting invitation letter on the Company's website	28 March 2024.
Date of sending meeting invitation letters to shareholders	4 April 2024.
Date of advertisement in newspaper.	18 - 22 April 2024.
Registration period for electronic meeting attendance.	From 19 April 2024 at 8:00 am to 26 April 2024 at 12:00 pm.
Registration opening time for meeting attendance.	12.00 pm.
Number of directors attending the meeting.	11/12 people, accounting for 91.67 percent of the total number of directors.
Number of shareholders attending the meeting in person and by proxy at the time of the meeting.	41 people, representing a total 833,968,325 shares or 83.54 percent of the total number of issued and outstanding shares of the Company.
Witnesses during vote-counting.	Miss Natcha Sisuphonwichai, Miss Suphawan Choprot, and 1 other shareholder at the meeting who wished to remain anonymous.
Date of reporting the voting results via the Stock Exchange of Thailand's website.	26 April 2024.
Publication date of the meeting report.	10 May 2024.

## (2) Policies and Guidelines Regarding Stakeholders

The Board of Directors has accorded importance to all groups of stakeholders including customers, shareholders, employees, vendors and the public. Therefore, it has formulated policies / guidelines on each group of stakeholders by taking into account their rights under laws. Also, the Board of Directors has not violated the rights of stakeholders in any way. Moreover, it has prepared Amarin Group's Business Ethics Manual that covers all groups of stakeholders so as to provide directors, executives and staff with proper guidelines.

Not only has it monitored compliance with the manual, but it has also reviewed and improved the manual's content on a regular basis. Details are as follows:

### (2.1) Policies and Guidelines on Shareholders

The Board of Directors is aware of the rights and equality of all shareholders. It is also committed to ensuring efficient business operations to the best of its abilities so that shareholders can enjoy proper returns on a sustainable basis as follows:

- 1) The Company shall respect the rights and equality of shareholders in regard to access to information that may affect their decisions, be it about the disclosure of operating results, financial statements or any information required by the SET and the SEC.
- 2) The Company shall present the Company's situation and trends to shareholders in an equal, consistent, complete and accurate manner.
- 3) The Company is aware of shareholders' rights and equality at shareholders' meetings. Also, it shall comply with applicable announcements, rules and regulations of the SET and the SEC.
- 4) The Company shall carry out its duties and operate its businesses honestly. Also, it shall make decisions with prudence and a focus on the equitable treatments of all shareholders.
- 5) Directors, executives, staff and related persons shall not use inside information for their interests in a way that may pose a conflict of interest to the Company.
- 4) The Company provides appropriate welfare such as annual checkups, health insurance, cash benefits for special occasions, and provident fund that guarantees employees' retirement security. Moreover, the Company has established a savings cooperative to promote employees' savings.
- 5) The Company has drawn up human resource development plans with the aim to increase employees' knowledge and abilities on a continued basis. Training is provided by both internal units and external trainers, paving the way for employees to apply additional knowledge to their work for maximum efficiency.
- 6) The Company has ensured its safety, health and environmental practices comply with safety standards. Good work environment is provided to reduce accident risks and promote employees' good health.
- 7) The Company has prepared channels to get feedback and receive tip-off / complaints about non-compliance with work rules / business ethics and corruption. Measures are in place to protect whistleblowers. Also, the Company has encouraged staff at all levels to strictly adhere to laws and its regulations.

## (2.2) Employees Policies and Guidelines

The Board of Directors has accorded importance to the fair and equal treatments of all employees, with respect for their human rights and offering remuneration, welfare and benefits that are fair, appropriate and in line with labor laws. Moreover, the Company has placed an emphasis on employees' skill development and on creating a good and safe work environment. In place are also whistleblowing channels via which tip-off or complaints about legal / ethical violations or corrupt practices can be filed. There are measures to protect whistleblowers too. Guideline on employees:

- 1) The Company shall recruit employees with skills and experience that match job description without any discrimination on the basis of gender, race, faith and alma mater.
- 2) The Company has a labor regulation that bans the hiring of persons under 18 years of age.
- 3) The Company offers fair pay based on employees' experience, knowledge, abilities, job responsibilities and performance with clear key performance indicators (KPIs) for pay calculation.
- 8) The Company shall not disclose employees' information to unrelated persons, except in events that such disclosure is done in line with laws or for public interests.
- 9) The Company shall give employees religious rights and freedom. Also, it shall hold religious activities for employees.
- 10) The Company shall provide equal opportunities to job applicants, without any discrimination against people with physical disabilities or the underprivileged.

### (2.3) Customer Policies and Guidelines

The Board of Directors is committed to creating long-term customer confidence and maximum customer satisfaction because customers are crucial to the Company's pursuit of its goals as follows:

- 1) The Company is determined to deliver quality products / services to customers at reasonable prices and maintain good customer relations on a sustainable basis.
- 2) The Company shall ensure its service system can satisfy customers and treat all customers equally.
- 3) The Company shall increase service-delivery channels to facilitate business contacts and its communications with customers.
- 4) The Company has prepared channels to receive complaints and a Whistleblowing Policy that protects whistleblowers. Through these channels, customers may file complaints about the Company's products, services or business operations. After receiving the complaints, the Company shall explore solutions to best respond to customers' feedback.
- 5) The Company shall maintain the confidentiality of customers' information. It shall not abuse customers' information for oneself or relevant parties' interests. Neither shall it disclose customers' information without their prior consent nor has approval from the Company authorized persons. Exceptions shall be granted if the disclosure is necessary under laws. Also, the Company has the policy / guideline on personal data protection, which apply to Amarin Corporations Public Company Limited and its subsidiaries. This policy has been announced and published on the Company's website under the section "Amarin/Personal Data Protection Policy" or at <https://amarin.co.th/privacy>.

### (2.4) Vendor Policies and Guidelines

The Board of Directors has stipulated ethics and guidelines on vendors with the aim to treat them in a transparent, equal and fair manner. Also, the Company has strictly adhered to agreements it has made with others with the biggest emphasis on the Company's

best interests and fair remuneration for all parties to agreements as follows:

- 1) Formulation of clear policies and regulations  
Amarin Group is determined to conduct sustainable businesses with the aim to foster its and its vendors' sustainable growth based on the principle of good corporate governance. The Company has accorded importance to conducting business operations that comply with Governance, Risk and Compliance (GRC) principles, business ethics, and social and environmental responsibility.
- 2) The Board of Directors reviews the formulation of procurement regulations and procedures to ensure fairness and environmental friendliness. Vendor selection is systematic and transparent. Chosen are vendors with impressive profiles and business operations, credibility, strong financial position, experience, reputation, and recognition within their respective industry. Chosen vendors must have no corruption / work-abandonment records. Neither can they be on blacklists. Products and services from chosen vendors must be satisfactory and consistent in terms of quality, prices, services, deliveries, and other relevant factors.
- 3) Prices are reviewed to ensure they are appropriate and fair when taking into account quality of products / services received from vendors. The Company prepares contracts that are appropriate and agreed to by both sides.
- 4) The Company strictly honors agreements and trade criteria agreed upon. In an event that the Company finds it impossible to do so, it shall immediately notify its vendors to explore solutions together.
- 5) The Company pays vendors correctly and on time to maintain its credibility.
- 6) The Company promotes vendors' partnerships with Amarin Group with mutual communications to develop products, services, and innovations that are useful to both vendors and Amarin Group.
- 7) The Company shall not accept or give any

gift, asset, sponsorship or any form of benefits from vendors, either directly or indirectly, and not buy products/services from vendors who are known to have violated human rights or intellectual property rights.

- 8) The Company shall not disclose vendors' information to others except when vendors grant their consent or when such disclosure is required for an explanation or legal proceeding.

#### **(2.5) Policies and Guidelines on Business Competitors**

The Board of Directors upholds the principle of conducting businesses in an honest, transparent, and accountable manner, without taking advantage of business competitors. Guided by the principle, the Company shall not seek business competitors' trade secrets. Neither shall it demand, accept or give dishonest trade benefits. The Company strictly adheres to applicable laws and regulations as follows:

- 1) The Company shall treat business competitors in line with the legal framework on freedom of competition, laws and business ethics.
- 2) The Company shall neither damage business competitors' reputation nor seek their trade secrets through dishonest or inappropriate means for its own benefits.
- 3) The Company shall not violate the intellectual property rights of others or business competitors.
- 4) The Company shall provide accurate and factual information about the quality and nature of service and products at press conferences and through public relations & advertising.
- 5) The Company shall not engage in any contract or agreement that may unreasonably diminish or eliminate business competition.

#### **(2.6) Policy and Practices Regarding Financial Status and/or Creditors**

The Board of Directors has accorded importance to all types of financial institutes and creditors. Therefore, the Company strictly complies with conditions or contracts agreed upon to maintain confidence in Amarin Group's financial position and debt serviceability as follows:

- 1) The Company shall responsibly and transparently comply with contracts, agreements or deals done.



- 2) The Company shall disclose reports on its financial position to financial institutes and/or creditors with honesty and accuracy on time to maintain Amarin Group's credibility in the eyes of financial institutes and/or creditors.
- 3) In an event that the Company becomes unable to honor agreements and trade conditions agreed upon, it shall notify financial institutes and/or creditors in advance to explore solutions together and prevent damages.

#### **(2.7) Policies and Guidelines on Community, Society, and Environment**

The Board of Directors has accorded importance to community, society, the environment as well as people's quality of life, all of which are significantly related to the Company's operations. Guided by its commitment to conduct business operations that are useful to community, society and the environment, it has encouraged all employees to be good citizens and serve community, society and the environment. Moreover, the Company has striven to take part in activities that conserve the environment and local culture in its operating areas as follows:

- 1) The Company shall support and constructively contribute to society in regard to quality-of-life improvement and environmental protection for sustainable prosperity.
- 2) The Company shall prevent Amarin Group's operations from adversely affecting quality of life, community, society, and the environment. Also, it shall listen to community problems / impacts that arise out of Amarin Group's operations for timely response.
- 3) The Company shall place a strong emphasis on maximum resource efficiency and energy efficiency. Also, the Company shall manage waste efficiently and mainly use environmentally-friendly raw materials.
- 4) The Company shall seriously promote the sense of social responsibility among staff at all levels.

## **(2.8) Policies and Practices Regarding the Government and Regulatory Agencies**

The Company operates and manages its business strictly under the framework of laws and regulations of the government and related regulatory agencies with the following practices:

- 1) Directors, executives and all employees must strictly perform their duties in accordance with the law and rules and regulations issued by the regulatory authorities and must regularly study, understand and follow up on relevant laws and regulations.
- 2) Any transactions with government officials or agencies must be conducted properly and in a straightforward manner. This includes the need to strictly comply with the Company's regulations when performing duties in building relationships with the government sector.

## **(2.9) Policies and Guidelines on Disclosure and Transparency**

The Board of Directors recognizes the importance of complete and accurate disclosure of data and information, which is a key factor in building investor confidence. All groups of stakeholders shall receive accurate and

adequate information in a timely and equal manner on a regular basis. Several data-disclosure channels have been implemented to provide easy access to information. The Company shall conduct campaigns among directors, executives, and employees so as to make them aware of the importance of data disclosure and transparency. Moreover, the Company shall develop complaint handling and receiving processes that are appropriate and fair to both complainants and the accused. Details are as follows:

## **Board of Directors' Financial and Non-Financial Reports**

- 1) **Corporate Governance:** The Company has compiled and released its Corporate Governance Policy, Code of Conduct, Investor Relations Ethics, Articles of Association, Memorandum of Association, and Charters of is Committees, Information on the Company's Secretary, and the Information on the top executive in charge of financial and accounting affairs that is currently the vice president for accounting and finance on the Company's website.
- 2) **Social and environmental care:** The Company has defined in its mission and corporate governance policy how to care for community, society, and the environment.
- 3) **Risk Management policy:** The Company has set up the Sustainability and Risk Management Committee to systematically oversee the Company's risk management to ensure its efficiency and comprehensive coverage. Also, the Company has formulated a risk-management policy and published the policy on its website.
- 4) **Shareholding structure:** The Company discloses the names of its top 10 biggest shareholders as of the book closing date for the latest Annual General Meeting of Shareholders on its website.
- 5) **Board of Directors' responsibility for financial statements:** The Board of Directors recognizes the importance of preparing accurate and

reliable financial statements in line with financial reporting standards for investors' decision-making. Therefore, it has compiled the Report on the Board of Directors' Responsibility for Financial Statements that was released alongside the Report of the Auditor in Form 56-1 One Report. It has also submitted financial statements to the SET and the SEC on time.

- 6) Operations of the Board of Directors and subcommittees:** The roles of the Board of Directors and subcommittees are disclosed along with the number of their meetings. Attendance records of each director during the past year are for disclosure.
- 7) Shareholding by directors and executives:** Directors and executives are required to declare their, direct or indirect, shareholding or any change to their shareholding in the Company during the past year in Form 56-1 One Report.
- 8) Remuneration of the Directors, and Executives:** Policy on remuneration for directors, and executives shall be disclosed along with forms and description of remuneration as well as amount of pay on the directors and the subcommittees.
- 9) Report on directors' interest:** Directors and executives are required to notify the Company of their interest or the interest of their related persons within three months since their appointment or any change made. The Company's Secretary shall send copies of their reports to the Company's Chairman and the Chairman of the Audit Committee within seven days from the day the Company was notified.
- 10) Development of directors and executives:** Information on directors' / executives' development and training shall be disclosed.
- 11) Connected transactions:** The Company shall comply with the Announcement of the Capital Market Committee. In events of significant connected transactions, the Company shall seek an approval from the Executive Committee.

If the Executive Committee has a different opinion, the proposed transactions shall be presented before the Audit Committee for comments before they are forwarded to the Board of Directors for endorsement and/or approval. The Company shall then inform the SET of the connected transactions.

- 12) Quarterly report on operating results:** The Management Discussion and Analysis (MD&A) shall be compiled and released on quarterly and annual basis. Included are operating results, financial performance, analyses and explanations on changes with the identification of factors that may affect operating results and sustainable business operations. MD&A is released for shareholders and investors to receive adequate and accurate information needed for investment-decision making and monitoring of the Company's operations.
- 13) Whistleblowing and Whistleblower Protection Policy:** The Company shall offer employees and stakeholders opportunities to provide tip-off or lodge complaints about legal violations, corruption and abuse of authority by employees or behaviors that may lead to the Company's problems and damages. Also accepted are complaints about the infringement on the rights or unfair treatment of employees or stakeholders via channels and procedures prescribed by the Company. In 2024, no complaint was filed. The Company paid serious attention to complaint receiving and monitored it year-round.
- 14) Sustainable Development Report:** The Board of Directors has prescribed sustainable development where appropriate. Shareholders, customers, community and stakeholders shall be informed of the Company's operations that pursue balanced economic, social and environmental management, Corporate Governance Policy, and Business Ethics Manual via Form 56-1 One Report.

## **(2.10) Policies and Guidelines on Investor Relations**

The Company has set up an Investor Relations Unit as the center for handling enquiries and disclosing its information in a fast and equitable manner. Information received from the Company shall be accurate, transparent, complete, and timely especially in regard to key information that may affect its stock prices. Recipients can use such information in efficient investment-decision making, which shall in turn affect the actual value of the Company. The Investor Relations Unit is also responsible for developing relations with investors, analysts, and the public. This unit works closely with high-level executives so as to formulate policies and annual / quarterly work plans. Moreover, it is in charge of laying down guidelines on how to conduct investor-relation activities and development in line with Code of Investor Relations.

The Company has released and updated the following key information both in Thai and English languages:

- 1) Vision & Corporate Value
- 2) Nature of Business
- 3) List of Directors & Executives
- 4) Financial Statements & Operating Results
- 5) Form 56-1 One Report
- 6) Amarin Group Structure / Organizational Structure
- 7) List of Major Shareholders
- 8) Invitations to General Shareholders Meetings & Extraordinary Shareholders' Meetings
- 9) Articles of Association & Memorandum of Association
- 10) Corporate Governance Policy
- 11) Board of Directors' Charter & subcommittees' Charters
- 12) Code of Conduct or Business Ethics Manual
- 13) Contact information, complaint-receiving channels or investor-relations staff.

The Company has published its Code of Investor Relations on [www.amarin.co.th](http://www.amarin.co.th) for all stakeholders to check out. Shareholders, investors, analysts and other stakeholders can contact the Company's Investor Relations at Miss. Siriporn Sitthichai Narong, Manager of Administrative Accounting and Investor Relations, telephone number 0 2422 9999 ext. 4634, 4635 or the email [ir@amarin.co.th](mailto:ir@amarin.co.th). In the fiscal year 2024, the Company disseminated news about Amarin Group

through various media and activities such as the following:

- Information about the Group was disclosed via the Company's website, the Stock Exchange of Thailand's website, and social media.
- Information was regularly disseminated to employees via various electronic media such as intranet, email and applications.
- Various information was disseminated to inform customers, partners and stakeholders on all of the Company's public relations board.

## **(2.11) Policy and Practices Regarding Anti-Corruption**

The Board of Directors is committed to conducting business with transparency within the framework of the law, ethical principles and good corporate governance practices, including anti-corruption and anti-fraud with full awareness that corruption and fraud are crimes that are both illegal and immoral. Thus, the Anti-Corruption Policy was established to be used as an operational framework as summarized as follows:

- All directors, executives and employees are required to comply with the law, business ethics, regulations and rules related to the prevention and suppression of corruption, and they must perform their duties with transparency and are prohibited from performing any acts that indicate an intention to commit corruption, or that constitutes the acceptance or offering of bribes, gifts, assets or other benefits to stakeholders in matters for which they have direct or indirect responsibilities, in order to gain benefits for the organization, themselves or related persons. This includes the prohibition on paying bribes for business gains. For any action that may have risk of corruption, all directors, executives and employees must act with caution and strictly comply with the Company's practices and regulations, such as on political activities, donations, financial support and the acceptance or giving of gifts.
- An assessment of the Company's corruption risk must be arranged to take place at least once a year and appropriate risk management measures are to be established to prevent or

reduce risks to an acceptable level and in accordance with the Company's internal control system by reporting the results of such risk assessment to the Audit Committee and the Board of Directors.

- Clear guidelines have been established to supervise and prevent corruption in business operations, such as operating regulations according to the command structure and approval authority, guidelines on political contributions, charitable donations, financial support, acceptance of gifts, assets or other benefits, facilitation payments, employment of government officials, etc.
- An appropriate and adequate internal control system has been established with a review process from the internal audit unit, covering the collection of financial, accounting and other process information related to the Company's operations to ensure the efficiency and effectiveness of the policies, practices and measures to combat corruption, with review results reported to the Audit Committee.
- Various secure communication channels have been provided to enable employees of Amarin Group and all stakeholders to report clues, suggestions or complaints about corruption, and measures have been set in place to protect and defend rights in accordance with the law and the guidelines set by the Company. The details on the channels for receiving complaints, the process for receiving complaints and measures to protect whistleblowers appear in Section 8.1.4 under the heading "Whistleblowing".
- The Company's Anti-Corruption Policy is communicated to all internal and external stakeholders, including the public, through appropriate communication channels, such as letters, emails, the Company's website, public relations signboards, etc., and subsidiaries and other companies over which the Company has control authority have instructed to implement the Company's Anti-Corruption Policy.

- Training on the Anti-corruption Policy and measures is promoted for directors, executives and employees continuously to provide knowledge and create awareness about the importance of anti-corruption. This includes organizing orientation for new employees to provide knowledge and understanding about the Company's Anti-Corruption Policy, measures and procedures, and the penalties for non-compliant cases in employees. In the event of corruption, the Board of Directors or an assigned subcommittee shall consider disciplinary measures or legal action against the perpetrators of corruption, including arranging for a detailed investigation of the problems that have occurred to find measures to prevent or reduce the risk of corruption occurring again in the future.

The Anti-Corruption Policy is disclosed on the Company's website at <https://amarin.co.th/investor/corporate-governance>, and the suitability of the policy is stipulated to be at least annually.

In addition, in 2024, the Company announced its intention to join the Thailand Private Sector's Collective Action Coalition Against Corruption (CAC).

## **(2.12) Compensation for Rights Violations**

The Company realizes the importance of all stakeholders involved in the Company's business operations. As such, the Company strives to treat each stakeholder group with due regard to their legal rights and agreements with the Company and not to perform any acts that are in violation of the rights of stakeholders. The Company also provides a channel for whistleblowing and filing complaints about violations of the law and the Company's regulations. Accordingly, the Company shall take immediate actions to correct faults or impacts arising from the legal rights violations reported by complaint filers or whistleblowers or stakeholders and seek measures to prevent the recurrence of such situations in addition to considering and setting appropriate compensatory measures.

### (2.13) Measures to Deal with Violators of Policies and Practice Guidelines

The Company requires all personnel to sign, acknowledge and strictly comply with the policies and practices related to the principles of good corporate governance of Amarin Group. For failures to comply or violations of any policies and practices such that damage or loss of business opportunities occurs to Amarin Group, the non-compliers and violators must be subject to disciplinary punishment in accordance with the Company's work regulations regarding disciplinary punishment and/or shall be subject to punishment in accordance with relevant laws.

## 6.2 Code of Conduct

Manual or Code of Conduct in writing. In accordance with international standards, it provides the scope of standard behaviors of Amarin Group's personnel. All directors, executives, and staff are expected to conduct business operations or work while upholding morality, honesty, equality and equitability so as to give Amarin Group's firm foundation and good image, paving way for it to grow sustainably. It is the responsibility of supervisors and executives to ensure that staff follow Code of Conduct. Key content of the Code of Conduct is as follows:

- 1) Compliance with applicable laws, regulations and rules
- 2) Responsibility for the Company and its assets
- 3) Compliance with anti-corruption laws and efforts
- 4) Personal data protection
- 5) Political rights & rights to political activities
- 6) Public release of information & media interviews
- 7) Interest, conflict of Interest, and connected transactions
- 8) Confidentiality, data storage, and the use of inside information
- 9) Respect for laws and human rights
- 10) Security, safety, occupational health and the environment
- 11) Violations of intellectual properties or copyrights
- 12) ICT usage
- 13) Internal control & internal audit
- 14) Treatments of stakeholders namely shareholders, employees, customers, vendors, financial institutes

and or creditors, business competitors, society and the environment

### 15) Whistleblowing measures related

The Company has published its Business Code of Ethics on the company's website under the "Investor Relations/Corporate Governance" section, or at <https://amarin.co.th/investor/corporate-governance>, for the information of all stakeholders.

## 6.3 Significant Changes and Developments in the Corporate Governance Policy, Practices and System over the Past Year

### 6.3.1 Changes and Developments Regarding the Review of the Corporate Governance Policy, Practices and System and the Board of Directors' Charters

In 2024, the Board of Directors and subcommittees reviewed their charters, policies and practices related to good corporate governance and sustainability management, with the following significant changes and developments:



- The Board of Directors announced its intention to join the Thailand Private Sector's Collective Action Coalition Against Corruption on 26 June 2024 and to update the Anti-Corruption Policy and guidelines to ensure greater clarity in the practice guidelines covering all channels that have a risk of corruption with the aim of achieving tangible results.
- The Board of Directors approved an update to the Board of Directors' charter and the Audit Committee's charter as approved by the Corporate Governance Committee and the Audit Committee. In doing so, contents were revised to cover assessment guidelines of the CAC and the assessment criteria of the CGR in the category of Board responsibilities.
- The Board of Directors approved the establishment of the Executive Committee's charter in accordance with the Board of Directors' opinion to specify the qualifications of directors and their powers and duties as appropriate to the current business operations.
- The Board of Directors approved of updating 6 policies in corporate governance based on the recommendations of the Corporate Governance Committee, namely, the Corporate Governance Policy, Anti-Corruption Policy, Whistleblowing and Whistleblower Protection Policy, Business Code of Conduct, Business Partner Code of Conduct, and Privacy Policy of Amarin Corporations Public Company Limited and its subsidiaries by updating practices to cover the CAC assessment guidelines, in addition to approving the preparation of the Privacy Policy for employees of Amarin Corporations Public Company Limited and its subsidiaries, since the Corporate Governance Committee has reviewed and deemed it fitting to have a separate privacy policy specifically for employees.
- The Board of Directors approved the establishment of the Board Diversity Policy, which is a policy for sustainable development and risk management, based on the opinion of the Sustainability and Risk Management Committee.

### 6.3.2 Implementation of the CG Code for Listed Companies 2017 (CG Code)

Every year, the Company reviews its Corporate Governance Policy and related practices in line with the CG Code of the SEC Office, the IOD's CGR project criteria, and the corporate governance principles of other relevant agencies. Accordingly, the Company's Corporate Governance Committee meeting considered the Company's current Corporate Governance Policy and practices in line with each practice of the CG Code and holds the opinion that the Company has already implemented most of the practices of the CG Code. The Corporate Governance Committee reported the results of its consideration to Board of Directors' Meeting No. 6/2567 on 14 November 2024. In any case, the CG Code practices that the Company has not yet implemented, but that have appropriate substitute measures that are consistent with the business context and environment of Amarin Group, are as follows:

- 1) Currently, the Board of Directors has 2 female directors. One holds the position of independent director and another holds the position of director, which is less than 30 percent of all directors. However, in selecting new directors, the Company takes into account Board diversity, and makes consideration based on the necessary skills that are still lacking in the Board of Directors, the qualifications that are appropriate for the composition and structure of the Board of Directors according to the business strategy, along with other diversity areas such as sex and age. Accordingly, the Company shall consider appropriately qualified individuals who are women and/or young people with the suitable skills, knowledge, expertise and experience for nomination to become directors of the Company to help support the work and decision-making process of the Board of Directors to be more airtight and effective.
- 2) The Company has independent directors whose terms of office are more than 9 years from the date of first appointment as independent directors. This is because they are independent directors who have experience

and understanding about the business and are continuously aware of the developments and changes in the business operations of Amarin Group, which is beneficial to the effective monitoring and supervision of Amarin Group's various business operations. In addition, each independent director maintains their qualifications for independence according to the definition of independent directors provided by the Capital Market Supervisory Board and the Company, and they are able to express opinions independently at the Board of Directors' meetings, and have no conflict of interest and/or significant stake in the Company in any way. Furthermore, at any annual general meeting of shareholders, if an independent director who has held the position continuously for more than 9 years is due to leave office according to term, the Company shall present the reasons for proposing for the return of the aforementioned director and disclose it to shareholders before voting for the election of the director.

- 3) The Corporate Governance Policy and the Board of Directors' charter stipulate that the Board of Directors must meet regularly by at least once each quarter to acknowledge performance results and consider financial statements, and additional Board meetings may be held as necessary. Furthermore, it is also a policy that independent directors and non-executive directors must hold meetings among themselves without the presence of management at least once a year. In the fiscal year 2024, the Board of Directors held a total of 7 meetings, including 1 meeting of independent directors and non-executive

directors without the presence of management. In addition, 4 directors of the Company also serve as members of the Executive Committee. As a result, the Board of Directors is able to continuously and promptly monitor the performance of the management and the business operations of Amarin Group through the Executive Committee meetings, which are scheduled to take place monthly, even though the Company has not set a policy to hold no fewer than 6 Board meetings per year.

### **6.3.3 Compliance with Principles of Good Corporate Governance in Other Aspects for Participation in Corporate Governance Report (CGR) and AGM Checklist**

Guided by its commitment to operating businesses on the principles of good corporate governance, the Company has complied with the Office of the Securities and Exchange Commission's CG Code and the Institute of Directors' (IOD) Corporate Governance Report (CGR) of Thai Listed Companies. Every year, the Company has reviewed its Corporate Governance Policy, Business Code of Conduct, and other corporate governance guidelines in accordance with regulatory requirements, changing business context or Amarin Group's context. In 2024, the Company received full marks for the remarkable quality of its annual general meeting of shareholders 2024. The Thai Investors Association has given the Company full marks in AGM Checklist for seven consecutive years already. Moreover, the CGR 2024 by IOD ranked the Company in the "Excellent" category. The Company therefore has earned "excellent rating" from CGR for three years in a row already. Its total score in CGR is higher than the average score of 808 listed companies joining CGR 2024.

# Corporate Governance Structure and Key Information

## on Directors Committees, Executives, Staffs and Others

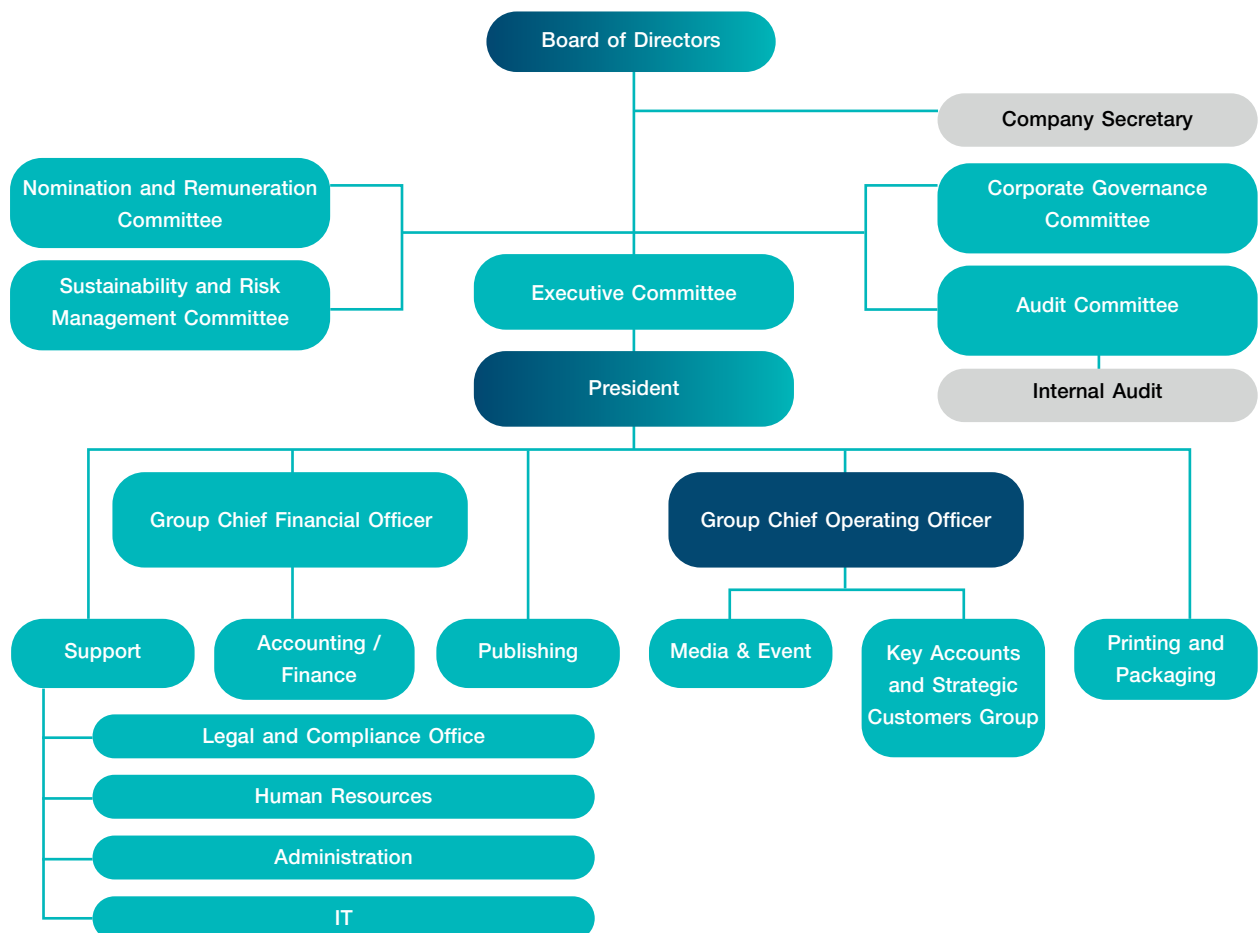
7

### 7.1 Corporate Governance Structure

The Board of Directors of Amarin Corporations Public Company Limited is responsible for overseeing corporate governance in accordance with best practices, ensuring the Company's and shareholders' best interests. With responsibility, prudence, and integrity, the Board of Directors ensures compliance with laws, policies, objectives, the Articles of Association, and shareholder resolutions.

As of December 31, 2024, the Company's management structure consists of the Board of Directors, supported by five specialized subcommittees responsible for key oversight functions: the Audit Committee, the Corporate Governance Committee, the Nomination and Remuneration Committee, the Sustainability and Risk Management Committee, and the Executive Committee. The Group Chief Executive Officer serves as the highest-ranking executive, managing the Company through the Executive Committee.

#### Board Structure of Amarin Corporation Public Company Limited As of 1 January 2025



## 7.2 Information on the Board of Directors

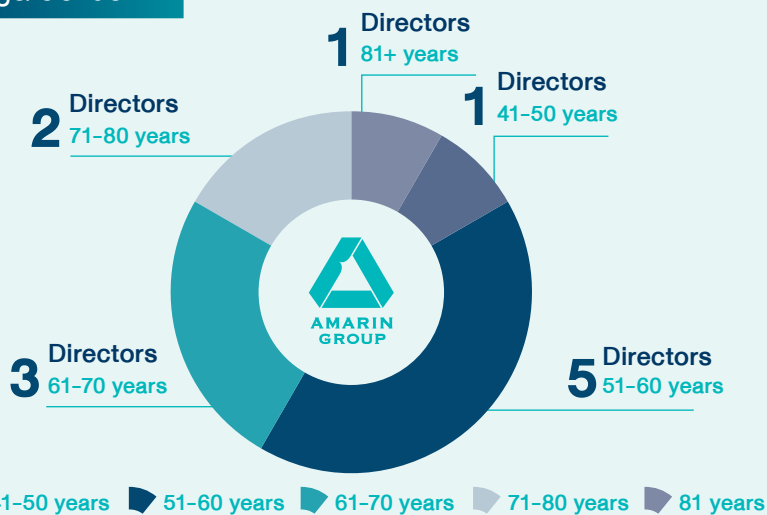
### 7.2.1 Components of the Board of Directors

#### Components of the Board of Directors

**ID** Non-Executive Directors: **7 : 12** **58.33%**  
Total Directors

**NED** Independent Directors: **11 : 12** **91.67%**  
Total Directors

#### Age/Gender



**Male Directors:**  
**10**

**Female Directors:**  
**2**

#### Board Skill Matrix

 Accounting/ Finance <b>9</b>	 Laws <b>3</b>	 Communication Arts <b>1</b>	 Business Administration <b>9</b>	 Information Technology and Digital <b>6</b>
 ON PRINT Printing Business Printing and Packaging Book <b>3</b> <b>3</b>	 ONLINE Online Business e-Commerce IT Service <b>4</b> <b>3</b>	 ON GROUND Media & Event Business Media Event <b>6</b> <b>5</b>	 ON AIR Digital TV Business TV IT Service <b>5</b> <b>3</b>	 ON SHOP Publishing Distribution Business Product Distribution Retail Wholesale <b>4</b> <b>5</b> <b>4</b>

As of 31 December, 2024, the Company has 12 directors as per the Company's affidavit issued by the Department of Business Development, Ministry of Commerce

- Independent directors: 7 directors representing 58.33 percent of the Board of Directors.
- Non-executive directors: 11 directors representing 91.67 percent of the Board of Directors.
- Female directors: 2 directors representing 16.67 percent of the Board of Directors.
- Female independent directors: 1 director representing 14.29 percent of independent directors.

The Chairman of the Board of Directors is an independent director and holds a separate position from the Company's top executive or the Group Chief Executive Officer to ensure confidence regarding appropriate checks and balances between the Board of Directors and the Executive Committee. In addition, the roles, duties and responsibilities of the Board of Directors are clearly separated from those of the Executive Committee to balance their powers and prevent a situation where any single person has complete decision-making authority. The scope of powers and duties of the Chairman of the Board, the Chief Executive Officer and the President are set out in Section 7.2.3 of this Form 56-1 One Report

In addition, the Board of Directors has established the Board Diversity Policy to ensure that the Board of Directors consists of individuals with diverse educational qualifications, professional skills, and specialized expertise that are beneficial to the Company's business and are in line with the Company's business strategies, through the preparation of a table showing their skills, experience, knowledge, and expertise (Board Skill Matrix). Moreover, there are no limitations or discrimination on the basis of sex, age, race, nationality, religion, or place of origin, etc., as can be seen from the current structure of the Board of Directors, which consists of qualified and knowledgeable directors of diverse expertise and experience backgrounds to enhance potential and ensure consistency with the Company's business operations. (The Director Diversity Policy appears in the "Sustainable Development" topic on the Company's website: [www.amarin.co.th](http://www.amarin.co.th).)

The Board of Directors has a goal to have at least two female directors on the Board to promote gender

equality and the role of women and to have independent directors comprise at least 50 percent of the total number of independent directors to increase transparency and efficiency in the management of the Company, thus enabling the Company to operate in a sustainable manner while creating long-term stability. In 2024, the Company achieved this goal by having 2 female directors, or 16.67 percent, and 7 independent directors, or 58.33 percent, of all directors.

Furthermore, the Company has 11 non-executive directors who represent 91.67 percent of the Board of Directors. The directors have work experience related to the Company's core business or in industries that are consistent with and beneficial to the Company's goals and strategies. The number of the Company's directors, excluding independent directors, is in a fair proportion to the investment of each group of shareholders, and independent directors account for 58.33 percent of the Board of Directors, which is in accordance with the requirements of the Capital Market Supervisory Board. In addition, the Company has 2 female directors, or accounting for 16.67 percent of the Board of Directors, while female independent directors account for 14.29 percent of all independent directors, and no independent director holds a position as a director in more than 5 listed companies.

The Board of Directors agreed to define the "independent director" in accordance with the announcement of the Capital Market Supervisory Board. However, in practice, the Company's independent directors are truly independent from the Company's management and major shareholders. Independent directors and related persons do not hold shares in the Company, its parent company, subsidiaries, affiliates, major shareholders or controlling persons of the Company.

The diversity of skills, experience, knowledge, and specialized expertise of the Board of Directors, which benefits the company (Board Skill Matrix), can be summarized as follows:

Education and Training		Experience	
1. Finance and Investment	9 members	1. Printing and Packaging	3 members
2. Accounting	5 members	2. Business TV	5 members
3. Economics	7 members	3. Media	6 members
4. Communication Arts	1 members	4. Event	5 members
5. Business Administration and Management	9 members	5. Books Business	3 members
6. Social Science and Arts	3 members	6. Distributor	4 members
7. Laws	3 members	7. Retail	5 members
8. Marketing	6 members	8. Wholesale	4 members
9. Human Resources	5 members	9. e-Commerce	4 members
10. Information Technology and Digital	6 members	10. IT Service (IT Infrastructure & IT Governance)	3 members
11. Agriculture	2 members	11. Data Monetization	3 members
12. Political Science and Public Administration	3 members	12. Finance and Banking	9 members
12. Science	2 members	13. IT and Communication	3 members
		14. Strategy Planning and Administration	10 members
		15. Management & HR Management	7 members
		16. Environmental Management	5 members
		17. Risk Management and Sustainability	10 members
		18. Transport	3 members
		19. Energy	5 members
		20. Real Estate	7 members
		21. Industry	6 members

The directors' profile information is presented in “Appendix 1: Details of Directors, Executives, Persons with Controlling Authority, Individuals Assigned Ultimate Responsibility for Accounting and Finance, and the Company Secretary.”

### Diversity, Knowledge and Expertise of the Board of Directors

The Board of Directors has assessed the Board Skill Matrix as necessary and appropriate for the Company's business strategy while having a diverse-range of knowledge, abilities, skills, experience and expertise that are beneficial to the Company's operations, such as printing and packaging, TV business, mass communication, exhibition organization, book business, product distribution, accounting, finance, information technology, law, etc. In any case, the Board should be composed of at least 3 people with knowledge about the Company's business and at least 1 person in accounting and finance as follows:

The Company believes that diversity in the structure of the Board of Directors It will help enhance the perspective and efficiency of the Board of Directors. The Company also recognizes the important role and contribution of women on the Board of Directors and promotes the nomination of female candidates to the Board of Directors without discrimination. However, the selection of new directors will give primary consideration to the suitability and specific qualifications of the nominated individuals.

List of Director	Type	Age	Sex		Education and Training												Experience and Expertise																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
			Male	Female	Finance and Investment	Accounting	Economics	Communication Arts	Business Administration and Management	Social Science and Arts	Laws	Marketing	Human Resources	Information Technology and Digital	Agriculture	Political Science and Public Administration	Science	Printing and Packaging	Business TV	Media	Event	Books Business	Distributor	Retail	Wholesale	e-Commerce	IT Service (IT Infrastructure & IT Governance)	Data Monetization	Finance and Banking	IT and Communication	Strategy Planning and Administration	Management & HR Management	Environmental Management	Risk Management and Sustainability	Transport	Energy	Real Estate	Industry																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																

Note: Types of directors according to the SEC criteria: ED : A director who is involved in the company's management. NED: A director who is not involved in the company's management. ID: A director who is independent and has no business or financial ties with the company.

## 7.2.2 Information on Directors and Persons with Controlling Power

### Structure and Composition of the Board of Directors

As of 31 December 2024, the list of directors according to the company's certificate issued by the Department of Business Development, Ministry of Commerce, consists of 12 members as follows:

No.	List of Directors	Positions	First Appointment Date
1	Dr. Sumet Tantivejkul	<ul style="list-style-type: none"> <li>Chairman</li> <li>Independent Director</li> </ul>	7 November 2023
2	Mr. Thapana Sirivadhanabhakdi	<ul style="list-style-type: none"> <li>Vice Chairman</li> <li>Chairman of the Executive Committee</li> </ul>	22 November 2017
3	Associate Professor Dr. Somjai Phagaphasvivat	<ul style="list-style-type: none"> <li>Independent Director</li> <li>Chairman of the Audit Committee</li> </ul>	15 May 1993
4	Professor Dr. Nantawat Boramanand	<ul style="list-style-type: none"> <li>Independent Director</li> <li>Member of the Audit Committee</li> <li>Member of the Corporate Governance Committee</li> </ul>	22 November 2017
5	Mr. Suwit Chindasanguan	<ul style="list-style-type: none"> <li>Independent Director</li> <li>Chairman of the Corporate Governance Committee</li> <li>Member of the Audit Committee</li> <li>Member of the Nomination and Remuneration Committee</li> </ul>	22 November 2017
6	Mr. Pramoad Phornprapha	<ul style="list-style-type: none"> <li>Independent Director</li> <li>Chairman of the Nomination and Remuneration Committee</li> <li>Chairman of the Sustainability and Risk Management Committee</li> </ul>	12 May 2017
7	Dr. Nithinart Sinthudeacha	<ul style="list-style-type: none"> <li>Independent Director</li> <li>Member of the Corporate Governance Committee</li> <li>Member of the Sustainability and Risk Management Committee</li> </ul>	8 December 2023
8	Mr. Ruth Chaowanagawi	<ul style="list-style-type: none"> <li>Independent Director</li> <li>Member of the Audit Committee</li> <li>Member of the Sustainability and Risk Management Committee</li> </ul>	1 January 2024

No.	List of Directors	Positions	First Appointment Date
9	Mr. Nararat Limnararat	<ul style="list-style-type: none"> <li>• Director</li> <li>• Vice Chairman of the Executive Committee</li> <li>• Member of the Corporate Governance Committee</li> <li>• Member of the Nomination and Remuneration Committee</li> </ul>	9 March 2017
10	Mrs. Tongjai Thanachanan	<ul style="list-style-type: none"> <li>• Director</li> <li>• Member of the Sustainability and Risk Management Committee</li> </ul>	1 January 2024
11	Mr. Khumpol Poonsonee	<ul style="list-style-type: none"> <li>• Director</li> <li>• Executive Director</li> </ul>	9 March 2017
12	Mr. Siri Bunpitukgate	<ul style="list-style-type: none"> <li>• Director</li> <li>• Executive Director</li> <li>• President</li> </ul>	7 November 2023

- Note :**
- The 2024 Annual General Meeting of Shareholders appointed 4 directors to return to their positions in 2024 as follows:
    - 1) Mr.Suwit Chindasanguan
    - 2) Mr.Nararat Limnararat
    - 3) Mr.Khumpol Poonsonee
    - 4) Dr.Nithinart Sunthudeacha
  - Directors No. 1, 3, 4, 5, 6, 7, 8 are independent directors who have all the qualifications according to the Company's qualifications for independent director.
  - On 1 January, 2 directors were appointed to replace the directors who resigned from their positions, as follows:
    - 1) Mrs. Tongjai Thanachanan was appointed as an independent director to serve as a replacement for Flight Lieutenant Kamonnai Chaichanian
    - 2) Mr. Ruth Chaowanagawi was appointed as an independent director to serve as a replacement for Mr. Chiwapat Na Thaleng
  - The information about the background of the directors is shown in "Attachment 1 Details of Directors, Executives, Controlling Persons, Persons assigned with highest responsibility in accounting and finance, and Company Secretary."

#### Authorized Signatory Directors of the Company

Mr. Thapana Sirivadhanabhakdi, Mr. Nararat Limnararat, Mr. Khumpol Poonsonee, Mr. Siri Bunpitukgate by two directors are to jointly sign their names and affix the Company's official seal.

### 7.2.3 Roles, Duties and Responsibilities of the Board of Directors

#### Roles and Responsibilities of the Board of Directors

The Board of Directors has the authority and duties as specified in Securities and Exchange Act B.E. 2535 and various requirements related, including in accordance with principles of good corporate governance and ethics of the Amarin Group as follows:

1. To formulate the Company's vision, missions, goals and business strategies, and to review to be consistent with the changing situation;
2. To monitor and ensure reporting of operational progress based on goals, indicators, and strategies within the budget approved by the Board of Directors as well as to formulate policies to enhance the Company's competitiveness at an international level;
3. To formulate Corporate Governance Policy and Business Code of Conduct that govern treatment of stakeholders, anti-corruption policy, prevention and management of conflict of interest, data confidentiality, and whistleblowing policy, and also to review them every year;
4. To prescribe an appropriate and adequate internal control system and monitor its efficiency to ensure compliance with well-recognized standards such as the Committee of Sponsoring Organization's (COSO) standard, as well as the disclosure of internal-control adequacy and audit reports in the Annual Report;
5. To prescribe appropriate risk management policy and framework and monitor risk management efficiency with the disclosure of risk management system adequacy included in the Annual Report;
6. To formulate information technology management policy framework and information technology security measures in compliance with well-recognized industrial standards, and also revise them in response to information technology risks and regulatory requirements;
7. To promote the development and application of innovation and technologies in support of the Company's operations and resource efficiency for the mutual benefits of AMARIN Group, vendors, related parties, and society;
8. To oversee the Company's business operations to ensure its financial security and continuity of business operations;
9. To ensure the preparation and timely disclosure of complete and accurate financial information that reflects operating results as well as financial position in accordance with financial reporting standards, which are based on accounting laws, as well as of other important information on the Company in accordance with related regulations and guidelines;
10. To prescribe supervisory framework and mechanisms for the Company's subsidiaries and associates, thus taking charge of determining the suitability of persons who represent the Company in the boards of subsidiaries and associates for the purpose of properly overseeing their operations;
11. To set transparent and clear criteria / process for the nomination of the Group Chief Executive Officer and high-level executives, as well as to set their remuneration based on their performance with performance evaluations done every year, and also to review succession planning for their posts on a yearly basis.
12. Ensure the implementation of anti-corruption measures within the organization and monitor compliance with corporate governance policies, the company's code of conduct, and the anti-corruption policy.

#### Clear Line on Board of Directors' Roles and Duties

The Company has marked a clear division of roles and duties between the Board of Directors and its top executive or Group Chief Executive Officer. The Board of Directors has the duty to oversee and ensure the Company's management proceeds towards goals and direction that give maximum benefits to shareholders, while taking into account the interests of all stakeholders. The Board of Directors shall not seek vested personal interests or the interests of any other person in a way that causes a conflict of interest with the Company and its subsidiaries. The Board of Directors shall uphold ethical principles and perform their duties with the sense of responsibility, great care and integrity. In addition, the Board shall oversee and ensure the Company's business operations proceed

in line with its objectives, Articles of Associations, the Board's resolutions, the resolutions of shareholders' meetings, laws, and regulations of the SET and the SEC. The Group Chief Executive Officer, meanwhile, serves as the leader of the executives in managing and overseeing the business operations related to general administration. Holding the highest executive position in the Management, the Group Chief Executive Officer has the duty to operate and/or manage daily activities of the Company in accordance with the guidelines set by the Board of Directors and the Executive Committee, and overseeing transactions done as parts of the Company's normal operations.

### Aggregation and Segregation of Positions

The Board of Directors plays an important part in overseeing the business operations in the best interest of the Company and shareholders. Therefore, to maintain the balance of power in the business operations, the Company has segregated the positions of the Chairman, Chairman of the Executive Committee, and the Group Chief Executive Officer and has defined their power and duties as follows

#### 1. Duties and Responsibilities of the Chairmans

- (1) Ensure that all directors participate in promoting an organizational culture of ethics and good corporate governance.
- (2) To call and Chairman the Board of Directors' meetings, and also to cast the decisive vote when votes for any agenda are tied;
- (3) To set agendas for the Board of Directors' meetings in consultation with the Company's Secretary to ensure inclusion of all important issues;
- (4) To conduct the Board of Directors' meetings by following the agendas, related laws, and the principles of good corporate governance, as well as to allocate adequate time for and encourage directors' participation in discussions with good judgment and independent expressions of opinions;
- (5) To monitor the performance of the directors for efficiency and achievement of the organization goals;
- (6) To strengthen good relationships between the Board of Directors and the Management;

- (7) Support collaboration between the Board of Directors, management, and the company secretary to ensure smooth and efficient cooperation among all parties; and
- (8) Act as a representative of the Board of Directors in communicating key company information and fostering positive relationships with shareholders and stakeholders.

#### 2. Power, Duties and Responsibility of Chairman of the Executive Committee

- (1) Lead the Executive Committee in reviewing and providing recommendations on the company's vision, mission, strategy, business plan, budget, and annual performance indicators prepared by management before submission to the Board of Directors for approval. Additionally, monitor progress against the budget and plan, and regularly report updates to the Board of Directors.
- (2) To manage and oversee the Company's businesses in accordance with approved policies and work plans;
- (3) To explore new business opportunities in line with the Company's vision and strategic directions; and
- (4) To perform any action as assigned through the resolutions of the Board of Directors' or shareholders' meetings.

#### 3. Power, Duties and Responsibility of Group Chief Executive Officer

- (1) Collaborate with senior management in formulating policies, business strategies, key objectives, major plans, and the annual budget for the group of companies. These are then presented to the Executive Committee for endorsement and subsequently submitted to the Board of Directors for approval.
- (2) To ensure that operations go in line with the policies, business strategies and annual operation and budget plans of the Company and subsidiaries as approved by the Board of Directors;
- (3) To report the operating results of the Company and subsidiaries in comparison with the approved operation and budget plans to the Board of Directors on a yearly, quarterly and monthly bases for its consideration and suggestions;

- (4) To authorize the Company's expenses with a limit of Baht 3 million per expense item under the annual budget approved by the Board of Directors;
- (5) To authorize an amendment, change, rearrangement of the organizational structure for division level and below; and
- (6) To perform any other actions as assigned through the resolutions of the Board of Directors' and

shareholders' meetings in compliance with the Company's objectives, Articles of Association, and other related laws.

The Board of Directors' Charter is available in "Appendix 6: The Board of Directors' and Subcommittees' Charters" or on the company's website at [www.amarin.co.th](http://www.amarin.co.th) under the "Company Information/Board Charter" section.

### 7.3 Information about Subcommittees

The Board of Directors has appointed directors with appropriate knowledge and expertise to serve in subcommittees to support the Board's specific duties. The scope of the powers, duties and responsibilities of each subcommittee is clearly defined and their meeting results are regularly reported to the Board of Directors. The Chairman of the Board of Directors is an independent director and does not hold the position of chairman in any subcommittee to ensure that the subcommittees perform their duties in a truly independent manner.

The Company has 5 subcommittees as follows:

1. Audit Committee.
2. Corporate Governance Committee.
3. Sustainability and Risk Management Committee.
4. Nomination and Remuneration Committee.
5. Executive Committee

#### 7.3.1 Audit Committee

The Board of Directors has approved the establishment of an Audit Committee, appointed from the Company's directors who have the qualifications as specified by the Capital Market Supervisory Board, i.e., by having no fewer than 3 members, with at least 1 Audit Committee member having knowledge or experience in accounting or finance.

As of December 31 2024, the Company's Audit Committee consists of four directors, all of whom are independent directors as listed below:

List of Directors	Position	Directorship / skill type
1. Associate Professor Dr. Somjai Phagaphasvivat	Chairman of the Audit Committee	Independent Director / Accounting and Finance
2. Professor Dr. Nantawat Boramanand	Member of the Audit Committee	Independent Director/Law
3. Mr. Suwit Chindasanguan	Member of the Audit Committee	Independent Director / Accounting and Finance
4. Mr. Ruth Chaowanagawi	Member of the Audit Committee	Independent Director / Accounting and Finance

Miss Chuenkomon Thangthong, Senior Manager, Internal Audit Department, serves as the Secretary of the Audit Committee. All directors are fully qualified according to the requirements of the Securities and Exchange Commission as independent directors and have knowledge and expertise in relevant fields and satisfactory experience in reviewing the Company's financial statements.

In 2024, there were 5 Audit Committee meetings and the Audit Committee attended 1 meeting with the auditors without the management, and all meetings were reported to the Board of Directors. In addition, the Audit Committee has already reported its annual performance in the Audit Committee report.

### **Roles, Duties, and Responsibilities of the Audit Committee**

The Audit Committee has the duty to support the Board of Directors in overseeing and ensuring the adequacy and accuracy of financial statements, and data disclosure's compliance with applicable standards and regulators' requirements as assurances to investors, financial institutes, business partners, and stakeholders. Moreover, the Audit Committee has to help oversee the internal control adequacy and efficiency of the Amarin Corporations Public Company Limited and its subsidiaries to ensure all units proceed efficiently in accordance with laws, regulations, regulators' requirements, as well as ethical standards. The scope of the Audit Committee's duties and responsibilities are as follows:

1. Reviewing the financial statements of the Company and its subsidiaries to ensure accuracy, reliability, and adequate data disclosure within the specified time
2. Conducting to ensure that the Company and its subsidiaries comply with laws on securities and the SET, regulators' requirements, and other applicable laws;
3. Considering on significant transactions subjecting to be an acquisition or disposition of assets ("MT") and related person transactions ("RPT"), transactions may involve issue of conflict of interest of the Company or subsidiaries to comply with laws and Office of the Securities and Exchange Commission ("SEC") and the Stock Exchange of Thailand ("SET"), to ensure that requirements as well as are reasonable for the Company's best interest and transparent operation;
4. Considering the details related to the use of fundraising funds and ensuring that listed companies have mechanisms to supervise and monitor the use of fundraising funds correctly and appropriately including according to the objectives that have been disclosed;
5. Conducting to ensure that the Company and its subsidiaries have appropriate and efficient internal control and audit systems, checking the independence of internal audit units, giving advice on their budget and workforce, and reviewing the appointments, transfers, annual performance evaluations, and termination of heads of internal audit department;
6. Considering the selection, nominations and dismissal of an independent person as the auditor of the Company and its subsidiaries, proposing his/her remuneration, and attending a meeting with the auditor at least once a year without the presence of the Management;
7. Reviewing to ensure that the Company and its subsidiaries have risk assessment system and risk management system that are adequate, appropriate and efficient;
8. Upon receiving reports / remarks on doubtful behaviors from the Auditor, the Audit Committee shall immediately submit a preliminary report to the Office of the Securities and Exchange Commission (SEC Office). During a probe into the doubtful behaviors, it shall also periodically report progress to the SEC Office as well as the Auditor. Probe results must be submitted to the SEC Office and the Auditor within 30 days from the submission of the preliminary report.
9. Compiling the Audit Committee's Report, which is signed by the Chairman of the Audit Committee and including it in Annual Report in line with the SET's requirements;
10. Approving the internal-audit plans of the Company and its subsidiaries in line with generally accepted approach and standards, and also monitoring the work of internal audit units;
11. Promoting channels for receiving complaints or whistleblowing inappropriate behavior that may occur. Including the implementation of policies

- or procedures for dealing with complaints and appropriately protecting whistleblowers;
12. Seeking independent opinions from professional consultants, when deemed necessary, at the Company's expenses;
  13. Carrying out any assignment given by the Board of Directors with consent from the Audit Committee.

In addition, to ensure the Audit Committee can work within its scope of power and duties with efficiency, the committee shall have the power to invite the Management, executives, or other relevant parties to a meeting for clarification and expression of opinion or to send necessary documents and to hire a consultant or an external expert at the Company's expenses for tasks related to its duties.

### 7.3.2 Corporate Governance Committee

The Board of Directors is responsible for considering the appointment of the Corporate Governance Committee, which will consist of independent directors by at least one-half, and an independent director will serve as the Chairman of the Corporate Governance Committee.

As of 31 December 2024, the Corporate Governance Committee consists of 4 members as follows:

List of Directors	Position	Types of Directors
1. Mr. Suwit Chindasanguan	Chairman of the Corporate Governance Committee	Independent Director
2. Professor Dr. Nantawat Boramanand	Member of the Corporate Governance Committee	Independent Director
3. Dr. Nithinart Sinthudeacha	Member of the Corporate Governance Committee	Independent Director
4. Mr. Nararat Limnarat	Member of the Corporate Governance Committee	Non-executive Director

Mr. Samat Pochanaphanitkul serves as the Secretary of the Corporate Governance Committee.

In 2024, the Corporate Governance Committee held a total of 3 meetings, which were reported to the Board of Directors every time. The Corporate Governance Committee reported its annual performance in the Corporate Governance Committee report.

### Roles, Duties, and Responsibilities of the Corporate Governance Committee

The Corporate Governance Committee carries out its work under the Corporate Governance Committee Charter as follows:

1. Duty to prepare policy / guideline on corporate governance
  - 1.1 Ensure the principles of good corporate governance and relevant guideline are in place for proper business practices; and

- 1.2 Disclose corporate governance data and practices to the public
2. Duty to formulate corporate-governance policies / guidelines on
  - 2.1 Shareholders and investors
  - 2.2 Vendors, customers and financial institutes
  - 2.3 Employees
  - 2.4 Society and the environment
3. Duty to review and assess the adequacy of the Business Code of Conduct, as well as to support the development and promotion of an organizational

- culture rooted in ethics, while setting an example as a leader in corporate governance.
4. Duty to review the composition of the Board of Directors and develop guidelines for director development.
    - 4.1 Determine the qualifications of directors to be recruited in accordance with the structure, size and composition as appropriate to the knowledge, experience and expertise of directors as a whole in line with the business operations.
    - 4.2 Plan development strategies for directors, such as knowledge development for directors, annual Board retreat planning, and other development activities for directors.
    - 4.3 Duty to oversee and monitor to ensure that the performance of the Board of Directors is evaluated effectively every year.
  5. Duty to establish an anti-corruption policy.
    - 5.1 Establish a framework for supervising operations related to combating all forms of corruption.
    - 5.2 Prepare, review, provide recommendations, monitor and evaluate the implementation of the anti-corruption policy by reporting to the Board of Directors at least once a year.
  6. Duty to formulate social and environmental policies and guidelines (ESG-Related Policy) as well as sustainable development, promoting innovation in organizations, promoting the use of information as well as information security
  7. Consider and propose budget for CSR and corporate governance activities of AMARIN Group, as well as manage and monitor budget usage

### 7.3.3 Sustainability and Risk Management Committee

The Board of Directors will consider the appointment of the Sustainability and Risk Management Committee, which will consist of independent directors by at least half, with an independent director serving as the Chairman of the Sustainability and Risk Management Committee.

As of 31 December 2024, the Sustainability and Risk Management Committee consists of 4 members as follows:

List of Directors	Position	Types of Directors
1. Mr. Pramoad Phornprapha	Chairman of the Sustainability and Risk Management Committee	Independent Director
2. Mr. Ruth Chaowanagawi	Member of the Sustainability and Risk Management Committee	Independent Director
3. Dr. Nithinart Sinthudeacha	Member of the Sustainability and Risk Management Committee	Independent Director
4. Mrs. Tongjai Thanachanan	Member of the Sustainability and Risk Management Committee	Non-executive Director

Mr. Siri Bunpitukgate serves as Secretary of the Sustainability and Risk Management Committee.

The four members of the Sustainability and Risk Management Committee were appointed at the Board of Directors' Meeting No. 5/2023 on 8 December 2023, effective from 1 January 2024 onwards.

In 2024, the Sustainability and Risk Management Committee held 2 meetings, all of which were reported to the Board of Directors every time. The Sustainability and Risk Management Committee has reported its annual performance in the Sustainability and Risk Management Committee report.

## **Roles, Duties, and Responsibilities of the Sustainability and Risk Management Committee**

### **1. Sustainability Development**

- 1.1 Formulate sustainability policies and plans that match AMARIN Group's business operations and covers Social, Environmental and Governance aspects and submit them for the Board of Directors to consider and approve;
- 1.2 Monitor and push for the implementation of sustainability plans, provide support and report AMARIN Group's sustainability progress to the Board of Directors and relevant subcommittees;
- 1.3 Review and recommend sustainability guidelines for the Company to comply with best practices and updated international standards by presenting the recommendations to the Board of Directors for consideration and approval;
- 1.4 Consider and approve the Company's material sustainability issues in each year to reflect the needs and expectations of stakeholders, context, and the Company's direction, short-term targets, and long-term goals before presenting them to the Board of Directors for endorsement and the Management for further actions;
- 1.5 Monitor and summarize the Company's sustainability performance, and approve the Sustainability Report for the Board of Directors to consider and authorize its public release at least once a year; and

- 1.6 Communicating with and engaging relevant parties to foster sustainability culture in AMARIN Group's business operations and work process.

### **2. Risk Management**

- 2.1 Formulate risk-management strategy, policy and goal to provide the Management with guideline on how to manage risks efficiently and in the same direction;
- 2.2 Formulate Integrated Risk Management framework and plan that cover key risks to the Company's businesses such as Business Risk, Operational Risk, ESG Risk, and Emerging Risk, meet international standards, and keep pace with changing situation;
- 2.3 Lay down risk management system to minimize impacts that may permanently affect the Company's business operations, and prepare regular risk assessments;
- 2.4 Prepare and approve appropriate risk management plan by assessing risks to the Company's business operations and prepare risk management plans at all levels through brainstorming among the executives and staff from various departments;
- 2.5 Communicate with the Audit Committee about significant risks that may affect the internal control; and
- 2.6 Report to the Board of Directors about risks and risk management.

### **7.3.4 Nomination and Remuneration Committee**

The Board of Directors will consider the appointment of the Nomination and Remuneration Committee, which must consist of at least 3 directors, with at least half being independent directors, and the Chairman of the Nomination and Remuneration Committee should be an independent director in order to be able to perform duties and express opinions independently.

As of 31 December 2024, the Nomination and Remuneration Committee consists of 3 members as follows:

Name	Position	Types of Directors
1. Mr.Pramoad Phornprapha	Chairman of the Nomination and Remuneration Committee	Independent Director
2. Mr.Suwit Chindasanguan	Member of the Nomination and Remuneration Committee	Independent Director
3. Mr.Nararat Limnararat	Member of the Nomination and Remuneration Committee	Non-executive Director

Mr. Siri Boonpitakket serves as the Secretary of the Nomination and Remuneration Committee.

In 2024, the Nomination and Remuneration Committee held 2 meetings, all of which have been reported to the Board of Directors. The Nomination and Remuneration Committee has reported its annual performance in the Selection and Remuneration Committee Report.

### **Roles, Duties and Responsibilities of the Nomination and Remuneration Committee**

The Nomination and Remuneration Committee carries out its work under its charter as follows:

#### **1. Nomination**

- 1.1 Considering and setting criteria and methods for director nomination;
- 1.2 Considering the structure, size and components of the Board of Directors as well as committees to ensure they support the Company's strategies and changing situation;
- 1.3 Considering and setting the qualifications of directors, and nominating candidates for the posts of directors using transparent nomination and selection process with a focus on Skill Matrix that is useful to the Company's business operations and the balance of expertise for the Company's best interest and possibly with the help of Director's Pool of a reliable organization, and presenting the chosen candidates for the Board of Directors' and/or shareholders' meetings to consider and approve;
- 1.4 Supporting the Company's move to offer minor shareholders an opportunity to nominate candidates for the posts of directors;
- 1.5 Selecting qualified directors for positions in subcommittees, and proposing them to the Board of Director for consideration and appointment when appropriate or when a position becomes vacant;

- 1.6 Finding a qualified candidate for Group Chief Executive Officer post using transparent nomination and selection process, and proposing the candidate for the Board of Directors to consider and approve at its meeting;
- 1.7 Constantly ensuring that succession plans related to Group Chief Executive Officer and other high-level executive posts at the Company are in place, with the list of potential successors.

#### **2. Remuneration**

- 2.1 Giving opinions on the Board of Directors' structure and directors' remuneration to the Board every year;
- 2.2 Proposing remuneration criteria that not only suit directors' job responsibilities and performance as well as the Company's operating results and financial position but are also able to attract / retain quality directors using industry-level rate for the Board of Directors to consider and approve prior to presentation to the general meetings of shareholders for final green light;
- 2.3 Considering bonus for directors when appropriate using the budget approved at the general meetings of shareholders;
- 2.4 Considering bonus for directors when appropriate using the budget approved at the general meetings of shareholders;

- 2.5 Proposing the guideline on high-level executives', and staff's bonus and salary adjustment to the Board
3. Reviewing and revising the Nomination and Remuneration Committee Charter every year. In events of revision, the updated charter must receive approval from the Board of Directors;
4. Preparing the Report of the Nomination and Remuneration Committee, which is signed by the Chairman of the Nomination and Remuneration Committee, and including it in the Annual Report in line with the principles of good corporate governance; and
5. Carrying out any assignment given by the Board of Directors.

### 7.3.5 Executive Committee

The Board of Directors will consider the appointment of the Executive Committee, which will consist of a number of directors and executives with appropriate qualifications, where the number of executive directors will be as deemed appropriate by the Board of Directors. The President will also serve as an executive director by virtue of position.

As of 31 December 2024, the Executive Committee consists of 6 directors as follows:

List of Directors	Position	Types of Directors
1. Mr.Thapana Sirivadhanabhakdi	Chairman of the Executive Committee	Non-executive director
2. Mr. Nararat Limnarat	Vice Chairman of the Executive Committee	Non-executive director
3. Mr. Khumpol Poonsonee	Executive Director	Non-executive director
4. Mr. Siri Bunpitukgate	Executive Director	Executive Director
5. Mr. Amorn Ungsakulpreecha	Executive Director	Director
6. Mr. Jeremiah Pitakwong	Executive Director	Director

Mr. Amorn Ungsakulpreecha, Chief Financial Officer, serves as the Secretary of the Executive Committee.

In 2024, the Executive Committee held 12 meetings total, all of which were reported to the Board of Directors.

### Roles, Duties and Responsibilities of the Executive Committee

1. Set strategies, master plans, budgets, goals and important policies for operating the business each year, including the Company's various management powers, to be submitted to the Board of Directors for consideration and approval.
2. Manage and supervise the business operations of the Group to be in line with the strategies, policies, master plans, budgets, goals and annual plans approved by the Board of Directors in an efficient manner and in line with changing business conditions at different time periods, while ensuring financial security in order to enable continuous business operation, including providing advice and management recommendations to senior executives, supervising the management to monitor and evaluate the financial status, financial liquidity and debt repayment ability of the Company and subsidiaries in order to regularly report to the Board of Directors.
3. Consider and approve the management of investment funds, including financial transactions with financial institutions and any other transactions as assigned by the Board of Directors under the budgetary authority specified by the Board of Directors.

4. Establish an effective organizational and management structure, covering matters of selection, training, hiring, and termination of the Company's employees who are executives or senior executives. In doing so, the Company's President may be assigned to act as the authorized representative of the Company to sign employment contracts, and advisors of the Executive Committee may be appointed by a term not exceeding 1 year at a time.
5. Supervise and approve matters relating to the operations of the Company, possibly by appointing or assigning one or more persons to act on behalf of the Executive Committee as deemed fitting, and the Executive Committee may revoke, change or amend such authority. However, the assignment of powers, duties and responsibilities of the Executive Committee will not be in the form of delegation of authority or sub-delegation of authority that allows the Executive Committee or the authorized representative of the Executive Committee to approve any transactions in which they or any person may have a conflict of interest or may have other interest or conflict of interest with the Company or its subsidiaries as defined in the announcement of the Securities and Exchange Commission, in which case the approval of such transactions must be proposed to the Board of Directors' meeting and/or the meeting of shareholders (whatever the case may be) for consideration and approval of such transactions in accordance with the regulations of the Company and its subsidiaries or related laws, except for the approval of transactions that have normal business conditions along with a clearly defined scope.
6. Consider managing all types of work submitted to the Board of Directors, except for work that is under the authority and responsibility and/or under the powers of other subcommittees of the Company to directly consider and manage to submit to the Board of Directors.
7. Perform any other duties as assigned by the Board of Directors.

## 7.4 Information about Executives

### 7.4.1 List and Position of Executives

The Company's Executives (as defined in the SEC's announcement) as of 31 December 2024 are as follows:

List of Executives	Position
1. Mr. Siri Bunpitukgate <sup>1</sup>	President Acting Managing Director, Printing and Packaging Business
2. Mr. Amorn Ungsakulpreecha	Group Chief Financial Officer
3. Mr. Jeremiah Pitakwong <sup>2</sup>	Group Chief Operating Officer Acting President, Media & Events Business
4. Ms. Ussanee Viratkaphan	Managing Director Publishing Business

- Note :**
1. The Acting Managing Director of Printing and Packaging replaced Mr. Surasit Saranworanat who resigned on 1 August 2024.
  2. Mr. Jeremiah Pitakwong was appointed as the Group Chief Operating Officer on 1 January 2025.

The management structure of Amarin Corporation Public Company Limited (Organization Chart) is reported under topic 7.1 “Corporate Governance Structure”.

The Company's senior executives are in accordance with the Capital Market Supervisory Board's Announcement No. TorChor. 23/2551 on the definition of executives for compliance with Section 3/1 of the Securities and Exchange Act, B.E. 2535 (1992), which was amended by the Securities and Exchange Act (Volume. 4) B.E. 2551 (2008), whereby the four senior executives do not have the following prohibited characteristics:

1. No history of criminal offenses related to property committed through fraud.
2. No history of transactions that cause conflicts of interest with the Company.

In addition, the Company's directors and executives are not persons with untrustworthy characteristics according to the Securities and Exchange Commission's Announcement No. KorChor. 8/2010 regarding the specification of the trustworthy characteristics of company directors and executives.

**7.4.2 Directors’ and Executives’ Remuneration Policies**

**Directors’ Remuneration Policy**

The Board of Directors has designated the Nomination and Remuneration Committee to consider and determine the remuneration of the Company's directors, subcommittees and senior executives in order to motivate and retain quality directors as required by the Company and comparably with other companies in the same industry under clear, transparent and fair criteria, in which directors who are assigned additional responsibilities should receive appropriate additional remuneration, while executive directors and management should receive remunerations linked to the Company's performance and the performance of each director or executive in order to ensure good governance in accordance with the principles set by the Stock Exchange of Thailand and internationally accepted best

practices. The remunerations of directors are to be in accordance with the resolutions approved by the general shareholders’ meeting.

**Executives’ Remuneration Policy**

The Board of Directors conducts an evaluation of the performance of the President at the end of each year. The Nomination and Remuneration Committee evaluates and considers the short-term and long-term remunerations of the President and senior executives to propose to the Board of Directors for consideration and approval. The remunerations of the President and senior executives are directly proportional to the performance evaluation results. Accordingly, the Company evaluates performance every year using the Balanced Scorecard, which considers key performance indicators (KPIs) in various aspects, with criteria for evaluating both short-term and long-term performance.

Indicators (Key Performance Indicators: “KPI”)	
Year 2024	<ul style="list-style-type: none"><li>- Strategic KPIs, which are based on the Company's revenue and profits.</li><li>- Development KPIs, which are considered based on the success of all projects under command and the efficiency of consulting.</li><li>- Individual KPIs based on the goals set by each senior executive.</li></ul>

**Remunerations for the President and senior executives include the following:**

Short-term remunerations	<p>These include (1) salary, which is considered based on job responsibilities, experience, and individual skills. It is reviewed every year based on a performance evaluation and salary increase rates in the labor market.</p> <p>(2) Special compensation (bonuses), which are considered based on performance evaluation results. The Company will consider bonuses for the President and senior executives comparably to companies listed on the Stock Exchange of Thailand in the same business and of a similar size in order to motivate and retain capable senior executives with the Company in the long term, by referring to such information from the Stock Exchange of Thailand's survey summary report on directors and executives of listed companies.</p> <p>(3) Welfare or benefits, including health insurance and life insurance plans.</p>
Long-term compensation	<p>These include Social Security contributions, provident fund, in which the Company pays a percentage of monthly salaries into the provident fund in line with labor market practices and as required by law to provide security for employees.</p>

**Opinion of the Nomination and Remuneration Committee on the Executives' Remuneration Structure**

The Nomination and Remuneration Committee's opinion is that the criteria and remuneration structure of the executives above, which considered the compensation of the executives using the Balanced Scorecard that is based on indicators in many aspects, including finance, internal organization management, and success in the performance of duties according to the goals of each individual, in order to determine the short-term and long-term remunerations, are a compensation structure that is appropriate and can motivate executives to perform their duties to push the Group to achieve its goals in terms of business performance and creating sustainability for the organization under the principles of good corporate governance. Moreover, the compensation structure is comparable to other organizations that are engaged in the same business and that are of a similar size to the Company.

### 7.4.3 Remunerations for for directors and executives

#### (1) Remuneration of the Company's directors.

The Company has specified the remunerations in accordance with the policies disclosed in "Section 7.4.2 Directors' and Executives' Remuneration Policies". The monetary remunerations for the year ending on 31 December 2024 are in accordance with the monetary remunerations for directors approved by the Annual General Meeting of Shareholders, whereby the Annual General Meeting of Shareholders

of 2024, held on 26 April 2024 passed a resolution to set the directors' remunerations as proposed by the Nomination and Remuneration Committee to the Board of Directors. The amount of monthly remunerations and meeting allowances, when combined with special remunerations (if any), will not exceed 7,000,000 Baht per year. As for the bonuses, the Nomination and Remuneration Committee will consider allocating them as appropriate based on the Company's performance.

In 2024, the Company paid remunerations to all directors and subcommittees totaling 6,970,000 Baht. The terms and conditions for paying remuneration to directors are as follows:

Remuneration for	Monthly Salary (THB/month)	Meeting allowance (THB/time)
<b>Board of Directors</b>		
- Chairman of the Board	30,000	25,000
- Non-executive directors	20,000	20,000
- Executive directors	None	None.
<b>Audit Committee</b>		
- Chairman of the Audit Committee	40,000	None
- Audit Committee members	30,000	None
<b>Executive Committee</b>		
- Chairman of the Executive Committee	30,000	None
- Executive directors	20,000	None
<b>Corporate Governance Committee</b>		
- Chairman of the Corporate Governance Committee	None	20,000
- Corporate Governance Committee members	None	15,000
<b>Sustainability and Risk Management Committee</b>		
- Chairman of the Sustainability and Risk Management Committee	None	20,000
- Sustainability and Risk Management Committee members	None	15,000
<b>Nomination and Remuneration Committee</b>		
- Chairman of the Nomination and Remuneration Committee	None	20,000
- Nomination and Remuneration Committee members	None	15,000

**Note :**

1. Executive directors will not receive compensation in this section.
2. The Company does not pay any other compensation or benefits to the directors.

## (2) Remunerations of Directors of Subsidiaries

In the year 2567 The subsidiary company paid remuneration to 4 directors of the subsidiary company with total remuneration of 1,791,580 Baht, consisting of monthly remuneration and meeting allowance.

## (3) Remunerations of Company Executives

In the year 2024, the remunerations of the President and senior executives (as defined in the SEC announcement) were in accordance with the principles and policies set by the Board of Directors and linked to the performance of the Group, including the performance of each executive, whose performance was evaluated according to the chain of command. The total remunerations of executives in 2024 are detailed as follows:

Type of Remunerations	Amount (THB)		
	Year 2022	Year 2023	Year 2024
- Salaries and bonuses	39,760,137	39,335,000	29,969,050
- Provident fund	694,385	676,380	619,477
<b>Total</b>	<b>40,454,522</b>	<b>40,011,380</b>	<b>30,588,527</b>

Accordingly, the Company did not pay any other compensation to executives, but has arranged for directors' and officers' liability insurance with a coverage of Baht 300 million and professional indemnity insurance (media liability) with a coverage of Baht 30 million to cover the liabilities of the Company and its subsidiaries with an insurance period of 1 year, which the Company continuously renews every year.

## 7.5 Employee Information

### Employee Information

As of 31 December 2024, the Company has an appropriate number of employees hired in the business, and they are appropriately distributed labor in key units, with controlled labor costs and fair and transparent compensation.

<b>Number of employees:</b>	The company has a total of 803 employees. Divided into 312 men and 491 women.																													
<b>Reason/policy in case of significant change in the number of employees or labor disputes (past 3 years):</b>	None.																													
<b>Employee benefits (excluding senior executives):</b>	<p>These consist of salary and compensation, financial assistance welfare, health and life insurance, loan welfare, contributions to the social security fund and provident fund as follows:</p> <table> <tr> <th rowspan="2"></th><th colspan="3">Amount (Baht)</th></tr> <tr> <th>Year 2022</th><th>Year 2023</th><th>Year 2024</th></tr> <tr> <td>- Salaries and compensation</td><td>394,126,982</td><td>412,856,443</td><td>376,941,374</td></tr> <tr> <td>- Health and life insurance</td><td>5,363,384</td><td>3,741,112</td><td>4,748,341</td></tr> <tr> <td>- Social security fund contributions and provident fund</td><td>14,183,644</td><td>17,532,456</td><td>16,616,386</td></tr> <tr> <td>- Employee development and relations activities</td><td>1,893,100</td><td>1,994,180</td><td>2,368,252</td></tr> <tr> <td><b>Total</b></td><td><b>415,567,110</b></td><td><b>436,124,191</b></td><td><b>400,674,353</b></td></tr> </table>				Amount (Baht)			Year 2022	Year 2023	Year 2024	- Salaries and compensation	394,126,982	412,856,443	376,941,374	- Health and life insurance	5,363,384	3,741,112	4,748,341	- Social security fund contributions and provident fund	14,183,644	17,532,456	16,616,386	- Employee development and relations activities	1,893,100	1,994,180	2,368,252	<b>Total</b>	<b>415,567,110</b>	<b>436,124,191</b>	<b>400,674,353</b>
	Amount (Baht)																													
	Year 2022	Year 2023	Year 2024																											
- Salaries and compensation	394,126,982	412,856,443	376,941,374																											
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- Employee development and relations activities	1,893,100	1,994,180	2,368,252																											
<b>Total</b>	<b>415,567,110</b>	<b>436,124,191</b>	<b>400,674,353</b>																											

## Provident Fund

The company has established a provident fund with the objective of supporting savings and providing benefits from savings to employees in planning a quality financial future and for stability in life. Therefore, the provident fund welfare was provided, with voluntary membership to the provident fund, and permanent employees have the right to apply for membership in the provident fund after completing the probationary period. The Company will pay contributions to the provident fund for member employees on a monthly basis at a rate of 3% and deduct employees' savings through their salary accounts at a rate of 3 percent.

The Company has a policy to support the Company's provident fund committee to select fund managers who comply with the Investment Governance Code for institutional investors and who are fund managers that manage investments responsibly while taking into account environmental, social, and governance factors, in addition to strictly complying with the investment governance principles and disclosing the fund manager selection guidelines to members, which will lead to investment management that takes considers the best interest of the provident fund members of the Group in the long run. As of 31 December 2024, the Company has 660 employees participating in the provident fund (PDV) out of a total of 803 employees, representing 82.19 percent of employees who are members.

Year	Number of Employees Who are Fund Members (person)	Total Number of Employees (person)	Proportion (%)
2023	764	977	78.20
2024	660	803	82.19

## 7.6 Other important information

### Company Secretary

The Board of Directors has resolved to appoint Mr. Siri Bunpitukgate, President, to hold the position of Company Secretary from 7 November 2023 to perform duties as prescribed by law and in accordance with the principles of good corporate governance of listed companies in the category of board responsibilities and in accordance with the requirements of Section 89/15 of the Securities and Exchange Act, B.E. 2535 (1992), with the following duties and responsibilities:

- (1) Organize meetings of the Board of Directors and shareholders' meetings in accordance with the relevant regulations, rules and laws.
- (2) Provide advice on the operations of the Company and the Board of Directors to comply with the memorandum of association, the Company's regulations, the Securities and Exchange Act, the Public Limited Companies Act, and other relevant laws.
- (3) Support the provision of knowledge for directors and executives to receive and attend

various training courses, etc. related to the performance of duties of the Board of Directors and specific committee members

- (4) Arrange training or orientation and provide necessary information for the performance of duties to existing and newly appointed directors.
- (5) Provide advice on various regulatory requirements that the Board of Directors and executives should be aware of.
- (6) Prepare and maintain important documents of the Company, including the register of directors, meeting notices and minutes of the Board of Directors and shareholders' meetings, annual reports, and reports on the interests of directors and executives.
- (7) Deliver a copy of the report on the interests of the directors and executives or related persons to the Chairman of the Board and the Chairman of the Audit Committee within 7 business days from the date the Company receives the report and keep reports on the interests of directors or executives.

- (8) Serve as the intermediary for communicating information among directors, executives and shareholders.
- (9) Coordinate and monitor the implementation of the resolutions of directors and shareholders.
- (10) Ensure that information is disclosed and reports are made in the areas under responsibility to the regulatory agencies in accordance with the regulations and requirements of the relevant agencies.
- (11) Perform other actions as announced and stipulated by the Securities and Exchange Commission or as assigned by the Board of Directors.

The details of the person assigned as the Company Secretary are shown in Document Attachment 1 of this Form 56-1 One Report.

#### Accounting Supervisor

The person who is directly responsible for overseeing the Company's accounting is Mr. Amorn Ungskulpreecha, Chief Financial Officer, who is qualified according to the criteria of the SEC and the Stock Exchange of Thailand and who receives regular training to develop accounting knowledge by at least 6 hours per calendar year according to the criteria specified in the announcement of the Department of Business Development, with Mrs. Rattana Thanomcharoen, Senior Director of Accounting and Finance, serving as the accountant who possesses the qualifications and conditions for being an accountant according to the criteria specified in the announcement of the Department of Business Development. The details and information concerning the person assigned to supervise the accounting appear in the Attachment 1 of this Form 56-1 One Report.

#### Head of Internal Audit

The Audit Committee resolved to appoint Miss Chuenkamon Thangthong, Senior Manager, Internal Audit Department, to the position of Head of Internal Audit of the Company, effective from 2 November 2022 onward, with work commencing as of 16 November 2022. This was due to her experience of over 10 years in conducting internal audits of private organizations, along with her attendance of training courses related to internal auditing, and her understanding of the activities and operations of the Company, which led to the

opinion she is appropriate and adequate to perform the aforementioned duties. Accordingly, the consideration and approval of the appointment, removal, and transfer of the Company's Head of Internal Audit must be approved by the Audit Committee. The details of the person assigned as the Head of Internal Audit are shown in Attachment 3 of this Form 56-1 One Report.

#### Head of Compliance

The person assigned to be the head of the Company's compliance unit is Miss Phraeri Punyasoni, Senior Director of the Legal and Compliance Office. The details of the person assigned to be the Company's Head of Compliance are shown in Attachment 3 of this Form 56-1 One Report.

#### Head of Investor Relations

The person assigned to be responsible for investor relations is Siriphon Sitthichainarong, Manager of Accounting, Administration and Investor Relations. Her role is to act as a communicator and to provide information and understanding about the Company's data and operations to investors, shareholders, analysts and various agencies

If shareholders and people interested in investing in the Company have any questions or would like to inquire for any information, they can contact the Company's Investor Relations via the following channels:  
Telephone : 0 2422 9999 ext. 4364 /

Miss Siriphon Sitthichainarong

Email : ir@amarin.co.th

Website : www.amarin.co.th/investor

#### Auditor

The Audit Committee is responsible for the initial selection of the auditors by considering their independence and ability to complete financial statement reviews on time, as well as their knowledge and expertise in providing audit services and understanding about the business of the Group, and the committee is also responsible for providing opinions to the Board of Directors for consideration in order to request for the approval of the appointment of auditors at the shareholders' meeting. At the 2024 Annual General Meeting of Shareholders, the meeting passed a resolution to appoint KPMG Phoomchai Audit Co., Ltd. as the auditor of the Company and its subsidiaries. The Group has paid the auditors' remuneration as follows:

## Audit Fee

The Group has paid audit fees totaling 4,430,000 Baht, consisting of:

1) Audit fees of Amarin Corporation Public Company Limited	Amount 1,580,000 Baht
2) Audit fees of subsidiaries	
- Amarin Television Co., Ltd.	Amount 950,000 Baht
- Amarin Book Center Co., Ltd.	Amount 980,000 Baht
- Amarin Omniverse Co., Ltd.	Amount 210,000 Baht
- Dek-D Interactive Co., Ltd.	Amount 540,000 Baht
- AME Imaginative Co., Ltd.	Amount 170,000 Baht

## Other Service Fees (Non-Audit Fees)

The Group paid other service fees apart from audit fees (non-audit fees) to KPMG Phoomchai Audit Co., Ltd. totaling 310,000 Baht, according to the following details:

- Amarin Corporation Public Company Limited as the financial statement audit fee for Dek-D Interactive Co., Ltd. on the date of investment increase up to 51 percent (1 July 2024) to be included in the consolidated financial statement.	Amount 250,000 Baht
- Amarin Book Center Co., Ltd. as the service fee for auditing the sales of a Naiin store, Suvarnabhumi branch to deliver to King Power.	Amount 60,000 Baht

## Necessity and Reasoning of the Transactions

Regarding the hiring of KPMG Phoomchai Audit Co., Ltd. to provide non-audit services to the subsidiary companies in the above list, the management considered that they were necessary for the subsidiaries to submit a special-purpose consolidated financial statement to a financial institution. The services did not create any conflict of interest and were not a self-audit. Therefore, the auditor did not lose independence and neutrality in performing the audit. Meanwhile, the service fees were reasonable and were agreed prices according to the scope of the services, and were comparable to the prices of other service providers that the Company and its subsidiaries have inquired about for similar services and received approval from the Audit Committee. Thus, the management proposed the aforementioned transactions and obtained the approval of the Audit Committee.

# Report on Key Performance

## Outcomes in Corporate Governance

8

### 8.1 Summary of the Performance of the Board of Directors in the Past Year and Corporate Governance Structure

In the fiscal year 2024, the Board of Directors, together with the Executive Committee and the Company's senior executives, reviewed the Company's policies, direction and business strategies to be current and in line with the long-term business direction, with consideration to the changing business environment. The Board of Directors approved key issues regarding Amarin Group's business direction and policies, including the annual business plan and budget; reviewed the adequacy of the internal control process and appropriate risk management process; and supervised the management's administration to be in line with the policies, strategies and business plans, which are set effectively and in

compliance with the law, regulations of relevant regulatory agencies and the resolutions of the shareholders' meeting; and supervised the management to communicate the goals, plans and business strategies to employees and report Amarin Group's performance to the Executive Committee every month and to the Board of Directors every quarter. In addition, the Board of Directors considered and reviewed the charters, Corporate Governance Policy, Code of Conduct, Anti-Corruption Policy, Sustainability and Risk Management Policy, and related policies or practices to comply with the law and the criteria for good corporate governance of the regulatory agencies and to promote Amarin Group's business operations in line with sustainable development guidelines to achieve the organization's goals that support the United Nations' Sustainable Development Goals (SDGs).

#### 8.1.1 Recruitment, Development and Evaluation of the Performance of the Board

##### (1) Recruitment of Directors and Executives

###### Board Recruitment

According to the Company's regulations, persons to be elected as directors and executives of the Company must have all the qualifications as specified in Section 58 of the Public Limited Companies Act, B.E. 2535 (1992), and the Securities and Exchange Act, B.E. 2535 (1992), including not having any prohibited characteristics as specified by law in the selection and election of directors.

The Board of Directors currently consists of 12 directors. The persons nominated for directorship must go through a transparent selection process, as detailed below:

Selection Process	Details
<b>Recruitment Criteria and Processes and Election of New Directors</b>	In the event of a vacancy in the Company's Board of Directors, the Nomination and Remuneration Committee is responsible for selecting new directors. The criteria and selection process are transparent, i.e., by considering the qualifications, experience, knowledge and skills in work, necessary skills and expertise that are still lacking in the Board of Directors, while also ensuring with the diversity of the Board of Directors' structure in other aspects such as age, sex, education, etc., in accordance with the Board Diversity Policy. This includes consideration of their vision, leadership, ethics, independence, and the ability to devote sufficient time to perform duties for the Company, in addition to

Selection Process	Details
	<p>having qualifications that comply with the laws and regulations of relevant regulatory agencies, such as the Securities and Exchange Act B.E. 2535 (1992), etc. The Nomination and Remuneration Committee will develop a board skills matrix to determine the qualifications of the directors to be recruited, while considering the necessary skills that are still lacking in the Board of Directors, along with current and future business strategies or goals. For example, if the Company has a strategy or goal to invest in or operate a new business in addition to the current business, the selection of directors must consider those with qualifications, knowledge, experience, and expertise that match the new business to be invested or operated. The Nomination and Remuneration Committee will initially approach and evaluate the qualifications of the persons nominated to hold the position of directors in order to propose names along with their qualifications and reasons for selection to the Board of Directors and/or the shareholders' meeting for consideration and approval (whatever the case may be)</p>
<b>Recruitment Sources</b>	<p>The Nomination and Remuneration Committee will select qualified individuals to be directors of the Company from the following sources:</p> <ol style="list-style-type: none"> <li>(1) Suggestions or recommendations from the Board of Directors.</li> <li>(2) Granting of rights to minority shareholders of the company to nominate directors</li> <li>(3) Director pool database of the Thai Institute of Directors.</li> </ol>
<b>Re-election of Directors Whose Terms Have Expired</b>	<p>The Nomination and Remuneration Committee will consider the ability to maintain qualifications in compliance with the relevant criteria, including consideration of the efficiency of the past performance of the directors whose terms have expired by considering performance evaluation forms, number of meeting attendances, participation in meetings, and participation in various activities of the Board of Directors in order to summarize opinions and present them to a Board meeting for consideration and approval before recommending them to the shareholders' meeting for consideration and approval in order to elect directors who have left their positions due to the expiration of their terms to return to their positions as directors.</p>
<b>Qualifications of Directors and Independent Directors</b>	<p><b>Qualifications of the Board of Directors</b></p> <ul style="list-style-type: none"> <li>• Directors of the Company must be persons with knowledge, capability, honesty and business ethics, and must possess sufficient time to devote their knowledge, capability and duties to the Company. They also must have the necessary qualifications that are consistent with the Company's business strategy.</li> <li>• The Company's directors must possess qualifications without the prohibited characteristics as specified in laws governing public limited companies, securities and exchange laws, and other relevant laws, including not having characteristics that indicate a lack of suitability to be entrusted to manage a business with the public as shareholders as specified by the SEC.</li> </ul>

Selection Process	Details
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- Directors of the Company may hold directorship positions in other companies, but such positions must not be an obstacle or affect the efficiency of the Company's directorship, and must comply with the guidelines set by the SEC and the Stock Exchange of Thailand ("SET"). Directors are prohibited from engaging in businesses of the same nature and in competition with the Company's business, and are prohibited from becoming partners or directors of other juristic persons of the same nature and in competition with the Company, unless the meeting concerned is notified before passing the appointment resolution.
- Directors should hold positions in no more than five (5) listed companies to enable them to effectively perform their duties as directors of the Company and to devote sufficient time to performing their duties as directors.

### Qualifications of Independent Directors

The Board of Directors defines the Company's independent directors in accordance with the announcement of the Capital Market Supervisory Board and the principles of good corporate governance, by defining them as directors who do not perform executive roles, who are independent from the management and controlling shareholders, and who have no business relationship with the Company and its subsidiaries in a manner that would limit their independent expression of opinions. This is to build confidence among investors and maintain a balance in good management. In addition, the Board of Directors has set the qualifications of independent directors more stringently than the criteria set by the Securities and Exchange Commission, as follows:

- Holding shares by no more than 0.50% of the total number of voting shares of the Company.\* This includes shares held by related persons of the independent director.
- Not being or having been a director who participated in the management of the company, employee, staff, salaried consultant, or controlling person of the Company\*, unless having ceased to have such characteristics for at least 2 years.
- Not being a person related by blood or by legal registration to another director, executive of the Company, major shareholder, controlling person, or a person to be nominated as a director, executive or controlling person of the Company or subsidiary.
- Not having or having had a business relationship with the Company\* in a manner that may interfere with the exercise of independent judgment, including not being or having been a significant shareholder or controlling person of a person with a business relationship with the Company\*, unless such a relationship has ended for at least 2 years.
- Not being or having been an auditor of the Company\* and not being a significant shareholder, controlling person, or partner of an audit firm that employs auditors of the Company, unless the person has ceased to have such characteristics for at least 2 years.

Selection Process	Details
	<ul style="list-style-type: none"> <li>• Not being or having been a provider of any professional services, including legal or financial advisory services, who received a service fee of more than 2 million baht per year from the Company, and not being a significant shareholder, a person with controlling authority, or a partner of such professional service provider, unless the person has ceased to have such characteristics for at least 2 years.</li> <li>• Not being a director appointed to represent the Company's directors, major shareholders, or shareholders who are related to major shareholders.</li> <li>• Not engaging in a business of the same nature and in significant competition with the business of the Company or its subsidiaries, or not being a significant partner in a partnership, or being a director who participates in the management, an employee, a staff member, a consultant who receives a regular salary, or holding more than 1% of the total number of shares with voting rights of another company which is engaged in business of the same nature and in significant competition with the Company or its subsidiaries.</li> <li>• Having no other characteristics that make it impossible to express independent opinions regarding the operations of the Company, including the parent company, subsidiaries, affiliates, major shareholders or controlling persons of the Company.</li> </ul> <p>After being elected as an independent director who meets the above qualifications, the independent director may be assigned by the Board of Directors to make decisions on the operations of the Company, subsidiaries, associates, subsidiaries of the same tier, major shareholders or controlling persons of the Company, in the form of collective decisions.</p> <p>In 2024, no independent director had a business relationship or provided professional services to the Company, its subsidiaries, affiliates, major shareholders or controlling persons of the Company.</p>
<b>Appointment and Removal of Directors</b>	<p>The shareholders' meeting will elect directors by a majority vote according to the following criteria and methods:</p> <ol style="list-style-type: none"> <li>(1) Each shareholder has one vote per share.</li> <li>(2) Each shareholder must use all of his/her votes to elect one or more persons as directors, and he/she may not divide his/her votes for any other person.</li> <li>(3) Persons who receive the highest number of votes in descending order will be elected as directors according to the number of directors to be elected at that time. In the event that persons elected in descending order receive an equal number of votes, exceeding the number of directors to be elected at that time, selection will be made by drawing lots in order to obtain the number of due directors to be elected.</li> </ol> <p>At every annual general meeting of shareholders, the Company has determined that one-third of the total number of directors must retire from office. If the number of directors cannot be</p>

Selection Process	Details
	<p>divided evenly into three parts, the number closest to one-third must retire. The directors who must leave office in the first and second years after the Company's registration must be determined by the drawing of lots. In subsequent years, the directors who have been in office the longest must retire. However, the directors who have vacated their positions are eligible for reelection. In voting to elect the Company's directors, shareholders must use ballots or vote via the electronic meeting system to elect directors individually. Each director must receive a majority vote of the shareholders in attendance at the meeting who voted.</p> <p>The shareholders' meeting may vote to remove any director from office before the expiration of his term by a vote of not less than three-quarters of the number of shareholders attending the meeting and having the right to vote, and whose combined shares are not less than half of the number of shares held by the shareholders attending the meeting and having the right to vote at that meeting.</p>
<b>Election of Directors by the Board of Directors</b>	<p>In the event that a director's position becomes vacant for reasons other than the term expiration, the Board of Directors will consider electing a person who possesses qualifications without the prohibitions by law to be a director in the next Board of Directors' meeting by a vote of not less than three-quarters of the number of remaining directors. The person elected to become the replacement director will remain in office only for the remaining term of the director who has left office, unless the remaining term of the director is less than two months.</p>

In 2024, there were no candidates nominated by shareholders to the Nomination and Remuneration Committee for consideration. Therefore, the Nomination and Remuneration Committee considered the re-election of 4 directors whose terms were due to expire at the 2024 Annual General Meeting of Shareholders to resume their positions as directors for another term as follows:

- |                               |                      |
|-------------------------------|----------------------|
| 1. Mr. Suwit Chindasanguan    | Independent Director |
| 2. Dr. Nithinart Sinthudeacha | Independent Director |
| 3. Mr. Nararat Limnararat     | Director             |
| 4. Mr. Khumpol Poonsonnee     | Director             |

Consideration was given to educational qualifications, skills, work experience, past performance, willingness and time to devote to the Board, as well as other qualities in line with the Company's business strategy.

### Recruitment of Senior Executives

The Nomination and Remuneration Committee is responsible for selecting and recruiting individuals who possess all the qualifications as specified in the criteria to hold senior executive positions from the level of Managing Director and above. The primary criteria for consideration include qualifications,

knowledge, ability, business experience, management ideas and vision that are in line with the Board of Directors in order to ensure that the organization's operations will be successful in accordance with set goals. The Nomination and Remuneration Committee will propose the names of people who pass the selection process to the Board of Directors for consideration, in accordance with the specified framework of its charter.

### Succession Plan

The Company has a plan to recruit and select personnel to take responsibility in important senior executive positions appropriately and transparently in order to reduce the problem of staff shortages in important positions. The Board of Directors has assigned the Nomination and Remuneration Committee to recruit and select suitable persons to hold the positions of President and senior executives, including preparing and reviewing the succession plan for suitable individuals in terms of age, qualifications, and work experience, while focusing on recruiting new talents to create readiness for everyone to have the opportunity to grow and advance to the executive level in

the future through a high-potential assessment process. Every individual will receive development according to an individualized plan, as well as challenging assignments, and job rotation to develop leadership skills and knowledge in all aspects of work, with periodic monitoring and evaluation. These preparations of Amarin Group's personnel are carried out among employees at all levels to ensure readiness to replace vacant positions and ensure work continuity and effectiveness.

The Board of Directors has assigned the Executive Committee and the President to recruit and select suitable persons to hold senior executive positions in various departments and jointly develop a succession plan by identifying qualified individuals as potential replacements and establishing a personnel development system in the lower tier according to the plan for each individual, in addition to assigning challenging tasks to prepare for assuming such positions. The selection process and succession plan for senior executives are summarized as follows:

- The Nomination and Remuneration Committee considers the qualifications, knowledge, skills and experience of senior executives, including the President, Vice President, and managing directors of each work area. Selection will occur in accordance with the selection process of the Nomination and Remuneration Committee, which will consider senior executives from inside or outside the organization who possess the qualifications, knowledge and skills according to the specified criteria and who have the potential to succeed in each work area.
- The President is responsible for evaluating the knowledge and skills of executives within the organization who have good qualifications and performance that are consistent with the desired competency levels in order to create individualized development plans. The Human Resources Department is assigned to oversee and ensure that successors receive appropriate training and development of knowledge and skills in related areas in order to be ready to assume their positions.
- The President may assign qualified executives to perform or take on challenging duties in order to assess their potential and consider their readiness to be successors, and may assign such executives to attend meetings of the Executive Committee to gain knowledge and understanding of the overall picture of Amarin Group and prepare for future corporate management.
- The Executive Committee and the President will report the performance and progress of the individualized development plans of qualified executives to the Nomination and Remuneration Committee at least once a year and whenever there are significant changes.
- The Nomination and Remuneration Committee reviews and summarizes the results of the succession plans of the President and senior executives in each work area to report to the Board of Directors at least once a year and whenever there are any significant changes.

In 2024, the Executive Committee and the President made 1 report concerning the above as an annual succession plan report. The Executive Committee has applied the synergy working policy in the successor development process by emphasizing the integration of abilities, good communication, support and sharing, and mutual development and learning. Working together in a synergistic manner will enable effective and rapid training and learning from the experiences of seniors or those with experience in their positions. This will help strengthen good relationships between both old and new team members, which is important for succession because it will help transfer knowledge and promote smooth work activities. Good relationships help bridge the gap between leaders and their successors, thereby enabling an efficient succession process.

The Board of Directors believes that working in a synergetic way will help succession plans not only change executives from one person to another but also develop the knowledge and skills of future executives, thus smoothly promoting transition within the organization

without affecting the performance of the team and the organization as a whole.

## (2) Development of Directors and Executives Continuous Knowledge Development

The Board of Directors has a policy to encourage directors to receive training courses related to the performance of duties of directors as organized by the IOD, including continuous knowledge development to

help support the Board's work to be more efficient. In the fiscal year 2024, there were 11 directors who received training courses related to the performance of duties of directors organized by the IOD, totaling 91.67 percent of all directors, and all directors participated in training, seminars or activities that increased knowledge and/or were beneficial to the performance of duties of directors, as follows:

Board of Directors / Executives	Directors' Training Courses of the IOD	Participation in Training / Seminars / Activities in the Year 2024
1. Dr. Sumet Tantivejkul	DAP 2003 ACP 2006	<ul style="list-style-type: none"> <li>Sustainability Expo (SX2024).</li> </ul>
2. Mr. Thapana Sirivadhanabhakdi	DCP 10/2004	<ul style="list-style-type: none"> <li>Participated in the annual Dinner Talk 2024 on the topic of "Sustainable Lanna Economic Development under Changing Global Conditions" organized by the Chiang Mai University Agricultural Development Foundation.</li> <li>Participated in discussion at the seminar "Big Change Thailand: (T)hailand (N)ext" organized by the students of the National Defense College (NDC) Generation 66.</li> <li>Sustainability Expo (SX2024).</li> <li>Participated in the seminar "Future Vision of Thai Society" on the topic "How can we help change Thai society?" organized by the Population and Community Development Association.</li> <li>World Economic Forum 2024.</li> </ul>
3. Assoc. Prof. Dr. SomjaiPhagaphasvivat	DAP 34/2005	<ul style="list-style-type: none"> <li>Sustainability Expo (SX2024).</li> </ul>
4. Prof. Dr. Nantawat Boramanand	DAP 101/2019	<ul style="list-style-type: none"> <li>Sustainability Expo (SX2024).</li> </ul>
5. Mr. Suwit Chindasanguan	DCP 44/2004 DLCP 0/2021	<ul style="list-style-type: none"> <li>Sustainability Expo (SX2024).</li> <li>ESG in Action - ESG Global Regulations and Reporting &amp; ESG and Impact on Financial Information by KPMG.</li> <li>Independent Director Forum 2024 "Maximizing Board Effectiveness: The Role of Lead Independent Directors in Thai Business"</li> <li>National Director Conference 2024: Sustainable Future - The Board as a Catalyst for Value</li> </ul>

Board of Directors / Executives	Directors' Training Courses of the IOD	Participation in Training / Seminars / Activities in the Year 2024
		<ul style="list-style-type: none"> <li>Dinner Talk 2024: Neurosciences and Leadership Achieving Boardroom Wellness.</li> <li>Sustainability Insights: Executive Exchange Series 2 - People Management for Sustainability</li> <li>Sustainability Insights: Executive Exchange Series No. 1 - ESG in Actions for a Sustainable and Responsible Future.</li> </ul>
6. Mr. Pramoad Phornprapha	DCP 55/2005	<ul style="list-style-type: none"> <li>Sustainability Expo (SX2024).</li> </ul>
7. Dr. Nithinart Sinthudeacha	DAP 145/2018	<ul style="list-style-type: none"> <li>Sustainability Expo (SX2024).</li> </ul>
8. Mr. Ruth Chaowanagawi	-	<ul style="list-style-type: none"> <li>Sustainability Expo (SX2024).</li> </ul>
9. Mr. Nararat Limnarat	DCP 2000	<ul style="list-style-type: none"> <li>Speaker on the topic "Assessing Company Performance" Director Certification Program (DCP).</li> <li>Sustainability Expo (SX2024).</li> </ul>
10. Mr. Khumpol Poonsonee	DAP 87/2011 DCP 185/2014	<ul style="list-style-type: none"> <li>Sustainability Expo (SX2024).</li> <li>ESG in Action - ESG Global Regulations and Reporting &amp; ESG and Impact on Financial Information by KPMG.</li> <li>Sustainability Insights: Executive Exchange Series No. 2 - People Management for Sustainability.</li> <li>Sustainability Insights: Executive Exchange Series No. 1 - ESG in Actions for a Sustainable and Responsible Future.</li> </ul>
11. Ms. Tongjai Thanachanan	DCP 2557	<ul style="list-style-type: none"> <li>Sustainability Expo (SX2024).</li> </ul>
12. Mr. Siri Bunpitukgate	DAP 220/2024	<ul style="list-style-type: none"> <li>Sustainability Expo (SX2024)</li> <li>Techsauce Global Summit 2024.</li> </ul>

**Note:** Information on each board member's participation in IOD and other organization training courses appears in Attachment 1 under the heading "Directors' Information".

### Directors' Orientation

In the event that a new director is elected, the Company prepares for the newly elected director to become a director by assigning the Company Secretary to arrange a meeting between the new director, existing directors, and the Company's senior executives to ensure that the new director is informed and is able to inquire about the Company's business operations and

other relevant information, such as the vision, mission, business nature, capital structure, shareholders, goals, and performance in the past and present for businesses and various tasks, meeting minutes of the Board of Directors and subcommittees for at least the past year, etc. The Company will also provide a company introduction document or other documents that are beneficial to the performance of duties as directors to the newly

elected director, such as the Public Limited Companies Act, B.E. 2535 (1992), the charters of the Board of Directors and subcommittees, a manual on good practices for directors of listed companies, the Company's Corporate Governance Policy and Code of Conduct, the memorandum of association, the Company's affidavit, the Company's regulations and rules, and the annual information disclosure form, etc. In 2024, the Company did not elect new directors. However, the Company has consistently provided information or criteria related to the performance of the director's duties as issued by relevant regulatory agencies, to the Board

of Directors and subcommittees so that the directors are informed of up-to-date information and news that are beneficial to the performance of the director's duties.

On 1 January 2024, there were 2 newly appointed directors, namely, Mr. Ruth Chaowanagawi, an independent director, and Ms. Tongjai Thanachanan, a director. The Company Secretary organized an orientation activity for the new directors to provide an opportunity for them to meet with the Company's directors and senior executives and to provide a handbook for new directors, with details as follows:

#### New Director Orientation Activity Schedule

Topic	Details / Contents	Person in Charge
1. Opening remarks	- Schedule, basic information and the process of orientation activities	Company Secretary
2. Official welcome for the new board members	- Brief history, knowledge, expertise, experience and qualifications of the new directors. - Introducing new directors to other board members.	Company Secretary
3. Business overview	- History of the business. - Vision, mission, core values, organizational structure. - Nature of business operations. - Financial status and other information such as main products/services, target customer groups, key competitors, and various stakeholders.	President
4. Roles, duties and responsibilities of the Board	- List of current board members. - Structure of the Board / subcommittees. - Job description of the directors. - Performance expectations of directors. - Other policies and practices of the Board, such as term of office. - Position, voting, criteria for attending board meetings, etc.	Senior Board Member
5. Business strategy and direction	- Business goals/objectives, both short-term and long-term. - Strategic plan, annual plan, budget. - Current situation, trends, risks and challenges.	President
6. Board calendar	- Advance annual meeting schedule. - Annual Board development plan/activities.	Company Secretary

Topic	Details / Contents	Person in Charge
7. Q&A	- The new board member asked other board members questions on issues that they had doubts about or might not have received sufficient information.	All participants

### Information List for New Directors

General Information about the Business	Key Policies	Committees
<ul style="list-style-type: none"> <li>• Company history.</li> <li>• Memorandum of association.</li> <li>• Company regulations.</li> <li>• Vision, mission, core values.</li> <li>• Nature of business.</li> <li>• Structure of the top 10 major shareholders.</li> <li>• Organizational structure.</li> <li>• Structure of Amarin Group, subsidiaries, joint ventures (if any).</li> <li>• Strategic plans and business direction.</li> <li>• Risk factors/control.</li> <li>• Major projects in progress.</li> </ul>	<ul style="list-style-type: none"> <li>• Code of Conduct</li> <li>• Corporate Governance Policy</li> <li>• Risk Management Policy</li> <li>• Whistleblowing Policy</li> <li>• User of Internal Information Policy</li> <li>• Related Person Transactions Policy</li> <li>• Prevention of Conflicts of Interest Policy</li> <li>• Anti-Corruption Policy</li> <li>• Sustainable Business Development Policy</li> <li>• Environmental Policy</li> <li>• Governance Policy for Subsidiaries and Affiliated Companies</li> </ul>	<ul style="list-style-type: none"> <li>• List of Company directors.</li> <li>• List of subcommittee members.</li> <li>• Board structure and board skills matrix.</li> <li>• Roles, duties and responsibilities of the Board and subcommittees.</li> <li>• Liability under relevant laws, such as the Securities and Exchange Act, Public Limited Companies Act, etc.</li> <li>• Directors' and Officers' Liability Insurance (D&amp;O Insurance)</li> <li>• Remunerations and benefits of directors.</li> <li>• Securities holding report.</li> </ul>
Financial information	Work process	Other information
<ul style="list-style-type: none"> <li>• Annual financial statements.</li> <li>• Financial statement notes.</li> <li>• Management's discussion and analyses (MD&amp;A) (at least for the past 3 years).</li> <li>• Annual budget.</li> </ul>	<ul style="list-style-type: none"> <li>• Board meeting reports (at least for the past 3 years).</li> <li>• Board meeting schedule (in advance).</li> </ul>	<ul style="list-style-type: none"> <li>• Regulator reports that require Company improvements and compliance.</li> <li>• Legal disputes</li> <li>• Contact information of the directors, executives, Company Secretary, etc.</li> </ul>

In addition, throughout year 2024, the Company Secretary regularly reported information or criteria, laws and regulations, announcements, and requirements related to the performance of directors, as issued by relevant regulatory agencies, to the Board of Directors and subcommittees to ensure that directors are informed about current information, which is beneficial to the performance of directors.

### (3) Performance Evaluations

#### (3.1) Performance Evaluations of the Board of Directors Criteria

The Board of Directors has determined that the performance of the Board of Directors and subcommittees must be evaluated annually to develop operational efficiency. The Corporate Governance Committee has been assigned to consider and propose guidelines or evaluation forms to the Board of Directors for consideration and approval, as well as to report the evaluation results to the Board of Directors. The evaluation forms are divided into 3 types:

- (1) Performance evaluation form of the entire Board of Directors.
- (2) Individual evaluation form of the company's individual directors.
- (3) Evaluation form for all subcommittees.

The criteria are consistent with the Stock Exchange of Thailand's evaluation forms. These performance evaluations are an important tool for assessing the suitability of the Board structure and the efficiency of the Board's performance in accordance with the principles of good corporate governance. The Board of Directors and subcommittees will analyze the assessment results, suggestions, and observations and draw conclusions to determine guidelines for improving the efficiency of the Board and subcommittees to be consistent with the business environment and criteria or regulations that change from time to time.

#### Evaluation Process

The Company arranges for the performance evaluation of the Board of Directors, subcommittees and individual Directors to take place in December of each year. The Company Secretary will prepare and review the performance evaluation forms for accuracy and completeness, and then present them to the Board of Directors for consideration and evaluation of work performance. The Company Secretary will then proceed to collect the evaluation results, comments and suggestions appearing in the evaluation forms and prepare a summary report of the results to submit to the Corporate Governance Committee for consideration and presentation to the Board of Directors. The suggestions obtained from the evaluations will be used to improve the performance of the Board and the subcommittees for greater efficiency.

#### Evaluation Criteria

Each item is calculated as a percentage from the full score with the following measurement criteria:

More than	85%	=	Excellent
More than	75%	=	Very good
More than	65%	=	Good
More than	50%	=	Fair
More than	50%	=	Improvement needed

#### Assessment Content

General Information about the Business	Entire Board of Directors	Individual	Subcommittees
Structure and qualifications of the Board of Directors	/	/	/
Roles/duties/responsibilities of the Board of Directors	/	/	/
Board meetings	/	/	/
Board performance	/	-	-
Relationship with the management	/	-	-
Personal and executive development	/	-	-

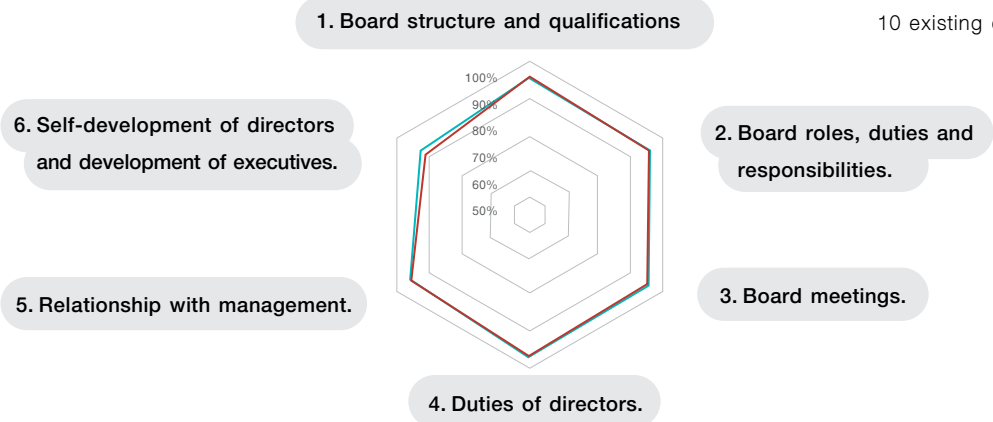
Performance of the Board of Directors	Evaluation Results	
	Average Score for 2023	Average Score for 2024
<b>1. Evaluation results for the entire Board</b> covering 6 evaluation topics as follows: (1) Board structure and qualifications. (2) Board meetings (3) Board roles, duties and responsibilities. (4) Directors' duties. (5) Relationship with management. (6) Self-development of directors and development of executives.	96.16%	95.52%
<b>2. Evaluation results for individual Board members</b> covering 3 topics as follows: (1) Board structure and qualifications. (2) Board meetings (3) Board roles, duties and responsibilities.	96.73%	95.83%
<b>3. Evaluation results for subcommittees</b> covering 3 topics as follows: (1) Board structure and qualifications. (2) Board meetings (3) Board roles, duties and responsibilities.	99.21%	100.00%
• <b>Audit Committee</b>	99.21%	100.00%
• <b>Corporate Governance Committee</b>	99.56%	99.97%
• <b>Nomination and Remuneration Committee</b>	96.05%	96.93%
• <b>Sustainability and Risk Management Committee</b>	100.00%	97.04%
• <b>Executive Committee</b>	94.86%	95.52%

Board Self-Evaluation Year 2024

Performance Evaluation Results for the Entire Board

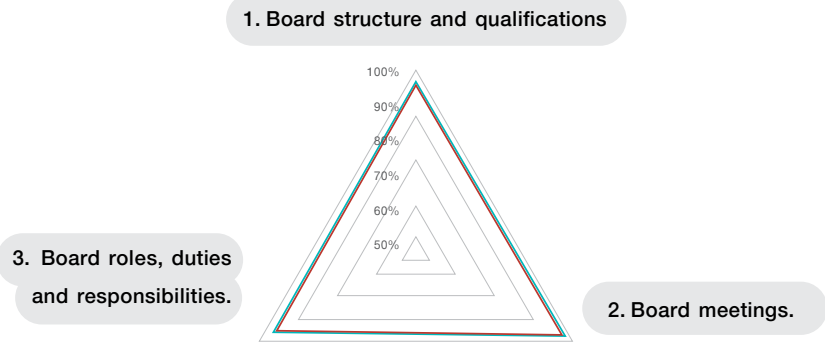
— 2023 — 2024

In 2024, there were changes in the Board with 2 new directors and 10 existing directors.



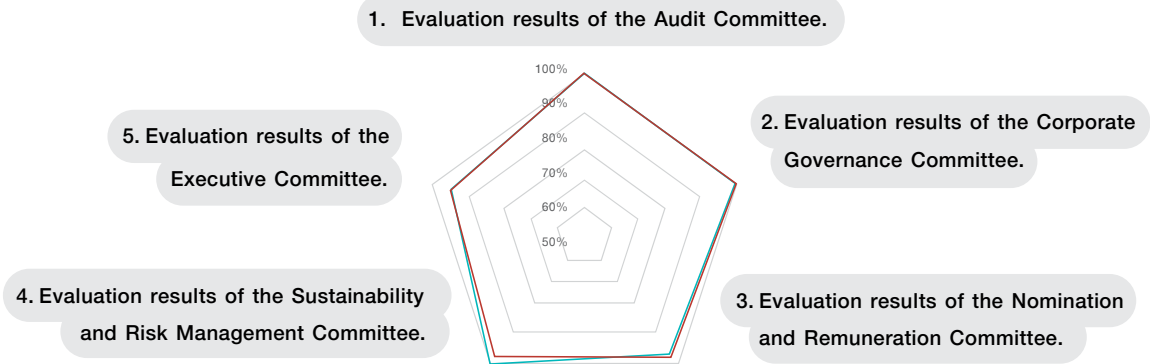
Performance Evaluation Results for the Individual Board Members

— 2023 — 2024



Performance Evaluation Results for Subcommittees

— 2023 — 2024



### **(3.2) Performance Evaluation of the President**

The Board of Directors has assigned the Nomination and Remuneration Committee to regularly evaluate the performance of the President at the end of every year. The Nomination and Remuneration Committee is responsible for evaluating and determining remunerations to be proposed to the Board of Directors for consideration and approval, and the remuneration of the President is directly proportional to performance evaluation results.

The performance evaluation form for the President relies on a balanced scorecard that considers several key performance indicators (KPIs). The evaluation criteria are as follows:

- Strategic KPI, which are considered from the implementation of the policies received from the Board of Directors and the ability to develop the business or improve the efficiency of each business.
- People's development KPI, which considers leadership in various aspects. etc. by referring to the CEO performance evaluation form of the Stock Exchange of Thailand, such as strategy formulation and implementation, planning and change management, knowledge of products and services of Amarin Group, relationship with the Board of Directors and external persons, work management and relationship with personnel in the organization, team building and communication, personal characteristics, etc.
- Individual KPI based on set goals, which include the Company's business performance, which is linked to the set vision, goals and plans, together with the economic situation during the evaluation period and compared with the overall performance of the same business or industry.

In year 2024, the performance evaluation results of the President for fiscal year 2024 showed that he was able to perform his duties successfully in accordance with the specified evaluation criteria.

### **8.1.2 Meeting Attendance and Remunerations of Individual Board Members**

#### **(1) Board meeting**

The Company sets the dates of the Board meetings in advance for the whole year by holding at least 5 meetings per year, and may have additional Board meetings as necessary. The Company Secretary will inform the Company directors of the meeting dates and agendas for the whole year in advance at a meeting in November or December before any meeting of the following year, to ensure that the Board of Directors can perform its duties efficiently. At Board Meeting No. 6/2024 in November 2024, the Company Secretary informed the Board of Directors of the schedule of the Board meetings for year 2025, which consists of 5 Board meetings total, as well as 1 additional non-executive meeting, for a total of 6 meetings, as follows:

No. 1: Tuesday 25 February 2025

No. 2: Tuesday 13 May 2025

No. 3: Wednesday 13 August 2025

No. 4: Friday 14 November 2025; and

No. 5: Thursday 4 December 2025

No. 6: This meeting is a non-executive Board meeting to take place on 27 November 2025.

The Company will send a meeting invitation letter specifying a clear agenda and complete and sufficient supporting documents to the Board of Directors by at least 7 days in advance of each meeting date to allow the directors to have sufficient time to study the information before attending the meeting. However, in urgent cases to preserve the rights or benefits of the Company, the Chairman of the Board or an assigned person may announce for the meeting to be held by other methods and set an earlier meeting date. The agendas of the Board meetings will be clearly divided into categories, such as reports for information, for approval, for consideration, or agendas to follow-up on annual performance, which must be considered by the Chairman of the Board and the President. All Directors will have the duty to attend every Board meeting or

by no fewer than 75 percent of the meetings held each year, unless there is a necessity for otherwise.

The Chairman of the Board of Directors will serve as the chairman of each meeting. He is responsible for allocating sufficient time for each agenda for directors to freely discuss and express their opinions on important issues, while fairly considering the interest of shareholders and stakeholders. Directors who have a significant interest in the matter under consideration must leave the meeting during the consideration of that matter and will have no right to vote. The Company has set a policy regarding the minimum meeting quorum for when the Board of Directors votes at the Board meeting that at least two-thirds of all directors who are eligible to vote on the agenda must be present. In addition, the meeting minutes must be recorded in writing, covering all essential matters, and completed in a timely manner, and the meeting minutes approved by the Board of Directors and meeting documents must be systematically stored, both in original and electronic file formats, such that directors and related persons can conveniently examine and search for reference.

In 2024, the Board of Directors held 7 meetings, which were in a hybrid format. The Company's directors were able to attend the meeting in person or via electronic media as follows:

No. 1: Thursday 2 February 2024

No. 2: Thursday 7 March 2024

No. 3: Monday 18 March 2024

No. 4: Tuesday 14 May 2024

No. 5: Tuesday 13 August 2024

No. 6: Thursday 14 November 2024; and

No. 7: Friday 6 December 2024

No. 8: This meeting was a non-executive Board meeting that took place on Wednesday 27 November 2024.

The Board of Directors has established a policy for non-executive directors to hold meetings among themselves to discuss various issues etc. regarding management without the executive directors or management attending the meeting. This includes a policy for the Audit Committee to attend meetings with the auditors without the management at least once a year to ensure that the Company's directors will perform their duties independently as shareholders' representatives and with appropriate checks and balances.

For the year 2024, the non-executive directors held a meeting among themselves once on 27 November 2024 to discuss various issues concerning management that were of interest without management's attendance. These included trends, positive factors and risks to the overall economy and businesses in which the Company made investment, ESG implementation and key monitoring issues for management. After the meeting, the Chairman, who is an independent director, informed the President, who is an executive director, of the meeting's essential results, along with senior executives related to the issues discussed by the non-executive directors.

Furthermore, the Audit Committee held a special meeting with the auditors from KPMG Phoomchai Audit Co., Ltd. without the management by 1 time on 9 November 2024 and reported the results to the Board of Directors at Meeting No. 6/2567.

### Meeting Attendance of Each Director by Committee and Shareholders' Meetings in Fiscal Year 2024

List of Directors	Directors (7 times)			Audit Committee (5 times)	Corporate Governance Committee (3 times)	Nomination and Remuneration Committee (2 times)	Sustainability and Risk Management Committee (2 times)	Executive Committee (12 times)	Annual General Meeting of Shareholders
	Total	By myself	Through the media electronics						
1. Dr. Sumet Tantivejkul	7/7 (100%)	6/7	1/7	-	-	-	-	-	/
2. Mr. Thapana Sirivadhanabhakdi	7/7 (100%)	4/7	3/7	-	-	-	-	12/12	-
3. Assoc. Prof. Dr. Somjai Phagaphasvivat	7/7 (100%)	5/7	2/7	5/5	-	-	-	-	/
4. Prof. Dr. Nantawat Boramanand	7/7 (100%)	6/7	1/7	5/5	3/3	-	-	-	/
5. Mr. Suwit Chindasanguan	7/7 (100%)	7/7	-	5/5	3/3	2/2	-	-	-
6. Mr. Pramoad Phomprapha	7/7 (100%)	3/7	4/7	-	-	2/2	2/2	-	/
7. Dr. Nithinart Sinthudeacha	7/7 (100%)	5/7	2/7	-	3/3	-	2/2	-	/
8. Mr. Ruth Chaowanagawi	7/7 (100%)	6/7	1/7	5/5	-	-	2/2	-	/
9. Mr. Nararat Limnarat	7/7 (100%)	7/7	-	-	3/3	2/2	-	12/12	/
10. Mr. Khumpol Poonsonee	7/7 (100%)	5/7	2/7	-	-	-	-	12/12	/
11. Mrs. Tongjai Thanachanan	7/7 (100%)	4/7	3/7	-	-	-	2/2	-	/
12. Mr. Siri Bunpitukgate	7/7 (100%)	4/7	3/7	-	-	-	2/2	-	/

**Remarks:** All meetings of the Board of Directors and Subcommittees in 2024, including the 2024 Annual General Meeting of Shareholders were held in the hybrid format.

## (2) Payment of Directors' Remunerations

The Nomination and Remuneration Committee is responsible for considering and determining the remuneration policy and rates for directors to propose to the Board of Directors and the annual general meeting of shareholders for consideration and approval. The Nomination and Remuneration Committee sets the remunerations of directors in line with the Company's long-term strategies and goals, while taking into account the knowledge, capabilities, and experience of the directors, as well as the duties, roles, responsibilities, and benefits expected from performing their duties as directors. Directors who are assigned additional duties and responsibilities, such as serving as directors in subcommittees, will receive appropriate additional remuneration. In addition, the remunerations of directors are comparable to that of listed companies in the Stock Exchange of Thailand that are in the same business and of a similar size to

motivate and retain directors with the qualifications desired by the Company, by which such information is based on the summary report from surveys of directors and executives of listed companies of the Stock Exchange of Thailand. Directors' remunerations consist of monetary remunerations, and the Company does not pay bonuses and other remunerations.

For the remuneration of the directors in 2024, they were approved by the annual general meeting of shareholders on 26 April 2024. The resolution specified the directors' remunerations as proposed by the Nomination and Remuneration Committee and the Board of Directors to consist of meeting allowances and monthly salaries, including bonuses (if any), without exceeding the amount of 7,000,000 baht per year. In 2024, the Company did not pay bonuses and other remunerations. The remuneration structure is as follows:

**1. Monetary remunerations** include monthly salaries and meeting allowances.

Remuneration for	Monthly Salary (THB/month)	Meeting allowance (THB/time)
<b>Board of Directors</b>		
• Chairman of the Board	30,000	25,000
• Non-executive directors	20,000	20,000
• Executive directors	None.	None.
<b>Audit Committee</b>		
• Chairman of the Audit Committee	40,000	None.
• Audit Committee members	30,000	None.
<b>Executive Committee</b>		
• Chairman of the Executive Committee	30,000	None.
• Executive directors	20,000	None.
<b>Corporate Governance Committee</b>		
• Chairman of the Corporate Governance Committee	None.	20,000
• Corporate Governance Committee members	None.	15,000

Remuneration for	Monthly Salary (THB/month)	Meeting allowance (THB/time)
<b>Sustainability and Risk Management Committee</b>		
• Chairman of the Sustainability and Risk Management Committee	None.	20,000
• Sustainability and Risk Management Committee members	None.	15,000
<b>Nomination and Remuneration Committee</b>		
• Chairman of the Nomination and Remuneration Committee	None.	20,000
• Nomination and Remuneration Committee members	None.	15,000

**Remarks:** 1. Executive directors will not receive remuneration in this part.  
2. The Company does not pay any other remuneration or benefits to the directors.

In 2024, the monetary remunerations received by the directors from the Company were as follows:

List of Directors	Directors' Remunerations							Total (THB)
	Board of Directors		Audit Committee	Executive Committee	Nomination and Remuneration Committee	Sustainability and Risk Management Committee	Corporate Governance Committee	
	Monthly Salary (THB/month)	Meeting allowance (THB/time)	Monthly salary (THB/month)	Monthly salary (THB/month)	Meeting allowance (THB/time)	Meeting allowance (THB/time)	Meeting allowance (THB/time)	
1. Dr. Sumet Tantivejkul Chairman	360,000	175,000	-	-	-	-	-	535,000
2. Mr. Thapana Sirivadhanabhakdi <sup>1</sup> Vice Chairman Chairman of the Executive Committee	180,000	100,000	-	270,000	-	-	-	550,000
3. Assoc. Prof. Dr. Somjai Phagaphasvivat Independent Director Chairman of the Audit Committee	240,000	140,000	480,000	-	-	-	-	860,000

List of Directors	Directors' Remunerations							Total (THB)
	Board of Directors		Audit Committee	Executive Committee	Nomination and Remuneration Committee	Sustainability and Risk Management Committee	Corporate Governance Committee	
	Monthly Salary (THB/month)	Meeting allowance (THB/time)	Monthly salary (THB/month)	Monthly salary (THB/month)	Meeting allowance (THB/time)	Meeting allowance (THB/time)	Meeting allowance (THB/time)	
4. Prof. Dr. Nantawat Boramanand Independent Director Audit Committee Corporate Governance Committee	240,000	140,000	360,000	-	-	-	45,000	785,000
5. Mr. Suwit Chindasanguan Independent Director Chairman of the Corporate Governance Committee Audit Committee Nomination and Remuneration Committee	240,000	140,000	360,000	-	30,000	-	60,000	830,000
6. Mr. Pramoad Phornprapha Independent Director Chairman of the Nomination and Remuneration Committee Chairman of the Sustainability and Risk Management Committee	240,000	140,000	480,000	-	40,000	40,000	-	460,000
7. Dr. Nithinart Sinthudeacha Independent Director Corporate Governance Committee Sustainability and Risk Management Committee	240,000	140,000	-	-	-	30,000	45,000	455,000

List of Directors	Directors' Remunerations							Total (THB)
	Board of Directors		Audit Committee	Executive Committee	Nomination and Remuneration Committee	Sustainability and Risk Management Committee	Corporate Governance Committee	
	Monthly Salary (THB/month)	Meeting allowance (THB/time)	Monthly salary (THB/month)	Monthly salary (THB/month)	Meeting allowance (THB/time)	Meeting allowance (THB/time)	Meeting allowance (THB/time)	
8. Mr. Ruth Chaowanagawi Independent Director Audit Committee Sustainability and Risk Management Committee	240,000	140,000	360,000	-	-	30,000	-	770,000
9. Mr. Nararat Limnarat Director Vice Chairman of the Executive Committee Corporate Governance Committee Nomination and Remuneration Committee	240,000	140,000	-	240,000	30,000	-	45,000	695,000
10. Mr. Khumpol Poonsonee Director Executive Director	240,000	140,000	-	240,000	-	-	-	620,000
11. Mrs. Tongjai Thanachanan Director Sustainability and Risk Management Committee	240,000	140,000	-	-	-	30,000	-	410,000
12. Mr. Siri Bunpitukgate <sup>2</sup> Director Executive Director President	-	-	-	-	-	-	-	-
<b>Total</b>	<b>2,700,000</b>	<b>1,535,000</b>	<b>1,560,000</b>	<b>750,000</b>	<b>100,000</b>	<b>130,000</b>	<b>195,000</b>	<b>6,970,000</b>

**Remarks:** <sup>1</sup> Mr. Thapana Sirivadhanabhakdi expressed his intention not to receive any monetary remuneration from October - December 2024.

<sup>2</sup> No Board of Directors' and the Executive Committee's remunerations were received, because executive directors do not receive remuneration.

**2. Other Remunerations** The Company does not provide any other benefits to the directors. However, the Company is responsible for the expenses of attending training seminars organized by the Thai Institute of Directors and other institutions that are beneficial to the duties of the Company's directors, including providing directors' and officers' liability insurance with

an insurance coverage of 300 million baht, covering the liabilities of the Company and its subsidiaries with an insurance period of 1 year, and the Company has continuously renewed the said insurance policy every year. In 2024, the Company and its subsidiaries never requested remuneration under said insurance policy.

### Remuneration of Directors of Subsidiaries in the Core Businesses

**Monetary Remunerations:** No monetary remunerations will be given to the directors of the Company's subsidiaries, except the directors Amarin Television Company Limited, which receives a meeting allowance of 20,000 baht per meeting.

**Other Remunerations:** No other benefits are provided to the directors of the subsidiary companies, except for providing directors' and officers' liability insurance with an insurance coverage of 300 million baht, covering the liabilities of the Company and its subsidiaries, with an insurance period of 1 year.

### 8.1.3 Governance of Subsidiaries and Affiliates

The Board of Directors has established mechanisms and frameworks to supervise the policies and operations of the Company, its affiliates and other businesses in which the Company has significant investments at a level appropriate to each business in order to maintain the benefits of the Company's investments through various operations as follows:

- (a) Assign directors or executives of the Company to be directors of subsidiaries and affiliated companies at least in proportion to the Company's shareholding, to act as the Company's representatives in setting policies and monitoring the operations of subsidiaries and affiliated companies to ensure they are consistent with the Company's main policies. The assignment of representatives of the Company to serve as directors or executives of subsidiaries and affiliated companies is within the scope of authority of the Board of Directors and management.
- (b) Directors or executives representing the Company can perform their duties within the scope of their authority to maintain the maximum benefit of the subsidiaries and to comply with the Company's policies. They must report their business performance or information on significant changes in various aspects of the subsidiaries and affiliated companies to the Executive Committee meeting on a monthly basis and to the Board of Directors' meeting on a quarterly basis. In addition, when the subsidiary or associated company will proceed with important matters, such as the acquisition or disposal of important assets, joint ventures, capital increase and capital reduction, etc., they must submit the matter to the Executive Board and/or the Board of Directors of the Company for consideration and/or approval.
- (c) The Company ensures that subsidiaries and affiliated companies comply with the criteria, rules and announcements of the Stock Exchange of Thailand and the SEC, such as on transactions between related persons, acquisition and disposal of assets, or other significant transactions, which must be disclosed and conducted correctly according to the law and relevant criteria.
- (d) The Company ensures that subsidiaries and affiliated companies have proper accounting and financial reporting in accordance with relevant laws and generally accepted accounting standards with the ability to compile and prepare consolidated financial statements in a timely manner.
- (e) The Company supports subsidiaries and affiliated companies to strictly implement the Company's Corporate Governance Policy, Code of Conduct, Anti-Corruption Policy, and guidelines for corporate social responsibility (CSR) activities.

- (f) The Company will ensure that its subsidiaries and affiliated companies have appropriate and adequate internal control systems, including by assigning the Company's internal audit unit to assess the effectiveness of the supervision, risk management and internal control of subsidiaries and affiliated companies and to present the audit or assessment results to the Audit Committee and Board of Directors' meetings on a quarterly basis.

For significant investment in other businesses, the Company may consider entering into an agreement between the Company and other shareholders (shareholders' agreement) to ensure clarity in management and decision-making on important matters.

In 2024, the Company monitored subsidiaries to ensure compliance with various criteria and regulations by preparing strategies, business plans and annual budgets; preparing financial statements and quarterly and annual performance reports; specifying and implementing sustainability development plans; assessing business risks; and managing risks to an acceptable level. In addition, the Company's internal audit department has reviewed the operations of subsidiaries fully according to the specified audit plan.

**Agreement between the Company and Other Shareholders on the Management of Subsidiaries and Affiliated Companies (Shareholders' Agreement)**

-None.-

**8.1.4 Monitoring Compliance with Governance Policies and Practices**

The Company places importance on and encourages executives and employees to apply the policies and practices of good corporate governance, which are specified in the Corporate Governance Policy, Code of Conduct and Anti-Corruption Policy, to their work according to their responsibilities in order to build confidence among all stakeholders, as well as organize activities to provide knowledge or review understanding to promote actual practice.

In 2024, the Company has monitored the implementation of the principles of good corporate governance appropriately and in line with the context of business operations, such as the use and maintenance of internal information and personal information, risk assessment and management and internal control processes, and responsibility towards stakeholders in accordance with the framework of sustainable

business development. The monitoring results showed that Amarin Group has implemented each issue appropriately in accordance with the specified policies and practices. In addition, the Company has monitored the implementation of the principles of good corporate governance in the following areas:

**(1) Prevention of Conflicts of Interest**

The Company is committed to conducting business with consideration to the interest of Amarin Group and all stakeholders. Therefore, it is the duty of all directors, executives, and employees, including related persons, to avoid having any stake in or involvement in any activity that may cause a conflict of interest, which may result in Amarin Group losing benefits or having less work efficiency. In addition, if it is necessary to conduct a transaction that would cause a conflict of interest, the directors, executives or relevant departments must supervise the transaction to ensure transparency and clarity for the maximum benefit of Amarin Group. For any transaction that is considered a related party transaction according to the announcement of the SEC, Amarin Group must strictly comply with the criteria and methods specified in the announcement of the SEC and the Stock Exchange of Thailand.

In 2024, the Company monitored compliance with the following guidelines on stakeholder engagement and conflicts of interest:

- The Legal and Compliance Office monitors directors and senior executives to update their stakeholder information in December of each year.
- The accounting and internal audit departments collect information on transactions between Amarin Group and related persons which are normal business transactions and transactions supporting normal business with trade agreements that contain ordinary trading conditions principally approved by the Board of Directors to report to the Audit Committee every quarter. In addition, for related party transactions that are not normal business transactions and transactions supporting normal business, the management has complied with the criteria of the SEC and the Stock Exchange of Thailand by presenting them to the Audit Committee for consideration and rendering of opinion before presenting them to the Board of Directors for consideration and approval or considering to present them to the shareholders' meeting for consideration and approval (whatever the case may be, depending on the size of the transaction).

In such cases, the directors and/or shareholders who have interest will not have the right to vote, and information on transactions that may have conflicts of interest or related transactions will be disclosed in Form 56-1 One Report.

- The Human Resources Department and the Legal and Compliance Office jointly inform executives and new employees to study Amarin Group's Good Corporate Governance Policy and practices, which are part of the employee regulations published on the website or intranet system for all personnel to access. Accordingly, all personnel of Amarin Group and 100% of new personnel in the fiscal year 2024 have signed, acknowledged and agreed to comply with the Good Corporate Governance Policy and practices, including the matters of interests and conflicts of interest.
- The Legal and Compliance Office has prepared learning media and tests on the practices on vested interests and conflicts of interest in the e-learning format for directors, executives, and employees to review their understanding of important practices that must be adhered to. The training content explains and presents examples of situations, actions, or relationships that are considered vested interests or may cause conflicts of interest between the personal interests of directors, executives, and employees and the interests of Amarin Group, including practices that should be implemented in each case when conflicts of interest or vested interests occur, in addition to informing about the duties of directors, executives, and employees in disclosing reports of their vested interests and those of their related persons to the Company Secretary or Internal Audit Department in accordance with Amarin Group's practices. Accordingly, a total of 100 percent of directors, executives, and employees of Amarin Group have reviewed the policies and practices on vested interests and conflicts of interest through the above learning media.

In 2024, the Company did not find any wrongdoing or receive any tips and complaints regarding vested interests and conflicts of interest that violate the criteria of the regulatory agencies and the principles of good corporate governance of Amarin Group

## **(2) Use of Internal Information for Personal gain**

The Company places importance on various activities to create equality and fairness for all groups

of shareholders. As such, publicly undisclosed inside information or news that is important and may change securities prices is considered inside information and is confidential information of Amarin Group. The Company requires directors, executives and employees at all levels to keep inside information confidential and to not disclose inside information that they learn from performing their duties to others or use it to seek profit or benefits from securities trading inappropriately or cause Amarin Group to lose benefits, whether directly or indirectly.

In 2024, the Company will monitor compliance with the policies and practices on the use and confidentiality of internal information as follows:

- The Company Secretary will notify the directors, executives, and employees of Amarin Group via email about the blackout period for trading of the Company's securities one month before the announcement of financial statements and five days after the public has been informed of said information. Every three months, the Company will notify the directors, executives, and employees of the blackout period in trading the Company's securities, and will notify the directors and executives of the Company (as defined by the SEC) and senior executives of the Company and its subsidiaries of their duties to report changes in their holding of the Company's securities to the Company Secretary by at least one day in advance of their transactions, in accordance with the Company's corporate governance principles, and a report must be submitted to the SEC within three business days from the date of purchase, sale, transfer, or receipt of such securities, in the case directors and executives of the Company as defined by the SEC. The Board of Directors has assigned the Company Secretary to submit a summary report of changes in securities holdings of directors and executives to the Board of Directors' meeting for acknowledgement on a quarterly basis.
- The Human Resources Department and the Legal and Compliance Office jointly inform executives and new employees to study Amarin Group 's Good Corporate Governance Policy and practices, which are part of the employee regulations published on the website or intranet system for all personnel to access. Accordingly, all personnel of Amarin Group

and 100% of new personnel in the fiscal year 2024 have signed, acknowledged and agreed to comply with the Good Corporate Governance Policy and practices, including the matters of interests and conflicts of interest.

- The Legal and Compliance Office has prepared learning media and tests on policies and practices regarding the use and maintenance of confidentiality of inside information in E-learning format for directors, executives and employees to review their understanding of important practices that must be adhered to. The training content presents definitions and examples of confidential information and inside information of Amarin Group of Companies, as well as practices for the use, maintenance and disclosure of confidential information and inside information, as well as penalties when practices are violated in various

cases. Such as trading in securities using inside information, disclosing the company's confidential information to unrelated persons or using inside information for personal gain, etc., where 100% of the directors, executives and employees of Amarin Group have undergone a review of the policy and guidelines on the use and maintenance of confidentiality of inside information through the aforementioned learning media.

In the fiscal year 2024, the Company did not find any wrongdoing or receive any whistleblow and complaints regarding the use of inside information that violates the criteria of the regulatory agencies and the principles of good corporate governance of Amarin Group and did not find any directors and executives of Amarin Group trading in the Company's shares during the blackout period as prohibited by the Company.

**Information on Changes in the Company's Securities Holdings by the Company's Directors and Executives**  
**As of 31 December 2024 Compared to 31 December 2023**

List	Position	Number of Shares				Number of Shares Changed during the Year	Shareholding Proportion (%)
		As of 31 December 2023		As of 31 December 2024			
		Direct	Indirect	Direct	Indirect		
Directors							
1.Dr. Sumet Tantivejkul	Chairman of the Board	-	-	-	-	-	-
Spouses and minor children	-	-	-	-	-	-	-
2.Mr. Thapana Sirivadhanabhakdi <sup>1</sup>	Vice Chairman	-	740,814,452	-	904,368,591	163,554,139	90.59
Spouses and minor children	-	-	-	-	-	-	-
3.Assoc. Prof. Dr. Somjai Phagaphasvivat	Independent Director	-	-	-	-	-	-
Spouses and minor children	-	-	-	-	-	-	-
4.Prof. Dr. Nantawat Boramanand	Independent Director	-	-	-	-	-	-
Spouses and minor children	-	-	-	-	-	-	-

List	Position	Number of Shares				Number of Shares Changed during the Year	Shareholding Proportion (%)
		As of 31 December 2023		As of 31 December 2024			
		Direct	Indirect	Direct	Indirect		
4.Prof. Dr. Nantawat Boramanand Spouses and minor children	Independent Director -	-	-	-	-	-	-
5.Mr. Suwit Chindasanguan Spouses and minor children	Independent Director -	-	-	-	-	-	-
6.Mr. Pramoad Phornprapha Spouses and minor children	Independent Director -	-	-	-	-	-	-
7.Dr. Nithinart Sinthudeacha Spouses and minor children	Independent Director -	-	-	-	-	-	-
8.Mr. Ruth Chaowanagawi Spouses and minor children	Independent Director -	-	-	-	-	-	-
9.Mr. Nararat Limnararat Spouses and minor children	Director -	-	-	-	-	-	-
10. Mr. Khumpol Poonsonee Spouses and minor children	Director -	-	-	-	-	-	-
11. Mrs. Tongjai Thanachanan Spouses and minor children	Director -	-	-	-	-	-	-
12. Mr. Siri Bunpitukgate  Spouses and minor children	Director, President -	-	-	-	-	-	-

List	Position	Number of Shares				Number of Shares Changed during the Year	Shareholding Proportion (%)
		As of 31 December 2023		As of 31 December 2024			
		Direct	Indirect	Direct	Indirect		
Executive							
1.Mr. Amorn Ungsakulpreecha Spouses and minor children	Group Chief Financial Officer	-	-	-	-	-	-
	-	-	-	-	-	-	-
2.Mr. Jeremiah Pitakwong Spouses and minor children	Group Chief Financial Officer	-	-	-	-	-	-
	-	-	-	-	-	-	-
3.Ms. Ussanee Viratkaphan  Spouses and minor children	Managing Director, Publishing Business	-	-	-	-	-	-
	-	-	-	-	-	-	-

**Remarks:** <sup>1</sup> This was indirect shareholding through Vadhanabhakdi Company Limited, Sirivadhanabhakdi Company Limited and Siriphakdidham Company Limited, which hold shares in Amarin Corporation Public Company Limited by a total of 602,427,400 shares (60.35%), 163, 554,139 shares (16.38%) and 138,387,052 shares (13.86%), respectively. Accordingly, shares of Vadhanabhakdi Company Limited, Siriphakdidham Company Limited and Sirivadhanabhakdi Company Limited are held by Adelfos Company Limited in the proportions of 100.0000 percent, 99.9800 percent and 99.9998 percent, respectively. Said company operates by making investment in other businesses, and Adelfos Company Limited's shares are held by Mr. Thapana Sirivadhanabhakdi, who is a director of the Company, in the proportion of 50.00 percent. Adelfos Company Limited operates by investing in other businesses.

### (3) Anti-Corruption

The Company has an Anti-Corruption Policy that prohibits all directors, executives and employees from being involved in any form of corruption and that requires them to strictly comply with the law, policies and practices to prevent corruption. To ensure that the Company has defined the appropriate responsibilities, practices and actions to prevent corruption in all activities of Amarin Group, the Company has established the Anti-Corruption Policy and practices (the "Anti-Corruption Policy"), covering in writing the guidelines on giving and receiving gifts, entertainment, donations, financial

support, human resource management and political assistance, which have been approved by the Board of Directors. Its scope of application includes directors, executives and employees at all levels of Amarin Group. Additionally, important guidelines exist for directors, executives and employees of Amarin Group, and the Board of Directors reviews the appropriateness of the Anti-Corruption Policy annually and sets anti-corruption as one of the training topics for new employees and training topics in the annual review of practices in accordance with the Code of Conduct.

Furthermore, the Company has established an appropriate risk management system to effectively monitor and manage corruption risks. The Internal Audit Department is responsible for inspecting and reviewing the performance of various departments to comply with the law and policies or procedures of Amarin Group and to reduce the occurrences of corruption, and the department will report its findings to the Audit Committee and the Board of Directors. Additionally, multiple channels are provided to receive complaints or information about suspected acts of corruption from stakeholders both inside and outside the organization, and the process for receiving complaints and measures to protect whistleblowers have been clearly set. The summary of the key points of the Anti-Corruption Policy appears in Section 6.1.2, Subsection (2.10), Anti-Corruption Policy and Practices of this Form 56-1 One Report, and the Anti-Corruption Policy in the heading "Investor Relations/ Corporate Governance" on the Company's website at [www.amarin.co.th](http://www.amarin.co.th)

In 2024, Amarin Group implemented the Anti-Corruption Policy and practices as summarized below:

- The Company and its subsidiaries assessed the opportunities and potential impacts of corruption risks on a quarterly basis, and the Internal Audit Department reviewed Amarin Group's significant transactions, which may have steps or processes that are at risk of corruption, such as the procurement of high-value goods and services, requests for benefits during the application process for licenses related to business operations, or whenever there were complaints about environmental impacts from communities surrounding the subsidiaries' premises. In 2024, the internal audit found no corruption-related activities and no information or complaints about corruption were received from stakeholders.
- The Company published its Anti-Corruption Policy and practices through various communication channels, including website, email, brochures, intranet, and internal corporate public relations media to inform all relevant parties and request compliance cooperation. For example, around New Year every year, the Company sends a letter informing trading partners to raise awareness and request cooperation

in complying with the policy of not accepting gifts, assets or any other benefits, and the policy of not accepting gifts for all festivals and all occasions is published on the Company's website.

- The Human Resources Department and the Legal and Compliance Office jointly informed executives and new employees to study Amarin Group's Good Corporate Governance Policy and Practices, which are part of the employee regulations and published on the website or intranet system that all personnel can access. All personnel of Amarin Group and 100% of new personnel in 2024 have signed an acknowledgement and agreed to comply with the Good Corporate Governance Policy and Practices, including the Anti-Corruption Policy.
- In addition, the Legal and Compliance Office had prepared and published learning media and tests in the e-learning format to review the understanding of important practices that must be adhered to in combating corruption, and up to 100% of the directors, executives, and employees of Amarin Group have already reviewed the Anti-Corruption Policy and practices through said learning media.

On 26 June 2024, the Company announced its intention to join the Thailand Private Sector's Collective Action Coalition Against Corruption (CAC) by complying with the criteria set by the CAC to apply for certification from the CAC Board within an 18-month timeframe from the announcement date of its intention and supporting the expansion of the clean business network by inviting business partners, companies in the same industry and stakeholders of other groups to join as a member of CAC and support the improvement of efficiency to increase transparency in receiving and providing government services and transactions between the government and the private sector. Accordingly, Board Meeting No. 7/2024 on 6 December 2024 reviewed and approved the revised Anti-Corruption Policy in line with the guidelines set by the CAC and in 2024, there were no reports of any corruption complaints, and the Company will continue to monitor and consistently handle this issue.

#### (4) Whistleblowing

The Company has established a policy for receiving complaints, channels for whistleblowing, and protection of the rights of whistleblowers in order to provide channels for all groups of stakeholders, both inside and outside the Company, to report clues or complaints in cases where there is suspicion of illegal acts or behavior that indicates corruption or a violation of the Company's Corporate Governance Policy and Code of Conduct, including any suspicious activity related to money laundering, suspicions related accounting, finance, internal control and internal auditing, along with reporting or complaining about rights violations and expressing opinions, suggestions, complaints, etc. as related to the Company. The channels are as follows:

##### Whistleblower Report Handlers

- Chairman of the Audit Committee.
- Corporate Governance Committee.
- Company Secretary / Legal and Compliance Office.

Complainants must specify the details of the matter to be reported, complaints or suggestions regarding corruption, along with their name, contact address and telephone number by making their submission to one of the following channels:

##### Chairman of the Audit Committee

Postal Service	Chairman of the Audit Committee Amarin Corporation Public Company Limited 378 Chaiyapruerk Road, Taling Chan Sub-district, Taling Chan District, Bangkok 10170
Email	ac@amarin.co.th
Telephone	0 2422 9999 ext. 4676 (during Company business hours)

##### Corporate Governance Committee

Postal Service	Corporate Governance Committee Amarin Corporation Public Company Limited 378 Chaiyapruerk Road, Taling Chan Sub-district, Taling Chan District, Bangkok 10170
Email	id@amarin.co.th
Telephone	0 2422 9999 ext. 4671 (during Company business hours)

##### Company Secretary

Postal Service	Legal and Compliance Office (Company Secretary) Amarin Corporation Public Company Limited 378 Chaiyapruerk Road, Taling Chan Sub-district, Taling Chan District, Bangkok 10170
Email	secretary@amarin.co.th
Telephone	0 2422 9999 ext. 4100 (during Company business hours)

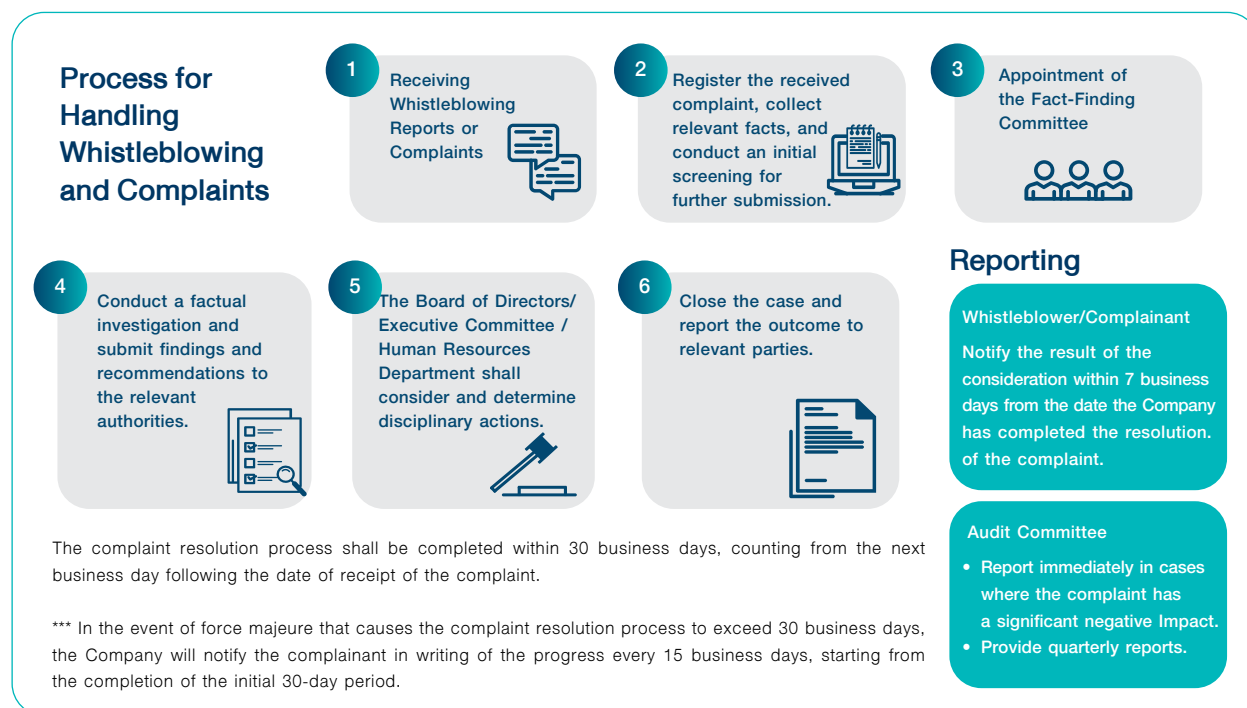
##### Company website

[www.amarin.co.th](http://www.amarin.co.th) (Whistleblowing and Complaints / <https://amarin.co.th/e-petition>)

## Whistleblowing and Complaint Handling Process

After the Company has received a tip or complaint and conducted a preliminary investigation and it is found that the tip or complaint is true and substantial, the fact-finding team, which is independent in its duties, will coordinate with senior executives and relevant departments to collect data, process, investigate, resolve problems, and determine appropriate and fair

mitigation measures for those affected, in accordance with the procedures specified in the Whistleblower and Whistleblower Policy, as well as report the Company's findings to the informant or whistleblower, and all information will be reported to the President, and the Audit Committee, which consists of independent directors, and the Board of Directors (depending on the case).



## Measures to Protect Whistleblowers or Complainants

The Company will keep the information, name and personal data of whistleblowers, complainants and persons subjected to complaints as confidential information and will not disclose the information to other persons who do not have related duties, except when disclosing in accordance with the law, while taking into account the safety and damage of the reporter, source of information or related persons who have been damaged, through appropriate and fair processes. In doing so, if the executives or employees that the Company has investigated and found to have committed a violation of the Company's business ethics or policies, such as corruption, intellectual property violation, human rights violation, etc., the person will be subject to disciplinary action in accordance with the Company's regulations and/or be punished according to relevant laws. The Whistleblower Policy is shown under the heading "Investor Relations/Corporate Governance"

on the Company's website at [www.amarin.co.th](http://www.amarin.co.th). In 2024, the Company and its subsidiaries did not find any wrongdoing that violated the Code of Conduct or received any information or complaints from any stakeholders.

## 8.2 Performance Report of the Audit Committee in the Past Year

The Audit Committee's performance results are shown in the "Audit Committee Report" which appears on the front page of this Form 56-1 One Report.

## 8.3 Performance Report of Other Subcommittees

The performance of other subcommittees is reported in the "Report of the Corporate Governance Committee, the Nomination and Remuneration Committee, the Sustainability and Risk Management Committee and the Executive Committee", which appears in the front of this Form 56- 1 One Report.

# Internal Control and Related Transactions

# 9

## 9.1 Internal Control

The Board of Directors places importance on the internal control system. Therefore, it has assigned the Audit Committee to review the appropriateness and effectiveness of internal control established by the Management. This is to ensure that the Company and its subsidiaries have adequate and appropriate internal control and monitoring systems for their operations to proceed in line with targets, objectives, and laws; that their accounting system and financial reports are accurate and reliable; that measures are in place to protect their assets or reduce damages stemming from errors or corruption; and that they efficiently comply with applicable laws and regulations.

In 2024, the Audit Committee assessed the adequacy of the internal control system through its quarterly meetings with the Management and reviews of audit reports done under the applicable annual work plan as well as random audit reports. If any irregularity is found that may lead to corruption or damage to the Company, the Audit Committee shall urgently convene a meeting of relevant parties. After conducting an internal-control adequacy assessment based on the Securities and Exchange Commission of Thailand's (SEC) guidelines and examining audit reports prepared by the Internal Audit Department, the Audit Committee did not find any material deficiencies in the internal control system. It thus had the opinion that the Company's internal control system was adequate and appropriate for the business operations with sufficient personnel to operate the system efficiently. This also includes a system for monitoring and controlling the operations of subsidiaries to protect assets from improper or unauthorized use by directors or executives.

## 9.2 Intercompany Transactions

The Board of Directors has accorded importance to the review of intercompany transactions, related transactions and transactions that may involve conflict of interest, which are submitted for approvals. In regards to its transactions, the Company has taken the following actions:

1. Transactions made between the Company and its subsidiary (subsidiaries)

Amarin Printing and Publishing Public Company Limited has several firms under its umbrella. Transactions made between the Company and its subsidiaries are conducted on the basis of fair and arm's length. This principle applies to all intercompany transactions including sales, service delivery, selling and purchasing of raw materials/products, extension of financial help, and personnel support. Staff and all relevant parties must comply with laws, regulations issued by state agencies, company rules, and other conditions set by local authorities when handling intercompany transactions.

2. Transactions with Outsiders

The Company has conducted transactions with outsiders or other firms in a legitimate and transparent manner, fulfilling all conditions that have been agreed upon. Also, the Company has avoided transactions that may cause damages or trouble to outsiders. Before conducting a transaction that requires prior approvals from the Board of Directors or shareholders' meetings, the Management presents the planned transaction to the Board of Directors or a shareholders' meeting for reviews

and approvals in line with applicable criteria or laws. The Company has also disclosed information to investors in a transparent manner. Aside, board members or executives who have interests in planned transactions shall not take part in the process to review and approve the said transactions.

### 3. Related Transactions

The Company has the policy to comply with the Capital Market Supervisory Board announcement on related transactions and the SEC's announcement on listed companies' data disclosure and operations in regards to related transactions. Also, the Company has the policy to strictly adhere to applicable laws, regulations, announcements and orders with its Audit Committee tasked with reviewing related transactions.

In all, the Company has handled its related and intercompany transactions as follows:

1. For normal transactions, the Company considers them based on normal business practice and used the same criteria as transactions done with outsiders/general customers.
2. For support transactions, the Company considers them based on normal business practice and seeks remuneration based on price references or clear rates.
3. For transactions involving assets or services, the Company considers them by assessing the total value of rewards it will receive or will give using the book value or market value of assets or services involved. Examples of such transactions are those related to the selling and buying of shares for business investments.

4. For financial-help transactions, which surround the giving or receipt of financial help, the Company conducts a careful and fair review for its best interest. Also, it proceeds in line with reasonable business practice principle.

### Connected Transaction Policy and Tendency

As the Company's transactions are done on the arm's length basis and support normal business operations, it is likely that such connected transactions will be done in the future too. The Company's policy on connected transactions allows connected transactions that are normal transactions or reasonable and necessary transactions supporting the Company's normal operations under terms made on the arms' length basis and at market prices. Even when transactions are conducted with related parties, the Company shall treat them just or almost like outsiders with a focus on the best interests of the Company and its shareholders. Under the policy, approval process is fair and complies fully with the Company's Corporate Governance Policy and connected-transaction criteria and process.

The Company requires all its board members, executives and staff including those of its subsidiaries to strictly comply with laws and regulations.

In 2024, the Company did not commit any breach in regard to related and intercompany transactions. There was also no connected transaction that required approval from shareholders as per SET requirements. Aside, the Company did not extend any financial help to any company that was not its subsidiary as shown in the 2024 financial statements according to Note 5. In 2024, the Company's transactions with subsidiaries and persons with potential conflict of interest were as follows:

## 1. Normal transactions with subsidiaries as of 31 December 2024

### 1.1 Sales / Services Transactions

	The company in AMARIN Group	Counterparties	Counterparties	Nature of transactions	Sales/Services Unit : Million Baht		Explanation supporting transaction
					2023	2024	
1	Amarin Corporations Plc.	Amarin Television Co., Ltd.	Subsidiaries	Advertising and printing revenue	12.083	9.835	The price of advertising fees, books and magazines, rental and other service fees are the prices agreed upon in the contract or mutually agreed upon, which are comparable to the prices of other companies providing similar services. The Audit Committee had considered that such transactions were fair and reasonable.
2	Amarin Corporations Plc.	Amarin Television Co., Ltd.	Subsidiaries	Rental and service revenue	7.882	7.446	
3	Amarin Corporations Plc.	Amarin Book Center Co., Ltd.	Subsidiaries	Sales of books and magazines	425.301	388.125	
4	Amarin Corporations Plc.	Amarin Book Center Co., Ltd.	Subsidiaries	Service revenue	0.294	0.322	
5	Amarin Corporations Plc.	Amarin Omniverse Co., Ltd.	Subsidiaries	Printing revenue	0.019	0.001	
6	Amarin Corporations Plc.	Amarin Omniverse Co., Ltd.	Subsidiaries	Rental and service revenue	0.943	0.953	
7	Amarin Corporations Plc.	AME Imaginative Co., Ltd.	Subsidiaries	Advertising revenue and printing revenue	0.000	10.479	
8	Amarin Corporations Plc.	AME Imaginative Co., Ltd.	Subsidiaries	Service revenue	0.000	7.645	
9	Amarin Corporations Plc.	Dek-D Interactive Co., Ltd.	Subsidiaries	Printing revenue and E-book revenue	0.000	1.064	
10	Amarin Television Co., Ltd.	Amarin Corporations Plc.	Subsidiaries	Revenue from advertising	11.544	4.474	
11	Amarin Television Co., Ltd.	Amarin Corporations Plc.	Subsidiaries	Revenue from renting airtime on TV	0.000	3.900	
12	Amarin Television Co., Ltd.	Amarin Corporations Plc.	Subsidiaries	Revenue from advertising	0.596	0.555	
13	Amarin Television Co., Ltd.	Amarin Corporations Plc.	Subsidiaries	Product sales revenue	0.095	0.000	
14	Amarin Television Co., Ltd.	Amarin Book Center Co., Ltd.	Subsidiaries	Revenue from advertising	2.000	2.400	
15	Amarin Television Co., Ltd.	Amarin Book Center Co., Ltd.	Subsidiaries	Product sales revenue	0.010	0.000	
16	Amarin Television Co., Ltd.	Amarin Omniverse Co., Ltd.	Subsidiaries	Management revenue	0.240	2.640	
17	Amarin Television Co., Ltd.	AME Imaginative Co., Ltd.	Subsidiaries	Revenue from advertising	0.000	5.269	

The price of advertising fees, rental time and other service fees are the prices agreed upon in the contract or mutually agreed upon, which are comparable to the prices of other companies providing similar services. The Audit Committee had considered that such transactions were fair and reasonable.

The company in AMARIN Group	Counterparties	Counterparties	Nature of transactions	Sales/Services Unit : Million Baht		Explanation supporting transaction	
				2023	2024		
18	Amarin Book Center Co., Ltd.	Amarin Corporations Plc.	Subsidiaries	Book and magazine sales revenue	0.338	4.785	The price of books and magazines, delivery fees and advertising fees are the prices agreed upon in the contract or mutually agreed upon, which are comparable to the prices of other companies providing similar services. The Audit Committee had considered that such transactions were fair and reasonable.
19	Amarin Book Center Co., Ltd.	Amarin Corporations Plc.	Subsidiaries	Delivery service revenue	1.418	0.000	
20	Amarin Book Center Co., Ltd.	Amarin Television Co., Ltd.	Subsidiaries	Book and magazine sales revenue	0.005	0.043	
21	Amarin Book Center Co., Ltd.	Amarin Television Co., Ltd.	Subsidiaries	Revenue from advertising	2.032	2.400	
22	Amarin Book Center Co., Ltd.	AME Imaginative Co., Ltd.	Subsidiaries	Revenue from advertising	0.000	0.046	
23	Amarin Omniverse Co., Ltd	Amarin Corporations Plc.	Subsidiaries	Network service revenue	3.330	11.716	Revenue from advertising time sales and IT service fees are the prices agreed upon in the contract or mutually agreed upon, which are comparable to prices of other companies providing similar services. The Audit Committee had considered that such transactions were fair and reasonable.
24	Amarin Omniverse Co., Ltd	Amarin Television Co., Ltd.	Subsidiaries	Service revenue	66.945	40.035	
25	Amarin Omniverse Co., Ltd	Amarin Television Co., Ltd.	Subsidiaries	Management fee revenue	27.000	24.000	
26	Amarin Omniverse Co., Ltd	Amarin Television Co., Ltd.	Subsidiaries	Revenue from network service	11.392	14.775	
27	Amarin Omniverse Co., Ltd	Amarin Book Center Co., Ltd.	Subsidiaries	Revenue from network service	1.536	1.943	The price of selling books and magazines and advertising are the prices agreed upon in the contract or mutually agreed upon, which are comparable to prices of other companies providing similar services. The Audit Committee had considered that such transactions were fair and reasonable.
28	AME Imaginative Co., Ltd.	Amarin Television Co., Ltd.	Subsidiaries	Advertising and exhibition revenue	0.000	3.060	
29	AME Imaginative Co., Ltd.	Amarin Book Center Co., Ltd.	Subsidiaries	Sales of books and magazines	0.000	4.942	
30	Dek-D Interactive Co., Ltd.	Amarin Book Center Co., Ltd.	Subsidiaries	Sales of books and magazines	0.000	0.001	The price of selling books and program development service are the prices agreed upon in the contract or mutually agreed upon, which are comparable to prices of other companies providing similar services. The Audit Committee had considered that such transactions were fair and reasonable.
31	Dek-D Interactive Co., Ltd.	Amarin Book Center Co., Ltd.	Subsidiaries	Program development services revenue	0.000	0.950	
					575.003	553.804	

## 2. Normal transactions with associates as of 31 December 2024

### 2.1 Purchase Products / Services Transactions

The company in AMARIN Group	Counterparties	Counterparties	Nature of transactions	Sales/Services Unit : Million Baht		Explanation supporting transaction
				2023	2024	
1	Amarin Book Center Co., Ltd.	Kadokawa Amarin Co., Ltd. Associates	Purchase Books	101.292	140.651	The price of books and service fees are the price agreed upon in the contract or mutually agreed upon, which is comparable to the prices of other companies that provide similar services. The Audit Committee had considered that such transactions were fair and reasonable.
2	Amarin Book Center Co., Ltd.	Dek-D Interactive Co., Ltd. Associates	Purchase Books	1.034	0.127	
				<b>102.326</b>	<b>140.778</b>	

### 2.2 Sales/Services Transactions

The company in AMARIN Group	Counterparties	Counterparties	Nature of transactions	Sales/Services Unit : Million Baht		Explanation supporting transaction
				2023	2024	
1	Amarin Corporations Plc.	Kadokawa Amarin Co., Ltd. Associates	Printing revenue	10.022	14.811	Printing fees and sales E-book are the agreed-upon price under the contract or mutually agreed upon price, which is comparable to the prices of other companies providing similar services. The Audit Committee had considered that such transactions were fair and reasonable.
2	Amarin Corporations Plc.	Dek-D Interactive Co., Ltd. Associates	Printing revenue and E-book revenue	3.311	1.251	
3	Amarin Book Center Co., Ltd.	Kadokawa Amarin Co., Ltd. Associates	Revenue from book sales	0.057	0.023	The price of book sales, sales space service fees, and delivery services are the prices agreed upon in the contract or mutually agreed upon, which are comparable to the prices of other companies providing similar services. The Audit Committee had considered that such transactions were fair and reasonable.
4	Amarin Book Center Co., Ltd.	Kadokawa Amarin Co., Ltd. Associates	Service revenue	0.059	0.063	
5	Amarin Book Center Co., Ltd.	Dek-D Interactive Co., Ltd. Associates	Revenue from space service	0.010	0.025	
				<b>13.459</b>	<b>16.173</b>	

### 3. Normal transactions with related parties as of 31 December 2024

#### 3.1 Purchase Products / Services Transactions

The company in AMARIN Group	Counterparties	Counterparties	Nature of transactions	Sales/Services Unit : Million Baht		Explanation supporting transaction
				2023	2024	
1 Amarin Corporations Plc.	Berli Jucker Plc.	Common shareholders and directors are in the same family	Purchase of raw materials and printing fee	9,545	11,033	The price of goods / services are negotiated through contractual or mutual agreements, where these price are comparable to market rates. The Audit Committee had considered that such transactions were fair and reasonable.
2 Amarin Corporations Plc.	Berli Jucker Plc.	Common shareholders and directors are in the same family	Purchase of assets	0.000	0.142	
3 Amarin Corporations Plc.	Berli Jucker Plc.	Common shareholders and directors are in the same family	Printer maintenance fee	1,845	1,832	
4 Amarin Corporations Plc.	Indara Insurance Plc.	Common shareholders	Insurance premiums	0.505	1,616	The price of insurance premiums are negotiated through contractual agreements, where these price are comparable to market rates. The Audit Committee had considered that such transactions were fair and reasonable.
5 Amarin Corporations Plc.	Indara Insurance Plc.	Common shareholders	Insurance premiums	0.025	0.007	
6 Amarin Corporations Plc.	Southeast Life Insurance Plc.	Common shareholders	Insurance premiums	0.027	0.000	The price of services are negotiated through contractual agreements, where these price are comparable to market rates. The Audit Committee had considered that such transactions were fair and reasonable.
7 Amarin Corporations Plc.	Southeast Capital Co., Ltd.	Common shareholders	Car rental expenses	0.422	0.265	
8 Amarin Corporations Plc.	N.C.C. Management and Development Co., Ltd.	Common directors	Exhibition booth installation fees for electrical systems	20,851	12,229	The price of drinking water is the price agreed upon in the contract or mutually agreed upon, which is comparable to the prices of other companies that provide similar services. The Audit Committee had considered that such transactions were fair and reasonable.
9 Amarin Corporations Plc.	N.C.C. Management and Development Co., Ltd.	Common directors	Other service fees for organizing a fair, such as catering fees, parking coupon fees	0.151	0.050	
10 Amarin Corporations Plc.	Home and Office Delivery Co., Ltd.	Common directors	Purchase drinking water	0.000	0.357	

The company in AMARIN Group	Counterparties	Counterparties	Nature of transactions	Sales/Services Unit : Million Baht		Explanation supporting transaction
				2023	2024	
11 Amarin Corporations Plc.	TCC Technology Co., Ltd.	Common shareholders and directors	Computer system maintenance fees	0.000	0.049	The price of goods / services are negotiated through contractual or mutual agreements, where these price are comparable to market rates. The Audit Committee had considered that such transactions were fair and reasonable.
12 Amarin Corporations Plc.	TCC Technology Co., Ltd.	Common shareholders and directors	Purchase of computer equipment and network service fees	0.000	2.963	
13 Amarin Television Co., Ltd.	TCC Technology Co., Ltd.	Common shareholders and directors	Purchase of computer equipment and network service fees and computer system maintenance fees	1.666	0.000	The price of goods / services are negotiated through contractual or mutual agreements, where these price are comparable to market rates. The Audit Committee had considered that such transactions were fair and reasonable.
14 Amarin Television Co., Ltd.	TCC Technology Co., Ltd.	Common shareholders and directors	Computer rental expenses	3.190	5.006	The price of goods / services are negotiated through contractual or mutual agreements, where these price are comparable to market rates. The Audit Committee had considered that such transactions were fair and reasonable.
15 Amarin Television Co., Ltd.	Southeast Life Insurance Plc.	Common shareholders	Insurance premiums	0.063	0.069	The insurance premiums are negotiated through contractual or mutual agreements, where these price are comparable to market rates. The Audit Committee had considered that such transactions were fair and reasonable.
16 Amarin Television Co., Ltd.	Southeast Life Insurance Plc.	Common shareholders	Insurance premiums	0.003	0.021	
17 Amarin Television Co., Ltd.	Pacific Leisure (Thailand) Co., Ltd.	Common shareholders	Advertising production expenses	0.000	0.275	The services are negotiated through contractual or mutual agreements, where these price are comparable to market rates. The Audit Committee had considered that such transactions were fair and reasonable.
18 Amarin Television Co., Ltd.	Tspace Digital Co., Ltd.	Common directors	System development expenses	(1.250)*	0.000	
19 Amarin Television Co., Ltd.	Univenture Capital Co., Ltd.	Common shareholders and directors	Management fee for the construction project of new office and studio buildings	0.360	0.000	

The company in AMARIN Group	Counterparties	Counterparties	Nature of transactions	Sales/Services Unit : Million Baht		Explanation supporting transaction
				2023	2024	
20 Amarin Television Co., Ltd.	Univenture Capital Co., Ltd.	Common shareholders	Car rental expenses	0.000	0.013	The services are negotiated through contractual or mutual agreements, where these price are comparable to market rates. The Audit Committee had considered that such transactions were fair and reasonable.
21 Amarin Television Co., Ltd.	Grand Unity Development Co., Ltd.	Common shareholders and directors	Purchase a condominium to give away as a prize	3.980	3.994	The price of goods are negotiated through contractual agreements, where these price are comparable to market rates. The Audit Committee had considered that such transactions were fair and reasonable.
22 Amarin Television Co., Ltd.	Home and Office Delivery Co., Ltd.	Common directors	Purchase drinking water and office supplies	0.000	0.324	
23 Amarin Book Center Co., Ltd.	Southeast Life Insurance Plc.	Common shareholders	Insurance premiums	0.010	0.009	The price of insurance premiums are negotiated through contractual agreements, where these price are comparable to market rates. The Audit Committee had considered that such transactions were fair and reasonable.
24 Amarin Book Center Co., Ltd.	Indara Insurance Plc.	Common shareholders	Insurance premiums	0.037	0.245	
25 Amarin Book Center Co., Ltd.	Sernsuk Plc.	Common shareholders and directors	Beverage purchases for sale	0.419	0.468	
26 Amarin Book Center Co., Ltd.	Pracharath Rak Samak-kee Social Enterprise (Thailand) Co., Ltd.	Common shareholders and directors	Purchases books for sale	0.001	0.001	The price of products are negotiated through contractual or mutual agreements, where these price are comparable to market rates. The Audit Committee had considered that such transactions were fair and reasonable.
27 Amarin Book Center Co., Ltd.	ThaiBev Co., Ltd.	Common shareholders and directors	Purchases books for sale	0.014	0.013	
28 Amarin Book Center Co., Ltd.	TCC Technology Co., Ltd.	Common shareholders and directors	Purchase computers	0.566	1.401	The price of assets at a mutually agreed price, which is comparable to the prices of other companies and is no different from purchasing from other dealers. The Audit Committee had considered that such transactions were fair and reasonable.

The company in AMARIN Group	Counterparties	Counterparties	Nature of transactions	Sales/Services Unit : Million Baht		Explanation supporting transaction	
				2023	2024		
29	Amarin Book Center Co., Ltd.	N.C.C. Management and Development Co., Ltd.	Common directors	Fee for installing electrical systems	0.785	0.585	The price of services are negotiated through contractual agreements, where these price are comparable to market rates. The Audit Committee had considered that such transactions were fair and reasonable.
30	Amarin Book Center Co., Ltd.	ASM Management Co., Ltd.	Common directors	Space rental of Naiin Shop	0.001	0.001	
31	Amarin Book Center Co., Ltd.	C A C Co., Ltd.	Common shareholders and directors	Space rental of Naiin Shop	1.141	1.128	
32	Amarin Book Center Co., Ltd.	Kasemsubbhakdi Co., Ltd.	Common directors	Rental fair space and utility service fees	1.430	1.225	
33	Amarin Book Center Co., Ltd.	Kasemsubsiri Co., Ltd.	Common directors	Space rental of Naiin Shop	0.257	0.406	
34	Amarin Book Center Co., Ltd.	Kasemsubsiri Co., Ltd.	Common directors	Purchase shop signs	0.000	0.002	The price of products are negotiated through contractual or mutual agreements, where these price are comparable to market rates. The Audit Committee had considered that such transactions were fair and reasonable.
35	Amarin Omniverse Co., Ltd	TCC Technology Co., Ltd.	Common shareholders and directors	System service expenses	0.000	0.581	The price of services are negotiated through contractual or mutual agreements, where these price are comparable to market rates. The Audit Committee had considered that such transactions were fair and reasonable.
36	Amarin Omniverse Co., Ltd	TCC Technology Co., Ltd.	Common shareholders and directors	Network service expenses	0.276	0.196	
37	AME Imaginative Co., Ltd.	Indara Insurance Plc.	Common shareholders	Insurance premiums	0.000	0.018	The price of insurance premiums are negotiated through contractual agreements, where these price are comparable to market rates. The Audit Committee had considered that such transactions were fair and reasonable.

The company in AMARIN Group	Counterparties	Counterparties	Nature of transactions	Sales/Services Unit : Million Baht		Explanation supporting transaction
				2023	2024	
38 AME Imaginative Co., Ltd.	IMPACT Growth Real Estate Investment Trust	Common directors	Relat fair space	0.000	6.544	The price of services are negotiated through contractual agreements, comparable to the price of other companies that provide similar services. The Audit Committee had considered that such transactions were fair and reasonable.
39 AME Imaginative Co., Ltd.	N.C.C. Management and Development Co., Ltd.	Common directors	Fair booth installation and electrical system installation fee	0.000	4.253	
40 Dek-D Interactive Co., Ltd.	N.C.C. Management and Development Co., Ltd.	Common directors	Fair booth installation and electrical system installation fee	0.000	1.095	
				<b>46.320</b>	<b>58.416</b>	

**Note :** \*In 2022, a transaction reversal with T Space Digital has occurred since the application developer was unable to deliver the project allocated within the desired scope.

### 3.2 Sales / Services Transactions

The company in AMARIN Group	Counterparties	Counterparties	Nature of transactions	Sales/Services Unit : Million Baht		Explanation supporting transaction
				2023	2024	
1 Amarin Corporations Plc.	ThaiBev Co., Ltd.	Common shareholders and directors	Revenue from printing services	20.080	7.752	Printing fees and advertising are negotiated through contractual or mutual agreements, where these price are comparable to market rates. The Audit Committee had considered that such transactions were fair and reasonable.
2 Amarin Corporations Plc.	Dhospaak Co., Ltd.	Common directors	Revenue from printing services and advertising	4.915	9.881	
3 Amarin Corporations Plc.	N.C.C. Image Co., Ltd.	Common shareholders and directors	Revenue from exhibition services	1.067	0.000	
4 Amarin Corporations Plc.	Sermasuk Plc	Common shareholders and directors	Revenue from printing services	0.507	0.623	The price of product / services are negotiated through contractual or mutual agreements, where these price are comparable to market rates. The Audit Committee had considered that such transactions were fair and reasonable.
5 Amarin Corporations Plc.	Olshi Group Plc.	Common shareholders	Revenue from printing services	0.569	0.934	

The company in AMARIN Group	Counterparties	Counterparties	Nature of transactions	Sales/Services Unit : Million Baht		Explanation supporting transaction
				2023	2024	
6 Amarin Corporations Plc.	Chang International Co., Ltd.	Common shareholders and directors	Revenue from advertising	1,500	2,259	
7 Amarin Corporations Plc.	Asset World Retail Co., Ltd.	Common shareholders and directors are in the same family	Revenue from printing services	0.258	0.282	
8 Amarin Corporations Plc.	Asset World Corp Plc.	Common shareholders and directors are in the same family	Revenue from printing services	0.895	0.454	
9 Amarin Corporations Plc.	Grand Unity Development Co., Ltd.	Common shareholders and directors	Revenue from printing services	0.040	0.000	
10 Amarin Corporations Plc.	Golden Land Property Development Plc.	Shareholders and directors are in the same family	Revenue from printing services	0.078	0.071	Printing fees and advertising are negotiated through contractual or mutual agreements, where these price are comparable to market rates. The Audit Committee had considered that such transactions were fair and reasonable.
11 Amarin Corporations Plc.	Golden Ventures Leasehold Real Estate Investment Trust	Common shareholders	Revenue from printing services	0.074	0.151	
12 Amarin Corporations Plc.	Cosmos Brewery (Thailand) Co., Ltd.	Common shareholders	Revenue from printing services	0.154	0.154	
13 Amarin Corporations Plc.	Business Process Outsourcing Co., Ltd.	Common shareholders	Revenue from printing services	0.688	4.147	
14 Amarin Corporations Plc.	Univentures Plc.	Common shareholders and directors	Revenue from printing services	0.531	0.008	
15 Amarin Corporations Plc.	Kasemsubbhakdi Co., Ltd.	Common directors	Revenue from printing services	0.007	0.003	
16 Amarin Corporations Plc.	Fraser's Property Plc.	Common shareholders and directors are in the same family	Revenue from printing services	0.643	0.959	

The company in AMARIN Group	Counterparties	Counterparties	Nature of transactions	Sales/Services Unit : Million Baht		Explanation supporting transaction
				2023	2024	
17 Amarin Corporations Plc.	Fraser's Property Home (Thailand) Co., Ltd.	Common shareholders and directors are in the same family	Revenue from printing services	0.039	0.021	
18 Amarin Corporations Plc.	Pracharath Rak Samakkee Social Enterprise (Thailand) Co., Ltd.	Common shareholders and directors	Revenue from printing services	0.000	0.001	
19 Amarin Corporations Plc.	Bangkok Art Biennale Management Co., Ltd.	Common shareholders and directors	Revenue from printing services	0.612	0.612	
20 Amarin Corporations Plc.	One Bangkok Co., Ltd.	Shareholders and directors are in the same family	Revenue from advertising space on the website	0.075	0.327	
21 Amarin Corporations Plc.	C.A.I. Co., Ltd. (Social Enterprise)	Common shareholders and directors	Revenue from printing services and organizing events	7.089	0.072	Printing fees and advertising are negotiated through contractual or mutual agreements, where these price are comparable to market rates. The Audit Committee had considered that such transactions were fair and reasonable.
22 Amarin Corporations Plc.	Siriwana Co., Ltd.	Common shareholders and directors	Revenue from printing services	0.020	0.000	
23 Amarin Corporations Plc.	Pan International (Thailand) Co., Ltd.	Common shareholders	Revenue from printing services	0.004	0.011	
24 Amarin Corporations Plc.	N.C.C. Management and Development Co., Ltd.	Common directors	Revenue from advertising space on the website and electricity commission from fairs	8.573	2.727	
25 Amarin Corporations Plc.	Southeast Life Insurance Plc.	Common shareholders	Revenue from advertising	0.125	0.000	
26 Amarin Corporations Plc.	Asset World Trading Co., Ltd.	Common shareholders and directors are in the same family	Revenue from printing services	0.002	0.000	

The company in AMARIN Group	Counterparties	Counterparties	Nature of transactions	Sales/Services Unit : Million Baht		Explanation supporting transaction
				2023	2024	
27 Amarin Corporations Plc.	Thabev Marketing Co., Ltd.	Common shareholders and directors	Revenue from printing services	0.250	0.055	The price of product / services are negotiated through contractual or mutual agreements, where these price are comparable to market rates. The Audit Committee had considered that such transactions were fair and reasonable.
28 Amarin Corporations Plc.	Num Kijjakarn Co., Ltd. and Groups'	Common shareholders	Revenue from printing services	0.038	0.000	
29 Amarin Corporations Plc.	Big C Supercenter Plc.	Common shareholders	Revenue from printing services	0.000	0.004	
30 Amarin Corporations Plc.	Berli Jucker Plc.	Common shareholders and directors are in the same family	Revenue from printing services	0.000	0.084	
31 Amarin Corporations Plc.	TCC Hotel Asset Management Co., Ltd.	Common shareholders	Revenue from printing services	0.000	0.178	The price of advertising are negotiated through contractual or mutual agreements, where these price are comparable to market rates. The Audit Committee had considered that such transactions were fair and reasonable.
32 Amarin Corporations Plc.	TCC Hotel Collection Co., Ltd.	Common shareholders	Revenue from printing services	0.000	0.651	
33 Amarin Television Co., Ltd.	Thai Beverage Plc.	Common shareholders and directors	Revenue from advertising	33.385	27.397	
34 Amarin Television Co., Ltd.	One Bangkok Co., Ltd.	Shareholders and directors are in the same family	Revenue from advertising	0.000	3.800	
35 Amarin Television Co., Ltd.	Dhospaak Co., Ltd.	Common directors	Revenue from advertising services	19.473	22.416	The price of advertising are negotiated through contractual or mutual agreements, where these price are comparable to market rates. The Audit Committee had considered that such transactions were fair and reasonable.
36 Amarin Television Co., Ltd.	C.A.I. Co., Ltd.	Common shareholders and directors	Revenue from renting airtime on TV	2.880	2.400	
37 Amarin Television Co., Ltd.	Grand Unity Development Co., Ltd.	Common shareholders and directors	Revenue from advertising	3.860	4.000	
38 Amarin Television Co., Ltd.	Asset World Corp Plc.	Common shareholders and directors are in the same family	Revenue from renting airtime on TV	0.500	0.480	

The company in AMARIN Group	Counterparties	Counterparties	Nature of transactions	Sales/Services Unit : Million Baht		Explanation supporting transaction
				2023	2024	
39 Amarin Television Co., Ltd.	Pacific Leisure (Thailand) Co., Ltd.	Common directors	Revenue from advertising	0.000	0.065	The price of advertizing are negotiated through contractual or mutual agreements, where these price are comparable to market rates. The Audit Committee had considered that such transactions were fair and reasonable.
40 Amarin Television Co., Ltd.	Southeast Life Insurance Plc.	Common shareholders	Revenue from advertising	0.000	0.033	
41 Amarin Book Center Co., Ltd.	Indara Insurance Plc.	Common shareholders	Revenue from insurance compensation (Books)	0.047	0.000	Revenues from insurance claims are negotiated through contractual agreements, where these costs are comparable to market rates. The Audit Committee had considered that such transactions were fair and reasonable.
42 Amarin Book Center Co., Ltd.	Indara Insurance Plc.	Common shareholders	Revenue from insurance compensation (Assets)	0.024	0.000	
43 Amarin Book Center Co., Ltd.	Thai Beverege Plc.	Common shareholders and directors	Revenue from book sales	0.014	0.363	The price of books and magazines and supporting activities are the prices agreed upon in the contract or mutually agreed upon, which are comparable to the prices of other companies providing similar services. The Audit Committee had considered that such transactions were fair and reasonable.
44 Amarin Book Center Co., Ltd.	Thai Beverege Plc.	Common shareholders and directors	Revenue from project sponsorship	1.608	4.705	
45 Amarin Book Center Co., Ltd.	Thai Beverege Training Co., Ltd.	Common shareholders and directors	Revenue from book sales	0.000	0.004	
46 Amarin Book Center Co., Ltd.	Dhospaak Co., Ltd.	Common directors	Revenue from project sponsorship	0.023	0.014	The price of advertizing are negotiated through contractual or mutual agreements, where these price are comparable to market rates. The Audit Committee had considered that such transactions were fair and reasonable.
47 AME Imaginative Co., Ltd.	Thai Beverege Plc.	Common shareholders and directors	Revenue from advertising	0.000	0.500	
48 AME Imaginative Co., Ltd.	Chang International Co.,Ltd.	Common shareholders and directors	Revenue from advertising	0.000	2.500	
49 AME Imaginative Co., Ltd.	Kasemsubsiri Co., Ltd.	Common directors	Revenue from advertising	0.000	1.167	
50 AME Imaginative Co., Ltd.	One Bangkok Co., Ltd.	Shareholders and directors are in the same family	Revenue from advertising	0.000	0.500	
				110.647	102.765	

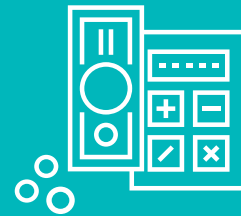
#### 4. Dividend Receive Transactions

	The company in AMARIN Group	Counterparties	Counterparties	Nature of transactions	Sales/Services Unit : Million Baht		Explanation supporting transaction
					2023	2024	
1	Amarin Corporations Plc.	Amarin Television Co., Ltd.	Subsidiaries	Dividend receive	0.000	60.498	Dividends received are proportion of the Company's shareholding, from the company's operating results and cash flow, and have been approved by the company's shareholders' meeting. The Audit Committee had considered that such transactions were fair and reasonable.
2	Amarin Corporations Plc.	Kadokawa Amarin Co., Ltd.	Associates	Dividend receive	5.244	6.735	
					5.244	67.233	

#### 5. Interest Expense Transactions

	The company in AMARIN Group	Counterparties	Counterparties	Nature of transactions	Sales/Services Unit : Million Baht		Explanation supporting transaction
					2023	2024	
1	Amarin Corporations Plc.	Amarin Television Co., Ltd.	Subsidiaries	Interest expenses	2.802	0.000	Interest rates in approximate to interest rates of financial institutions. The Audit Committee had considered that such transactions were fair and reasonable.
2	Amarin Omniverse Co., Ltd	Amarin Television Co., Ltd.	Subsidiaries	Interest expenses	3.177	3.123	
					5.979	3.123	

# Financial ststatement



## Report on Board of Directors' Responsibility for Financial Statements



### **Dear Shareholders of Report on Board of Directors' Responsibility for Financial Statements**

The Board of Directors is committed to its duty and responsibility as the board of directors of a listed company in the Stock Exchange of Thailand (SET). The Board of Directors is responsible for the financial statements of the Company and its subsidiaries, as well as all financial data and information shown in 56-1 One Report. The separate and consolidated Financial Statements of Amarin Corporations Public Company Limited and subsidiaries were prepared in accordance with financial reporting standards. The preparations took into account appropriate accounting policies and consistently complied with them. Judgements were exercised carefully. Estimations were reasonable. The disclosure of key data in the notes to Financial Statements was

adequate, transparent, and useful to both shareholders and general investors.

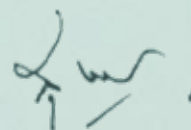
In addition, the Board of Directors upholds proper and effective risk management system, internal control system, internal audits and corporate governance as assurances that accounting records were accurate and complete, and displayed material factual data with timeliness and adequacy needed to protect assets and prevent corruption or material irregularities.

The Board of Directors set up the Audit Committee, which comprises independent directors, and assigned it to oversee and take charge of reviewing accounting policies and the quality of financial reports, auditing the appropriateness and adequacy of internal control

systems, internal audits, and risk management systems. Additionally, the committee evaluates related party transactions that may result in conflicts of interest, determining whether such transactions are conducted in the ordinary course of business or are necessary and reasonable for the Company's normal business operations, and done on the fair and arm's length basis. Furthermore, the committee ensures compliance with applicable laws and regulations and oversees the complete, adequate and appropriate disclosure of related party transactions. The Audit Committee's opinions are presented in this 56-1 One Report.

In the opinion of the Board of Directors, the Company's and its subsidiaries' internal control system, internal

audits, risk management system and corporate governance were sufficient and appropriate enough to provide reasonable assurance that the consolidated and separate financial statements of Amarin Corporations Public Company Limited and its subsidiaries during the fiscal year ending on 31 December 2024 presented their financial position, operating results and cash flow with reasonable accuracy in all material aspects based on financial reporting standards. The Auditor (KPMG Phoomchai Audit Company Limited) audited the Financial Statements and already expressed its opinion on them, which were presented based on generally accepted accounting principles in this annual report as well.



(Dr. Sumet Tantivejkul)  
Chairman

# **Amarin Corporations Public Company Limited and its Subsidiaries**

Financial statements for the year ended  
31 December 2024  
and  
Independent Auditor's Report

## Independent Auditor's Report

### To the Shareholders of Amarin Corporations Public Company Limited

#### *Opinion*

I have audited the consolidated and separate financial statements of Amarin Corporations Public Company Limited and its subsidiaries (the "Group") and of Amarin Corporations Public Company Limited (the "Company"), respectively, which comprise the consolidated and separate statements of financial position as at 31 December 2024, the consolidated and separate statements of comprehensive income, changes in equity and cash flows for the year then ended, and notes, comprising a summary of material accounting policies and other explanatory information.

In my opinion, the accompanying consolidated and separate financial statements present fairly, in all material respects, the financial position of the Group and the Company, respectively, as at 31 December 2024 and their financial performance and cash flows for the year then ended in accordance with Thai Financial Reporting Standards (TFRSs).

#### *Basis for Opinion*

I conducted my audit in accordance with Thai Standards on Auditing (TSAs). My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Consolidated and Separate Financial Statements* section of my report. I am independent of the Group and the Company in accordance with the *Code of Ethics for Professional Accountants including Independence Standards* issued by the Federation of Accounting Professions (Code of Ethics for Professional Accountants) that is relevant to my audit of the consolidated and separate financial statements, and I have fulfilled my other ethical responsibilities in accordance with the Code of Ethics for Professional Accountants. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

#### *Key Audit Matters*

Key audit matters are those matters that, in my professional judgment, were of most significance in my audit of the consolidated and separate financial statements of the current period. These matters were addressed in the context of my audit of the consolidated and separate financial statements as a whole, and in forming my opinion thereon, and I do not provide a separate opinion on these matters.

The recognition of revenue from rendering of services	
Refer to Note 17 to the consolidated and separate financial statements.	
The key audit matter	How the matter was addressed in the audit
The Group derives revenue from providing difference types of services through various channels. The service agreements with customers, contain a variety of terms and conditions regarding the type and scope of services, the pricing arrangement, as well as sales promotion incentives and discounts. These factors affect the amount and timing of revenue recognition. This area requires judgement with regard to the combination or separation of performance obligations under each contract as well as the appropriate amount and timing of revenue recognition for each performance obligation. The Group's revenue, and operating results derived from it, are key in the decisions users of the financial statements. Therefore, this area is considered as a key audit matter.	<p>The audit procedures included the following:</p> <ul style="list-style-type: none"> <li>• Understanding and evaluating the design and effectiveness of internal control over revenue recognition;</li> <li>• Applying a sampling method to select service agreements to assess whether revenue recognition was consistent with the terms and conditions of the relevant agreements, including the appropriateness of the combination or separation of performance obligations under each contract as well as the appropriate amount and timing of revenue recognition for each performance obligation;</li> <li>• Performing testing on a sampling basis to evaluate revenue recognised during the year and</li> </ul>

The recognition of revenue from rendering of services	
Refer to Note 17 to the consolidated and separate financial statements.	
The key audit matter	How the matter was addressed in the audit
	<p>in the periods immediately before and after the year with related documents;</p> <ul style="list-style-type: none"> <li>Performing analysis on revenue by comparison with historical data;</li> <li>Evaluating the adequacy of the financial statements' disclosures in accordance with Thai Financial Reporting Standards.</li> </ul>
Business Acquisition	
Refer to Note 4 to the consolidated financial statement.	
The key audit matter	How the matter was addressed in the audit
<p>During 2024, the Group acquired a business, Dek-D Interactive Co., Ltd. The Group recognised assets acquired and liabilities assumed from this transaction at fair value.</p> <p>The accounting for business combination is complex and involves in identifying intangible assets as well as exercising judgment due to the assessment of fair value of assets acquired, liabilities assumed and consideration transferred. The Group engaged an independent valuer to estimate fair value of assets acquired, liabilities assumed, and consideration transferred. As assumptions used are uncertain and judgment is required, this area is considered as a key audit matter.</p>	<p>The audit procedures included the following:</p> <ul style="list-style-type: none"> <li>Inquiring management regarding the nature and objectives of the transaction as well as reading the sale and purchase agreement and other relevant documents to understand the important terms and conditions of the transaction;</li> <li>Evaluating the appropriateness of the identification of assets acquired and liabilities assumed at the date of acquisition;</li> <li>Evaluating the independence and competency of the independent valuer;</li> <li>Evaluating the appropriateness of significant assumptions and valuation approach used in estimating fair value of assets acquired, liabilities assumed and consideration transferred;</li> <li>Involving KPMG specialist to evaluate the appropriateness of the valuation methodology and financial variables used in setting out the discount rate and identifying intangible assets, including the reasonableness of the calculation;</li> <li>Evaluating the adequacy of the financial statements disclosures in accordance with Thai Financial Reporting Standards.</li> </ul>

#### Other Information

Management is responsible for the other information. The other information comprises the information included in the annual report, but does not include the consolidated and separate financial statements and my auditor's report thereon. The annual report is expected to be made available to me after the date of this auditor's report.

My opinion on the consolidated and separate financial statements does not cover the other information and I will not express any form of assurance conclusion thereon.

In connection with my audit of the consolidated and separate financial statements, my responsibility is to read the other information identified above when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the consolidated and separate financial statements or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

When I read the annual report, if I conclude that there is a material misstatement therein, I am required to communicate the matter to those charged with governance and request that the correction be made.

*Responsibilities of Management and Those Charged with Governance for the Consolidated and Separate Financial Statements*

Management is responsible for the preparation and fair presentation of the consolidated and separate financial statements in accordance with TFRSs, and for such internal control as management determines is necessary to enable the preparation of consolidated and separate financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated and separate financial statements, management is responsible for assessing the Group's and the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Group and the Company or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Group's and the Company's financial reporting process.

*Auditor's Responsibilities for the Audit of the Consolidated and Separate Financial Statements*

My objectives are to obtain reasonable assurance about whether the consolidated and separate financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with TSAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated and separate financial statements.

As part of an audit in accordance with TSAs, I exercise professional judgment and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the consolidated and separate financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's and the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's and the Company's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the consolidated and separate financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Group and the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated and separate financial statements, including the disclosures, and whether the consolidated and separate financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the consolidated financial statements. I am responsible for the direction, supervision and performance of the group audit. I remain solely responsible for my audit opinion.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

I also provide those charged with governance with a statement that I have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on my independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated with those charged with governance, I determine those matters that were of most significance in the audit of the consolidated and separate financial statements of the current period and are therefore the key audit matters. I describe these matters in my auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, I determine that a matter should not be communicated in my report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

(Nittaya Chetchotiros)  
Certified Public Accountant  
Registration No. 4439

KPMG Phoomchai Audit Ltd.  
Bangkok  
25 February 2025

## Amarin Corporations Public Company Limited and its Subsidiaries

### Statement of financial position

		Consolidated financial statements		Separate financial statements	
		31 December		31 December	
Assets	Note	2024	2023	2024	2023
		(in Baht)			
<b>Current assets</b>					
Cash and cash equivalents	6	576,566,978	250,871,445	167,789,189	27,083,254
Trade accounts receivable	5, 7	427,613,915	491,519,548	302,618,282	332,577,472
Other current receivables	5	75,341,992	63,250,969	32,360,614	25,836,793
Inventories	8	546,541,134	449,964,643	289,743,567	253,097,030
Current portion of investments in debt securities	9	543,129,853	624,020,289	1,000,000	273,001,924
Other current assets		21,043,604	18,617,547	5,517,915	5,499,234
<b>Total current assets</b>		<b>2,190,237,476</b>	<b>1,898,244,441</b>	<b>799,029,567</b>	<b>917,095,707</b>
<b>Non-current assets</b>					
Other non-current financial assets		20,000,000	-	-	-
Investments in associates	10	53,699,503	136,122,085	27,600,000	27,600,000
Investments in subsidiaries	11	-	-	4,199,780,078	4,187,280,178
Long-term investment in related party		1,000,000	1,000,000	1,000,000	1,000,000
Investments in debt securities	9	308,912,488	595,936,553	3,060,948	1,000,000
Investment properties		-	-	24,197,225	28,570,087
Property, plant and equipment	12	1,450,540,136	1,446,485,855	647,488,961	609,582,618
Right-of-use assets		151,271,823	132,444,522	7,373,611	4,799,108
Land held for future development		199,686,892	199,686,892	182,410,892	182,410,892
Digital television license	13	604,496,962	744,534,868	-	-
Goodwill	14	189,778,569	189,778,569	-	-
Book copyright		249,659,823	259,698,318	249,079,645	259,698,318
Intangible assets other than goodwill	4	401,518,577	171,840,230	7,248,642	8,715,307
Deferred tax assets		6,721,799	1,269,489	30,878,569	27,875,994
Deposits		47,497,670	47,282,000	427,782	427,782
Other non-current assets		136,368,045	139,551,674	38,767,786	34,160,566
<b>Total non-current assets</b>		<b>3,821,152,287</b>	<b>4,065,631,055</b>	<b>5,419,314,139</b>	<b>5,373,120,850</b>
<b>Total assets</b>		<b>6,011,389,763</b>	<b>5,963,875,496</b>	<b>6,218,343,706</b>	<b>6,290,216,557</b>

The accompanying notes are an integral part of these financial statements.

## Amarin Corporations Public Company Limited and its Subsidiaries

### Statement of financial position

Liabilities and equity	Note	Consolidated		Separate	
		financial statements		financial statements	
		31 December	31 December	31 December	31 December
		2024	2023	2024	2023
		(in Baht)			
<b>Current liabilities</b>					
Trade accounts payable	5, 22	358,902,797	394,841,649	58,001,610	76,186,842
Other current payables	5, 22	162,768,254	165,010,508	59,386,596	55,862,248
Accrued expenses		260,534,456	260,975,656	163,883,205	149,615,500
Current portion of lease liabilities	5, 22	84,071,468	81,811,411	3,465,963	1,408,353
Corporate income tax payable		2,445,647	-	-	-
Other current liabilities		42,682,884	44,930,239	16,681,199	18,419,481
<b>Total current liabilities</b>		<b>911,405,506</b>	<b>947,569,463</b>	<b>301,418,573</b>	<b>301,492,424</b>
<b>Non-current liabilities</b>					
Lease liabilities	5, 22	69,816,794	52,881,876	2,809,608	2,056,498
Deferred tax liabilities		40,592,384	-	-	-
Non-current provisions for employee benefits	15	245,543,489	235,325,024	115,689,730	127,073,990
Non-current provisions for cost of dismantling		8,162,355	7,508,459	-	-
Other non-current liabilities		5,030,737	4,793,385	778,237	500,886
<b>Total non-current liabilities</b>		<b>369,145,759</b>	<b>300,508,744</b>	<b>119,277,575</b>	<b>129,631,374</b>
<b>Total liabilities</b>		<b>1,280,551,265</b>	<b>1,248,078,207</b>	<b>420,696,148</b>	<b>431,123,798</b>
<b>Equity</b>					
Share capital:					
Authorised share capital					
(998,281,590 ordinary shares, par value					
at Baht 1 per share)		998,281,590	998,281,590	998,281,590	998,281,590
Issued and paid-up share capital					
(998,281,590 ordinary shares, par value					
at Baht 1 per share)		998,281,590	998,281,590	998,281,590	998,281,590
Share premium on ordinary shares		2,786,808,121	2,786,808,121	2,786,808,121	2,786,808,121
Retained earnings					
Appropriated					
Legal reserve	16	76,780,000	70,780,000	76,780,000	70,780,000
Unappropriated		759,008,355	859,927,578	1,935,777,847	2,003,223,048
<b>Equity attributable to owners of the parent</b>		<b>4,620,878,066</b>	<b>4,715,797,289</b>	<b>5,797,647,558</b>	<b>5,859,092,759</b>
Non-controlling interests		109,960,432	-	-	-
<b>Total equity</b>		<b>4,730,838,498</b>	<b>4,715,797,289</b>	<b>5,797,647,558</b>	<b>5,859,092,759</b>
<b>Total liabilities and equity</b>		<b>6,011,389,763</b>	<b>5,963,875,496</b>	<b>6,218,343,706</b>	<b>6,290,216,557</b>

The accompanying notes are an integral part of these financial statements.

**Amarin Corporations Public Company Limited and its Subsidiaries**  
**Statement of comprehensive income**

		<b>Consolidated financial statements</b>		<b>Separate financial statements</b>	
		Year ended 31 December		Year ended 31 December	
	Note	2024	2023	2024	2023
		(in Baht)			
<b>Income</b>	<b>5</b>				
Revenue from sale of goods and rendering of services	17	3,966,089,654	4,118,869,900	1,416,104,307	1,622,870,903
Gain on bargain purchase	4	13,596,775	-	-	-
Other income		187,746,543	169,956,181	105,971,913	34,204,735
<b>Total income</b>		<b>4,167,432,972</b>	<b>4,288,826,081</b>	<b>1,522,076,220</b>	<b>1,657,075,638</b>
<b>Expenses</b>	<b>5</b>				
Costs of sale of goods and rendering of services	8	3,065,008,481	3,008,514,880	1,129,566,952	1,247,108,835
Selling expenses		499,992,113	464,314,832	24,823,528	28,507,533
Administrative expenses		497,518,816	497,495,518	248,347,529	242,886,915
Loss on previously held equity interest in associate prior to change of status to subsidiary	4	13,915,012	-	-	-
<b>Total expenses</b>	<b>18</b>	<b>4,076,434,422</b>	<b>3,970,325,230</b>	<b>1,402,738,009</b>	<b>1,518,503,283</b>
<b>Profit from operating activities</b>		<b>90,998,550</b>	<b>318,500,851</b>	<b>119,338,211</b>	<b>138,572,355</b>
Finance costs	5	(4,409,602)	(5,033,566)	(240,000)	(3,875,815)
Share of profit of associates accounted for using equity method	10	604,226	15,948,300	-	-
<b>Profit before income tax expense</b>		<b>87,193,174</b>	<b>329,415,585</b>	<b>119,098,211</b>	<b>134,696,540</b>
Tax expense	19	(2,684,782)	(38,920,778)	(852,726)	(22,626,176)
<b>Profit for the year</b>		<b>84,508,392</b>	<b>290,494,807</b>	<b>118,245,485</b>	<b>112,070,364</b>
<b>Other comprehensive income</b>					
<b>Items that will not be reclassified subsequently to profit or loss</b>					
Gain on remeasurements of defined benefit plans	15, 19	10,556,774	18,771,779	-	14,774,309
Share of other comprehensive income of associates accounted for using equity method - net of tax		-	393,781	-	-
Income tax relating to items that will not be reclassified subsequently to profit or loss	19	(2,111,355)	(3,754,356)	-	(2,954,862)
<b>Total items that will not be reclassified subsequently to profit or loss</b>		<b>8,445,419</b>	<b>15,411,204</b>	<b>-</b>	<b>11,819,447</b>
<b>Other comprehensive income for the year, net of tax</b>		<b>8,445,419</b>	<b>15,411,204</b>	<b>-</b>	<b>11,819,447</b>
<b>Total comprehensive income for the year</b>		<b>92,953,811</b>	<b>305,906,011</b>	<b>118,245,485</b>	<b>123,889,811</b>
<b>Profit attributable to:</b>					
Owners of parent		76,326,044	290,494,807	118,245,485	112,070,364
Non-controlling interests		8,182,348	-	-	-
		<b>84,508,392</b>	<b>290,494,807</b>	<b>118,245,485</b>	<b>112,070,364</b>
<b>Total comprehensive income (expense) attributable to:</b>					
Owners of parent		84,771,463	305,906,011	118,245,485	123,889,811
Non-controlling interests		8,182,348	-	-	-
		<b>92,953,811</b>	<b>305,906,011</b>	<b>118,245,485</b>	<b>123,889,811</b>
<b>Basic earnings per share</b>	<b>20</b>	<b>0.08</b>	<b>0.29</b>	<b>0.12</b>	<b>0.11</b>

The accompanying notes are an integral part of these financial statements.

**Amarin Corporations Public Company Limited and its Subsidiaries**  
**Statement of changes in equity**

	Note	Consolidated financial statements					
		Issued and paid-up share capital	Share premium	Legal reserve	Unappropriated Retained earnings (in Baht)	Equity attributable to owners of the parent	Non-controlling interests
							Total equity
<b>Year Ended at 31 December 2023</b>							
Balance at 1 January 2023		998,281,590	2,786,808,121	60,780,000	853,523,228	4,699,392,939	-
Transactions with owners, recorded directly in equity							
Distributions to owners of the parent							
Dividends	21	-	-	-	(289,501,661)	(289,501,661)	-
Total distributions to owners of the parent		-	-	-	(289,501,661)	(289,501,661)	-
Total transactions with owners, recorded directly in equity		-	-	-	(289,501,661)	(289,501,661)	-
Comprehensive income for the year							
Profit		-	-	-	290,494,807	290,494,807	-
Other comprehensive income		-	-	-	15,411,204	15,411,204	-
Total comprehensive income for the year		-	-	-	305,906,011	305,906,011	-
Transfer to legal reserve	16	-	-	10,000,000	(10,000,000)	-	-
Balance at 31 December 2023		998,281,590	2,786,808,121	70,780,000	859,927,578	4,715,797,289	-
<b>Year Ended at 31 December 2024</b>							
Balance at 1 January 2024		998,281,590	2,786,808,121	70,780,000	859,927,578	4,715,797,289	-
Transactions with owners, recorded directly in equity							
Distributions to owners of the parent							
Dividends	21	-	-	-	(179,690,686)	(179,690,686)	-
Total distributions to owners of the parent		-	-	-	(179,690,686)	(179,690,686)	-
Changes in ownership interests in subsidiary							
Acquisition of non-controlling interests with a change in control	4	-	-	-	-	-	101,778,084
Total changes in ownership interests in subsidiary		-	-	-	-	-	101,778,084
Total transactions with owners, recorded directly in equity		-	-	-	(179,690,686)	(179,690,686)	101,778,084
Comprehensive income for the year							
Profit		-	-	-	76,326,044	76,326,044	8,182,348
Other comprehensive income		-	-	-	8,445,419	8,445,419	-
Total comprehensive income for the year		-	-	-	84,771,463	84,771,463	8,182,348
Transfer to legal reserve	16	-	-	6,000,000	(6,000,000)	-	-
Balance at 31 December 2024		998,281,590	2,786,808,121	76,780,000	759,008,355	4,620,878,066	109,960,432

The accompanying notes are an integral part of these financial statements.

**Amarin Corporations Public Company Limited and its Subsidiaries**  
**Statement of changes in equity**

Separate financial statements						
			Retained earnings			
	Note	Issued and paid-up share capital	Share premium	Legal reserve (in Baht)	Unappropriated	Total equity
Year ended 31 December 2023						
Balance at 1 January 2023		998,281,590	2,786,808,121	60,780,000	2,178,834,898	6,024,704,609
Transactions with owners, recorded directly in equity						
<i>Distributions to owners of the parent</i>						
Dividends	21	-	-	-	(289,501,661)	(289,501,661)
<i>Total distributions to owners of the parent</i>		-	-	-	(289,501,661)	(289,501,661)
Total transactions with owners, recorded directly in equity		-	-	-	(289,501,661)	(289,501,661)
Comprehensive income for the year						
Profit		-	-	-	112,070,364	112,070,364
Other comprehensive income		-	-	-	11,819,447	11,819,447
Total comprehensive income for the year		-	-	-	123,889,811	123,889,811
Transfer to legal reserve	16	-	-	10,000,000	(10,000,000)	-
Balance at 31 December 2023		998,281,590	2,786,808,121	70,780,000	2,003,223,048	5,859,092,759
Year ended 31 December 2024						
Balance at 1 January 2024		998,281,590	2,786,808,121	70,780,000	2,003,223,048	5,859,092,759
Transactions with owners, recorded directly in equity						
<i>Distributions to owners of the parent</i>						
Dividends	21	-	-	-	(179,690,686)	(179,690,686)
<i>Total distributions to owners of the parent</i>		-	-	-	(179,690,686)	(179,690,686)
Total transactions with owners, recorded directly in equity		-	-	-	(179,690,686)	(179,690,686)
Comprehensive income for the year						
Profit		-	-	-	118,245,485	118,245,485
Total comprehensive income for the year		-	-	-	118,245,485	118,245,485
Transfer to legal reserve	16	-	-	6,000,000	(6,000,000)	-
Balance at 31 December 2024		998,281,590	2,786,808,121	76,780,000	1,935,777,847	5,797,647,558

The accompanying notes are an integral part of these financial statements.

**Amarin Corporations Public Company Limited and its Subsidiaries****Statement of cash flows**

	<b>Consolidated</b>		<b>Separate</b>	
	<b>financial statements</b>		<b>financial statements</b>	
	Year ended 31 December		Year ended 31 December	
	2024	2023	2024	2023
	<i>(in Baht)</i>			
<b><i>Cash flows from operating activities</i></b>				
Profit for the year	84,508,392	290,494,807	118,245,485	112,070,364
<i>Adjustments to reconcile profit to cash receipts (payments)</i>				
Tax expense	2,684,782	38,920,778	852,726	22,626,176
Finance costs	4,409,602	5,033,566	240,000	3,875,815
Depreciation	247,700,962	225,341,881	74,454,196	83,933,805
Amortisation of digital television license	140,037,906	140,037,906	-	-
Amortisation of book copyright	97,803,584	75,737,767	97,677,836	75,737,767
Amortisation of other intangible assets	35,521,704	148,476,849	2,234,821	2,457,500
Amortisation of premium on investments in debt securities	665,415	2,525,252	15,869	407,484
Unrealised loss on exchange rate	1,648	17,126	1,648	17,126
Share of profit of associates accounted for using equity method, net of tax	(604,226)	(15,948,300)	-	-
(Reversal of) allowance for returned magazines and books	(216,789)	2,253	-	-
Expected credit loss	5,880,020	1,094,356	783,396	88,674
(Reversal of) loss on inventories devaluation	(14,803,271)	(4,435,934)	719,146	196,288
Non-current provisions for employee benefits	43,808,648	37,890,029	24,321,935	18,322,546
Non-current provisions for cost of dismantling	154,849	366,507	-	-
Gain on disposal and write-off of plant and equipment	(14,918,011)	(3,893,512)	(13,955,331)	(3,838,909)
Loss on previously held equity interest in associate prior to change of status to subsidiary	13,915,012	-	-	-
Gain on bargain purchase	(13,596,776)	-	-	-
Dividend income	-	-	(67,232,585)	(5,244,000)
Interest income	(26,609,058)	(37,233,638)	(3,926,622)	(13,373,743)
	<u>606,344,393</u>	<u>904,427,693</u>	<u>234,432,520</u>	<u>297,276,893</u>
<b><i>Changes in operating assets and liabilities</i></b>				
Trade accounts receivable	65,980,881	25,154,146	29,175,794	(42,102,617)
Other current receivables	(3,967,258)	4,821,298	(7,533,223)	1,848,960
Inventories	(81,226,423)	(13,683,744)	(37,365,682)	4,236,518
Other current assets	(1,857,106)	2,103,054	(18,682)	(793,857)
Deposits	(215,669)	(594,540)	-	94,905
Other non-current assets	(18,047,045)	(43,466,834)	(25,044,835)	(24,575,753)
Trade accounts payable	(41,586,781)	(4,437,912)	(18,185,232)	(10,328,120)
Other current payables	(59,636,445)	(70,129,770)	(6,222,519)	972,924
Accrued expenses	(442,848)	(32,229,506)	14,266,057	15,442,896
Other current liabilities	(210,093)	(15,038,757)	(1,738,282)	(5,049,968)
Other non-current liabilities	277,351	-	277,351	-
Non-current provisions for employee benefits paid	(29,849,629)	(24,354,357)	(17,207,213)	(21,010,357)
Non-current provisions for cost of dismantling paid	(559,376)	(323,469)	-	-
Net cash generated from operations	<u>435,003,952</u>	<u>732,247,302</u>	<u>164,836,054</u>	<u>216,012,424</u>
Taxes received	<u>16,582,313</u>	<u>15,344,291</u>	<u>16,582,313</u>	<u>15,344,291</u>
<b>Net cash activities from operating</b>	<u><b>451,586,265</b></u>	<u><b>747,591,593</b></u>	<u><b>181,418,367</b></u>	<u><b>231,356,715</b></u>

The accompanying notes are an integral part of these financial statements.

## Amarin Corporations Public Company Limited and its Subsidiaries

### Statement of cash flows

	Consolidated financial statements		Separate financial statements	
	Year ended 31 December		Year ended 31 December	
	2024	2023	2024	2023
	(in Baht)			
<b>Cash flows from investing activities</b>				
Proceeds from acquisition of subsidiary, net of cash acquired	45,390,207	-	-	-
Acquisition of investment in subsidiary	-	-	(12,499,900)	-
Acquisition of debt securities	(252,050,914)	(310,742,577)	(3,074,893)	-
Proceeds from redemption of debt securities	619,300,000	665,000,000	273,000,000	410,000,000
Acquisition of property, plant and equipment	(166,774,568)	(431,676,765)	(120,970,308)	(185,481,239)
Acquisition of book copyright	(87,059,163)	(166,457,625)	(87,059,163)	(166,457,625)
Proceeds from sale of equipment	24,638,758	4,968,579	20,868,429	4,499,289
Acquisition of other intangible assets	(61,855,245)	(157,392,144)	(1,280,716)	(629,412)
Dividends received	6,734,400	5,244,000	67,232,585	5,244,000
Interest received	27,416,963	37,437,893	4,936,024	15,153,105
<b>Net cash from (used in) investing activities</b>	<b>155,740,438</b>	<b>(353,618,639)</b>	<b>141,152,058</b>	<b>82,328,118</b>
<b>Cash flows from financing activities</b>				
Proceeds from borrowings from financial institutions	-	190,000,000	-	190,000,000
Repayment of borrowings from financial institutions	-	(190,000,000)	-	(190,000,000)
Proceeds from short-term borrowings from related parties	-	-	-	260,000,000
Repayment of short-term borrowings from related parties	-	-	-	(260,000,000)
Payment of lease liabilities	(97,530,882)	(90,746,000)	(1,933,804)	(1,468,509)
Dividends paid to owners of the Company	(179,690,686)	(289,501,661)	(179,690,686)	(289,501,661)
Interest paid	(4,409,602)	(5,033,566)	(240,000)	(3,875,815)
<b>Net cash used in financing activities</b>	<b>(281,631,170)</b>	<b>(385,281,227)</b>	<b>(181,864,490)</b>	<b>(294,845,985)</b>
<b>Net increase in cash and cash equivalents</b>	<b>325,695,533</b>	<b>8,691,727</b>	<b>140,705,935</b>	<b>18,838,848</b>
Cash and cash equivalents at 1 January	250,871,445	242,179,718	27,083,254	8,244,406
<b>Cash and cash equivalents at 31 December</b>	<b>576,566,978</b>	<b>250,871,445</b>	<b>167,789,189</b>	<b>27,083,254</b>
<b>Non-cash transactions</b>				
Receivable from sale of equipment	-	481,173	-	-
Payables for purchase of plant and equipment	3,252,071	10,402,793	898,993	9,138,547
Payables for purchase of other intangible assets	1,085,482	1,521,552	-	512,560
Acquisition of assets by lease	105,360,817	81,597,304	4,744,600	2,503,640
Transfer right-of-use assets to equipment	-	41,134	-	41,134

The accompanying notes are an integral part of these financial statements.

**Amarin Corporations Public Company Limited and its Subsidiaries**  
**Notes to the financial statements**  
**For the year ended 31 December 2024**

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These notes form an integral part of the financial statements.

The financial statements issued for Thai statutory and regulatory reporting purposes are prepared in the Thai language. These English language financial statements have been prepared from the Thai language statutory financial statements, and were approved and authorised for issue by the Board of Directors on 25 February 2025.

## 1 General information

Amarin Corporations Public Company Limited, the “Company”, is incorporated in Thailand and was listed on the Stock Exchange of Thailand in June 1993. The Company’s registered office at 378, Chaityapruk Road, Kwang Talingchan, Khet Talingchan, Bangkok.

The Company’s major shareholder during the financial year was Vadhanabhakdi Company Limited (60.35% shareholding) which is incorporated in Thailand.

The principal activities of the Company are the publishing, advertising and distribution of publications. The principal activities of the Group are publishing, advertising, producing and distribution of publications, producing television programmes, broadcasting, advertising through digital television and providing educational activity.

Amarin Television Co., Ltd., a subsidiary, was granted a digital television license for operating a national commercial digital terrestrial television broadcasting service in high-definition variety category for a period of 15 years, commencing from 25 April 2014 to 24 April 2029.

## 2 Basis of preparation of the financial statements

The financial statements are prepared in accordance with Thai Financial Reporting Standards (“TFRS”), guidelines promulgated by the Federation of Accounting Professions and applicable rules and regulations of the Thai Securities and Exchange Commission. The financial statements are presented in Thai Baht, which is the Company’s functional currency. The accounting policies, described in the notes, have been applied consistently to all periods presented in these financial statements.

The consolidated financial statements relate to the Company and its subsidiaries (together referred to as the “Group”) and the Group’s interests in associates. The preparation of financial statements in conformity with TFRS requires management to make judgements, estimates and assumptions that affect the application of the Group’s accounting policies. Actual results may differ from these estimates. Estimates and underlying assumptions that are described in each note are reviewed on an ongoing basis. Revisions to accounting estimates are recognised prospectively.

## 3 Changes in material accounting policies

### (a) *TAS 12 Income Taxes - Deferred Tax related to Assets and Liabilities arising from a Single Transaction*

The Group has adopted Deferred Tax related to Assets and Liabilities arising from a Single Transaction - Amendments to TAS 12 since 1 January 2024. The amendments narrow the scope of the initial recognition exemption by excluding transactions that give rise to equal and offsetting temporary differences - e.g. leases and decommissioning liabilities. The Group shall recognise deferred tax assets and liabilities that are relevant to leases and decommissioning liabilities since the beginning of the earliest comparative period presented by adjusting cumulative effects in retained earnings or other components of equity at that date. For all other transactions, the Group applies the amendments to transactions that occur after the beginning of the earliest period presented. Previously, the Group recognised deferred tax for leases and decommissioning liabilities arising from temporary differences on a net basis after the initial recognition.

Following the amendments, the Group has recognised separately the deferred tax asset in relation to its lease liabilities and the deferred tax liability in relation to its right-of-use assets. However, there was

no impact on the statement of financial position because the balances qualify for offsetting in accordance with TAS 12. There was also no impact on the opening retained earnings as at 1 January 2023 as a result of the change.

**(b) TAS 1 Presentation of Financial Statements - Disclosure of Accounting Policies**

The Group has adopted Disclosure of Accounting Policies - Amendments to TAS 1 since 1 January 2024. The amendments require the disclosure of 'material' rather than 'significant', accounting policies. The amendments also provide guidance on the application of materiality to disclosure of accounting policies.

Following the amendments, the Group has revisited the accounting policy information it has been disclosing and made updates to the information disclosed in the notes.

**4 Acquisition of subsidiary**

***Accounting policy***

The Group applies the acquisition method when the Group assess that the acquired set of activities and assets meets the definition of a business and control is transferred to the Group. Transaction costs are expensed as incurred.

Goodwill is measured at the acquisition date as the fair value of the consideration transferred including the recognised amount of any non-controlling interest in the acquiree, less net fair value of the identifiable assets acquired and liabilities assumed. Any gain on bargain purchase is recognised in profit or loss immediately.

Consideration transferred includes assets transferred liabilities incurred by the Group to the previous owners of the acquiree, any contingent consideration and equity interests issued by the Group.

When a business combination is achieved in stages, the Group's previously held equity interest in the acquiree is remeasured to its acquisition-date fair value and the resulting gain or loss, if any, is recognised in profit or loss or related other comprehensive income. Amounts arising from interests in the acquiree prior to the acquisition date that have previously been recognised in other comprehensive income are recognised as would be required if that interest were disposed of.

On 1 July 2024, the Group obtained control of Dek-D Interactive Co., Ltd., a creator of media contents on the internet, website and computer program, and advertising services on internet and organising educational activities by acquiring additional 25.90% of the shares and voting interests in the company. As a result, the Group's equity interest in Dek-D Interactive Co., Ltd. increased from 25.10% to 51.00%. The consideration consisted of a cash payment of Baht 30 million. The Group incurred acquisition-related costs of Baht 0.48 million which have been included in administrative expenses.

Taking control of Dek-D Interactive Co., Ltd. will enable the Group to obtain benefit from knowledge and expertise in businesses relating to education and media content production. The acquisition is expected to provide the Group with an increased share of the market through access to the acquiree's customer base.

During the period from acquisition date to 31 December 2024, Dek-D Interactive Co., Ltd. contributed revenue of Baht 148.17 million and profit of Baht 16.70 million to the Group's results. If the acquisition had occurred on 1 January 2024, management estimates that consolidated revenue would have increased by Baht 248.56 million and consolidated profit for the year would have increased by Baht 7.48 million.

The remeasurement to fair value of the Group's existing 25.10% interest in Dek-D Interactive Co., Ltd. resulted in a loss of Baht 13.92 million, which has been recognised in loss on previously held equity interest in associate prior to change of status to subsidiary in the statement of comprehensive income as presented below:

	<i>(in thousand Baht)</i>
Fair value of the Group's existing interest in the acquiree	62,350
Less carrying value of investment in associate at acquisition date	<u>(76,265)</u>
<b>Loss on previously held equity interest in associate prior to change of status to subsidiary</b>	<b><u>(13,915)</u></b>

***Identifiable assets acquired and liabilities assumed***

	<b>Fair value</b> <i>(in thousand Baht)</i>
Cash and cash equivalents	75,390
Trade accounts receivable	7,738
Other current receivables	8,931
Inventories	547
Other current assets	568
Other non-current financial assets	20,000
Building improvements and equipment	4,505
Right-of-use assets	10,787
Book copyright	706
Intangible assets	203,781
Deferred tax assets	1,672
Deposits	1,977
Other non-current assets	2,029
Trade accounts payable	(5,648)
Other current payables	(64,981)
Other current liabilities	(368)
Lease liabilities	(11,365)
Deferred tax liabilities	(40,670)
Non-current provisions for employee benefits	(6,816)
Non-current provisions for cost of dismantling	<u>(1,058)</u>
<b>Total identifiable net assets</b>	<b><u>207,725</u></b>
Less Non-controlling interests (49%)	<u>(101,778)</u>
<b>Total identifiable net assets received</b>	<b><u>105,947</u></b>
Less Fair value of previously held equity interest in associate prior to change of status to subsidiary	(62,350)
Gain on bargain purchase	<u>(13,597)</u>
<b>Consideration transferred</b>	<b><u>30,000</u></b>
Net cash acquired with the subsidiary	75,390
Cash paid	<u>(30,000)</u>
<b>Net cash inflows</b>	<b><u>45,390</u></b>

The gain on bargain purchase was recognised as a result of fair value of intangible assets which were trademark, copyright, and customer base. The fair value of intangible assets was determined based on income approach. Other key assumptions for calculation included forecasted revenue and discount rate.

## 5 Related parties

Relationships with the major shareholder of the Group, associates and subsidiaries are described in notes 1, 10 and 11. Other related parties which the Group had significant transactions with during the year were as follows:

<b>Name of entities</b>	<b>Country of incorporation</b>	<b>Nature of relationships</b>
Thai Beverage Public Company Limited and companies under the group	Thailand	Common shareholders and directors
Fraser and Neave Public Company Limited and companies under the group	Singapore	Common shareholders and directors
Univentures Public Company Limited and companies under the group	Thailand	Common shareholders and directors
Sermasuk Public Company Limited and companies under the group	Thailand	Common shareholders and directors
Oishi Group Public Company Limited and companies under the group	Thailand	Common shareholders
Southeast Life Insurance Public Company Limited and companies under the group	Thailand	Common shareholders
Berli Jucker Public Company Limited and companies under the group	Thailand	Common shareholders and directors are in the same family
Asset World Corp Public Company Limited and companies under the group	Thailand	Common shareholders and directors are in the same family
Frasers Property (Thailand) Public Company Limited and companies under the group	Thailand	Common shareholders and directors are in the same family
Golden Land Property Development Public Company Limited and companies under the group	Thailand	Shareholders and directors are in the same family

<b>Significant transactions with related parties</b> <b>Year ended 31 December</b>	<b>Consolidated financial statements</b>		<b>Separate financial statements</b>	
	2024	2023	2024	2023
	<i>(in thousand Baht)</i>			
<b>Subsidiaries</b>				
Revenue from sale of goods and rendering of services	-	-	409,503	437,403
Dividend income	-	-	60,498	-
Rental income	-	-	7,558	5,983
Other income	-	-	8,808	3,136
Cost of rental of advertising time	-	-	8,374	11,544
Other expenses	-	-	18,377	5,682
Interest expense	-	-	-	2,802
<b>Associates</b>				
Revenue from sale of goods and rendering of services	16,085	13,390	16,061	13,333
Dividend income	-	-	6,735	5,244
Other income	88	69	-	-
Purchase of goods and rendering of services	140,778	102,326	-	-
<b>Key management personnel</b>				
Key management personnel compensation				
Short-term employee benefits	74,089	80,758	30,559	39,335
Post-employment benefits	4,006	4,538	1,895	2,382
Other long-term benefits	65	107	44	74
<b>Total key management personnel compensation</b>	<b>78,160</b>	<b>85,403</b>	<b>32,498</b>	<b>41,791</b>

Significant transactions with related parties Year ended 31 December	Consolidated financial statements		Separate financial statements	
	2024	2023	2024	2023
	(in thousand Baht)			
Other related parties				
Revenue from sale of goods and rendering of services	98,045	108,993	32,420	48,833
Other income	4,719	1,655	-	-
Purchase of goods and rendering of services	36,943	32,585	23,318	30,422
Other expenses	12,049	11,230	4,208	2,950
Purchase of equipment	4,419	565	3,016	-
Lease-related expense	5,006	1,940	-	-
Balances with related parties At 31 December	Consolidated financial statements		Separate financial statements	
	2024	2023	2024	2023
	(in thousand Baht)			
Trade accounts receivable				
Subsidiaries	-	-	209,102	183,693
Associates	5,652	4,013	5,652	4,013
Other related parties	27,161	49,609	5,027	18,735
Total	32,813	53,622	219,781	206,441
Other current receivables				
Subsidiaries	-	-	10,885	-
Associate	-	233	-	233
Other related parties	2,243	77	1,395	57
Total	2,243	310	12,280	290
Trade accounts payable				
Subsidiaries	-	-	648	2,538
Associates	29,462	32,001	-	-
Other related parties	8,295	7,045	5,566	6,942
Total	37,757	39,046	6,214	9,480
Other current payables				
Subsidiaries	-	-	18,499	-
Other related parties	796	5,655	-	-
Total	796	5,655	18,499	-
Lease liabilities				
Other related parties	6,655	13,300	836	1,189

**Significant agreements with related parties***Area rental agreements*

The Company has entered into an area rental agreement with a subsidiary, Amarin Television Co., Ltd., for a period of 1 year, commencing from 1 January 2025 to 31 December 2025. The subsidiary agreed to pay a monthly rental fee at the fixed rate as specified in the agreement.

The Company has entered into an area rental agreement with a subsidiary, AME Imaginative Co., Ltd. for a period of 1 year, commencing from 1 January 2025 to 31 December 2025. The subsidiary agreed to pay a monthly rental fee at the fixed rate as specified in the agreement.

Amarin Book Center Co., Ltd., a subsidiary, has entered into an area rental agreement with a related party, for a period of 3 years, commencing from 20 September 2022 to 19 September 2025. The subsidiary agreed to pay a monthly rental fee at the fixed rate as specified in the agreement.

Amarin Book Center Co., Ltd., a subsidiary, has entered into an area rental agreement with a related party, for a period of 3 years, commencing from 15 November 2023 to 15 October 2026. The subsidiary agreed to pay a monthly rental fee at the fixed rate as specified in the agreement.

#### *Vehicle rental agreements*

The Company has entered into a vehicle rental agreement with a related party, for a period of 5 years, commencing from 10 May 2023 to 9 May 2028. The Company agreed to pay a monthly rental fee at the fixed rate as specified in the agreement.

#### *Service agreements*

The Company has entered into a service agreement with a subsidiary, Amarin Television Co., Ltd., the Company has served as an advisor and is responsible for job recruitment, purchasing and other related jobs excluded producing television programs and broadcasting, for a period of 1 year, commencing from 1 January 2025 to 31 December 2025. The subsidiary agreed to pay a monthly service fee at the rate as specified in the agreement.

The Company has entered into a service agreement with a subsidiary, Amarin Book Center Co., Ltd., has served as an advisor and is responsible for the human resource consulting, for a period of 1 year, commencing from 1 January 2025 to 31 December 2025. The subsidiary agreed to pay a monthly service fee at the rate as specified in the agreement.

The Company has entered into a service agreement with a subsidiary, AME Imaginative Co., Ltd., the Company has served as an advisor and is responsible for the support in management and information systems, for a period of 1 year, commencing from 1 January 2025 to 31 December 2025. The subsidiary agreed to pay a monthly service fee at the rate as specified in the agreement.

## **6 Cash and cash equivalents**

	<b>Consolidated financial statements</b>		<b>Separate financial statements</b>	
	2024	2023	2024	2023
	<i>(in thousand Baht)</i>			
Cash on hand	2,583	2,981	235	220
Cash at banks	563,351	247,387	167,550	26,859
Highly liquid short-term investments	10,633	503	4	4
<b>Total</b>	<b>576,567</b>	<b>250,871</b>	<b>167,789</b>	<b>27,083</b>

## **7 Trade accounts receivables**

#### ***Accounting policy***

A trade receivable is recognised when the Group has an unconditional right to receive consideration. A trade receivable is measured at transaction price less allowance for expected credit loss. Bad debts are written off when the Group has no reasonable expectations of recovering.

The Group estimates lifetime expected credit losses (ECLs), using a provision matrix to find the ECLs rates. This method groups the debtors based on shared credit risk characteristics and past due status, taking into account historical credit loss data, adjusted for factors that are specific to the debtors and an assessment of both current economic conditions and forward-looking general economic conditions at the reporting date.

<b>At 31 December</b>	<b>Consolidated financial statements</b>		<b>Separate financial statements</b>	
	2024	2023	2024	2023
	<i>(in thousand Baht)</i>			
Within credit terms	317,476	380,396	239,219	278,582
Overdue:				
Less than 3 months	73,800	79,513	58,793	35,625
3 - 6 months	18,602	22,214	1,453	8,496
6 - 12 months	20,459	9,069	2,110	8,208
Over 12 months	9,613	7,002	3,088	2,928
<b>Total</b>	<b>439,950</b>	<b>498,194</b>	<b>304,663</b>	<b>333,839</b>
Less allowance for books returns	(350)	(427)	-	-
allowance for magazines returns	(150)	(291)	-	-
allowance for expected credit loss	(11,836)	(5,956)	(2,045)	(1,262)
<b>Net</b>	<b>427,614</b>	<b>491,520</b>	<b>302,618</b>	<b>332,577</b>

<b>Allowance for expected credit loss</b>	<b>Consolidated financial statements</b>		<b>Separate financial statements</b>	
	2024	2023	2024	2023
	<i>(in thousand Baht)</i>			
At 1 January	5,956	15,093	1,262	3,712
Addition	5,880	1,094	783	88
Reversal	-	(6,267)	-	-
Write-off	-	(3,964)	-	(2,538)
<b>At 31 December</b>	<b>11,836</b>	<b>5,956</b>	<b>2,045</b>	<b>1,262</b>

Information of credit risk is disclosed in note 22 (b.1).

## 8 Inventories

### **Accounting policy**

Inventories are measured at the lower of cost and net realisable value.

Cost is calculated using the followings:

- |                            |  |
|----------------------------|--|
| Finished goods             | - Specific cost  |
| Television programs        | - Represent the production costs for both in progress and completed. Costs of the programmes consist of expenses which directly related to the production, are recognised as costs when the programmes are broadcasted |
| Work in progress           | - Represent the actual production costs based on stage of completion by specific cost  |
| Raw materials and supplies | - First in first out   |

In the case of manufactured inventories and work-in progress, cost includes an appropriate share of production overheads base on normal operating capacity.

A right to recover returned products is measured at the former carrying amount of the sold inventories less any expected costs to recover those products and any potential decreases in value. The right to recover returned products is reassessed at each reporting date and the Group makes a corresponding change to the amount of cost of sales recognised.

	<b>Consolidated financial statements</b>		<b>Separate financial statements</b>	
	2024	2023	2024	2023
	<i>(in thousand Baht)</i>			
Finished goods	287,683	252,810	2,837	4,328
Consignment goods	252,741	203,171	246,038	203,171
Printing supplies	22,999	27,040	22,999	27,040
Work in progress	17,108	17,240	17,105	17,240
Supplies	3,267	3,101	3,267	3,101
Television programme	322	22	-	-
Television programme in progress	2,174	1,139	-	-
<b>Total</b>	<b>586,294</b>	<b>504,523</b>	<b>292,246</b>	<b>254,880</b>
Less allowance for decline in value	(39,753)	(54,558)	(2,502)	(1,783)
<b>Net</b>	<b>546,541</b>	<b>449,965</b>	<b>289,744</b>	<b>253,097</b>
Inventories recognised in 'costs of sale of goods and rendering of services':				
- Cost	3,079,811	3,012,951	1,128,848	1,246,913
- Write-down to net realisable value	7,530	4,937	1,995	2,646
- Reversal of write-down	(22,333)	(9,373)	(1,276)	(2,450)
<b>Net</b>	<b>3,065,008</b>	<b>3,008,515</b>	<b>1,129,567</b>	<b>1,247,109</b>

## 9 Marketable financial assets

The Group recognises and measures financial assets as disclosed in note 22.

	<b>Consolidated financial statements</b>					
	At			Discount /		At
<b>Marketable debt securities</b>	1 January	Purchase	Maturity	(premium)	Transfer	31 December
				adjustment		
				<i>(in thousand Baht)</i>		
<b>2024</b>						
<b>Current financial assets</b>						
Debentures measured at amortised cost	621,018	92,936	(616,300)	(461)	445,937	543,130
Government bond measured at amortised cost	3,002	-	(3,000)	(2)	-	-
<b>Total</b>	<b>624,020</b>	<b>92,936</b>	<b>(619,300)</b>	<b>(463)</b>	<b>445,937</b>	<b>543,130</b>
<b>Non-current financial assets</b>						
Debentures measured at amortised cost	595,937	156,040	-	(188)	(445,937)	305,852
Government bond measured at amortised cost	-	3,074	-	(14)	-	3,060
<b>Total</b>	<b>595,937</b>	<b>159,114</b>	<b>-</b>	<b>(202)</b>	<b>(445,937)</b>	<b>308,912</b>
<b>2023</b>						
<b>Current financial assets</b>						
Debentures measured at amortised cost	666,936	115,564	(665,000)	(2,688)	506,206	621,018
Government bond measured at amortised cost	-	-	-	(1)	3,003	3,002
<b>Total</b>	<b>666,936</b>	<b>115,564</b>	<b>(665,000)</b>	<b>(2,689)</b>	<b>509,209</b>	<b>624,020</b>
<b>Non-current financial assets</b>						
Debentures measured at amortised cost	906,797	195,179	-	167	(506,206)	595,937
Government bond measured at amortised cost	3,006	-	-	(3)	(3,003)	-
<b>Total</b>	<b>909,803</b>	<b>195,179</b>	<b>-</b>	<b>164</b>	<b>(509,209)</b>	<b>595,937</b>

	Separate financial statements					
	At			Discount /		At
Marketable debt securities	1 January	Purchase	Maturity	(premium)	Transfer	31 December
			(in thousand Baht)	adjustment		
2024						
Current financial assets						
Debentures measured at amortised cost	270,000	-	(270,000)	-	1,000	1,000
Government bond measured at amortised cost	3,002	-	(3,000)	(2)	-	-
Total	273,002	-	(273,000)	(2)	1,000	1,000
Non-current financial assets						
Debentures measured at amortised cost	1,000	-	-	-	(1,000)	-
Government bond measured at amortised cost	-	3,075	-	(14)	-	3,061
Total	1,000	3,075	-	(14)	(1,000)	3,061
2023						
Current financial assets						
Debentures measured at amortised cost	410,403	-	(410,000)	(403)	270,000	270,000
Government bond measured at amortised cost	-	-	-	(1)	3,003	3,002
Total	410,403	-	(410,000)	(404)	273,003	273,002
Non-current financial assets						
Debentures measured at amortised cost	271,000	-	-	-	(270,000)	1,000
Government bond measured at amortised cost	3,006	-	-	(3)	(3,003)	-
Total	274,006	-	-	(3)	(273,003)	1,000

## 10 Investments in associates

### Accounting policy

Investments in associates in the separate financial statements are measured at cost less allowance for impairment losses. Dividend income is recognised in profit or loss on the date on which the Company's right to receive payment is established. If the Company disposes of part of its investment, the deemed cost of the part sold is determined using the weighted average method. Gains and losses on disposal of the investments are recognised in profit or loss.

The Group recognised investments in associates using the equity method in the consolidated financial statements, until the date on which significant influence ceases. They are initially recognised at cost, which includes transaction costs. Subsequent to initial recognition, the consolidated financial statements include the Group's dividend income and share of the profit or loss and other comprehensive income. Unrealised gains arising from transactions with associates are eliminated against the investment to the extent of the Group's interest in the investee. Unrealised losses are eliminated in the same way as unrealised gains, but only to the extent that there is no evidence of impairment.

<b>Material movements</b>		<b>Consolidated financial statements</b>		<b>Separate financial statements</b>	
<b>Year ended 31 December</b>	<b>Note</b>	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
<i>(in thousand Baht)</i>					
Change in status of investment in Dek-D Interactive Co., Ltd.	4	(62,350)	-	-	-

	Type of business	Ownership interest 2024	2023	Consolidated financial statements		Separate financial statements					
				At equity method		Cost		Impairment		At cost - net	
				2024	2023	2024	2023	2024	2023	2024	2023
				(in thousand Baht)							
Kadokawa Amarin Co., Ltd.	Publishing and sales of comic book	46.00	46.00	53,700	57,469	27,600	27,600	-	-	27,600	27,600
Dek-D Interactive Co., Ltd.	Creating media contents on the internet, website and computer program	-	25.10	-	78,653	-	-	-	-	-	-
				53,700	136,122	27,600	27,600	-	-	27,600	27,600

All associates were incorporated and mainly operates in Thailand. None of the Group's associate is publicly listed and consequently does not have published price quotations.

## 11 Investments in subsidiaries

### **Accounting policy**

Investments in subsidiaries in the separate financial statements are measured at cost less allowance for impairment losses. Dividend income is recognised in profit or loss on the date on which the Company's right to receive payment is established.

At the acquisition date, the Group measures any non-controlling interest at its proportionate interest in the identifiable net assets of the acquiree.

<b>Material movements</b> <b>Year ended 31 December</b>	<i>Note</i>	<b>Consolidated financial statements</b>		<b>Separate financial statements</b>	
		2024	2023	2024	2023
			<i>(in thousand Baht)</i>		
Investment in AME Imaginative Co., Ltd.		-	-	12,500	-
Change in status of investment in Dek-D Interactive Co., Ltd. from associate to subsidiary	4	62,350	-	-	-

At the Board of Directors' meeting of the Company held on 22 February 2024, the Board of Directors approved the establishment of AME Imaginative Co., Ltd. with the registered capital of Baht 50.00 million (500,000 ordinary shares at Baht 100 par value). The Company registered with the Ministry of Commerce on 18 June 2024. On 28 June 2024, the Company paid the initial 25% of the authorised share capital amounting to Baht 12.50 million, bringing the Company's ownership interest in such subsidiary to 99.99% of the issued and paid-up share capital.

At the Extraordinary Meeting of shareholders of Amarin Television Co., Ltd., a subsidiary, held on 5 April 2024, the shareholders approved the reduction of the authorised and paid-up share capital of the subsidiary to offset the deficit as at 31 December 2022 amounting to Baht 1,180 million from Baht 3,600 million (36.00 million ordinary shares at Baht 100 par value) to Baht 2,420 million (24.20 million ordinary shares at Baht 100 par value) by decreasing 11.80 million shares at Baht 100 par value amounting to Baht 1,180 million. The Company's ownership interest in the subsidiary remains the same and the Group's ownership interest in the subsidiary remains 99.99% of the issued and paid-up share capital.

On 1 July 2024, Amarin Book Center Co., Ltd., a subsidiary, acquired additional 2,878 shares equivalent to 25.90% of the issued and paid-up share capital of Dek-D Interactive Co., Ltd. totalling Baht 30.00 million. The Group's total shareholding in Dek-D Interactive Co., Ltd. became 51.00% of the issued and paid-up share capital, resulting to the change of the status of Dek-D Interactive Co., Ltd. from associate to subsidiary.

Separate financial statements									
Type of business	Ownership interest		Cost		Impairment		At cost - net		
	2024	2023	2024	2023	2024	2023	2024	2023	
	(%)		(in thousand Baht)						
<b>Direct subsidiaries</b>									
Amarin Television Co., Ltd.	99.99	99.99	3,599,892	3,599,892	-	-	3,599,892	3,599,892	
Amarin Book Center Co., Ltd.	99.99	99.99	487,388	487,388	-	-	487,388	487,388	
Amarin Omniverse Co., Ltd.	99.99	99.99	100,000	100,000	-	-	100,000	100,000	
AME Imaginative Co., Ltd	99.99	-	12,500	-	-	-	12,500	-	
<b>Total</b>			<b>4,199,780</b>	<b>4,187,280</b>	<b>-</b>	<b>-</b>	<b>4,199,780</b>	<b>4,187,280</b>	
<b>Indirect subsidiaries</b>									
Dek-D Interactive Co., Ltd.	51.00	-	105,276	-	-	-	105,276	-	
Amarin Food and Beverage Co., Ltd.	90.00	90.00	12,148	12,148	(12,148)	(12,148)	-	-	
<b>Total</b>			<b>117,424</b>	<b>12,148</b>	<b>(12,148)</b>	<b>(12,148)</b>	<b>105,276</b>	<b>-</b>	

All subsidiaries were incorporated and operate in Thailand. None of the Group's subsidiaries are publicly listed and consequently do not have published price quotations.

## 12 Property, plant and equipment

### *Accounting policy*

Property, plant and equipment are measured at cost less accumulated depreciation and impairment losses.

Cost includes costs of dismantling and removing the items and restoring the site on which they are located.

Differences between the proceeds from disposal and the carrying amount of property, plant and equipment are recognised in profit or loss.

### *Subsequent costs*

The cost of replacing a part of an item of property, plant and equipment is recognised in the carrying amount of the item if it is probable that the future economic benefits embodied within the part will flow to the Group, and its cost can be measured reliably. The carrying amount of the replaced part is derecognised. The costs of the day-to-day servicing of property, plant and equipment are recognised in profit or loss as incurred.

### *Depreciation*

Depreciation is calculated on a straight-line basis over the estimated useful lives of each component of an asset and recognised in profit or loss. No depreciation is provided on freehold land and assets under construction.

The estimated useful lives are as follows:

Buildings and building improvements	5 - 40	years
Machinery and equipment	5 - 10	years
Production and broadcast equipment	2 - 10	years
Tools and equipment	3 and 5	years
Furniture, fixtures and office equipment	2 - 5	years
Vehicles	5 - 7	years
Systems	5 - 10	years

## Consolidated financial statements

## Cost

	Land	Buildings and building improvements	Machinery and equipment	Production and broadcast equipment	Tools and equipment	Furniture, fixtures and office equipment	Vehicles	Systems	Assets under construction and installation	Total
<i>(in thousand Baht)</i>										
At 1 January 2023	463,828	1,033,496	798,924	241,015	283,171	710,852	72,245	85,630	99,664	3,788,825
Additions	147,163	1,620	38,524	-	1,980	22,509	2,709	259	222,960	437,724
Transfers	-	171,793	11,654	82,213	3,173	24,891	5,318	90	(299,132)	-
Transfer from right-of-use assets	-	-	-	-	-	172	-	-	-	172
Disposals and write-off	-	(7,843)	(81,108)	-	(67,595)	(23,268)	(14,437)	-	-	(194,251)
At 31 December 2023	610,991	1,199,066	767,994	323,228	220,729	735,156	65,835	85,979	23,492	4,032,470
and 1 January 2024	-	2,439	15,282	144	2,887	30,902	-	3,150	104,820	159,624
Additions	-	-	-	-	-	-	-	-	-	-
Acquisition through business combination (see note 4)	-	3,561	-	-	-	944	-	-	-	4,505
Transfers	-	6,767	30,364	22,459	2,784	11,125	2,407	632	(76,538)	-
Disposals and write-off	-	(12,948)	(164,030)	(7,992)	(21,631)	(70,025)	(15,661)	(4,889)	(250)	(297,426)
At 31 December 2024	610,991	1,198,885	649,610	337,839	204,769	708,102	52,581	84,872	51,524	3,899,173

## Consolidated financial statements

**Depreciation and impairment losses**

	Land	Buildings and building improvements	Machinery and equipment	Production and broadcast equipment	Tools and equipment (in thousand Baht)	Furniture, fixtures and office equipment	Vehicles	Systems	Assets under construction and installation	Total
<b>At 1 January 2023</b>	-	813,390	585,044	176,864	256,173	670,919	62,182	79,838	-	2,644,410
Depreciation charge for the year	-	35,775	45,317	21,204	10,376	17,478	2,108	1,880	-	134,138
Transfer from right-of-use assets	-	-	-	-	-	131	-	-	-	131
Disposals and write-off	-	(7,172)	(80,960)	-	(67,549)	(23,248)	(13,766)	-	-	(192,695)
<b>At 31 December 2023</b>	-	841,993	549,401	198,068	199,000	665,280	50,524	81,718	-	2,585,984
<b>and 1 January 2024</b>	-	39,557	45,349	28,456	9,566	23,295	2,317	1,814	-	150,354
Depreciation charge for the year	-	(10,494)	(159,088)	(7,974)	(21,587)	(69,913)	(13,760)	(4,889)	-	(287,705)
Disposals and write-off	-	871,056	435,662	218,550	186,979	618,662	39,081	78,643	-	2,448,633
<b>At 31 December 2024</b>	-	-	-	-	-	-	-	-	-	-
<b>Net book value</b>	610,991	357,073	218,593	125,160	21,729	69,876	15,311	4,261	23,492	1,446,486
<b>At 31 December 2023</b>	610,991	327,829	213,948	119,289	17,790	89,440	13,500	6,229	51,524	1,450,540
<b>At 31 December 2024</b>	-	-	-	-	-	-	-	-	-	-

Separate financial statements

	Land	Buildings and building improvements	Machinery and equipment	Tools and equipment	Furniture, fixtures and office equipment (in thousand Baht)	Vehicles	Systems	Assets under construction and installation	Total
<b>Cost</b>									
At 1 January 2023	166,628	546,713	781,978	217,447	330,916	45,900	68,593	12,241	2,170,416
Additions	147,163	1,245	273	1,980	18,504	1,016	258	20,964	191,403
Transfers	-	1,225	11,654	-	13,718	-	-	(26,597)	-
Transfer from right-of-use assets	-	-	-	-	172	-	-	-	172
Disposals and write-off	-	-	(81,108)	(67,595)	(9,162)	(7,999)	-	-	(165,864)
<b>At 31 December 2023</b>									
and 1 January 2024	313,791	549,183	712,797	151,832	354,148	38,917	68,851	6,608	2,196,127
Additions	-	2,004	15,268	2,844	23,399	-	3,150	66,066	112,731
Transfers	-	386	30,364	-	4,582	-	283	(35,615)	-
Disposals and write-off	-	(830)	(164,030)	(19,872)	(45,099)	(13,003)	(4,889)	-	(247,723)
<b>At 31 December 2024</b>	<b>313,791</b>	<b>550,743</b>	<b>594,399</b>	<b>134,804</b>	<b>337,030</b>	<b>25,914</b>	<b>67,395</b>	<b>37,059</b>	<b>2,061,135</b>
<b>Depreciation</b>									
At 1 January 2023	-	490,317	574,026	203,597	306,011	37,303	63,305	-	1,674,559
Depreciation charge for the year	-	17,742	41,221	4,717	10,683	1,181	1,514	-	77,058
Transfer from right-of-use assets	-	-	-	-	131	-	-	-	131
Disposals and write-off	-	-	(80,960)	(67,549)	(9,148)	(7,547)	-	-	(165,204)
<b>At 31 December 2023</b>									
and 1 January 2024	-	508,059	534,287	140,765	307,677	30,937	64,819	-	1,586,544
Depreciation charge for the year	-	11,086	36,314	4,153	13,907	814	1,638	-	67,912
Disposals and write-off	-	(830)	(159,088)	(19,834)	(45,069)	(11,100)	(4,889)	-	(240,810)
<b>At 31 December 2024</b>	<b>-</b>	<b>518,315</b>	<b>411,513</b>	<b>125,084</b>	<b>276,515</b>	<b>20,651</b>	<b>61,568</b>	<b>-</b>	<b>1,413,646</b>
<b>Net book value</b>									
At 31 December 2023	313,791	41,124	178,510	11,067	46,471	7,980	4,032	6,608	609,583
At 31 December 2024	313,791	32,428	182,886	9,720	60,515	5,263	5,827	37,059	647,489

### 13 Digital television license

#### **Accounting policy**

The carrying amount of digital television licence consists of expenditures that are directly attributable to the acquisition of a license for operating a national commercial digital terrestrial television broadcasting service in high-definition variety category, and is measured at cash price equivalent by discounting the future instalments to present value using a market discount rate. The asset is stated at cost less accumulated amortisation and impairment losses. The difference between the cash price equivalent and the total payments to be made is recognised as an interest expense over the licence fee payment periods. The asset is amortised from the date at which it is ready to provide services.

Amortisation is calculated on a straight-line basis over the estimated useful lives and recognised in profit or loss. The estimated useful life of digital television license is 15 years.

	<b>Consolidated financial statements</b> (in thousand Baht)
<b>Cost</b>	
At 1 January 2023	2,429,274
At 31 December 2023 and 1 January 2024	<u>2,429,274</u>
At 31 December 2024	<u>2,429,274</u>
<b>Amortisation</b>	
At 1 January 2023	1,544,701
Amortisation for the year	140,038
At 31 December 2023 and 1 January 2024	<u>1,684,739</u>
Amortisation for the year	140,038
At 31 December 2024	<u>1,824,777</u>
<b>Net book value</b>	
At 31 December 2023	<u>744,535</u>
At 31 December 2024	<u>604,497</u>

### 14 Goodwill

#### **Accounting policy**

Goodwill is measured at cost less accumulated impairment losses. In respect of equity-accounted investee, the carrying amount of goodwill is included in the carrying amount of the investment.

#### **Impairment losses**

The recoverable amount of the cash-generating unit (CGU) to which goodwill belongs is estimated each year at the same time or once impairment indication exists. An impairment loss is recognised in profit or loss if the carrying amount of its CGU exceeds its recoverable amount. The recoverable amount is assessed from the estimated future cash flows discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to CGU.

	<b>Consolidated financial statements</b>	
	2024	2023
	(in thousand Baht)	
<b>Cost</b>		
As at 1 January	189,779	189,779
At 31 December	<u>189,779</u>	<u>189,779</u>
<b>Net book value</b>		
At 31 December	<u>189,779</u>	<u>189,779</u>

*Impairment testing for CGUs containing goodwill*

For the purposes of impairment testing, goodwill has been allocated to the Group's CGUs (operating divisions) as follows.

	<b>Consolidated financial statements</b>	
	2024	2023
	<i>(in thousand Baht)</i>	
Goodwill from business combination - Amarin Book Center	<b>189,779</b>	<b>189,779</b>

The recoverable amount of this CGU was based on fair value less costs of disposal, estimated using discounted cash flows. The fair value measurement was categorised as a Level 3 fair value.

The key assumptions used in the estimation of the recoverable amount are set out below. The values assigned to the key assumptions represent management's assessment of future trends in the relevant industries and have been based on historical data from both external and internal sources.

	<b>Consolidated financial statements</b>	
	2024	2023
	<i>(%)</i>	
Discount rate	14.66	15.22
Terminal value growth rate	0.00	0.00

The discount rate was a pre-tax measure estimated based on the rate of 5 years government bonds issued by the government in the relevant market and in the same currency as the cash flows, adjusted for a risk premium to reflect both the increased risk of investing in equities generally and the systematic risk of the specific CGU.

The cash flow projections included specific estimates for five years and a terminal growth rate thereafter. The terminal growth rate was determined based on management's estimate of the long-term compound annual EBITDA growth rate, consistent with the assumptions that a market participant would make.

Budgeted EBITDA was estimated taking into account past experience, adjusted as follows.

- Revenue growth was projected taking into account the average growth levels experienced over the past five years and the estimated sales volume and price growth for the next five years. It was assumed that the sales price would increase in line with forecast inflation over the next five years.
- Significant one-off environmental costs have been factored into the budgeted EBITDA. Other environmental costs are assumed to grow with inflation in other years.

The estimated recoverable amount of each CGU exceeded its carrying amount therefore no impairment losses to be recognised as of 31 December 2024 and 2023.

## 15 Non-current provisions for employee benefits

### **Accounting policy**

#### *Defined benefit plans*

The Group's net obligation in respect of defined benefit plans is calculated by estimating the amount of future benefit that employees have earned in the current and prior periods. The defined benefit obligations is discounted to the present value, which performed by a qualified actuary using the projected unit credit method.

Remeasurements of the net defined benefit liability, actuarial gain or loss are recognised immediately in other comprehensive income. The Group determines the interest expense on the net defined benefit liability for the period by applying the discount rate used to measure the defined benefit obligation at the beginning of the annual period, taking into account any changes in the net defined benefit liability during the period as a result of contributions and benefit payments. Net interest expense and other expenses related to defined benefit plans are recognized in profit or loss.

When the benefits of a plan are changed or when a plan is curtailed, the resulting change in benefit that relates to past service or the gain or loss on curtailment is recognised immediately in profit or loss. The Group recognises gains and losses on the settlement of a defined benefit plan when the settlement occurs.

*Other long-term employee benefits*

The Group's net obligation in respect of long-term employee benefits is the amount of future benefit that employees have earned in return for their service in the current and prior periods. That benefit is discounted to determine its present value. Remeasurements are recognised in profit or loss in the period in which they arise.

*Termination benefit plans*

Termination benefits are expensed at the earlier of when the Group can no longer withdraw the offer of those benefits and when the Group recognises costs for a restructuring. If benefits are not expected to be settled wholly within 12 months of the end of the reporting period, then they are discounted.

	<b>Consolidated financial statements</b>		<b>Separate financial statements</b>	
<b>At 31 December</b>	2024	2023	2024	2023
	<i>(in thousand Baht)</i>			
Post-employment benefits	196,475	181,847	94,335	101,805
Other long-term employee benefits	49,068	53,478	21,355	25,269
<b>Total</b>	<b>245,543</b>	<b>235,325</b>	<b>115,690</b>	<b>127,074</b>

**Defined benefit plan**

The Group and the Company operate a defined benefit plan based on the requirement of Thai Labour Protection Act B.E 2541 (1998) to provide retirement benefits to employees based on pensionable remuneration and length of service. The defined benefit plans expose the Group to actuarial risks, such as longevity risk, interest rate risk and market (investment) risk.

<b>Present value of the defined benefit obligations</b>	<b>Consolidated financial statements</b>		<b>Separate financial statements</b>	
	2024	2023	2024	2023
	<i>(in thousand Baht)</i>			
At 1 January	235,325	240,561	127,074	144,536
<b>Recognised in profit or loss:</b>				
Current service cost	40,803	35,755	18,193	17,742
Interest on obligation	8,553	4,186	6,129	2,735
Actuarial gain of other long-term employee benefits	(5,547)	(2,051)	-	(2,155)
	<b>43,809</b>	<b>37,890</b>	<b>24,322</b>	<b>18,322</b>
<b>Recognised in other comprehensive income:</b>				
Actuarial (gain) loss				
- Demographic assumptions	1,863	(3,531)	-	(3,261)
- Financial assumptions	(2,214)	(1,649)	-	812
- Experience adjustment	(10,206)	(13,592)	-	(12,325)
	<b>(10,557)</b>	<b>(18,772)</b>	<b>-</b>	<b>(14,774)</b>
Acquisition through business combination (see note 4)	6,816	-	-	-
Transfer to related company	-	-	(18,499)	-
Benefit paid	(29,850)	(24,354)	(17,207)	(21,010)
<b>At 31 December</b>	<b>245,543</b>	<b>235,325</b>	<b>115,690</b>	<b>127,074</b>

<b>Principal actuarial assumptions</b>	<b>Consolidated financial statements</b>		<b>Separate financial statements</b>	
	2024	2023	2024	2023
		(%)		
Discount rate	2.22 - 3.96	1.66 - 2.70	2.22	2.22
Future salary growth	2.00 - 10.00	3.00 - 5.00	3.00	3.00
Employee turnover	0.00 - 36.00	0.00 - 38.00	0.00 - 18.00	0.00 - 18.00

Assumptions regarding future mortality have been based on published statistics and mortality tables.

At 31 December 2024, the weighted-average duration of the defined benefit obligation was 5.82 - 21 years (2023: 5.82-8.64 years).

**Sensitivity analysis**

Reasonably possible changes at the reporting date to one of the relevant actuarial assumptions, holding other assumptions constant, would have affected the defined benefit obligation by the amounts shown below.

<b>Effect to the defined benefit obligation At 31 December</b>	<b>Consolidated financial statements</b>			
	1% increase in assumption	1% decrease in assumption		
	2024	2023	2024	2023
		(in thousand Baht)		
Discount rate	(19,190)	(13,952)	24,529	15,530
Future salary growth	22,827	13,420	(18,586)	(12,143)
Turnover rate	(15,949)	(15,309)	9,791	9,402

<b>Effect to the defined benefit obligation At 31 December</b>	<b>Separate financial statements</b>			
	1% increase in assumption	1% decrease in assumption		
	2024	2023	2024	2023
		(in thousand Baht)		
Discount rate	(8,437)	(8,017)	9,348	8,897
Future salary growth	8,803	7,185	(8,022)	(6,575)
Turnover rate	(9,129)	(8,692)	5,064	5,033

## 16 Legal reserve

Section 116 of the Public Limited Companies Act B.E. 2535 (1992) requires that a public company shall allocate not less than 5% of its annual net profit, less any accumulated losses brought forward (if any), to a reserve account ("Legal reserve"), until this account reaches an amount not less than 10% of the registered authorised capital. The legal reserve is not available for dividend distribution.

During the year ended 31 December 2024, the Group and the Company appropriated the legal reserve of Baht 6.00 million (2023: Baht 10.00 million).

## 17 Segment information and disaggregation of revenue

### **Accounting policy**

#### **(1) Revenue recognition**

Revenue is recognised when a customer obtains control of the goods or services in an amount that reflects the consideration to which the Group expects to be entitled, excluding those amounts collected on behalf of third parties, value added tax and is after deduction of any trade discounts and volume rebates.

Revenue from sales of goods is recognised on the date on which the goods are delivered to the customers. For the sales that permit the customers to return the goods, the Group estimates the returns based on the historical return data, does not recognise revenue and cost of sale for the estimated products to be returned.

Revenue for rendering of services is recognised over time as the services are provided. The related costs are recognised in profit or loss when they are incurred.

Revenue from television programmes is recognised over time or point in time as the services are provided. The related costs are recognised in profit or loss when they are incurred. Revenue from television programmes is as follows:

- revenue from television programmes represents the service income from advertising and airtime rental are recognised when services are rendered and programs broadcast; and
- the income from production of television programs which is recognised when the production is completed and delivered.

For bundled packages, the Group recognises revenue from sales of products and rendering of services separately if a product or service is separately identifiable from other items and a customer can benefit from it or the multiple services are rendered in different reporting periods. The consideration received is allocated based on their relative stand-alone selling prices.

For customer loyalty programmes that the Group offers to customers, the consideration received is allocated based on the relative stand-alone selling price of the products and the loyalty points. The amount allocated to the loyalty points is recognised as contract liabilities and revenue is recognised when loyalty points are redeemed or the likelihood of the customer redeeming the loyalty points becomes remote. The stand-alone selling prices of the points is estimated based on the discount provided to customers and the likelihood that the customers will redeem the points. The estimate is reviewed at the end of the reporting period.

For the contracts that the Group is arranging for the provision of the goods or services on behalf of its customers and does not control the goods or services before the primary sellers or service providers will provide the goods or services to the customers. The Group acts in the capacity of an agent and recognises the net amount of consideration as commission revenue when its obligation to arrange for the provision of the specified good is fulfilled.

Barter income arises from the exchange of different goods or service, which is recognised at fair value of those goods or service in exchange. Except for the exchange of advertising service which is recognised at fair value of those advertising service in exchange.

(2) *Contract balances*

Contract assets are recognised when the Group has recognised revenue before it has an unconditional right to receive consideration. The contract assets are measured at the amount of consideration that the Group is entitled to, less allowance for expected credit loss. The contract assets are classified as trade receivables when the Group has an unconditional right to receive consideration.

Contract liabilities including advances received from customers are the obligation to transfer goods or services to the customer. The contract liabilities including advances received from customers are recognised when the Group receives or has an unconditional right to receive non-refundable consideration from the customer before the Group recognises the related revenue.

(a) *Segment information*

Segment results that are reported to the Group's Chief Executive Officer include items directly attributable to a segment as well as those that can be allocated on a reasonable basis.

Management determined that the Group has three reportable segments which are the Group's strategic divisions for different products and services, and are managed separately because they require different technology and marketing strategies. The following summary describes the operations in each of the Group's reportable segments.

- Segment 1 Production of printing, distributions of books and educational activity
- Segment 2 Organization exhibitions and advertising through printing and online media
- Segment 3 Production and providing services through television media

Each segment's performance is measured based on segment profit before tax, as included in the internal management reports that are reviewed by the Group's CODM. Segment profit before tax is used to measure performance as management believes that such information is the most relevant in evaluating the results of certain segments relative to other entities that operate within these industries. Inter-segment pricing is determined on an arm's length basis.

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Year ended 31 December	Separate financial statements Organization exhibitions, production and advertising through printing and online media				
	Production of printing and distributions of books		2024		Total
	2024	2023	2024	2023	2023
<i>(in thousand Baht)</i>					
<b>Disaggregation of revenue</b>					
Timing of revenue recognition					
At a point in time	827,508	878,943	510,246	666,240	1,545,183
Over time	-	-	78,350	77,688	77,688
<b>Total revenue</b>	<b>827,508</b>	<b>878,943</b>	<b>588,596</b>	<b>743,928</b>	<b>1,622,871</b>

(b) *Geographical segments*

The Group is managed and operates principally in Thailand. There are no material revenues derived from, or assets located in, foreign countries.

## 18 Expenses by nature

### Accounting policy

The Group recognises expenses as disclosed in notes 7-8, 12-13 and 15.

	Consolidated financial statements		Separate financial statements	
	2024	2023	2024	2023
	(in thousand Baht)			
Cost of production and services	1,356,022	1,357,263	298,116	409,356
Changes in finished goods and work in progress	97,087	32,700	42,323	13,852
Raw materials and consumables used	161,704	195,990	157,457	189,381
Employee benefit expenses	1,164,040	1,104,977	458,467	479,362
Depreciation and amortisation	381,026	449,556	174,367	162,129
Amortisation of digital television license	140,038	140,038	-	-
Digital frequency terrestrial television Network service fee	128,083	129,588	-	-
Activities expenses	113,301	81,289	36,900	33,132
Online market place service fee	64,095	30,918	-	-
Utility expenses	59,817	67,649	35,184	39,728
Programme production cost	49,160	148,951	-	-
Article, illustration, translation and copyright fees	47,999	36,013	46,156	40,899
Repair and maintenance expenses	38,102	37,778	26,257	27,614
Fee and taxes	37,365	34,465	15,336	11,875
Others	238,595	123,150	112,175	111,175
<b>Total costs of sale of goods and rendering of services, selling expenses and administrative expenses</b>	<b>4,076,434</b>	<b>3,970,325</b>	<b>1,402,738</b>	<b>1,518,503</b>

During 2024, the Group and the Company have contributed provident funds for its employees amounting to Baht 18.63 million and Baht 8.89 million, respectively (2023: Baht 18.16 million and Baht 9.30 million, respectively), which included in employee benefit expenses.

## 19 Income tax

### Accounting policy

Income tax expense for the year comprises current and deferred tax, which is recognised in profit or loss except to the extent that it relates to a business combination, or items recognised directly in equity or in other comprehensive income.

Current tax is recognised in respect of the taxable income or loss for the year, using tax rates enacted or substantively enacted at the reporting date, and any adjustment to tax payable in respect of previous years.

Deferred tax is recognised in respect of temporary differences between the carrying amounts of assets and liabilities for financial reporting purposes and the amounts used for taxation purposes. Deferred tax is not recognised for the temporary differences: the initial recognition of goodwill; the initial recognition of assets or liabilities in a transaction that is not a business combination or at the time of the transaction (i) affects neither accounting nor taxable profit or loss and (ii) does not give rise to equal taxable and deductible temporary differences and differences relating to investments in subsidiaries to the extent that it is probable that they will not reverse in the foreseeable future.

The measurement of deferred tax reflects the tax consequences that would follow the manner in which the Group expects, at the end of the reporting period, to recover or settle the carrying amount of its assets and liabilities, using tax rates enacted or substantively enacted at the reporting date. Current deferred tax assets and liabilities are offset in the separate financial statements.

A deferred tax asset is recognised to the extent that it is probable that future taxable profits will be available against which the temporary differences can be utilised. Deferred tax assets are reviewed at each reporting date and reduced to the extent that it is no longer probable that the related tax benefit will be realised.

<b>Income tax recognised in profit or loss</b>	<b>Consolidated financial statements</b>		<b>Separate financial statements</b>	
	2024	2023	2024	2023
	<i>(in thousand Baht)</i>			
<b>Current tax expense</b>				
Current year	12,123	38,586	6,894	23,150
Adjustment for prior years	(3,469)	-	(3,039)	-
	<b>8,654</b>	<b>38,586</b>	<b>3,855</b>	<b>23,150</b>
<b>Deferred tax expense</b>				
Movements in temporary differences	(5,969)	335	(3,002)	(524)
<b>Total</b>	<b>2,685</b>	<b>38,921</b>	<b>853</b>	<b>22,626</b>

<b>Consolidated financial statements</b>						
<b>Income tax</b>	2024			2023		
	Before tax	Tax expense	Net of tax	Before tax	Tax expense	Net of tax
	<i>(in thousand Baht)</i>					
<b>Recognised in other comprehensive income</b>						
Defined benefit plan actuarial gains	10,557	(2,112)	8,445	18,772	(3,754)	15,018

<b>Separate financial statements</b>						
<b>Income tax</b>	2024			2023		
	Before tax	Tax expense	Net of tax	Before tax	Tax expense	Net of tax
	<i>(in thousand Baht)</i>					
<b>Recognised in other comprehensive income</b>						
Defined benefit plan actuarial gains	-	-	-	14,774	(2,955)	11,819

<b>Reconciliation of effective tax rate</b>				
		<b>Consolidated financial statements</b>		
		2024	2023	
	Rate (%)	(in thousand Baht)	Rate (%)	(in thousand Baht)
Profit before income tax expense		87,193		329,416
Income tax using the Thai corporation tax rate	20.00	17,439	20.00	65,883
Share of profit of associates		(121)		(3,190)
Income not subject to tax		-		(1,049)
Expenses not deductible for tax purposes		(910)		(1,569)
Expenses for tax incentives		(10,790)		(7,271)
Recognition of previously unrecognised tax losses		(5,962)		(13,883)
Current year losses for which no deferred tax asset was recognised		6,498		-
Over provided in prior years		(3,469)		-
<b>Total</b>	<b>3.08</b>	<b>2,685</b>	<b>11.82</b>	<b>38,921</b>

**Reconciliation of effective tax rate**

	Rate (%)	Separate financial statements	
		2024	2023
		(in thousand Baht)	(in thousand Baht)
Profit before income tax expense		119,098	134,697
Income tax using the Thai corporation tax rate	20.00	23,820	26,939
Income not subject to tax		(13,447)	(1,048)
Expenses not deductible for tax purposes		4,001	3,688
Expenses for tax incentives		(10,482)	(6,953)
Over provided in prior years		(3,039)	-
<b>Total</b>	<b>0.72</b>	<b>853</b>	<b>22,626</b>

**Unrecognised deferred tax assets**

	Consolidated financial statements		Separate financial statements	
	2024	2023	2024	2023
		(in thousand Baht)		
Tax losses	<b>25,440</b>	<b>28,881</b>	-	-

The tax losses expire in 2025-2029. The deductible temporary differences do not expire under current tax legislation. In 2024, the Group's subsidiary, Amarin Television Co., Ltd., recognised deferred tax assets of Baht 5.84 million of current year tax losses because management assessed its estimates of future taxable profits and believed it probable that future taxable profits would be available against which such losses can be used.

## 20 Earnings per share

The calculation of basic earnings per share has been based on the profit attributable to ordinary shareholders of the Company and the weighted average number of ordinary shares outstanding.

	Consolidated financial statements		Separate financial statements	
	2024	2023	2024	2023
	(in thousand Baht / thousand shares)			
<b>Profit attributable to ordinary shareholders of the Company (basic)</b>	<b>76,326</b>	<b>290,495</b>	<b>118,245</b>	<b>112,070</b>
<b>Ordinary shares outstanding</b>				
Number of ordinary shares outstanding (basic) at 31 December	<b>998,282</b>	<b>998,282</b>	<b>998,282</b>	<b>998,282</b>
<b>Earnings per share (basic) (in Baht)</b>	<b>0.08</b>	<b>0.29</b>	<b>0.12</b>	<b>0.11</b>

## 21 Dividends

	Approval date	Payment schedule	Dividend rate per share (Baht)	Amount (in thousand Baht)
<b>2024</b>				
2023 Annual dividend	26 April 2024	May 2024	<b>0.18</b>	<b>179,691</b>
<b>2023</b>				
2022 Annual dividend	27 April 2023	May 2023	<b>0.29</b>	<b>289,502</b>

## 22 Financial instruments

### **Accounting policy**

#### *(1) Classification and measurement*

Financial assets and financial liabilities (except trade accounts receivables (see note 7)) are initially recognised when the Group becomes a party to the contractual provisions of the instrument, and measured at fair value plus or minus, for an item not at fair value through profit or loss (FVTPL), transaction costs that are directly attributable to its acquisition.

On initial recognition, a financial asset is classified as measured at: amortised cost; fair value through other comprehensive income (FVOCI); or FVTPL. Financial assets are not reclassified subsequent to their initial recognition unless the Group changes its business model for managing financial assets, in which case all affected financial assets are reclassified prospectively from the reclassification date.

On initial recognition, financial liabilities are classified as measured at amortised cost using the effective interest method or FVTPL. Interest expense, foreign exchange gains and losses and any gain or loss on derecognition are recognised in profit or loss.

Financial assets measured at amortised costs are subsequently measured at amortised cost using the effective interest method. The amortised cost is reduced by expected credit losses. Interest income, foreign exchange gains and losses, expected credit loss and any gain or loss on derecognition are recognised in profit or loss.

#### *(2) Derecognition and offset*

The Group derecognises a financial asset when the contractual rights to the cash flows from the financial asset expire, or it transfers the rights to receive the contractual cash flows in a transaction in which substantially all of the risks and rewards of ownership of the financial asset are transferred or in which the Group neither transfers nor retains substantially all of the risks and rewards of ownership and it does not retain control of the financial asset.

The Group derecognises a financial liability when its contractual obligations are discharged or cancelled, or expire. The Group also derecognises a financial liability when its terms are modified and the cash flows of the modified liability are substantially different, in which case a new financial liability based on the modified terms is recognised at fair value.

The difference between the carrying amount extinguished and the consideration paid is recognised in profit or loss.

Financial assets and financial liabilities are offset and the net amount presented in the statement of financial position when, and only when, the Group currently has a legally enforceable right to set off the amounts and the Group intends either to settle them on a net basis or to realise the asset and settle the liability simultaneously.

#### *(3) Impairment of financial assets other than trade accounts receivables*

The Group recognises allowances for expected credit losses (ECLs) on financial assets measured at amortised cost.

The Group recognises ECLs equal to 12-month ECLs unless there has been a significant increase in credit risk of the financial instrument since initial recognition or credit-impaired financial assets, in which case the loss allowance is measured at an amount equal to lifetime ECLs.

ECLs are a probability-weighted estimate of credit losses based on forward-looking and historical experience. Credit losses are measured as the present value of all cash shortfalls discounted by the effective interest rate of the financial asset.

The Group assumes that the credit risk on a financial asset has increased significantly if it is more than 90 - 120 days past due, significant deterioration in credit rating, significant deterioration in the operating results of the debtor and existing or forecast changes that have a significant adverse effect on the debtor's ability to meet its obligation to the Group.

The Group considers a financial asset to be in default when:

- the debtor is unlikely to pay its credit obligations to the Group in full, without recourse by the Group takes action such as realising security (if any is held); or
- the financial asset is more than 90 - 120 days past due.

*(4) Write offs*

The gross carrying amount of a financial asset is written off when the Group has no reasonable expectations of recovering. Subsequent recoveries of an asset that was previously written off, are recognised as a reversal of impairment in profit or loss in the period in which the recovery occurs.

*(5) Interest*

Interest income and expense is recognised in profit or loss using the effective interest method. In calculating interest income and expense, the effective interest rate is applied to the gross carrying amount of the asset (when the asset is not credit-impaired) or to the amortised cost of the liability.

*(6) Fair value measurement*

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date in the principal or, in its absence, the most advantageous market to which the Group has access at that date. The fair value of a liability reflects its non-performance risk.

When measuring the fair value of an asset or a liability, the Group uses observable market data as far as possible. Fair values are categorised into different levels in a fair value hierarchy based on the inputs used in the valuation techniques as follows:

- Level 1: quoted prices in active markets for identical assets or liabilities.
- Level 2: inputs other than quoted prices included in Level 1 that are observable for the asset or liability, either directly or indirectly.
- Level 3: inputs for the asset or liability that are based on unobservable input.

The best evidence of the fair value of a financial instrument on initial recognition is normally the transaction price – i.e. the fair value of the consideration given or received.

*(a) Carrying amounts and fair values*

As at 31 December 2024 and 2023, the carrying amount of financial assets and liabilities are reasonable approximation of fair value.

*(b) Financial risk management policies*

*Risk management framework*

The Group's board of directors has overall responsibility for the establishment and oversight of the Group's risk management framework. The board of directors has established the risk management committee, which is responsible for developing and monitoring the Group's risk management policies. The committee reports regularly to the board of directors on its activities.

The Group's risk management policies are established to identify and analyse the risks faced by the Group, to set appropriate risk limits and controls and to monitor risks and adherence to limits. Risk management policies and systems are reviewed regularly to reflect changes in market conditions and the Group's activities. The Group, through its training and management standards and procedures, aims to maintain a disciplined and constructive control environment in which all employees understand their roles and obligations.

The Group audit committee oversees how management monitors compliance with the Group's risk management policies and procedures, and reviews the adequacy of the risk management framework in relation to the risks faced by the Group. The Group audit committee is assisted in its oversight role by internal audit. Internal audit undertakes both regular and ad hoc reviews of risk management controls and procedures, the results of which are reported to the audit committee.

*(b.1) Credit risk*

Credit risk is the risk of financial loss to the Group if a customer or counterparty to a financial instrument fails to meet its contractual obligations, and arises principally from the Group's receivables from customers and investments in debt securities.

*(b.1.1) Trade accounts receivables and contract assets*

The Group's exposure to credit risk is influenced mainly by the individual characteristics of each customer. However, management also considers the factors that may influence the credit risk of its customer base, including the default risk associated with the industry and country in which customers operate.

The risk management committee has established a credit policy under which each new customer is analysed individually for creditworthiness before the Group's commercial terms and conditions are offered. The Group's review includes external ratings, if they are available, financial statements, credit agency information, industry information and in some cases bank references. Sale limits are established for each customer and reviewed quarterly. Any sales exceeding those limits require approval from the risk management committee.

The Group limits its exposure to credit risk from trade accounts receivables by establishing a maximum payment period of 3 - 4 months. Outstanding trade receivables are regularly monitored by the Group. An impairment analysis is performed by the Group at each reporting date. The provision rates of expected credit loss are based on days past due for groupings of various customer segments with similar credit risks to reflect differences between economic conditions in the past, current conditions and the Group's view of economic conditions over the expected lives of the receivables.

Information relevant to trade accounts receivables and contract assets are disclosed in note 7 and 17, respectively.

*(b.1.2) Investment in debt securities*

The Group considers that all debt investments measured at amortised cost have low credit risk. Then the credit loss allowance assessed during the year was therefore limited to 12 months expected losses or 'low credit risk'. Marketable bonds are considered to be an investment grade credit rating published by external credit rating agencies. The credit risk of other instruments are considered to be low when the risk of default is low and the issuer has a strong capacity to meet its contractual cash flow obligations.

*(b.1.3) Cash and cash equivalent*

The Group's exposure to credit risk arising from cash and cash equivalents is limited because the counterparties are banks and financial institutions which the Group considers to have low credit risk.

*(b.2) Liquidity risk*

The Group monitors its liquidity risk and maintains a level of cash and cash equivalents deemed adequate by management to finance the Group's operations and to mitigate the effects of fluctuations in cash flows.

The following table shows the remaining contractual maturities of financial liabilities at the reporting date. The amounts are gross and undiscounted and include contractual interest payments and exclude the impact of netting agreements.

<b>Consolidated financial statements</b>				
Contractual cash flows				
	Carrying amount	1 year or less	More than 1 year but less than 5 years	Total
<i>At 31 December</i>				
<b>2024</b>				
<b>Non-derivative financial liabilities</b>				
Trade payables	358,903	(358,903)	-	(358,903)
Other current payables	162,768	(162,768)	-	(162,768)
Lease liabilities	153,888	(86,531)	(72,843)	(159,374)
	<u>675,559</u>	<u>(608,202)</u>	<u>(72,843)</u>	<u>(681,045)</u>
<b>2023</b>				
<b>Non-derivative financial liabilities</b>				
Trade payables	394,842	(394,842)	-	(394,842)
Other current payables	165,011	(165,011)	-	(165,011)
Lease liabilities	134,693	(84,448)	(53,670)	(138,118)
	<u>694,546</u>	<u>(644,301)</u>	<u>(53,670)</u>	<u>(697,971)</u>
<b>Separate financial statements</b>				
Contractual cash flows				
	Carrying amount	1 year or less	More than 1 year but less than 5 years	Total
<i>At 31 December</i>				
<b>2024</b>				
<b>Non-derivative financial liabilities</b>				
Trade payables	58,002	(58,002)	-	(58,002)
Other current payables	59,387	(59,387)	-	(59,387)
Lease liabilities	6,276	(1,982)	(4,820)	(6,802)
	<u>123,665</u>	<u>(119,371)</u>	<u>(4,820)</u>	<u>(124,191)</u>
<b>2023</b>				
<b>Non-derivative financial liabilities</b>				
Trade payables	76,187	(76,187)	-	(76,187)
Other current payables	55,862	(55,862)	-	(55,862)
Lease liabilities	3,465	(1,550)	(2,199)	(3,749)
	<u>135,514</u>	<u>(133,599)</u>	<u>(2,199)</u>	<u>(135,798)</u>

(b.3) Market risk

The Group is exposed to the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk is as follows:

(b.3.1) Foreign currency risk

The Group is exposed to foreign currency risk relating to purchases of copyright which are denominated in foreign currencies. The Group primarily utilizes forward exchange contracts with maturities of less than one year to hedge such financial assets and liabilities denominated in foreign currencies. The forward exchange contracts entered into at the reporting date also relate to anticipated purchases, denominated in foreign currencies, for the subsequent period.

<b>Exposure to foreign currency</b> <b>At 31 December</b>	<b>Consolidated / Separate financial statements</b>	
	2024	2023
	<b>United States Dollars</b> (in thousand Baht)	
Accrued expenses	-	360

(b.3.2) Interest rate risk

Interest rate risk is the risk that future movements in market interest rates will affect the results of the Group's operations and its cash flows. The Group has no loans so the Group has low interest rate risk. The sensitivity impact to the increase or decrease in interest expenses from borrowings, as a result of changes in interest rates is immaterial on financial statements of the Group.

## 23 Capital management

The Board of Directors' policy is to maintain a strong capital base so as to maintain investor, creditor and market confidence and to sustain future development of the business. The Board regularly monitors the return on capital, by evaluating result from operating activities divided by total shareholders' equity, excluding non-controlling interests and also monitors the level of dividends to ordinary shareholders.

## 24 Commitments with non-related parties

	Consolidated financial statements		Separate financial statements	
	2024	2023	2024	2023
	(in thousand Baht)			
<b>Capital commitments</b>				
Building improvements	2,902	3,305	2,902	3,305
Machinery	6,913	-	6,913	-
Computer software	1,526	2,070	1,526	2,070
<b>Total</b>	<b>11,341</b>	<b>5,375</b>	<b>11,341</b>	<b>5,375</b>
<b>Future minimum lease payments under non-cancellable operating leases</b>				
Within 1 year	73,736	1,419	126	-
1 - 5 year	50,257	763	-	-
<b>Total</b>	<b>123,993</b>	<b>2,182</b>	<b>126</b>	<b>-</b>
<b>Other commitments</b>				
Bank guarantees	<b>28,079</b>	<b>28,223</b>	<b>3,901</b>	<b>4,108</b>
<b>Significant agreements</b>				

*Lease agreement for using the digital terrestrial television network with the Army Radio and Television*

The subsidiary has commitment under the lease agreement for using the digital terrestrial television network with the Army Radio and Television for a period of 14 years and 5 months (from 17 January 2014 to 31 May 2028). The subsidiary has obligations to pay the service fee amounting to Baht 8.33 million per month (2023: Baht 9.54 million per month). The Office of the National Broadcasting and Telecommunications Commission ("NBTC") provides a subsidy for this digital terrestrial television network rental expenditures according to actual amount actual amount as specified in the agreement which is not exceeded at the rate of NBTC approval. During the year ended 31 December 2024, the subsidiary received the support of the total amount of rental expenditures in accordance with a national commercial digital terrestrial television broadcasting network service and expenses for transmission of TV signals that are provided in general with satellite from NBTC and recognised in account "Other income" amounting to Baht 114.48 million (2023: Baht 114.48 million) in the consolidated statement of comprehensive income.

*Signals combining service agreement*

The subsidiary has entered into the agreements with 2 local companies to employ the service in combining both video and audio television signals, along with other related services, including TV signals compression and transmission of TV signals to a and Ku-band satellite for a period from 11 September 2024 to 10 September 2025. The subsidiary has to pay the service fee as specified in the agreement.

**25 Event after the reporting period**

At the Board of Directors' meeting of the Company held on 25 February 2025, the Board of Directors resolved to propose to the Annual General Meeting of the shareholders of 2025 to approve the appropriation of dividend of Baht 0.06 per share, amounting to Baht 59.90 million.

# Appendices



## Appendices 1

### Details about executives, controlling parties, head of accounting & finance, and the Company's Secretary

As of 31 December 2024

#### Dr.Sumet Tantivejkul

Year (Age) 85

Nationality Thai

Position Chairman

First Appointment Date Tenure

7 November 2023 1 Year 2 Months



#### Shareholding percentage in AMARIN (including shares held by spouses and underage children)

0.00 (0 share)

#### Law violations during the past 10 years

- None -

#### Education

- Diploma in economic planning, L'Institut International d' Administration Publique (IIAP), Paris, France
- Diploma, Economic Development Institute of the World Bank (EDI), Washington, D.C., USA
- Doctorate degree in political science, Université' de Montpellier, France
- Master's degree in political science, Université' de Montpellier, France
- Bachelor's degree in political science, Grenoble University, France

#### Training in Thai Institute of Directors' courses (IOD)

- Director Certification Program (DCP) 2546
- Audit Committee Program (ACP) 2549

#### Training/Seminar

- None -

#### Relationships with AMARIN executives

- None -

#### Position(s) in businesses that is / are AMARIN's competitor(s) and may cause conflict of interest

- None -

#### Work experiences during the past five years

##### / Position(s) in other listed companies in Thailand

- None -

##### / Position(s) in non-listed companies / other organizations in Thailand

- |                |  |
|----------------|--|
| 2011 - Present | Advisor to Strategic Committee for Water Resource Management and National Water Policy and Flood Committee |
| 1988 - Present | Director and secretary-general of Chaipattana Foundation   |

##### / Work experience in other listed companies in Thailand

- None -

##### / Work experience in non-listed companies / other organizations in Thailand

- |             |  |
|-------------|--|
| 2005 - 2011 | President of Thammasat University Council  |
| 1997 - 1999 | Member of law-drafting committee, Council of State, Office of the Council of State |
| 1994 - 1996 | Secretary-general of National Economic and Social Development Board                |
| 1981 - 1999 | Secretary-general of Royal Development Projects Board                              |
| 1980        | Deputy secretary-general of National Security Council                              |

## Mr. Thapana Sirivadhanabhakdi

**Year (Age)** 49  
**Nationality** Thai  
**Position** Vice Chairman  
Chairman of the Executive Committee  
Authorized Director

**First Appointment Date** **Tenure**  
November 22, 2017 7 years 1 month  
(first tenure as Director)



### Shareholding percentage in AMARIN (including shares held by spouses and underage children)

Indirectly holding 904,368,591 shares via Adelfos Group, which account for percent of AMARIN's total shares 90.59

### Law violations during the past 10 years

- None -

### Education

- Honorary doctorate degree in Buddhism, Mahachulalongkornrajavidyalaya University
- Honorary doctorate degree in Business Administration, Chiang Mai University
- Doctor of Business Administration (Business Innovation Management) from Silpakorn University
- Honorary doctor of Arts in Art and Design, Bangkok University
- Honorary doctorate degree in Business Administration (Management), Rajamangala University of Technology Isan
- Honorary doctoral degree in Business Administration, Sasin Graduate Institute of Business Administration of Chulalongkorn University
- Honorary doctoral degree in Science (Logistics Management), King Mongkut's Institute of Technology Ladkrabang
- Honorary doctoral degree of Arts, Rajamangala University of Technology Phra Nakhon
- Honorary doctoral degree in Hospitality, Rajamangala University of Technology Krungthep
- Honorary doctoral degree in Community Development, Chiang Mai Rajabhat University
- Honorary doctoral degree of Business Administration

in Strategic Logistics and Supply Chain Management, Suan Sunandha Rajabhat University

- Honorary doctoral degree of Philosophy in General Management, Ramkhamhaeng University
- Master of Science Administration in Financial Economics, Boston University, USA
- Bachelor of Business Administration (Finance), Boston University, USA

### Training in Thai Institute of Directors' courses (IOD)

- Director Accreditation Program (DAP 10/2547)

### Training / Seminar

- Board Director Programme, The Cambridge Earth on Board

### Relationships with AMARIN executives

- None -

### Position(s) in businesses that is/are AMARIN's competitor(s) and may cause conflict of interest

- None -

### Work experiences during the past five years

#### / Position(s) in other listed companies in Thailand

Jun 2020 - Present	Independent Director The Siam Cement Public Company Limited
Jul 2018 - Present	Director Thai Group Holdings
Jan 2017 - Present	Chairman of Executive Committee Sermasuk Public Company Limited
Mar 2015 - Present	Vice Chairman No. 3 Sermasuk Public Company Limited

Sep 2011 - Present Director  
Serm Suk Public Company Limited

Jan 2023 - Present Vice Chairman No. 1  
Univentures Public Company Limited

Jul 2007 - Present Director  
Univentures Public Company Limited

/ **Position(s) in non-listed companies in Thailand**

Jun 2024- Present Vice Chairman of the Executive  
Committee No. 1  
Thai Beverage Public  
Company Limited  
Chairman of the Executive  
Thai Beverage Public  
Company Limited

Jun 2005 - Present Member of the Sustainability  
and Risk Management Committee  
Thai Beverage Public  
Company Limited

Feb 2004 - Present Executive Director  
Thai Beverage Public  
Company Limited

Oct 2003 - Present Director  
Thai Beverage Public  
Company Limited

Apr 2024 - Present Chairman  
Sustainability Expo  
Company Limited

Apr 2024 - Present Chairman  
Food Group Company Limited

Oct 2023 - Present Director  
ThaiBev HC Development Co., Ltd.

Sep 2024 - Present Chairman  
SpiritsCo Limited

Sep 2023- Present Chairman  
International Beverage Holdings  
(New Zealand) Limited

Jul 2023 - Present Director  
The C Canvas Co., Ltd

Apr 2023 - Present Director  
Cambodia Breweries Pte. Ltd.

Jan 2023 - Present Director  
Fraser's Property Limited

Dec 2022 - Present Director  
ThaiBev Co., Ltd.

Jul 2022 - Present Chairman  
VietBev Company Limited

Apr 2022 - Present Director  
Super Food Brands Company Pte. Ltd.

Jan 2022 - Present Chairman  
Beer Thai (1991) Public  
Company Limited

Oct 2021 - Present Chairman  
Bistro Asia Co., Ltd.

Aug 2021 - Present Independent Director  
SCG Chemicals Plc

Jul 2021 - Present Director  
Chang Corporation Company Limited

Jun 2021 - Present Chairman  
South East Asia Logistics Pte. Ltd.

May 2021 - Present Director  
Asia Breweries Limited

May 2021 - Present Director  
Siam Breweries Limited

Oct 2020 - Present Director  
Chang Beer Company Limited

Oct 2020 - Present Director  
Food and Beverage United Co., Ltd.

Apr 2020 - Present Chairman  
BeerCo Training Co., Ltd.

Dec 2019 - Present Director  
BeerCo Limited  
(Incorporated in Singapore)

Jun 2018 - Present Chairman  
Red Bull Distillery Group of  
Companies

Mar 2018 - Present Director  
Tspace Digital Company Limited

Apr 2016 - Present Director  
Pracharath Rak Samakkee Social  
Enterprise (Thailand) Co., Ltd.

Mar 2013 - Present Vice Chairman  
Times Publishing Limited

Feb 2013 - Present Director  
Fraser and Neave, Limited

Nov 2012 - Present Director  
InterBev Investment Limited

Sep 2011 - Present Director  
Plantheon Company Limited

Jul 2007 - Present Director  
Adelfos Company Limited

Apr 2004 - Present Director  
Beer Thai (1991) Public  
Company Limited

Sep 2003 - Present President  
International Beverage  
Holdings Limited  
Present Director  
TCC Group of Companies

/ **Work experiences in other listed companies**

Dec 2001 - Feb 2017 Director  
Berli Jucker Public Company Limited

/ **Work experiences in non-listed companies**

Jan 2008 - Jun 2024 President and CEO  
Thai Beverage Public  
Company Limited  
Oct 2016 - Aug 2022 Chief Center of Excellence  
Thai Beverage Public  
Company Limited  
Oct 2018 - Sep 2020 Chief Beer Product Group  
Thai Beverage Public  
Company Limited  
Oct 2003 - Jan 2008 Director  
Executive Vice President  
Thai Beverage Public  
Company Limited  
Jan 2008 - Sep 2022 Vice Chairman  
Southeast Life Insurance Plc  
Jan 2008 - Sep 2022 Vice Chairman  
Southeast Capital Co., Ltd.  
Jan 2008 - Sep 2022 Vice Chairman  
Southeast Life Insurance Public  
Company Limited  
Feb 2018 - Jan 2022 Vice Chairman  
Beer Thai (1991) Public  
Company Limited

Apr 2004 - Feb 2018 Vice Chairman of Executive  
Committee  
Beer Thai (1991) Public  
Company Limited

Apr 2013 - Feb 2020 Director  
Golden Land Property  
Development Plc

Feb 2011 - Feb 2020 Chairman of Executive Committee  
Oishi Group Public  
Company Limited

Jan 2006 - Feb 2020 Vice Chairman  
Oishi Group Public  
Company Limited

May 2015 - Feb 2020 Director  
TCC Holding (2519)  
Company Limited

2019 - 2022 Chairman  
GMM Channel Holding  
Company Limited

Dec 2018 - Nov 2020 Director  
GMM Channel Holding  
Company Limited

2017 - 2019 Executive Chairman  
GMM Channel Holding  
Company Limited

2004 - Jun 2018 Vice Chairman  
Red Bull Distillery  
Group of Companies

## Associate Prof. Dr. Somjai Phawgaphasvivat

Year (Age) 78  
Nationality Thai  
Position Independent Director  
Chairman of the Audit Committee  
First Appointment Date May 15, 1993  
Tenure 31 years 7 months



### Shareholding percentage in AMARIN (including shares held by spouses and underage children)

0.00 (0 share)

### Law violations during the past 10 years

- None -

### Education

- Doctorado de Estado, Facultad de Ciencia Política, Universidad Complutense de Madrid, Spain
- Diplôme d'études Supérieures, (Economic Integration), Université de Nancy, France
- Licenciatura, Facultad de Ciencia Política y Económica, Universidad Complutense de Madrid, Spain
- Bachelor of Arts, Chulalongkorn University

### Training in Thai Institute of Directors' courses (IOD)

- Director Accreditation Program (DAP 34/2548)

### Training/Seminar

- None -

### Relationships with AMARIN executives

- None -

### Position(s) in businesses that is/are AMARIN's competitor(s) and may cause conflict of interest

- None -

### Work experiences during the past five years

#### / Position(s) in other listed companies in Thailand

2024 - Present Independent Director  
Chairman of the Corporate Governance Committee  
Diamond Building Products Plc

2015 - Present

Independent Director  
Member of the Audit Committee  
Member of the Nomination and Remuneration Committee  
Chairman of the Corporate Governance and Sustainability Development Committee  
Supalai Plc

1991 - Present

Independent Director  
Chairman of the Audit Committee  
Lee Feed Mill Plc

#### / Position(s) in non-listed companies

- None -

#### / Work experiences in other listed companies

2013 - 2021

Chairman  
SEAFECO Plc

2004 - 2012

Independent Director  
Chairman of the Audit Committee  
SEAFECO Plc

2009 - 2019

Independent Director  
Member of the Audit Committee  
Member of the Risk Management Committee  
Siam City Bank Plc

#### / Work experiences in non-listed companies

2007 - 2016

Director Chairman of the Audit Committee  
The Krungthep Thanakom Co., Ltd.

1982 - 2006

Associate Professor  
Faculty of Political Science, Thammasat University

## Prof. Dr. Nantawat Boramanand

Year (Age) 66  
Nationality Thai  
Position Independent Director  
Member of the Audit Committee  
Member of the Corporate Governance Committee

First Appointment Date Tenure  
November 22, 2017 7 years 1 month



### Shareholding percentage in AMARIN (including shares held by spouses and underage children)

0.00 (0 share)

### Law violations during the past 10 years

- None -

### Education

- Doctorate degree in Administrative Law, Panthéon-Assas University (Paris 2), France
- Master of Administrative Law, Panthéon-Assas University (Paris 2), France
- Bachelor of Laws, Chulalongkorn University
- Certificate from a training course in legislative drafting and administrative justice, France
- Certificate from a training course in government & parliamentary works, International Institute of Public Administration, France
- Diploma, Thailand National Defence College, National Defence Studies Institute (2006)
- Certificate from an energy-science course for high-level executives, Class 8, Thailand Energy Academy, Ministry of Energy (2016)

### Training in Thai Institute of Directors' courses (IOD)

- Director Accreditation Program (DAP 101/2019)

### Training/Seminar

- None -

### Relationships with AMARIN executives

- None -

### Position(s) in businesses that is/are AMARIN's competitor(s) and may cause conflict of interest

- None -

### Work experiences during the past five years

#### / Position(s) in other listed companies

- |                |   |
|----------------|---|
| 2021 - Present | Specialist Member of the Committee on Complaint Management, the Office of the Prime Minister            |
| 2020 - Present | Specialist Member of a Panel on Administrative Procedures, Office of the Council of State               |
| 2017 - Present | Member of the Committee on Laws and Justice System Reform   |
| 2015 - Present | Councillor of State   |
| 2013 - Present | Specialist Member of the Official Information Commission  |
| 2011 - Present | Executive Director of the Alliance Française Bangkok  |
| 2007 - Present | Arbitrator, Thailand Arbitration Center, Alternative Dispute Resolution Office, Office of the Judiciary |

#### / Work experiences in other listed companies

-None-

#### / Work experiences in non-listed companies

- |             |  |
|-------------|--|
| 2016 - 2023 | Expert Member on Legal Affairs of the National Committee for the World Heritage Convention             |
| 2016        | Expert Member on Legal Affairs of the Decentralization to Local Administrative Organizations Committee |
| 2015 - 2017 | Member of the Chulalongkorn University Council, Chulalongkorn University                               |
| 2014 - 2015 | Member (for Laws and Judicial Process), National Reform Committee                                      |
| 2013 - 2017 | Dean of the Faculty of Laws, Chulalongkorn University  |
| 2013 - 2015 | President of the Law Studies Institute   |

2012 - 2016	Chairman of the National Research Council of Thailand (NRCT), Laws Field
2012 - 2016	Executive Director at NRCT
2012 - 2016	Director of the NRCT, Laws Field

## Mr.Suwit Chindasanguan

Year (Age)	71
Nationality	Thai
Position	Independent Director Chairman of the Corporate Governance Committee Member of the Audit Committee Member of the Nomination and Remuneration Committee
First Appointment Date	Tenure
November 22, 2017	7 years 1 month



### Shareholding percentage in AMARIN (including shares held by spouses and underage children)

0.00 (0 share)

### Law violations during the past 10 years

-None-

### Education

- Master of Science (Agricultural Economics), Kasetsart University
- Bachelor of Science (Agricultural Economics), Kasetsart University

### Training in Thai Institute of Directors' courses (IOD)

- Refreshment Training Program (RTF 12/2023) : The Business Case and Ethics of AI : A Board's Imperative
- Director Leadership Certification Program (DLCP 0/2021)
- Board Nomination and Compensation Program (BNCP 9/2020)
- Ethical Leadership Program (ELP 1/2015)
- Director Certification Program Update (DCPU 1/2014)
- Risk Management Committee Program (RMP 1/2013)
- Role of the Nomination and Governance Committee (RNG 2/2012)
- Advanced Audit Committee Program (AACP 4/2011)
- Monitoring the System of Internal Control and Risk Management (MIR 9/2010)
- Monitoring the Internal Audit Function (MIA 8/2010)
- Monitoring Fraud Risk Management (MFM 4/2010)
- Successful Formulation & Execution of Strategy (SFE 8/2010)
- Monitoring the Quality Financial Report (MFR 6/2008)

- The Role of the Chairman Program (RCP 18/2008)
- The Role of the Compensation Committee Program (RCC 1/2006)
- Improving the Quality of Financial Reporting (QFR 2/2006)
- Audit Committee Program (ACP 4/2005)
- Director Certification Program (DCP 44/2004)
- Director Accreditation Program (DAP 14/2004)

### Training/Seminar

- ESG in Action - ESG Global Regulations and Reporting & ESG and Impact on Financial Information
- Independent Director Forum 2024 "Maximizing Board Effectiveness : The Role of Lead Independent Directors in Thai Business"
- National Director Conference 2024 : Sustainable Future - The Board as a Catalyst for Value
- Dinner Talk 2024 : Neurosciences and Leadership Achieving Boardroom Wellness
- Sustainability Insights: Executive Exchange Series No.2 - People Management for Sustainability
- Sustainability Insights: Executive Exchange Series No.1 - ESG in Actions for a Sustainable and Responsible Future
- Audit Committee Forum : ESG Priorities – Key Consideration for Audit Committee
- Seminar on "Independent Director Forum: Preventing corruption in organizations - Whose role and responsibility?"
- Engaging Board in ESG : The Path to Effective Sustainability
- The WISDOM Investment Forum Wealth in Challenging World: Analysis of Thailand & Economy in 2023

- 2022 AC Seminar: How Should Business Sector React to World Economic Crisis in the Face of Pandemic, Energy War, and Inflation and Stay Afloat and Sustainable?
  - Facilitator Day 1/2022 “Peace with Inner Power: Interactive Work More Effective Facilitation Techniques” Project
  - Seminar on “Preparations for Enforcement of Personal Data Protection Act”
  - Accounting seminar series: Topic “Easy listening: Must-Not-Miss AC Tips EP.2”
  - Director’s Briefing 2022: “What is Business Transformation Actually?”
  - Seminar on “Company Secretary Forum 2019: Role of the Company Secretary in Shaping Corporate Culture”
  - Seminar on “COSO ERM 2017 Enterprise Risk Management Integrating with Strategy and Performance”
  - Seminar on “TDPG 2.0 Building Trust with Data Protection”
  - Seminar on “PDPA - Privacy for All: Personal Data Protection Law & Office”
  - Seminar on “Audit Committee Forum 2019: Strategic Audit Committee: Beyond Figure and Compliance”
  - IOD Chairman Forum 2019: “Successful Corporate Culture Change: From Policy to Practices”
  - Audit Committee Forum 2019: “Robotic Process Automation-Next Generation Workforce”
  - The SET Seminar 2019: How to Transform Your Business to Become an Exponential Company in a Digital Era
- |   |   |
|---|---|
| 2005 - Present                                      | Chairman<br>Wide Wi Max Co., Ltd.   |
| / <b>Work experiences in other listed companies</b> |   |
| 2003 - Dec 2017                                     | Chairman<br>Independent Director<br>Chairman of the Corporate Governance Committee<br>Member of The Audit Committee<br>SIS Distribution (Thailand) Plc  |
| / <b>Work experiences in non-listed companies</b>   |   |
| 2018 - 2021   | Independent Director<br>Chairman of the Audit Committee<br>Member of the Nomination and Remuneration Committee<br>Capital Link Credit Foncier Co., Ltd. |
| 2012 - 2017   | Member of the Nomination Committee for Rehabilitation Planners and Managers<br>Legal Execution Department, Ministry of Justice                          |
| 2001 - 2017   | Chairman of the director<br>Internet Service Provider Co., Ltd.   |

### Relationships with AMARIN executives

- None -

### Position(s) in businesses that is/are AMARIN’s competitor(s) and may cause conflict of interest

- None -

### Work experiences during the past five years

#### / Position(s) in other listed companies

- |                |  |
|----------------|--|
| 2003 – Present | Independent Director,<br>Chairman of the Audit Committee<br>Member of the Corporate Governance Committee<br>Univentures Public Company Limited |
|----------------|--|

#### / Position(s) in non-listed companies

- |                |  |
|----------------|--|
| 2021 - Present | Director considers the planner and the rehabilitation plan administrator<br>Legal Execution Department,<br>Ministry of Justice |
|----------------|--|



## Mr. Pramoad Phornprapha

**Year (Age)** 58  
**Nationality** Thai  
**Position** Independent Director  
Chairman of the Nomination and Remuneration Committee  
Chairman of the Sustainability and Risk Management Committee

**First Appointment Date** May 12, 2017  
**Tenure** 7 years 7 months

### Shareholding percentage in AMARIN (including shares held by spouses and underage children)

0.00 (0 share)

### Law violations during the past 10 years

- None -

### Education

- MBA in Marketing (Honors) Kellogg Graduate School of Management, Northwestern University, USA
- MPA in Business and Government (Honors), Kennedy School of Government, Harvard University, USA
- Bachelor of Science in Electrical Engineering (Honors), Northwestern University, USA

### Training in Thai Institute of Directors' courses (IOD)

- Advance Audit Committee Program (AAC41/2021)
- Director Certification Program (DCP 55/2005)

### Training/Seminar

- Capital Market Academy Leadership Program (CMA 10)
- Earth on Board - Board Director Programme, The Cambridge
- EoB Sustainability Program for Directors (ESG)
- Listed Entity Director Essentials
- Nominating Committee Essentials
- Remuneration Committee Essentials
- Board Dynamic - Board Performance
- Stakeholder Engagement
- Environment Social & Governance Essentials
- Board Risk Committee Essentials from Singapore Institute of Directors (SID)

### Relationships with AMARIN executives

- None -

### Position(s) in businesses that is/are AMARIN's competitor(s) and may cause conflict of interest

- None -

### Work experiences during the past five years

#### / Position(s) in other listed companies Listed companies in Thailand

2017 - Present Independent Director  
Member of the Audit Committee  
Univanich Palm Oil Plc

#### / Listed companies outside Thailand

Jan 2023 - Present Chairman of the Sustainability and Risk Management Committee  
Chairman of the Nomination and Remuneration Committee  
Executive Director  
Frasers Property Limited  
Oct 2022 - Present Non-Executive Director  
Independent Director  
Frasers Property Limited  
2018 - Present Independent Director  
Chairman of the Audit Committee  
Saigon Beer-Alcohol Beverage Corporation

#### / Position(s) in non-listed companies

Oct 2020 - Present Independent Director  
Food and Beverage United Co., Ltd.  
2019 - Present Director  
Clarix EA Co., Ltd.

2016 - Present	Director The Conservatory Co., Ltd.
2015 - Present	Chairman Talaypu Natural Products Co., Ltd.
2011 - Present	Managing Director myDNA Co., Ltd.
2008 - Present	Director EcoFuture Plus Co., Ltd.
2004 - Present	Managing Director Claris Co., Ltd.
2002 - Present	Managing Director Wanwarin & Associate Co., Ltd.
2002 - Present	Director Pornmit Co., Ltd.
2000 - Present	Director Danpundao Co., Ltd.
1997 - Present	Director PLandscape Co., Ltd.
1992 - Present	Director Plim 369 Co., Ltd.
1989 - Present	Director Plimboonluck Co., Ltd.

#### / Work experiences in other listed companies

2012- Dec 2024	Independent Director Member of the Corporate Governance Committee Member of the Nomination and Remuneration Committee Member of the Sustainability and Risk Management Committee Serm Suk Public Company Limited
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#### / Work experiences in non-listed companies

- None -

## Dr.Nithinart Sinthudeacha

Year (Age)	58
Nationality	Thai
Position	Independent director Member of the Sustainability and Risk Management Committee Member of the Corporate Governance Committee
First Appointment Date	Tenure
8 December 2023	1 year 1 month



### Shareholding percentage in AMARIN (including shares held by spouses and underage children)

0.00 (0 share)

### Law violations during the past 10 years

- None -

### Education

- Doctorate degree in organization and human resource development, Boston University, USA
- Master's degree in management and organizational policy, Boston University, USA
- Master's degree in communications and public relations, Boston University, USA
- Bachelor's degree in English language, Faculty of Arts, Chulalongkorn University

### Training in Thai Institute of Directors' courses (IOD)

- Director Refreshment Program : Outbound Investment (RFP 8/2022)
- Director Refreshment Program (Lesson Learnt from Financial Cases: How Board Should React) (RFP 7/2022)
- Director Accreditation Program (DAP 145/2018)

### Training / Seminar

- Capital Market Academy Class 31

### Relationships with AMARIN executives

- None -

### Position(s) in businesses that is/are AMARIN's competitor(s) and may cause conflict of interest

- None -

### Work experiences during the past five years

#### / Position(s) in other listed companies

Apr 2023 - Present	Independent director Member of Nomination Committee Chairperson of Sustainability, Risk Management and Corporate Governance Committee Mega Lifesciences Plc
2021 - Present	Director Member of Nomination and Remuneration Committee Chair of Executive Committee Beryl 8 Plus Plc

#### Position(s) in non-listed companies

/ 2025 - Present	Director Member of Sustainability and Risk Management Committee Frasers Property Limited
2025 - Present	Independent Director Thai Beverage Public Company Limited
Dec 2024 - Present	Director Horizon T8 Co., Ltd.
Jan 2011 - Present	Director myDNA Co., Ltd.
Oct 2008 - Present	Director EcoFuture Co., Ltd.
Sep 2007 - Present	Managing director N-Able Plus Co., Ltd.

/ **Work experience in other listed companies**

2022 - 2023 Advisor to the Board of Directors  
Mega Lifesciences Plc

/ **Work experiences in non-listed companies**

Sep 2022 - Jun 2024 Chairwoman  
Independent director  
Member of Audit Committee  
Chame Corporation

Jul 2022 - Nov 2022 Independent director  
Pomelo Fashion Co., Ltd.

May 2022 - Sep 2022 Chairwoman  
Independent director  
Member of Audit Committee  
Charming World International Co., Ltd.

Jun 2021 - Jun 2022 Director  
Brigida Phyto Science Co., Ltd.

Jun 2014 - May 2021 Director  
Beryl 8 Plus Co., Ltd.

Feb 2018 - May 2021 Member of Nomination and  
Remuneration Committee  
Chair of Executive Committee  
Beryl 8 Plus Co., Ltd.

## Mr.Ruth Chaowanagawi

Year (Age) 68  
Nationality Thai  
Position Independent Director  
Member of the Audit Committee  
Member of the Sustainability and  
Risk Management Committee  
First Appointment Date Tenure  
January 1, 2024 1 year



### Shareholding percentage in AMARIN (including shares held by spouses and underage children)

0.00 (0 share)

### Law violations during the past 10 years

- None -

### Education

- Master's degree in accountancy, Thammasat University
- Bachelor of accountancy, Chulalongkorn University

### Training in Thai Institute of Directors' courses (IOD)

- None -

### Training / Seminar

- None -

### Relationships with AMARIN executives

- None -

### Position(s) in businesses that is/are AMARIN's competitor(s) and may cause conflict of interest

- None -

### Work experiences during the past five years

#### / Position(s) in other listed companies

- None -

#### / Position(s) in non-listed companies

2023 - Present Advisor  
EY Group of Companies in Thailand

#### / Work experiences in other listed companies

2002 - 2023 Managing Director  
EY Group of Companies in Thailand  
1991 - 2001 Partner  
Ernst & Young Office Limited  
1986 - 1990 Manager  
Ernst & Young Office Limited  
1981 - 1985 Assistant Manager  
Ernst & Young Office Limited

#### / Work experiences in non-listed companies

- None -

## Mr.Nararat Limnarat

Year (Age) 66  
 Nationality Thai  
 Position Director  
 Vice Chairman of the Executive Committee  
 Member of the Corporate Governance Committee  
 Member of the Nomination and Remuneration Committee  
 Authorized Director

First Appointment Date Tenure  
 March 9, 2017 7 years 9 months



### Shareholding percentage in AMARIN (including shares held by spouses and underage children)

0.00 (0 share)

### Law violations during the past 10 years

- None -

### Education

- Master's degree in Finance, Cornell University, New York, USA
- Bachelor's degree in Economics, first-class honors (gold medal), Chulalongkorn University

### Training in Thai Institute of Directors' courses (IOD)

- Risk Management Committee Program (RMP 1/2013)
- The Executive Director Course (EDC 1/2012)
- Monitoring the System of Internal Control and Risk Management (MIR 13/2012)
- Role of the Nomination and Governance Committee (RNG 2/2012)
- Audit Committee Program (ACP 35/2011)
- DCP Refresher Course (5/2007)
- Finance for Non-Finance Director (FND 1/2003)
- Director Certification Program (DCP 2000)

### Training / Seminar

- IOD Audit Committee Forum 2014 : Internal Audit Topics for Audit Committee Consideration (2014)

### Relationships with AMARIN executives

- None -

### Position(s) in businesses that is/are AMARIN's competitor(s) and may cause conflict of interest

- None -

### Work experiences during the past five years

#### / Position(s) in other listed companies

2005 - Present Vice Chairman No. 3  
 Executive committee  
 Member of the Remuneration and Nomination Committee  
 Univentures Public Company Limited

#### / Position(s) in non-listed companies

18 Jun 2023 - Present Director  
 AME Imaginative Co.,Ltd.  
 2023 - Present Chairman  
 Amarin Television Co., Ltd.  
 2022 - Present Director  
 Sirivadhanabhakdi Co., Ltd.  
 2018- Present Chairman of the Executive Committee  
 Amarin Television Co., Ltd  
 2018 - Present Vice Chairman of the Board of Directors  
 Chairman of the Board of Executive Directors  
 Amarin Omniverse Co., Ltd.  
 2018 - Present Vice Chairman of the Board of Directors  
 Chairman of the Board of Executive Directors  
 Amarin Book Center Co., Ltd.  
 2018 - Present Director  
 Executive Director  
 TSpace Digital Company Limited

2018 - Present	Director Vice Chairman of the Executive Committee No.1 T.C.C. Technology Co., Ltd.	2017 - 30 Nov 2020	Director Executive Committee GMM Channel Holding Company Limited
2018 - Present	Director Times Publishing Limited	Sep 2019 - Dec 2019	Director Talent Management Co., Ltd.
2018 - Present	Vice Chairman of the Executive Committee No.3 Adelfos Company Limited	2018 - 2019	Director Tarad Dot Com Group Co., Ltd.
2016 - Present	Director Univentures BGP Co., Ltd.	2015 - 2019	Audit Committee Capital Link Credit Foncier Limited.
2012 - Present	Director Samosorn Khun Thong Kum Co., Ltd.	2012 - 2017	Independent Director Audit Committee Terabyte Net Solution Plc
2002 - Present	Director N. Ratanarai Co., Ltd.	2010 - 2013	Advisory Market for Alternative Investment
/ Work experiences in other listed companies		2010 - 2013	Nomination and Development of Listed Company Subcommittee
- None -			The Stock Exchange of Thailand
/ Work experiences in non-listed companies			
1998 - Aug 2024	Director President Asia Asset Management Limited		
2018 - Feb 2021	Chairman of Executive Committee Tarad Dot Com Group Co., Ltd.		
2018 - Feb 2021	Director Pay Solutions Co., Ltd.		
2014 - Jan 2021	Director Capital Link Holding Limited		
2014 - Jan 2021	Independent Director Capital Link Credit Foncier Limited.		
2018 - 30 Nov 2020	Director A-Times Media Co., Ltd.		
2018 - 30 Nov 2020	Director GMM TV Co., Ltd.		
2018 - 30 Nov 2020	Director GMM Channel Co., Ltd.		
2018 - 30 Nov 2020	Director GMM Studios International Company Limited		
2018 - 30 Nov 2020	Director Change 2018 Co., Ltd.		
2018 - 30 Nov 2020	Director GMM Media Plc		
2018 - 30 Nov 2020	Vice Chairman GMM Channel Holding Company Limited		

## Mrs. Tongjai Thanachanan

Year (Age) 56  
Nationality Thai  
Position Director  
Member of Sustainability and Risk Management Committee  
First Appointment Date January 1, 2024  
Tenure 1 year



### Shareholding percentage in AMARIN (including shares held by spouses and underage children)

0.00 (0 share)

### Law violations during the past 10 years

- None -

### Education

- Master's degree in finance and international business, Kellogg Graduate School of Management, Northwestern University, USA
- Bachelor's degree (with honors) Magna Cum Laude in economics and East Asian studies, Princeton University, USA

### Training in Thai Institute of Directors' courses (IOD)

- Director Certification Program (DCP) 2014

### Training/Seminar

- Bursa Malaysia Mandatory Accreditation Programme (MAP), Institute of Corporate Directors Malaysia (ICDM)
- The Cambridge - Earth on Board - Board Director Programme

### Relationships with AMARIN executives

- None -

### Position(s) in businesses that is/are AMARIN's competitor(s) and may cause conflict of interest

- None -

### Work experiences during the past five years

#### / Position(s) in other listed companies in Thailand

Jun 2024 - Present Executive committee  
Sermasuk Public Company Limited

#### / Listed companies outside Thailand

Jun 2023 - Present Representative Director  
Fraser and Neave Holdings Berhad

#### / Position(s) in non-listed companies

Aug 2024 - Present Director  
Little John Digital Co., Ltd.  
May 2024 - Present Director  
Our Forest Foundation Co., Ltd.  
Apr 2024 - Present Vice Chairman  
Sustainability Expo Co., Ltd.  
Oct 2023 - Present Director  
ThaiBev HC Development Co., Ltd.  
Sep 2023 - Present Member of Supervisory Board  
Larsen Le Cognngac Des Vikings  
Aug 2023 - Present Director  
Digital and Technology Services Co., Ltd.  
May 2023 - Present Director  
Betterbe Marketplace Co., Ltd.  
Jan 2023 - Present Director  
Thai Beverage Training Co., Ltd.  
Aug 2022 - Present Executive Vice President  
Chief Sustainability  
Thai Beverage Public  
Company Limited  
Aug 2022 - Present Director  
Open Innovation Co., Ltd.  
Aug 2022 - Present Director  
Must Be Co., Ltd.  
Jun 2022 - Present Director  
Money Mine Co., Ltd.

Mar 2020 - Present Executive Director  
C.A.I (Social Enterprise)

Feb 2019 - Present Director  
C.A.I (Social Enterprise)

Jun 2016 - Present Director  
Pracharath Rak Samakkee Social  
Enterprise (Thailand)

Present Secretary  
Social Enterprise Thailand Association

Present Director  
Siam Able Innovation  
Social Enterprise

/ Work experience in other listed companies

Jan 2017- Jun 2024 Director  
Serm Suk Public Company Limited

/ Work experience in non-listed companies

Oct 2020 - Aug 2022 Senior Vice President,  
Chief Sustainable Business  
Development  
Thai Beverage Public  
Company Limited

2016 - 2022 Managing director  
Pracharath Rak Samakkee Social  
Enterprise (Thailand)

2016 - 2021 Advisor to Risk Management  
Committee Member  
The Thai Red Cross Society

2016 - 2021 Advisor to Executive Committee  
Mae Fah Luang Foundation under  
Royal Patronage

2014 - 2018 Senior advisor  
The Boston Consulting Group  
(Thailand) Co., Ltd.

2011 - 2014 Managing director  
The Boston Consulting Group  
(Thailand) Co., Ltd.

2014 - 2016 Speaker  
Thai Institute of Directors

## Mr. Khumpol Poonsonee

Year (Age) 53  
Nationality Thai  
Position Director  
Member of the Executive Committee  
Authorized Director

First Appointment Date Tenure  
March 9, 2017 7 years 9 months



### Shareholding percentage in AMARIN (including shares held by spouses and underage children)

0.00 (0 share) )

### Law violations during the past 10 years

- None -

### Education

- MBA, University of Newcastle upon Tyne, The United Kingdom
- Bachelor of Science (Agricultural Economics), Kasetsart University

### Training in Thai Institute of Directors' courses (IOD)

- Company Secretary Program (CSP 63/2015)
- Risk Management Committee Program (RMP 4/2014)
- Director Certification Program (DCP 185/2014)
- Director Accreditation Program (DAP 87/2011)

### Training/Seminar

- Executive Program, Capital Market Academy (CMA), Class 24/2017
- ESG in Action - ESG Global Regulations and Reporting & ESG and Impact on Financial Information
- The 2<sup>nd</sup> Sustainability Insights: Executive Exchange
- People Management for Sustainability
- The 1<sup>st</sup> Sustainability Insights: Executive Exchange ESG in Actions for a Sustainable and Responsible Future
- Training course "Organizational Risk Management According to International Standard
- The 12<sup>th</sup> Academic Seminar on High-Level Executive Programs of 6 Institutes "Leadership Forum: Sustainability for Prosperity and Stability"

### Relationships with AMARIN executives

- None -

### Position(s) in businesses that is/are AMARIN's competitor(s) and may cause conflict of interest

- None -

### Work experiences during the past five years

#### / Position(s) in other listed companies

- Jan 2021 - Present Director  
Univentures Public Company Limited
- Oct 2020 - Present President  
Executive Director  
Member of the Risk Management and Sustainability Committee  
Univentures Public Company Limited
- Aug 2016 - Present Director  
Executive Director  
Stonehenge Inter Plc.

#### / Work experiences in non-listed companies

- Dec 2024 - Present Director  
One Content Store Co., Ltd.
- Nov 2024 - Present Director  
Coffee at One Co., Ltd.
- Aug 2024 - Present Director  
The Spoon Co., Ltd.
- Jul 2024 - Present Director  
Have Another Good Dream Co., Ltd.
- Jun 2024 - Present Director  
AME Imaginative Co., Ltd.
- Apr 2024 - Present Director  
The Forum Co., Ltd.

Aug 2022 - Present Director	Oct 2020 - Present Director
Sirivadhanabhakdi Co., Ltd.	ESCO Ventures Co., Ltd.
Jun 2022 - Present Director	May 2020 - Present Executive Committee
Money Mine Co., Ltd.	F&B International Co., Ltd.
May 2022 - Present Director	Apr 2020 - Present Director
UVBGP Clean Energy Co., Ltd.	F&B International Co., Ltd.
April 2022 - Present Executive Committee	May 2020 - Present Executive Committee
N.C.C. Management and Development Co., Ltd.	N.C.C. Image Co., Ltd.
Jan 2022 - Present Director	Apr 2020 - Present Director
Executive Committee	N.C.C. Image Co., Ltd.
Stonehenge Inter Venture Co., Ltd.	May 2020 - Present Executive Committee
Dec 2021 - Present Director	N.C.C. Exhibition Organizer Co., Ltd.
Eastern Cogeneration Co., Ltd.	Apr 2020 - Present Director
Dec 2021 - Present Director	N.C.C. Exhibition Organizer Co., Ltd.
PPTC Co., Ltd.	Oct 2019 - Present Director
Dec 2021 - Present Director	Lertrattakarn Property Development Co., Ltd.
SSUT Co., Ltd.	Sep 2018 - Present Executive Committee
Dec 2021 - Present Director	T Space Digital Co., Ltd.
TAC Energy Co., Ltd.	Sep 2020 - Present Executive Committee
Oct 2021 - Present Director	Adelfos Company Limited
Siribhakditham Company Limited	Aug 2020 - Present Executive Committee
Oct 2021 - Present Director	TCC Assets (Thailand) Co., Ltd.
Quantum Trading Co., Ltd.	Jun 2018 - Present Director Vice Chairman of Executive Committee
Oct 2021 - Present Director	Amarin Book Center Co., Ltd.
Patana Intercool Co., Ltd.	May 2018 - Present Vice Chairman of Executive Committee
Sep 2021 - Present Director	Amarin Television Co., Ltd.
Quantum Innovation Co., Ltd	Jan 2018 - Present Director
Apr 2021 - Present Director	NY Property Development Co., Ltd.
Univenture Capital One Co., Ltd	Dec 2017 - Present Director
Oct 2020 - Present Director	Univentures Consulting Co., Ltd.
Thai-Zinc Oxide Co., Ltd	(formerly Univentures Capital Co., Ltd.)
Oct 2020 - Present Director	Dec 2017 - Present Director
Thai-Lysaght Co., Ltd.	Ahead All Co., Ltd.
Oct 2020 - Present Director	Nov 2017 - Present Director
Grand Unity Development Co., Ltd.	Executive Committee
Oct 2020 - Present Director	Amarin Omniverse Co.,Ltd.
Forward System Co., Ltd.	2016 - Present Director
Oct 2020 - Present Director	Vadhanabhakdi Co.,Ltd.
Sense Property Management Co., Ltd.	2016 - Present Director
Oct 2020 - Present Director	Univenture BGP Co., Ltd.
Grand U Living Co., Ltd.	2016 - Present Director
Oct 2020 - Present Director	Lertrattakarn Co., Ltd.
Connexion Co., Ltd.	2002 - Present Director
Oct 2020 - Present Director	Cathay Asset Management Co., Ltd.
Univentures Asset Management Co., Ltd.	

## / Work experiences in other listed companies

2018 - Dec 2023	Sustainability and Risk Management Committee Amarin Corporations Plc
Dec 2016 - 30 Sep 2020	Executive Vice President - Investment and Business Development Univentures Public Company Limited
2008 - 2012	Senior Director Business Development Univentures Public Company Limited

## / Experience in non-listed companies

Feb 2017 - Feb 2024	Director Amarin Television Co., Ltd.
Dec 2021 - 22 Sep 2023	Director Thassiri Co., Ltd.
Dec 2021 - 22 Sep 2023	Director STC Energy Co., Ltd.
Dec 2021 - 22 Sep 2023	Director APEX Energy Solution Co., Ltd.
Apr 2017 - 2021	Director Siridamrongdham Co., Ltd.
Jul 2017 - 30 Sep 2021	Director LRK Development Co., Ltd.
Jul 2018 - Feb 2021	Director Pay Solution Co., Ltd.
Jul 2018 - Feb 2021	Vice Chairman of Executive Committee Tarad Dot Com Group Co., Ltd.
Sep 2018 - Nov 2020	Director A-Time Media Co., Ltd.
Sep 2018 - Nov 2020	Director GMM TV Co., Ltd.
Sep 2018 - Nov 2020	Director GMM Studios International Co., Ltd.
Aug 2018 - Nov 2020	Executive Committee GMM Channel Holding Company Limited
Apr 2018 - Nov 2020	Director Change 2018 Co., Ltd.
Jan 2018 - Nov 2020	Director GMM Media Plc
2016 - Oct 2020	Managing Director Univentures Consulting Co., Ltd.

2007 - 2013	Director/Managing Director Univentures Consulting Co., Ltd.
Feb 2013 - Sep 2020	Executive Committee Golden Land Property Development Plc
2013 - Nov 2015	Risk Management Committee Company Secretary Executive Vice President Business Development Golden Land Property Development Plc
2013 - 30 Sep 2020	Director Golden Land Residence Co., Ltd.
2013 - 30 Sep 2020	Director Golden Habitation Co., Ltd.
2013 - 30 Sep 2020	Director Golden Land (Mayfair) Co., Ltd.
2013 - 30 Sep 2020	Director Golden Land Polo Ltd.
2013 - 30 Sep 2020	Director Golden Property Services Co., Ltd.
2013 - 30 Sep 2020	Director Grand Mayfair Co., Ltd.
2013 - 30 Sep 2020	Director Grand Paradise Property Co., Ltd.
2013 - 30 Sep 2020	Director MSGI Property Co., Ltd.
2013 - 30 Sep 2020	Director Narayana Pavilion Co., Ltd.
2013 - 30 Sep 2020	Director North Sathorn Realty Co., Ltd.
2013 - 30 Sep 2020	Director Ritz Village Co., Ltd.
2013 - 30 Sep 2020	Director Sathorn Supsin Co., Ltd.
2013 - 30 Sep 2020	Director Sathorn Thong Co., Ltd.
2013 - 30 Sep 2020	Director United Homes Co., Ltd.
2013 - 30 Sep 2020	Director Walker Homes Co., Ltd.
Oct 2017 - Dec 2019	Director Bhakdivattana Co., Ltd.
2013 - 25 Feb 2019	Director Baan Chang Estate Co., Ltd.

## Mr.Siri Bunpitukgate

Year (Age) 57  
 Nationality Thai  
 Position Director Member of the Executive Committee  
 Authorized Director  
 President  
 Company's Secretary  
*(Tenure effective from to  
 November 7, 2023 to March 3, 2025)*

**First Appointment Date** **Tenure**  
 November 7, 2023 1 year 2 months  
 (Appointment as Director and the Company's Secretary)



### Shareholding percentage in AMARIN (including shares held by spouses and underage children)

0.00 (0 share)

### Law violations during the past 10 years

- None -

### Education

- MBA, Thammasat University
- Bachelor of Business Administration (B.B.A.), Chulalongkorn University

### Training in Thai Institute of Directors' courses (IOD)

- Director Accreditation Program (DAP 220/2024)
- Ethical Leadership Program (ELP 35/2024)
- ESG in the Boardroom: A Practical Guide for Board (ESG 5/2024)

### Training/Seminar

- Techsauce Global Summit 2024
- CFO 2023
- TFRS 2022
- TFRS 15 and TFRS 16
- Accounting & Audit Points for Review
- TFRS 16 - Lease Contracts

### Relationships with AMARIN executives

- None -

### Position(s) in businesses that is/are AMARIN's competitor(s) and may cause conflict of interest

- None -

### Work experiences during the past five years

#### / Position(s) in other listed companies

- None -

#### / Position(s) in non-listed companies

Jul 2024 - Present Director  
 Dek-D Interactive Co., Ltd.  
 Jun 2024 - Present Director  
 AME Imaginative Co., Ltd.  
 2018 - Present Director  
 Kadokawa Amarin Co., Ltd.  
 2018 - Present Director  
 Executive Committee  
 Amarin Book Center Co., Ltd.  
 2018 - Present CEO  
 Amarin Television Co., Ltd.  
 2017 - Present Director  
 Executive Committee  
 Amarin Television Co., Ltd.  
 2017 - Present Director  
 Executive Committee  
 Amarin Omniverse Co., Ltd.

#### / Work experiences in other listed companies

- None -

#### / Work experiences in non-listed companies

2008 - 2016 Managing Director  
 Universal Assets Co., Ltd.  
 2003 - 2008 Executive Director  
 Business Advisory  
 KPMG Phoomchai Ltd.

## Details about the Chief Operating Officer

### Mr. Jeremiah Pitakwong

Year (Age) 48  
Nationality Thai  
Position Member of the Executive Committee  
Group Chief Operating Officer  
Acting President, Media & Events Business

First Appointment Date  
February 1, 2022



### Shareholding percentage in AMARIN (including shares held by spouses and underage children)

0.00 (0 share)

### Law violations during the past 10 years

- None -

### Education

- Bachelor of Architecture, New Jersey Institute of Technology, New Jersey, USA
- Urban Planning and Management Certificate, San Jose State University, California, USA

### Training in Thai Institute of Directors' courses (IOD)

- Director Accreditation Program (DAP 220/2024)
- Successful Formulation & Execution of Strategy (SFE 42/2023)
- The Board's Role in Mergers and Acquisitions (BMA 6/2023)
- Director Leadership Certification Program (DLCP 5/2022)
- Risk Management Program for Corporate Leader (RCL 23/2021)
- Directors Certification Program (DCP 295/2020)

### Training/Seminar

- Project Management Fundamentals
- Mini MBA, Thammasat University
- Corporate Innovation Summit
- Corporate Innovation Master Class

### Relationships with AMARIN executives

- None -

### Position(s) in businesses that is/are AMARIN's competitor(s) and may cause conflict of interest

- None -

### Work experiences during the past five years

#### / Position(s) in other listed companies

- None -

#### / Position(s) in non-listed companies

Oct 2024 - Present Director  
Little Gaia Co., Ltd.  
Jun 2024 - Present Director  
AME Imaginative Co., Ltd.  
2019 - Present Executive Director  
Amarin Television Co., Ltd.

#### / Work experiences in other listed companies

2019 - 2022 Managing Director  
Media (Living) Business  
Amarin Corporation Public Company Limited

#### / Work experiences in non-listed companies

- None -

## Details about the Chief Financial Officer

### Mr.Amorn Ungsakulpreecha

Year (Age) 57  
Nationality Thai  
Position Member of the Executive Committee  
Group Chief Financial Officer

First Appointment Date  
7 November 2023



### Shareholding percentage in AMARIN (including shares held by spouses and underage children)

0.00 (0 share)

### Law violations during the past 10 years

- None -

### Education

- Master's degree in accountancy, Chulalongkorn University

### Training in Thai Institute of Directors' courses (IOD)

- None -

### Training/Seminar

- TLCA CFO Professional Development Program (TLCA CFO CPD) 3/2024 – Topic: "Tax Governance"
- TLCA CFO CPD 5/2024 – Topic: "ESG Bond: Issuing Sustainability-Linked Debt Instruments"
- TLCA CFO CPD 6/2024 – Topic: "Cybersecurity & Risk Management for CFOs"
- TLCA CFO CPD 7/2024 – Topic: "Economic Update for CFOs"
- Fraud Case Studies, Accounting Standard Violations, and Latest Financial Statement Examples of Listed Companies, 4/2024

### Relationships with AMARIN executives

- None -

### Position(s) in businesses that is/are AMARIN's competitor(s) and may cause conflict of interest

- None -

### Work experiences during the past five years

#### / Position(s) in other listed companies

- None -

#### / Position(s) in non-listed companies

2024 - Present	Director Amarin Television Co., Ltd.
2024 - Present	Director Amarin Book Center Co., Ltd.
2022 - Present	Director Executive director Dek-D Interactive Co., Ltd.
2022 - Present	Director Kadokawa Amarin Co., Ltd.
2021 - Present	Director Executive director Amarin Omniverse Co., Ltd.
2021-Present	Executive director Amarin Book Center Co., Ltd.
2021 - Present	Executive director Amarin Television Co., Ltd.
2014 -Present	Director De La Amor Group Co., Ltd.
2013 - Present	Director Accounting Partner Co., Ltd.
2013 - Present	Director Accounting People Co., Ltd.
1995 - Present	Director Preecha Development Co., Ltd.

#### / Work experience in other listed companies in Thailand

- None -

**/ Work experience in non-listed companies**

2019 - 2020	Executive director Chief financial officer GMM Channel Holding Company Limited
2019 - 2020	Director A-Time Media Co., Ltd.
2019 - 2020	Director GMM TV Co., Ltd.
2019 - 2020	Director GMM Channel Co., Ltd.
2019 - 2020	Director GMM Media Plc

## Details about Executives

### Ms.Ussanee Viratkaphan

Year (Age) 47  
Nationality Thai  
Position Managing Director, Publishing Business

First Appointment Date  
January 1, 2017



#### Shareholding percentage in AMARIN (including shares held by spouses and underage children)

0.00 (0 share)

#### Law violations during the past 10 years

- None -

#### Education

- Master's degree, SASIN Graduate Institute of Business Administration, Chulalongkorn University

#### Training in Thai Institute of Directors' courses (IOD)

- None -

#### Training/Seminar

- None -

#### Relationships with AMARIN executives

- None -

#### Position(s) in businesses that is/are AMARIN's competitor(s) and may cause conflict of interest

- None -

#### Work experiences during the past five years

##### / Position(s) in other listed companies

- None -

##### / Position(s) in non-listed companies

Jul 2024 - Present Director  
Dek-D Interactive Co., Ltd.  
2022 - Present Executive Director  
Dek-D Interactive Co., Ltd.  
Jan 2024 - Present Director  
First Page Pro Co., Ltd.  
Dec 2023 - Present Director  
Kadokawa Amarin Co., Ltd.

##### / Work experiences in other listed companies

- None -

##### / Work experiences in non-listed companies

2016 - 2019 Acting Managing Director  
Kadokawa Amarin Co., Ltd.

## Appendix 2

### Information on the Board of Directors of the Company and Subsidiaries

List of Director	AMARIN	Subsidiaries				
		AMTV	ABOOK	OMNI	AME	DEK-D
Dr. Sumet Tantivejkul	X	-	-	-	-	-
Mr. Thapana Sirivadhanabhakdi	/	-	-	-	-	-
Associate Professor Dr. Somjai Phagaphasvivat	/	-	-	-	-	-
Professor Dr.Nantawat Boramanand	/	-	-	-	-	-
Mr. Suwit Chindasanguan	/	-	-	-	-	-
Mr. Pramoad Phornprapha	/	-	-	-	-	-
Dr. Nithinart Sinthudeacha	/	-	-	-	-	-
Mr. Ruth Chaowanagawi	/	-	-	-	-	-
Mr. Nararat Limnararat	/	/	/	/	/	-
Mr. Khumpol Poonsonee	/	-	/	/	/	-
Mrs. Tongjai Thanachanan	/	-	-	-	-	-
Mr. Siri Bunpitukgate	/, //, ///	/	/	/	/	/
Mr. Jeremiah Pitakwong	///	-	-	-	/	-
Mr. Amorn Ungsakulpreecha	///	/	/	/	/	/
Ms. Ussanee Viratkaphan	///	-	-	-	-	/
Mr. Pachara Yuthithamdarnong	-	/	-	-	-	-
M.L. Luesak Chakrabandhu	-	-	/	-	-	/
Mr. Pak Sengpanich	-	-	/	-	-	-
Mrs. Kunlaya Pitakwong	-	-	/	-	-	/
Mr. Napasohg Santisuntornkun	-	-	-	-	-	/
Mr. Waroros Rojana	-	-	-	-	-	/
Mr. Sorawong Dararaj	-	-	-	-	-	/

**Remarks :** X = Chairman / = Director // = Executive Director /// = Executive (the SEC's definition)

AMARIN	Amarin Corporations Public Company Limited	OMNI	Amarin Omniverse Company Limited
AMTV	Amarin Television Company Limited	AME	AME Imaginative Company Limited
ABOOK	Amarin Book Center Company Limited	DEK-D	Dek-D Inter Active Company Limited

## Appendix 3

### Details of the Lead Internal Auditor

#### Miss Chuenkamon Thangthong

Year (Age) 41  
 Nationality Thai  
 Position Senior Manager Internal Audit

#### First Appointment Date

November 16, 2022



#### Shareholding percentage in AMARIN (including shares held by spouses and underage children)

0.00 (0 share)

#### Law violations during the past 10 years

- None -

#### Education

- Bachelor's degree in accounting, Prince of Songkla University

#### Training in Thai Institute of Directors' courses (IOD)

- How to Develop a Risk Management Plan
- Anti-Corruption: The Practical Guide (ACPG)
- ESG Risk Management
- Corruption Risk and Control Workshop (CRC)

#### Certificate

- Certificate Professional Internal Auditor of Thailand (CPIAT)
- Certificate of Continuing Professional Education

#### Professional Training

- Chief Audit Executive Professional Leadership Program (CAE)
- Integrated Audit Practice Program
- Hazard Analysis & Risk Assessment for Food Packaging Materials Safety Course
- BRCGS Packaging Material Issue 6 Requirements Course
- ISO9001:2015 requirements course
- Internal audit course ISO9001:2015 / GHPs-HACCP rev.05 / FSC V3-1 integrated system
- Food Safety System Certification 22000

- Corporate Governance Audit Course Federation of Accounting Professions under the Royal Patronage of His Majesty the King
- Techniques for disciplinary investigation and punishment of employees
- Cooperative business auditor course Bangkok Member Cooperative Area 1
- Certified Professional Internal Audit of Thailand, The Institute of Internal Audits of Thailand
- CIA Review, Federation of Accounting Professions
- Audit Change from Internal, The Institute of Internal Audits of Thailand
- Internal Audit Practice, Federation of Accounting Professions

#### Other Training

- Preparation Data Protection Officer, Training Course, Brain Asset Safety Training Co., Ltd.
- Personal Data Protection Act, B.E. 2562 (2019), Brain Asset Safety Training Co., Ltd
- Techniques for fingerprint verification Signature and finger print, The Thai Institute of Banking and Finance Association

#### Relationships with AMARIN executives

- None -

#### Position(s) in businesses that is/are AMARIN's competitor(s) and may cause conflict of interest

- None -

**Work experiences during the past five years****/ Position(s) in listed companies**

- None -

**/ Position(s) in non-listed companies**

- None -

**/ Work experiences in other listed companies**

Jul 2017 - Apr 2018	Senior Manager System Development Manager Betagro PCL.
May 2006 - Jun 2017	Internal Audit Specialist Advance Info Service PCL.

**/ Work experiences in non-listed companies**

Jun 2019 - Apr 2021	Manager of Business Audit Department Siam Piwat Co., Ltd.
Jul 2018 - Jul 2019	Internal Audit Manager of Business Support Audit Group The Mall Group Co., Ltd.

## Details of the Head of Compliance

### Ms.Prairie Punsoni

Age (years) 42  
Nationality Thai  
Current position Company's Secretary  
(Tenure effective from March 3, 2025)  
Senior Director  
Office of Legal & Compliance  
Data Protection Officer

First Appointment Date Tenure  
February 1, 2024 11 months



### Shareholding percentage in AMARIN (including shares held by spouses and underage children)

0.00 (0 share)

### Law violations during the past 10 years

- None -

### Education

- Master of Laws, University of San Francisco, USA
- Bachelor of Laws, Thammasat University

### Training in Thai Institute of Directors' (IOD) courses

- Company Secretary Program (CPS 145/2024)
- Anti-Corruption : The Practical Guide (ACPG 68/2024)
- Corporate Governance Executives (CGE 24/2024)
- Refreshment Training Program (RFP 15/2024) :  
Company Secretaries' Best Practices of Data Disclosure,  
Reporting and Material Transactions

### Training/Seminar

- Company Secretary Forum 2024 : The Key Role of  
Company Secretaries by IOD
- Human Rights and Business seminar by the Securities  
and Exchange Commission (SEC)
- "Revision of Criteria on Listed Companies' Material  
Transaction (MT) and Related Party Transaction (RPT)  
2024" seminar by the Stock Exchange of Thailand (SET)
- "Insight in SET: Be Resourceful to Grow Sustainably  
in Capital Market 1/2024 seminar by SET
- Corporate Governance Report of Thai Listed  
Companies 2025 training by IOD
- ESG (Environmental Social and Governance)  
Risk Management seminar by SET

- Get Prepared for Environmental Measures 1/2024  
seminar by the Thai Listed Companies Association  
(TLCA)
- Investing in Cambodia, Thailand, and Vietnam :  
Navigating Competition and Merger Control
- The Cyber Simulation Course 2024
- Legal Aspect of Merger & Acquisition - Euro Moneys  
Training
- Anti-money Laundering Course - Thai Law Training 2023
- ESG Summit 2022
- PDPA for Implementers at Agencies and Enterprises  
by Chula MOOC 2022

### Other Training/Seminar

- "Exchange of Opinions on New Copyrights Draft Law"  
forum by Copyright Coalition Thailand (CCT)
- Current Trend in Arbitration : UK's Experience by the  
Judicial Training Institute
- Mastering your Cybersecurity & Privacy Footprint with AI  
by Thailand Regulatory Platform (t-reg)
- Road to Certify with CAC 2024 by the Thai Private  
Sector Collective Action Against Corruption (CAC)
- "Executive PDPA 2024" training
- "Data Disclosure via SET Link" training
- DPO in Action by PDPA Thailand
- Looking back – Looking ahead : Thai Laws in Perspectives"
- "Preparation and Release of AGM/EGM News" training
- "Preparation and Submission of 56-1 One Report  
(e-One Report)"
- Registration of GUIs as designs and the preliminary  
examination of the design patent application

**Relationships with AMARIN directors/executives**

- None -

**Position(s) in businesses that is/are AMARIN's competitor(s) and may cause conflict of interest**

- None -

**Work experience during the past five years**

/ **Position(s) in other listed companies**

- None -

/ **Position(s) in non-listed companies**

- None -

/ **Work experience in other listed companies**

- None -

/ **Work experience in non-listed companies**

2021 - 2024	Senior Legal Manager PriceWaterhouseCoopers ABAS Co., Ltd.
2019 - 2021	Legal Manager Fraser's Property Holdings (Thailand) Co., Ltd.

## **Appendix 4**

### **Operating assets and asset valuation details**

Details of operating assets and asset valuation are shown in Part 1: Businesses and Operating Results under Item 1.2.4 “Operating Assets” and Item 1.2.5 “Asset Valuation Details”.

## **Appendix 5**

### **Corporate Governance Policy and Business Code of Conduct**

The full versions of Corporate Governance Policy and Guidelines, Business Code of Conduct, Anti-Corruption Policy, and Data Protection Policy of Amarin Corporations Public Company Limited and subsidiaries is published on [www.amarin.co.th](http://www.amarin.co.th) under “Investor Relations/Corporate Governance” section. They can also be downloaded via the following QR Code:



Corporate  
Governance Policy



Business Code  
of Conduct



Anti-Corruption  
Policy



Data Protection  
Policy

## **Appendix 6**

### **Charters of the Board of Directors and Subcommittees**

The full versions of the Board of Directors' Charter, the Charter of the Audit Committee, the Charter of the Nomination and Remuneration Committee, the Charter of the Corporate Governance Committee, the Charter of the Sustainability and Risk Management Committee, and the Charter of the Executive Committee are published on [www.amarin.co.th](http://www.amarin.co.th) under “Investor Relations/Company Information/Board of Directors' Charter”.



Board of Directors'  
Charter



Charter of the Audit  
Committee



Charter of the Corporate  
Governance Committee



Charter of the Nomination  
and Remuneration  
Committee



Charter of  
the Sustainability and  
Risk Management Committee



Charter of  
the Executive  
Committee

## **Appendix 7**

### **Report of the Audit Committee**

The Report of the Audit Committee is included in the front part of this 56-1 One Report and listed under “Report of the Audit Committee”.

## SYNERGY FOR SUSTAINABILITY



**AMARIN  
GROUP**

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