

ESG Performance

Company Name : AMARIN CORPORATIONS PUBLIC COMPANY LIMITED Symbol : AMARIN

Market : SET Industry Group : Services Sector : Media & Publishing

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines⁽¹⁾

Environmental policy and guidelines	: Yes
Environmental guidelines	: Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water resources and water quality management, Waste Management, Biodiversity Management, Greenhouse Gas and Climate Change Management, Air Quality Management, Noise Pollution Management

Environmental Policy and Practices

The Company is well aware of the severity of the situation from global warming and climate change that the world is facing and recognizes that the business sector is one of the sectors that can help slow down and mitigate the severity of the situation. Therefore, the Company places importance on conducting business on the basis of environmental responsibility by striving to reduce negative impacts from the Company's processes, work processes, and business activities on the environment and has established operational guidelines related to the environment to cover the use of various resources, including water and electricity, efficiently and cost-effectively, and to manage and reduce waste appropriately. The Company is aware of its shared responsibility for the environment, social safety, employee quality of life, and waste reduction to mitigate the impacts of climate change by promoting the efficient use of energy and resources.

Environmental Practices

- Require the group's business operations to comply strictly with relevant environmental laws, regulations, and quality standards.
- Conduct business responsibly towards the environment and society by focusing on selecting or developing products, services, processes, and working methods that promote the most efficient use of natural resources, are environmentally friendly, save energy, and reduce waste generation under the 3Rs concept: Reduce, Reuse, and Recycle to reduce the impact of the Company's business operations on stakeholders and society. It also raises awareness, understanding, and awareness of the efficient use of energy and natural resources, including nature conservation and systematic waste management, among the Board of Directors, executives, and employees, leading to practical implementation. This includes creating environmental awareness, especially on climate change, among employees through regular publicity on the Amarin_Connect OA Line, as well as organizing environmental activities throughout 2027, covering 4 main issues:

(1) Waste Management

(2) Greenhouse Gas Management, Energy and Climate Change, and Natural Resources

(3) Electricity Management and

(4) Water Management

- Raise awareness and instill a sense of responsibility for the environment and efficient energy use among the Group's employees and communicate policies and practices to those involved in the Group's business operations to ensure that business partners or allies, such as suppliers of goods and services, contractors, and joint ventures, are aware of the importance of and conduct business in accordance with laws, standards, and environmental practices. It also emphasizes the importance of considering transactions with business partners who conduct business with social and environmental responsibility.
- Give importance to selecting or developing products, services, processes, and working methods that promote the most efficient use of resources, are environmentally friendly, save energy, and reduce waste generation. Promote the use of renewable or clean energy in the Group's business operations.
- Manage greenhouse gases by developing a greenhouse gas reduction action plan with a target for the Company's greenhouse gas emissions. Collect data, develop an action plan, develop policies, and relevant manuals and procedures. Encourage the

group to set plans and targets for environmental management services, energy, water, waste, and pollution appropriately. This includes requiring the monitoring of performance and the assessment of environmental impacts from the group's business operations. It also provides channels for receiving complaints from stakeholders to enable the group to take corrective actions and plan to prevent environmental impacts in a timely and appropriate manner.

Formulate an emergency response plan and an environmental mitigation and restoration plan, and conduct drills to ensure that stakeholders are prepared to implement the plan without causing environmental impacts, communicate, train, and raise awareness and understanding of the roles, responsibilities, and responsibilities that company employees must participate in environmental management to achieve the organization's goals.

- Regularly review the organization's environmental policies, practices, and management at least once a year to ensure they are up-to-date and relevant to the current situation.
- Disclose information and environmental performance of the group accurately and transparently.
- Present information and news on the environment in various programs and on online platforms, including incorporating content on environmental care, nature conservation, and waste management in dramas throughout 2027.

Note The Company prepares this Sustainability Report to present the Group's sustainability performance in 3 areas: economy, society, and environment.

Only on material issues that will affect the Group's ability to operate and grow sustainably in the long term. In 2027, the Company prepared information in accordance with the Global Reporting Initiative ("GRI Standard") Core level and considered the Group's performance against the Sustainable Development Goals (SDGs).

Reference link for environmental policy and guidelines : https://amarin.co.th/app/uploads/2024/07/environmental_energy_and_social_management_policy_2024.pdf

Page number of the reference link : 1-4

Remark: ⁽¹⁾ The Company has prepared this sustainability-driven business report to present the Group's performance in sustainable development across three key dimensions: economic, social, and environmental—focusing specifically on material issues that significantly impact the Group's ability to operate and sustain long-term growth.

In 2024, the Company prepared this report in accordance with the Global Reporting Initiative (GRI) Standards – Core level, and has also considered the Group's operations in alignment with the United Nations Sustainable Development Goals (SDGs).

Information on review of environmental policies, guidelines, and/or objectives over the past years

Review of environmental policies, guidelines, and/or goals over the past year

Review of environmental policies, guidelines, and/or goals : Yes
over the past year

Changes in environmental policies, guidelines, and/or goals : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water resources and water quality management, Waste Management, Biodiversity Management, Greenhouse Gas and Climate Change Management

Goals and Key Environmental Performance in 2024: Promoting a Good Environment

E1: Energy Management and Clean Energy Use

Goal: Maintain or reduce electricity, oil, and total energy consumption in the production process, increase energy efficiency.

Indicator: 1) Percentage of energy cost to total revenue 2) Cost savings

Related SDGs: Goal 7: Affordable and Clean Energy

E2: Quality Water Management

Goal: Maintain or reduce water consumption in the production process, control wastewater to meet standards.

Indicator: 1) Percentage of water cost to total revenue 2) Number of times wastewater exceeds the standard

Related SDGs: Goal 6: Clean Water and Sanitation and Goal 14: Life Below Water

E3: Climate Change Adaptation

Goal: Reduce carbon emissions from operations, organize at least 4 environmental activities per year.

Indicator: 1) Amount of carbon reduced 2) Number of environmental activities

Related SDGs: Goal 13: Climate Action

E4: Sustainable Waste and Food Surplus Management

Goal: Promote sustainable waste management by separating, reusing/recycling, and reducing food waste.

Indicator: Amount of waste and materials reused/recycled

Related SDGs: Goal 12: Responsible Consumption and Production

E5: Communication for Environmental Awareness

Goal : Organize knowledge-building activities and communicate about the environment at least 4 times a year.

Indicator: Number of environmental campaigns/communications

Related SDGs: Goal 15: Life on Land

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Compliance with energy management principles and standards

Compliance with water management principles and standards

Water management principles and standards : 3Rs or 5Rs

Compliance with waste management principles and standards

Waste management principles and standards : 3Rs, 5Rs or 7Rs

Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management principles and standards	:	Thailand Greenhouse Gas Management Organization (TGO), Thailand Greenhouse Gas Management Organization (TGO), Thailand Greenhouse Gas Management Organization (TGO), Thailand Greenhouse Gas Management Organization (TGO), Thailand Greenhouse Gas Management Organization (TGO), Thailand Greenhouse Gas Management Organization (TGO), Thailand Greenhouse Gas Management Organization (TGO)
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Information on other environmental management

Plans, performance, and outcomes related to other environmental management

Communication to raise awareness of environmental management approaches through news programs, variety shows, and dramas.

As a media outlet, the company group presents content by integrating environmental content into news programs, variety shows, and dramas through various channels of Amarin TV 34HD, with the aim of providing viewers with entertainment, information, and news that will lead to an understanding of participation in nature conservation and the environment, as follows:

1. On October 28, 2024, Amarin TV Channel 34 broadcasted a special program titled "Unveiling the Policies of the Department of Climate Change Towards Sustainability," which presented the missions and policies of the Department of Climate Change and Environment in addressing the country's climate change issues.
2. Seminar on Economic Sustainability: Amarin TV organized a seminar titled "ECONOMIC SUSTAINABILITY: Unveiling the Secrets to Turning Crisis into Sustainable Prosperity" at the Sustainability Expo 2024 (SX 2024) held on October 5, 2024, at the Queen Sirikit National Convention Center. The seminar focused on presenting approaches and perspectives on adaptation and building economic sustainability in an era facing various crises.
3. Presenting Articles on Sustainability: Amarin TV presents news and articles related to sustainability through online platforms. The "Sustainability" section on the Amarin Television Company Limited website features content on sustainability in various dimensions, such as environment, society, and economy. It includes updated articles and news on important issues such as climate change, innovations for sustainability, and green city development. In addition, news and articles related to sustainability in various aspects are presented to enhance readers' awareness and understanding.

Interesting articles in 2024 include: "Exploring 3 Perspectives: The Secret Formula for Turning Crisis into Sustainable Prosperity," presenting insights from experts on adaptation and building economic sustainability in times of crisis (Amarin TV); "Adapting When the World is in Crisis, Restoring Balance to Nature, Coping with Climate Change," discussing design and adaptation to cope with climate change (Amarin TV); "SX 2024 and the Path Towards a Sustainable City Future: Green City, Smart City," exploring approaches to urban development towards sustainability and the use of technology to create smart cities (Amarin TV).

4. Organizing a booth at Sustainability Expo 2024: Amarin TV goes all out for 10 days, packed with eco-friendly fun at SUSTAINABILITY EXPO 2024, ASEAN's largest sustainability event, GOOD BALANCE, BETTER WORLD "Sufficient, Sustainable, For the World."

5. Stage Talk: Building a Sustainable Organization with the Concept of HR Sustainability at the Amarin TV booth at SUSTAINABILITY EXPO 2024.

Information on incidents related to legal violations or negative environmental impacts

Number of cases and incidents of legal violations or negative environmental impacts

	2022	2023	2024
Number of cases or incidents of legal violations or negative environmental impact (cases)	0	0	0

Energy management

Disclosure boundary in energy management in the past years

Boundary type	: Business Group
Total number of disclosure boundaries	: 6
Actual number of disclosure boundaries	: 6
Data disclosure coverage (%)	: 100.00

Information on energy management

Energy management plan

The company's energy management plan : Yes

Energy Practices

- Require the company to strictly comply with relevant laws, regulations, and quality standards related to energy.
- Promote the exploration of approaches and methods for efficient energy, environment, and climate management suitable for business operations by utilizing technology, innovation, or new work systems.
- Encourage efficient and effective resource management, including water, chemicals, materials used in the production process, chemicals, spare parts for machinery maintenance, and the company's infrastructure.
- Disseminate knowledge about energy use and conservation or participation in projects of government agencies or private organizations that aim to enhance energy management efficiency. This is to participate in addressing climate change, global warming, and biodiversity issues. Stakeholders and those involved in business operations are informed. The company has published its environmental, energy, and social management policy under "Sustainability Development" on the company's website. <https://amarin.co.th/sustainability>

Reference link for company's energy management plan : https://amarin.co.th/app/uploads/2024/07/environmental_energy_and_social_management_policy_2024.pdf

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Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

Does the company set goals for electricity and/or fuel : Yes
management

Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased for consumption	2023 : purchased electricity for consumption 9,398,471.00 Kilowatt-Hours	2024 : Reduced by 100,000.00 Kilowatt-Hours

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

Projects and activities to support energy management in 2024

Clean energy project from solar energy to reduce electricity costs and reduce greenhouse gas emissions.

The company has started a project to install solar panels in the parking lot area of 4 zones, office buildings, and printing houses since June 2023, which has a total area of 8,340 square meters, with a total power generation capacity of 451.30 kilowatts. -hours, can generate 310,054 kilowatt-hours of electricity, helping to reduce costs by 1,472,756.50 baht and has expanded energy management to the group of companies, namely Amarin Book Center Co., Ltd. in October 2023 by installing Solar Rooftop that can generate electricity, which has a total area of 1,115 square meters, with a total power

generation capacity of 354.20 kilowatts, can generate 78,334 kilowatt-hours of electricity, helping to reduce costs by 372,087 baht.

In 2024, the installation of solar panels at the company and printing house can generate 553,440 kilowatt-hours of electricity, helping to reduce costs by 2,628,840 baht, and Amarin Book Center Co., Ltd. can generate 403,943 kilowatt-hours of electricity, helping to reduce costs by 1,918,727 baht.

Diagram of performance and outcomes in energy management



Information on electricity management

Company's electricity consumption ^(*)

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	9,216,330.00	9,786,859.00	9,619,165.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	9,216,330.00	9,398,471.00	8,661,782.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	N/A	388,388.00	957,383.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	4,249.11	4,340.07	4,215.23

Additional explanation : ^(*) Exclude electricity consumption outside of the Company

Electricity Expense ^(*)

	2022	2023	2024
Total electricity expense (Baht)	39,924,744.00	45,403,149.00	37,356,865.00
Percentage of total electricity expense to total expenses (%) ^(**)	1.05	1.14	0.92
Percentage of total electricity expense to total revenues (%) ^(**)	0.93	1.06	0.90
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	18,406.98	20,134.43	16,370.23

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) Total revenues and expenses from consolidated financial statement

Information on fuel management

Company's fuel consumption

	2022	2023	2024
Diesel (Litres)	N/A	62,841.00	63,381.88
CNG (Kilograms)	N/A	2,971.00	254.79
Gasohol 95 (Litres)	N/A	23,381.00	19,492.35
LPG (Kilograms)	N/A	702.00	336.00

Additional explanation : Not include external fuel consumption

Company's fuel expense ^(*)

	2022	2023	2024
Total fuel expense (Baht)	2,906,141.00	2,982,328.00	2,600,638.22
Percentage of total fuel expense to total expenses (%) ^(*)	0.08	0.08	0.06
Percentage of total fuel expense to total revenues (%) ^(**)	0.07	0.07	0.06

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) Total revenues and expenses from consolidated financial statement

Information on total energy management (electricity + fuel)

Energy Consumption

	2022	2023	2024
Total energy consumption within the organization (Megawatt-Hours)	N/A	877.24	809.04

Energy Consumption Intensity

	2022	2023	2024
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) ^(*)	N/A	0.00020454	0.00019413

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water management

Disclosure boundary in water management over the past years

Boundary type	:	Business Group
Total number of disclosure boundaries	:	6
Actual number of disclosure boundaries	:	6
Data disclosure coverage (%)	:	100.00

Information on water management plan

Water management plan

The Company's water management plan : Yes

Water Management

Water is an essential natural resource due to its limited availability and its necessity for the survival of stakeholders. It is also a crucial raw material for businesses and industries. Therefore, the group prioritizes efficient water management and wastewater treatment to maximize water utilization. This is particularly important for the printing business, where water is a key raw material in the production process. Effective water consumption management and wastewater quality control can help mitigate environmental impacts and reduce conflicts with communities arising from water scarcity and substandard wastewater discharge. These issues can affect the group's production and business credibility. The company has set targets and a water management plan based on the 3Rs concept:

- Reduce
- Reuse
- And treat the water for reuse (Recycle)

In addition, the company promotes water conservation and regularly monitors wastewater quality to prevent negative impacts on the environment and communities.

Reference link for company's water management plan : https://amarin.co.th/app/uploads/2025/04/AW_ANNUAL2567_ENG_web.pdf

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Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : Yes

Details of setting goals for water management

Target(s)	Base year(s)	Target year(s)
Reduction of water consumption	2023 : Water consumption 65,500.00 Cubic meters	2024 : Reduced by 1%

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : Yes

Projects and Activities to Support Water Management in 2024

1. Wastewater Management Project

The company has installed a wastewater treatment system with water quality monitoring. An accredited external agency has been hired to measure water quality before discharging it into public water sources in accordance with the Enhancement and Conservation of National Environmental Quality Act, B.E. 2535 (1992) to prevent impacts on the communities surrounding the company.

2. Conservation Project by Reducing Water Consumption and Using Water Efficiently

The company promotes water conservation awareness among employees for water consumption within the office and for production. It has supported the organization of 2 issues:

2.1 Water Reduction Campaign: Encourage employees to reduce water usage in their daily operations.

2.2 Wastewater Treatment: Treat wastewater appropriately for safe discharge or reuse. In addition, the maintenance department is required to regularly inspect equipment that may cause water leaks.

Diagram of performance and outcomes in water management

Scope of Disclosure	2022	2023	2024
	Business Group (4)	Business Group (4)	Business Group (6)
Water Consumption			
– 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
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.

Water Management

Information on water management

Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	47,221.00	65,500.00	63,266.68
Water withdrawal by third-party water (cubic meters)	47,221.00	65,500.00	63,266.68
Water withdrawal by surface water (cubic meters)	0.00	0.00	0.00
Water withdrawal by groundwater (cubic meters)	0.00	0.00	0.00
Water withdrawal by seawater (cubic meters)	0.00	0.00	0.00
Water withdrawal by produced water (cubic meters)	0.00	0.00	0.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	21.77	29.05	27.72
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.01	0.02	0.02

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water discharge by destinations

	2022	2023	2024
Percentage of treated wastewater (%)	100.00	100.00	100.00
Total wastewater discharge (cubic meters)	100.00	100.00	100.00
Wastewater discharged to third-party water (cubic meters)	0.00	0.00	0.00
Wastewater discharged to surface water (cubic meters)	100.00	100.00	100.00
Wastewater discharged to groundwater (cubic meters)	0.00	0.00	0.00
Wastewater discharged to seawater (cubic meters)	0.00	0.00	0.00

Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	47,121.00	65,400.00	63,166.68

Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.01102388	0.01524893	0.01515722

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water withdrawal expenses

	2022	2023	2024
Total water withdrawal expense (Baht)	756,686.19	1,049,161.16	1,008,926.58
Total water withdrawal expense from third-party water (Baht)	756,686.19	1,049,161.16	1,008,926.58
Total water withdrawal expense from other sources (Baht)	0.00	0.00	0.00
Percentage of total water withdrawal expense to total expenses (%) ^(*)	0.02	0.03	0.02
Percentage of total water withdrawal expense to total revenues (%) ^(*)	0.02	0.02	0.02
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	348.86	465.26	442.12

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Waste management

Disclosure boundary in waste management over the past years

Boundary type	:	Business Group
Total number of disclosure boundaries	:	6
Actual number of disclosure boundaries	:	6
Data disclosure coverage (%)	:	100.00

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

The company places importance on waste management, aiming to reduce the amount of hazardous and non-hazardous waste from the company's operations based on the 3Rs principle:

- Reduce
- Reuse and
- Recycle by going through a process or transformation

In addition, the company systematically manages waste from sorting, storage, transportation, and disposal to circulate resources for cost-effectiveness according to the Circular Economy principle. This helps reduce the environmental impact from business operations that may affect the community, reduce greenhouse gas emissions, and reduce business operating costs. For waste disposal by external agencies, the company selects service providers authorized by the government for transportation and disposal to ensure that the management complies with standards and minimizes environmental impact.

Reference link for company's waste management plan : https://amarin.co.th/app/uploads/2025/04/AW_ANNUAL2567_ENG_web.pdf

Page number of the reference link : 103

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : Yes

Details of setting goals for waste management

Target(s)	Base year(s)	Target year(s)	Waste management methods
Increase of waste recovery Waste type: Non-hazardous waste	2023 : non-hazardous waste 1,484,870.00 Kilograms	2024 : Increased by 1%	<ul style="list-style-type: none">• Recycle• Landfilling

Information on performance and outcomes of waste management

Performance and outcomes of waste management

The company's performance and outcomes of waste management : Yes

Projects and Activities to Support Waste and Waste Management in 2024

1. Hazardous Waste/Chemical Management Project

The company has established a process for sorting and disposing of each type of waste appropriately. General waste uses the waste collection and disposal service of the office building. For component waste, chemically contaminated waste, and hazardous waste, it will be transported and disposed of according to the guidelines prescribed by law by an external service provider that is legally registered to dispose of industrial waste. For used materials or packaging that can enter the recycling process for reuse or other uses, such as paper, plastic bottles, glass bottles, scrap metal, chemical

containers, paint buckets, used lubricants, the group will sort and sell them to entrepreneurs or deliver them to business partners or organizations that have recycling projects to further utilize.

2. Amarin Creating Merit, Creating Happiness Project: Robes from Recycled Plastic Bottles

The success of this project stems from the cooperation of employees who are environmentally conscious and have changed their waste management behavior by systematically separating plastic bottles according to the specified types. This not only helps reduce environmental impact but also supports sustainable resource management and promotes the participation of organizations and communities in creative and environmentally friendly social activities. The robes obtained from the project will be offered to Wat Chak Daeng, Phra Pradaeng District, Samut Prakan Province, which is a model temple for sustainable development. This is a combination of Buddhism with the concept of a Circular Economy to create maximum benefits for society and the environment. This year, the company has participated in the Low Emission Support Scheme (LESS) for the third consecutive year in collaboration with the Ministry of Natural Resources and Environment. It has been certified by the Greenhouse Gas Management Organization (Public Organization), a project that encourages organizations to implement systematic measures to reduce greenhouse gas emissions.

3. Food Waste to Compost Project to Reduce Landfilling

In 2024, the company continued to collect food waste from the company's cafeteria from July 2023. A food waste disposal machine was installed to maximize the use of waste and transform food waste into compost. This helps reduce the amount of organic waste that needs to be disposed of and reduces greenhouse gas emissions from the landfill process. In addition, the resulting compost is used to maintain trees in Amarin Garden instead of using chemical fertilizers, helping to reduce chemical contamination in soil and water. It is also distributed to surrounding communities for tree maintenance to support sustainable agriculture. In addition to using food waste to produce fertilizer, the company also donates food waste that is still in good condition to the community to be used as animal feed, reducing waste and supporting the efficient use of resources. This approach not only helps reduce environmental impact but also strengthens collaboration between the company and the community in sustainable waste management. It is another important step in driving the organization towards environmental and social friendliness in the long term.

Diagram of performance and outcomes of waste management



Waste management

Information on waste management

Waste Generation^(*)

	2022	2023	2024
Total waste generated (Kilograms)	1,775,500.00	1,509,190.00	1,368,135.65
Total non-hazardous waste (kilograms)	1,480,090.00	1,484,870.00	1,337,145.65
Non-hazardous waste - Landfilling (Kilograms)	1,480,090.00	1,484,870.00	1,337,145.65
Non-hazardous waste - Incineration with energy recovery (Kilograms)	0.00	0.00	0.00
Non-hazardous waste - Incineration without energy recovery (Kilograms)	0.00	0.00	0.00

	2022	2023	2024
Non-hazardous waste – Others (kilograms)	0.00	0.00	0.00
Total hazardous waste (kilograms)	295,410.00	24,320.00	30,990.00
Hazardous waste - Landfilling (Kilograms)	0.00	0.00	0.00
Hazardous waste - Incineration with energy recovery (Kilograms)	0.00	0.00	0.00
Hazardous waste - Incineration without energy recovery (Kilograms)	0.00	0.00	0.00
Hazardous waste – Others (kilograms)	295,410.00	24,320.00	30,990.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.42	0.35	0.33
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.35	0.35	0.32
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.07	0.01	0.01

Additional explanation : ^(*) Exclude the total weight of waste generated outside of the Company, which is not responsible for the waste disposal or treatment cost

^(**) Total revenues and expenses from consolidated financial statement

Waste reuse and recycling

	2022	2023	2024
Total reused/recycled waste (Kilograms)	N/A	566.00	5,756.00
Reused/Recycled non-hazardous waste (Kilograms)	N/A	566.00	5,756.00
Reused non-hazardous waste (Kilograms)	N/A	0.00	0.00
Recycled non-hazardous waste (Kilograms)	N/A	566.00	5,756.00
Reused/Recycled hazardous waste (Kilograms)	N/A	0.00	0.00
Reused hazardous waste (Kilograms)	N/A	0.00	0.00
Recycled hazardous waste (Kilograms)	N/A	0.00	0.00
Percentage of total reused/recycled waste to total waste generated (%)	N/A	0.04	0.42
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	N/A	0.04	0.43
Percentage of reused/recycled hazardous waste to hazardous waste (%)	N/A	0.00	0.00

Additional explanation : Exclude the total weight of reused/recycled waste outside of the Company, which is not responsible for the waste disposal or treatment cost

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	Business Group
Total number of disclosure boundaries	:	6
Actual number of disclosure boundaries	:	6
Data disclosure coverage (%)	:	100.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

Greenhouse Gas Management

The Company recognizes the importance of greenhouse gas management to reduce environmental impacts and achieve the Sustainable Development Goals (SDGs). Although the Company does not currently have a concrete greenhouse gas reduction target, it has implemented proactive activities to support greenhouse gas reduction and promote efficient resource utilization as part of its social and environmental responsibility.

Reference link for company's greenhouse gas management plan : https://amarin.co.th/app/uploads/2025/04/AW_ANNUAL2567_ENG_web.pdf
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Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : No

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

Activities undertaken to reduce greenhouse gases in 2024.

1. Amarin Boon Sarn Suk Project: Robes from Recycled Plastic Bottles to reduce plastic waste by recycling plastic bottles into robes for Buddhist monks.
2. Food Waste to Compost Project aims to reduce landfilling by reducing the amount of food waste that needs to be landfilled.
3. Clean Energy from Solar Power Project focuses on using renewable energy to replace electricity from fossil fuels.
4. Amarin TV Waste Sorting for Recycling Project (Phase 1) for greenhouse gas reduction is a waste sorting for recycling project which helps reduce the amount of waste that needs to be disposed of and reduce greenhouse gas emissions from incineration or landfilling.

Greenhouse gas reduction plan for 2025.

To make greenhouse gas management more tangible, the company has a plan for 2025 as follows:

1. Greenhouse gas assessment and calculation.

- o Collect data and estimate greenhouse gas emissions from production processes and related activities.
- o Develop a systematic approach to reducing greenhouse gas emissions.

2. Expansion of greenhouse gas reduction projects.

- o Increase the use of clean solar energy in offices and factories.
- o Develop a more efficient waste management system to reduce landfill waste.
- o Promote recycling and reuse of materials as much as possible.

3. Applying for greenhouse gas reduction certification.

- o Seek additional certifications for projects with greenhouse gas reduction potential, such as solar energy projects and food waste to compost projects.
- o Improve processes to meet internationally recognized standards.

4. Building awareness and participation among employees and stakeholders.

- o Provide training and raise awareness among employees at all levels about greenhouse gas reduction.
- o Collaborate with partners and business alliances to develop environmentally friendly approaches.

Diagram of performance and outcomes in greenhouse gas management



Low Emission Support Scheme

Information on greenhouse gas management

The company's greenhouse gas emissions

	2022	2023	2024
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	4,607.24	5,101.97	4,585.04
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	N/A	403.67	255.02
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	4,607.24	4,698.30	4,330.02

Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) ^(*)	0.001078	0.001190	0.001100
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	2.12	2.26	2.01

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Information on verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions : No

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2022	2023	2024
Total reduced GHG (Metric kilograms of carbon dioxide equivalent)	92.00	212,781.99	531,585.65
Other projects (Metric kilograms of carbon dioxide equivalent)	92.00	212,781.99	531,585.65
Amarin Creates Merit, Creates Happiness” Project: Monastic Robes Made from Recycled Plastic Bottles (Metric kilograms of carbon dioxide equivalent)	92.00	185.00	247.00
Amarin TV Waste Separation for Recycling Project (Phase 1) (Metric kilograms of carbon dioxide equivalent)	N/A	N/A	26,147.00
Solar Power Project for Clean Energy and Carbon Reduction (Metric kilograms of carbon dioxide equivalent)	N/A	212,596.99	505,191.65

Absorption and removal of Greenhouse Gas

	2022	2023	2024
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

Remarks - This document is automatically generated based on information processed as received from the listed company on “as is” basis. The Stock Exchange of Thailand (“SET”) does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.

ESG Performance

Company Name : AMARIN CORPORATIONS PUBLIC COMPANY LIMITED Symbol : AMARIN

Market : SET Industry Group : Services Sector : Media & Publishing

Human rights

Information on social and human rights policies and guidelines

Social and human rights policy and guidelines

Social and human rights policy and guidelines : Yes

Social and human rights guidelines : Employee Rights, Migrant/foreign labor, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and Occupational Health at Work, Non-discrimination, Supplier rights

Social Policies and Practices

- (1) Stipulate that the company group complies with relevant laws, regulations, and standards strictly and considers its responsibility to the community, society, and environment, and respects the human rights of all stakeholders.
- (2) Stipulate that the company group participates in the development of society and surrounding communities to strengthen and create a sustainable quality of life.
- (3) Promote the conservation and restoration of local customs and traditions and promote activities that create and develop the quality of society.
- (4) Promote social responsibility participation and encourage volunteer activities for employees and key stakeholders of the company group.
- (5) Disclose, communicate, and report on the performance of social care and development to the stakeholders of the company group.

Human Rights Policy

The Board of Directors, executives, and employees must recognize the importance of and respect for human rights in all aspects of every individual, as well as society and communities, in accordance with the laws of each country and the treaties to which each country is bound, including

- Treating everyone equally on the basis of human rights without discrimination.
- Avoid any act that violates human rights.
- Support and promote human rights.
- Communication, dissemination, education, understanding, guidelines, monitoring, and other support to Business Partners in the Business Value Chain to participate in conducting business ethically, respecting human rights, and treating everyone in accordance with human rights principles as follows:

- (1) Respect human rights, treat each other with respect, honor each other, and treat each other equally without discriminating on the basis of physical, mental, racial, national, ethnic, religious, gender, language, age, skin color, educational, social status, cultural traditions, or any other grounds.
- (2) Treat employees fairly in terms of employment, compensation, welfare, development and training, promotion, discipline and punishment, and termination based on work ability and performance rather than personal characteristics. The company will provide a respectful work environment that recognizes the dignity of individuals by ensuring that there is no intimidation, harassment, abuse, child labor, or forced labor in any case.
- (3) Provide a safe and healthy work environment for employees, including appropriate daily and weekly work schedules in accordance with relevant safety and occupational health laws and regulations. There will be relevant training for safety. The company also focuses on maintaining good working conditions by reducing the risk of accidents, injuries, and increasing the well-being of employees. In epidemic situations, employees will receive protective equipment, care for vaccinations, and reduce various health risk factors.
- (4) Respect the rights and give importance to protecting the privacy of customers by providing a secure customer data storage system and having measures to maintain customer confidentiality. The company will not use information for its own benefit or that of others without consent from the customer or unlawfully.
- (5) Communicate, disseminate, educate, provide understanding, guidelines, and other support to business partners in the value chain, suppliers of goods and services, contractors, and business partners to participate in conducting business

ethically, respecting human rights, and treating everyone in accordance with human rights principles under this policy.

(6) Monitor respect for human rights, do not ignore or neglect any act that may violate human rights related to the company group, and must report to the supervisor or responsible person. Cooperate in verifying the facts. If there are any doubts or questions, consult with the supervisor or the person in charge through the designated channels.

(7) Provide fairness and protection to individuals who report human rights violations related to the company group by using measures to protect whistleblowers or those who cooperate in reporting human rights violations as stipulated in the Whistleblower Protection Policy.

(8) Conduct a comprehensive Human Rights Due Diligence Process to gather, identify, and assess risks and impacts of human rights violations, identify affected groups or individuals, plan and define corrective and preventive measures, manage, correct, and prevent human rights violations, and monitor and follow up. The company will provide an appropriate grievance mechanism in case of human rights violations.

(9) Committed to building and maintaining a corporate culture that upholds respect for human rights in accordance with this Human Rights Policy.

(10) Perpetrators of human rights violations are guilty of business ethics violations, which will be subject to disciplinary consideration according to the established regulations. In addition, they may be punished according to the law if the act is illegal.

Reference link for social and human rights policy and : https://amarin.co.th/app/uploads/2024/07/human_rights_policy_2024.pdf
guidelines

Page number of the reference link : 1-6

Information on review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or : Yes
goals over the past year

Changes in social and human rights policies, guidelines, and/or : Employee Rights, Migrant/foreign labor, Child Labor,
goals Consumer/customer rights, Community and environmental rights,
Safety and Occupational Health at Work, Non-discrimination,
Supplier rights

The company believes that giving importance to employees is like building a solid foundation for the business. Providing fair benefits, promoting work-life balance, and creating a safe work environment will enable employees to work efficiently. Including giving importance to delivering quality products and services that meet customer needs and can create the best experience. In 2024, therefore, social guidelines have been established as follows.

1. Taking care of employees: Creating a work environment full of value.

- Employee development by supporting lifelong learning. Provide career advancement opportunities. Promote work diversity and provide opportunities for all talented individuals.
- Promote equality and diversity (Diversity & Inclusion) without discrimination based on gender, race, or religion. Implement measures against harassment and intimidation in the workplace.

2. Customer care: Focus on quality, service, and satisfaction.

- Adapting to the context of Thai and international societies by offering products and services that match the lifestyles and behaviors of consumers. Develop technology and innovation to meet customer needs and promote transparency in product and service information.
- Add convenient and accessible contact channels, including listening to feedback and complaints from customers to continuously develop the organization.

3. Building partnerships for a good quality of life.

- Focus on developing stakeholder engagement processes, understanding expectations to effectively respond to the needs of each stakeholder group.
- Support community development projects in education, public health, and the environment. Providing assistance to the underprivileged.
- Supporting local employment is all about building a sustainable society.
- Participate in relief efforts, as well as listening to voices from the community through the organization's complaint channels to build relationships, reduce concerns, and create shared value. To be strong and able to develop themselves

sustainably.

4. Establishing cybersecurity measures to protect customer data and privacy.

- Establish cybersecurity and data privacy policies to protect customer and organizational data. Implement data encryption to prevent data theft. Update software and networks to be safe from threats. Install modern Firewall and Antivirus systems.
- Establish a Privacy Policy and comply with the Personal Data Protection Act (PDPA).

5. Promoting Fairness in the Supply Chain

- No child labor or forced labor.
- Respect the rights of minority shareholders and communities.

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

Human rights management principles and standards : Thai Labour Standard: Corporate Social Responsibility of Thai Businesses (TLS 8001-2010) by the Ministry of Labour

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : Yes

Human Rights Due Diligence.

In its business operations, the company conducts human rights due diligence as an ongoing risk management process. The purpose is to identify, prevent, mitigate, and consider how the company manages human rights impacts arising from its business activities. This is based on the due diligence process, which consists of 5 steps in accordance with the UN Guiding Principles on Business & Human Rights (UNGPR).

Human Rights Due Diligence Process.

1. Commitment: Announcing the company's policies and principles on respecting human rights.

The company is committed to respecting the human rights of all stakeholders. The company has announced its human rights policy, setting guidelines for the Board of Directors, executives, and all employees, including contract employees or temporary employees (collectively referred to as "employees"), to uphold and comply with the human rights policy. The company also respects individuality and human dignity. This policy covers respect for human rights and includes the scope of the policy, which encompasses the company's expectations for human rights compliance not only in its own operations but also in its subsidiaries, alliances, business partners, and stakeholders. Details of the policy can be found at: <https://amarin.co.th/sustainability>

2. Instilling within the organization: The company instills respect for human rights among its personnel by communicating and providing training to employees to raise awareness of business relationships to prevent problems that pose risks of negative impacts through the company's activities.

3. Assessing the actual or potential impacts of the company's activities: The company has assessed human rights risks to identify actual and potential risks arising from its involvement or linkage through business relationships. This assessment considers both internal and external stakeholders who may be directly or indirectly impacted by the company's business activities throughout the supply chain. In addition, the company considers vulnerable groups such as informal workers, women, children, indigenous peoples, migrant workers, and local communities that may be involved in its business activities in the human rights risk assessment process. This includes risk issues related to pay equity and discrimination. In 2024, the company's human rights risk assessment covered all of its business activities, representing 100%, which is divided into 2 main groups:

- Core business activities: Operations related to products and services.
- Supporting business activities: Partners, employees, customers, society and communities, and shareholders.

4. Policy integration with assessments, including internal and external control mechanisms.

Step 1: Identifying Human Rights Risks in the Supply Chain. The company conducts a Human Rights Risk Assessment (HRRA) by identifying key issues impacted by the company's business activities throughout the value chain, covering core businesses, representing 100% of the business area and 100% of business activities, which consist of 4 activities:

1. Employee Rights: Covering workplace environment, occupational health and safety of employees, 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 community safety, waste

and hazardous materials management.

3. Customer Rights: Covering customer privacy and non-discrimination against customers.

4. Partner Rights: Covering partner ethics and confidentiality.

Step 2 : Risk Ranking. The company conducts human rights risk assessments using the criteria of Impact and Likelihood of occurrence to rank human rights risks. This is based on the same criteria as the company's risk management policy, which divides risk levels into 4 levels:

- 4 / Very High: Very serious human rights violations occur and are publicly recognized at the regional level, affecting the company's professional image to the extent that shareholders withdraw or the company's overall revenue decreases by more than 5%.
- 3 / High: Serious human rights violations occur and are publicly recognized at the national level, affecting the company's professional image and resulting in a 1-5% decrease in the company's overall revenue.
- 2 / Medium: Human rights violations occur within the organization and are publicly recognized in some groups, affecting the company's professional image but not affecting the company's overall revenue.
- 1 / Low: Human rights violations within the organization occur unintentionally or unknowingly. They are not publicly recognized and do not affect the company's image, revenue (Standard of Living), or data privacy. Salient Human Rights Issues are found in the following business groups:

1) Accidents during work.

2) Issues with inappropriate Personal Protective Equipment (PPE). In addition, the company conducts human rights risk assessments of its Tier 1 suppliers, focusing on key issues such as safety training, inspection of work equipment and fire suppression equipment, and fire drills. The company encourages its suppliers to establish comprehensive prevention and remediation guidelines for human rights issues, covering all Tier 1 suppliers.

Step 3 : Risk Management. The company has taken potential human rights risk issues and developed measures to mitigate the impact of risks, divided into the following management levels:

- Very High (score level 17-25) Unacceptable risk level. Immediate risk management is required to ultimately reduce the risk level to an acceptable level.
- High (score level 10-16) Unacceptable risk level. Risk monitoring and management are required to reduce the risk level to an acceptable level.
- Medium (score level 6-9) Acceptable risk level, but efforts should be made to further reduce the risk level.
- Low (score level 1-5) Acceptable risk level. No control or only normal control is required in the defined operational steps, and the risk level is monitored periodically.

5. Monitoring and Review. : As human rights risk issues related to the company's business operations may change as activities and stakeholder groups change, the company regularly reviews human rights risk issues, mitigation measures, and human rights risk prevention measures. The company sets indicators to monitor and evaluate its performance, such as the percentage of employees trained on human rights, the number of complaints received, and the status of remediation.

6. Communication and Reporting on Human Rights Performance: The company communicates and provides training to employees to raise awareness of business relationships to prevent problems that pose risks of negative impacts through the company's activities. The company also reports on its human rights performance annually through its annual sustainability report or on the company's website. **7. Stakeholder Engagement.** : Engaging with various internal and external stakeholders such as employees, communities, government agencies, civil society organizations, and the public to communicate the results of the company's human rights performance.

8. Remedy and Grievance Mechanisms: The company recognizes that its business activities may contribute to or be linked to human rights violations of relevant stakeholders. Therefore, the company is committed to mitigating potential risks and violations to fulfill its obligations. The company conducts regular human rights risk assessments as part of its business activities, including defining mitigation measures. The objective is to remediate and reduce 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 from work.
- High risk level: Suspension from work and consideration of not adjusting salary.
- Very high risk level: Termination.

In the event of a human rights violation within the organization, the company will establish an investigative committee to determine the facts and to take disciplinary action commensurate with the level of risk and impact fairly and promptly. The company also requires supervisors in the affected departments to closely monitor the situation within their units after the incident and report to the Legal and Compliance Department and the Board of Directors to prevent and mitigate any remaining risks. This ensures that the measures taken to address the risks are effective and result in a reduction of the risk level to an acceptable level.

Complaint Channels. Amarin Corporation Public Company Limited Address:
378 Chai Pruksa Road, Taling Chan Subdistrict, Taling Chan District, Bangkok 10170.
Telephone: 0-242-9999 / Legal and Compliance Department.
Email: secretary@amarin.co.th

Reference link for the information and an HRDD process : https://amarin.co.th/app/uploads/2025/04/AW_ANNUAL2567_ENG_2025.pdf

Page number of the reference link : 114-120

HRDD process diagram



Information on other social management

Plans, performance, and outcomes related to other social management

Quality Media Access Promotion Project.

1. Development of accessible media platforms and channels. By focusing on improving and developing media platforms to be easily accessible without being limited by technological constraints, language, or geographical location, such as:

- Improve websites, applications, and online media channels to be user-friendly and accessible on all devices.
- Create appropriate media formats for people with disabilities and vulnerable groups, such as audio descriptions for the visually impaired or captions for the hearing impaired.
- Develop an AI-powered content filtering system to prevent false information and disseminate accurate and beneficial content.

2. Promoting Media Literacy. To enable the public to distinguish accurate information from false information, this project emphasizes building knowledge and skills in critical news literacy, such as:

- Organize training and seminars on fact-checking and fake news detection.
- Develop media literacy courses for students and the general public.
- Create campaigns on social media platforms to encourage responsible media consumption behavior.

3. Quality Content Production and Media Ethics Supervision. By focusing on ensuring that media content disseminated through the company's channels meets the highest standards of accuracy and ethics, such as:

- Establish media production guidelines that consider ethics, neutrality, and social responsibility.
- Build collaborative networks with media organizations and regulatory bodies to promote the dissemination of credible information.
- Develop content for specific target groups, such as youth, the elderly, and those who need specialized information.

4. Creating Open Media Channels for the Public. To encourage participation and reflect feedback from media consumers, this project will provide opportunities for the public to access fair information and have the right to express their opinions.

- Develop a system to gather public feedback to be used as data for improving media quality.
- Provide opportunities for community participation in content moderation and monitoring.
- Establish a center for complaints regarding false information and violations of media ethics.

5. Media Personnel Development and Training. To ensure that media producers have the highest professional standards, this project will focus on developing the skills of personnel at all levels, such as:

- Provide training and seminars for journalists, editors, and media producers on ethical guidelines and media standards.
- Develop collaborative networks with educational institutions and media organizations to create a new generation of quality media professionals.
- Encourage personnel to participate in international knowledge exchange programs to enhance the organization's media production standards.

6. Establishing Measures to Prevent and Control Inappropriate Content. To prevent the dissemination of false or harmful

information to society, the company will implement proactive measures to control media content, such as:

- Utilize AI systems and digital technology to monitor and prevent the dissemination of inappropriate content.
- Create standards and guidelines for restricting access to content for different target groups.
- Ensure legal and ethical accountability at all stages of media production and dissemination.

The company hopes that this project will help media consumers “**Quality information awareness, reduced misinformation, and a culture of responsible media use.**” which will benefit society as a whole in the long run.

Information on incidents related to legal or social and human rights violations

Number of cases and incidents of significant legal or social and human rights violations

	2022	2023	2024
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0
Total number of incidents or complaints related to consumer rights violations (cases)	0	0	0
Total number of incidents or complaints related to business partner’s rights violations (cases)	0	0	0
Total number of cases or incidents leading to disputes with the community/society (cases)	0	0	0
Total number of cases or incidents related to cybersecurity or customer data breaches (cases)	0	0	0
Total number of cases or incidents related to workplace safety and occupational health (cases)	0	0	0

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Boundary type	:	Business Group
Total number of disclosure boundaries	:	6
Actual number of disclosure boundaries	:	6
Data disclosure coverage (%)	:	100.00

Information on employees and labor management plan

Employees and labor management plan

The company's employee and labor management plan	:	Yes
Employee and labor management plan implemented by the Company in the past year	:	Fair employee compensation, Employee training and development, Promoting employee relations and participation, Migrant/foreign labor, Child labor, Occupational health and safety in workplace

The Group has a policy of paying fair compensation in accordance with relevant laws. Compensation is determined by considering various factors such as position level and responsibilities, performance evaluation results, economic and labor conditions, and wages of other companies in similar businesses. The Group will treat male and female employees equally, except where the nature or conditions of work make it impossible to do so. In addition, the Group provides short-term and long-term welfare and benefits to employees for a good quality of life and to create a bond with the organization, both as required by law and beyond. The Group also has a policy of respecting employees' rights and freedoms to form groups for the benefit of the common good in a manner that does not violate the law and does not cause any distress to employees, the Group, or the community. The Group also accepts employee negotiations in accordance with legal procedures.

The company supports respect for employee labor rights and legal and policy-compliant practices under the Thai and International Labor Protection Act. This includes consideration for employment suitability, wages, working hours, holidays, and welfare, as well as a safe and pleasant working environment.

1. Review policies, objectives, work plans, and legal compliance regarding safety and occupational health annually. Ensure that the safety and occupational health management system is appropriate for the business and complies with relevant legal requirements.
2. Manage safety and occupational health according to international standards and promote a safety culture in the workplace. Provide appropriate personal protective equipment for the type of work, provide adequate and accessible emergency equipment and first aid kits, and report and investigate incidents to determine preventive measures.
3. Support occupational health and safety training for personnel in accordance with legal requirements and the needs of the nature of work, along with organizing activities to promote knowledge or communication to prevent and reduce accidents or illnesses arising from work.
4. Conduct activities to promote health and annual health check-ups for employees based on occupational risk factors.
5. Manage and supervise contractors to ensure that occupational health and safety risks that may arise from work are properly prevented.

Welfare is an important factor in enhancing the quality of life for employees and their families. It also reflects the company's care and responsibility in taking care of its personnel comprehensively. Appropriate and adequate welfare not only helps to boost the morale of employees but also promotes work efficiency, love, and commitment to the organization. It also helps to reduce problems and internal conflicts, making business operations smooth and stable. To ensure that welfare meets the needs of employees, the company has established a Welfare Committee at the workplace to oversee and develop welfare to maximize benefits for employees at all levels. The company also prioritizes promoting savings to create a stable financial foundation for employees. This not only helps to increase life stability but also enables employees to manage their income effectively, reduce financial burdens, and prepare for the future. The company has guidelines to support savings and financial stability through various projects that directly benefit employees, such as the company's Provident Fund and the "Amarin Tawisuk" Savings Cooperative.

The Group has a policy of promoting personnel development by establishing a systematic and continuous training plan (Training Roadmap) to ensure that all employees receive development and skills training that is beneficial to their career advancement. The Group also mandates a leadership competency development program roadmap to develop and prepare personnel with outstanding abilities and performance to succeed managers in their positions.

Originally according to the succession plan or to accommodate newly established positions in accordance with the organization's strategic plan to ensure the continuity of the organization's management in the long term. The company also has a policy of ensuring that employees work in a safe and hygienic environment to promote employee well-being in terms of both physical and mental health, enabling them to perform their duties effectively. The company also provides channels for communication with the Human Resources Department, such as telephone, email, and applications, for expressing opinions, suggestions, complaints regarding work, and related matters such as welfare.

2024 Annual Learning and Development Plan Curriculum

1. Compulsory courses: 5 courses
2. Courses required by law: 16 courses
3. Leadership development courses: 8 courses
4. Specific skills courses: 72 courses
5. General courses: 23 courses

Course for developing the quality and ethics of media and content production

1. Laws related to the presentation of various product types in television and online media.
2. Data Storytelling & Content Strategy
3. Producer development for broadcasting and television
4. Adobe Technical Skills
5. 3rd Broadcasting and Television Personnel Development Training
6. Generative AI FOR Graphic & Photo in the Digital Age 7. Techsauce 2024

The company prioritizes taking care of its employees' well-being, both physically and mentally, enabling them to effectively balance their work and personal lives (Work-Life Balance). The company provides a safe working environment and an atmosphere that encourages employees to be enthusiastic about fulfilling their responsibilities to their fullest potential. It also provides opportunities for employees to participate in expressing their opinions, to create, improve, or develop new things that are beneficial to the department or the organization as a whole freely. Such a working environment will enhance work efficiency, create engagement, and foster a sense of belonging and growth alongside the organization.

The Group is committed to building employee engagement, which is a driving force that will lead to efficient work and sustainable business operations. Therefore, it adheres to the principles of respecting human rights, treating employees on the basis of equality and fairness, promoting employee development in terms of skills, knowledge, and abilities continuously, including opportunities for career advancement. It also emphasizes the transformation of thinking, teamwork, and listening to employee feedback to understand their satisfaction and confidence in the company, such as:

1. Town Hall Meeting activity
2. Amarin Spreading Love Valentine's Day activity
3. Amarin Songkran SOFT POWER activity
4. Take your Child to Work Day #season 1 activity
5. Merit-making activity
6. Asanha Bucha Day and Buddhist Lent Day activities
7. Workout Wednesday activity
8. Amarin Blood Donation activity
9. Children's Day activities
10. Plastic bottle cap donation for robes activity
11. AMARIN Green House activity "to increase green space"
12. Cooperative Day activity for fellow employees
13. Long Service Award Ceremony
14. New Year's activities
15. Shrine to the Deity of the Land activity

The company places importance on a fair, transparent, and respectful employee termination process. The organization will proceed with clear reasons, free from discrimination, and provide employees with an opportunity to clarify before any decisions are made. Additionally, there will be advance notice in accordance with regulations, communication, and

compensation payments in compliance with the law to ensure that employees are properly cared for.

Reference link for employee and labor management plan : https://amarin.co.th/app/uploads/2025/04/AW_ANNUAL2567_ENG_web.pdf

Page number of the reference link : 127-142

Information on setting employee and labor management goals

Setting employee and labor management goals

Does the company set employee : Yes
and labor management goals?

Details of setting goals for employee and labor management

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Promoting employee relations and participation	-	2023: -	2024: -
• Employee training and development	-	2023: -	2024: -
• Occupational health and safety in workplace	-	2023: -	2024: -

Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor : Yes
management

The performance results of employee and labor management can be summarized as follows:

1. Occupational Safety and Accidents

- Number of fatal occupational accidents or illnesses: 0 cases (3 consecutive years)
- Number of lost time accidents: 2023 = 1 case
- Number of employees on sick leave: 2023 = 1 person
- Lost Time Injury Rate: 0 per 1 million working hours

2. Personnel Development

- Average training hours per employee per year (2023): 9.17 hours/person/year
- Training expenses in 2023: 1,858,333.38 Baht

3. Welfare and Benefits

- A Welfare Committee has been set up to take care of and develop welfare, with 4 meetings held in 2023.
- Additional benefits such as 16 days of traditional leave, 30 days of sick leave, 98 days of maternity leave
- Special welfare: health insurance, life insurance, disaster relief funds, housing loan projects, savings cooperatives, 25-60% book discounts

4. Engagement Activities

Activities held include Town Hall Meeting, Amarin Songkran SOFT POWER, Take Your Child to Work Day, blood donation, Children's Day, Cooperative Day, Long Service Awards, New Year, etc. Target employee engagement rate: Not less than 80 percent, which in 2023 was 93.41 percent as targeted.

5. Employee Feedback Channels

Telephone, email, application, company website with a complaint management system according to business ethics.

Information on employment

Employment

	2022	2023	2024
Total Employment (Person)	2,169	2,255	2,282
Percentage of employees to total employment (%)	100.00	100.00	100.00
Total employees (persons)	2,169	2,255	2,282
Male employees (persons)	926	923	909
Percentage of male employees (%)	42.69	40.93	39.83
Female employees (persons)	1,243	1,332	1,373
Percentage of female employees (%)	57.31	59.07	60.17

Number of employees categorized by age

	2022	2023	2024
Total number of employees under 30 years old (Persons)	N/A	613	609
Percentage of employees under 30 years old (%)	N/A	27.18	26.69
Total number of employees 30-50 years old (Persons)	N/A	1,472	1,474
Percentage of employees 30-50 years old (%)	N/A	65.28	64.59
Total number of employees over 50 years old (Persons)	N/A	170	199
Percentage of employees over 50 years old (%)	N/A	7.54	8.72

Number of male employees categorized by age

	2022	2023	2024
Total 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
Total number of male employees 30-50 years old (Persons)	N/A	634	614
Percentage of male employees 30-50 years old (%)	N/A	68.69	67.55
Total 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 categorized by age

	2022	2023	2024
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	2022	2023	2024
Total 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
Total number of female employees 30-50 years old (Persons)	N/A	838	860
Percentage of female employees 30-50 years old (%)	N/A	62.91	62.64
Total 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 categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	N/A	N/A	1,710
Percentage of employees in operational level (%)	N/A	N/A	74.93
Total number of employees in management level (Persons)	N/A	N/A	521
Percentage of employees in management level (%)	N/A	N/A	22.83
Total number of employees in executive level (Persons)	N/A	N/A	51
Percentage of employees in executive level (%)	N/A	N/A	2.23

Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	N/A	N/A	687
Percentage of male employees in operational level (%)	N/A	N/A	75.58
Total number of male employees in management level (Persons)	N/A	N/A	197
Percentage of male employees in management level (%)	N/A	N/A	21.67
Total number of male employees in executive level (Persons)	N/A	N/A	25
Percentage of male employees in executive level (%)	N/A	N/A	2.75

Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	N/A	N/A	1,023
Percentage of female employees in operational level (%)	N/A	N/A	74.51
Total number of female employees in management level (Persons)	N/A	N/A	324
Percentage of female employees in management level (%)	N/A	N/A	23.60
Total number of female employees in executive level (Persons)	N/A	N/A	26
Percentage of female employees in executive level (%)	N/A	N/A	1.89

Significant changes in the number of employees

Significant changes in number of employees over the past 3 : No
Years

Number of male employees categorized by region

	2022	2023	2024
Bangkok Metropolitan (Person)	N/A	N/A	162
Northern (Person)	N/A	N/A	7
Central (Person)	N/A	N/A	123
Northeastern (Person)	N/A	N/A	40
Southern (Person)	N/A	N/A	3
Eastern (Person)	N/A	N/A	4

Number of female employees categorized by region

	2022	2023	2024
Bangkok Metropolitan (Person)	N/A	N/A	291
Northern (Person)	N/A	N/A	8
Central (Person)	N/A	N/A	192
Northeastern (Person)	N/A	N/A	50
Southern (Person)	N/A	N/A	10
Eastern (Person)	N/A	N/A	9

Employment of workers with disabilities

	2022	2023	2024
Total employment of workers with disabilities (persons)	9	10	16
Percentage of disabled workers to total employment (%)	0.41	0.44	0.70
Total number of employees with disabilities (Persons)	9	10	16
Total male employees with disabilities (persons)	N/A	N/A	11
Total female employees with disabilities (persons)	N/A	N/A	5
Percentage of disabled employees to total employees (%)	0.41	0.44	0.70
Contributions to empowerment for persons with disabilities fund	-	-	Yes

Information on compensation of employees

Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	0.00	907,493,902.00	1,084,158,525.61
Total male employee remuneration (baht)	N/A	N/A	636,500,386.62
Percentage of remuneration in male employees (%)	N/A	N/A	58.71
Total female employee remuneration (baht)	N/A	N/A	447,658,138.99
Percentage of remuneration in female employees (%)	N/A	N/A	41.29
Average remuneration of employees (Baht / Person)	0.00	402,436.32	475,091.38
Average remuneration of male employees (Baht / Person)	N/A	N/A	700,220.45
Average remuneration of female employees (Baht / Person)	N/A	N/A	326,043.80
Ratio of average remuneration of female employees to male employees	N/A	N/A	0.47

Provident fund management policy

Provident fund management policy : Have

The Group provides employees with a voluntary provident fund savings program, available to all staff upon completion of their probationary period. Employees who have completed three years of service will receive partial contributions from the company, and those who have served ten years will receive full contributions from the Company.

Reference link for provident fund management policy : https://amarin.co.th/app/uploads/2025/04/AW_ANNUAL2567_ENG_web.pdf

Page number of the reference link : 219-220

Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	718	1,651	1,692
Proportion of employees who are PVD members (%)	33.10	73.22	74.15
Total amount of provident fund contributed by the company (baht)	N/A	27,944,531.00	20,013,940.75
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	N/A	3.08	1.85

Information on employee development

Employee training and development

	2022	2023	2024
Employee development plans as part of annual performance reviews	Yes	Yes	Yes
Average employee training hours (Hours / Person / Year)	59.15	6.06	9.17
Total amount spent on employee training and development (Baht)	3,084,377.00	3,545,334.00	1,858,333.38
Percentage of training and development expenses to total expenses (%) ^(*)	0.000811	0.000893	0.000456
Percentage of training and development expenses to total revenue (%) ^(*)	0.000722	0.000827	0.000446

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Information on safety, occupational health, and work environment

Number of working hours

	2022	2023	2024
Total number of hours work (Hours)	4,251,240.00	4,419,800.00	4,278,680.00
Total number of hours worked by employees (Hours)	4,251,240.00	4,419,800.00	4,278,680.00

Statistic of accident and injuries of employees from work

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	4	4	2
Total number of employees that lost time injuries for 1 day or more (Persons)	4	4	1

	2022	2023	2024
Percentage of employees that lost time injuries for 1 day or more (%)	0.18	0.18	0.04
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 1 million-manhours) ^(*)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours) ^(**)	0.00	0.00	0.00

Additional explanation : ^(*) The company with the total number of employees over 100 or more

^(**) The company with the total number of employees less than or equal to 100

Information on promoting employee relations and participation

Employee engagement

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	496	594	516
Total number of male employee turnover leaving the company voluntarily (persons)	201	246	219
Total number of female employee turnover leaving the company voluntarily (persons)	295	348	297
Proportion of voluntary resignations (%)	22.87	26.34	22.61
Percentage of male employee turnover leaving the Company voluntarily (%)	9.27	10.91	9.60
Percentage of female employee turnover leaving the Company voluntarily (%)	13.60	15.43	13.01
	2022	2023	2024
Evaluation result of employee engagement	Yes	Yes	Yes

Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare Committee

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

Consumer data privacy and protection policy and guidelines	: Yes
Consumer data privacy and protection guidelines	: Collection of personal data, Use or disclosure of data, Rights of data owners, Retention and storage duration of personal data, Company's measures for third parties' use of customer data, Security measures of personal data
Reference link to consumer data privacy and protection policy and guidelines	: https://amarin.co.th/app/uploads/2025/04/AW_ANNUAL2567_ENG_web.pdf
Page number of the reference link	: 143

Responsible sales and marketing policy and guidelines

Responsible sales and marketing policy and guidelines	: Yes
Responsible sales and marketing guidelines	: Marketing communications that respect the law, adhere to relevant regulations, and consider consumer rights., Not supporting advertisements or promotional activities that encourage illegal acts or immoral conducts
Reference link for responsible sales and marketing policy and guidelines	: https://amarin.co.th/app/uploads/2025/04/AW_ANNUAL2567_ENG_web.pdf
Page number of the reference link	: 144

Policy and guidelines on communicating the impact of products and services to customers / consumers

Policy and guidelines on communicating the impact of products and services to customers / consumers	: Yes
Policy and guidelines on communicating the impact of products and services to customers / consumers	: Prohibition of exaggerated, inaccurate, or misleading marketing claims, Labeling of goods and products with legally required information, Appropriate marketing communications for vulnerable groups, including children or youth under 12 years old, Appropriate marketing communications through digital channels
Reference link to policy and guidelines on communicating the impact of products and services to customers / consumers	: https://amarin.co.th/app/uploads/2025/04/AW_ANNUAL2567_ENG_web.pdf
Page number of the reference link	: 142-145

Information on customer management plan

Customer management plan

Company's customer management plan	: Yes
Customer management plan implemented by the company in the past year	: Responsible production and services for customers, Communication of product and service impacts to customers / consumers, Development of customer satisfaction and customer relationship, Consumer data privacy and protection

Customer Responsibility Practices

The company believes that delivering quality content and services will instill confidence and trust in customers to do business together, fostering a good relationship between the company and its customers. Importantly, it will lead to sustainable business operations. Therefore, the company focuses on developing its personnel to have the knowledge and readiness to produce quality work, consistently provide good service, and provide complete and transparent information to support customer decision-making. We strive to respond to customer needs quickly and efficiently, ensuring consistent customer satisfaction. Additionally, the group focuses on creating popular products, activities, and content with a clear

target audience. We have diverse channels for organizing activities and disseminating content to reach the widest possible consumer base. This includes expanding into new businesses beyond our core business, providing customers with more choices and fulfilling Amarin Group's goals. **"We are the number 1 Omni media - Omni Channel, aiming to create valuable experiences at every stage of life for the happiness and prosperity of society."**

Approaches to Improving Product and Service Quality to Enhance Customer Satisfaction

1. Customer Responsibility Policy

Amarin Group has established a policy for sustainable development, striving to be the number 1 Omni media - Omni Channel that serves as a good role model for society. We build customer confidence in the quality of our content and services, maintain good customer relationships, and consistently respond to customer needs effectively.

The company has established customer policies and practices within its Corporate Governance Policy as follows:

- 1) The company is committed to providing customers with high-quality goods and services at reasonable prices, as well as building good and sustainable relationships with customers.
- 2) The company has established a service system that creates customer satisfaction by treating everyone equally and fairly without discrimination.
- 3) The company is developing additional service channels to enhance business contact convenience and communication between the company and its customers.
- 4) The company has established channels for receiving complaints in accordance with the Whistleblowing Policy. This allows customers to file complaints regarding products, services, or business operations. We strive to find solutions promptly and respond to customers in the best possible way. The company has announced and published this policy on its website under the topic "Investor Relations/Corporate Governance" or <https://amarin.co.th/investor/corporate-governance>
- 5) Maintain the confidentiality of customer information and do not use it for personal gain or for the benefit of related parties without authorization. Customer information will not be disclosed without prior consent from the customer or authorized personnel, except for information that must be disclosed to relevant external parties for clarification or legal proceedings. The company has a policy and practices regarding the Personal Data Protection Policy of Amarin Corporation Public Company Limited and its subsidiaries. The company has announced and published this policy on its website under the topic "About Amarin/Privacy Policy" or <https://amarin.co.th/privacy>

Quality and Ethical Policy and Practices in Media and Content Production and Dissemination

The company recognizes its role and responsibility in producing and disseminating quality, transparent media that considers social impact. Therefore, the company has established quality and ethical policies and practices as standards for its personnel. This aims to promote communication that adheres to ethical principles, accuracy, and responsibility towards all stakeholders.

Quality and Ethics Policy

1. Accuracy and Credibility

- 1.1 The company is committed to presenting accurate information that has undergone rigorous fact-checking.
- 1.2 Avoid disseminating rumors, false information, or distorted content that may impact society or individuals.
- 1.3 Encourage clear and transparent citation of information sources.

2. Transparency and Neutrality

- 2.1 Content presentation must be straightforward, unbiased, and considerate of data accuracy.
 - 2.2 Content that is sponsored or advertised must be clearly identified as Sponsored Content.
 - 2.3 Avoid presenting information that may affect public opinion without credible references.
- ###### **3. Social Responsibility**
- 3.1 Content production and dissemination must consider social impact and good morals.
 - 3.2 Avoid disseminating content that promotes violence, discrimination, violation of personal rights, or social division.
 - 3.3 The company has control measures in place 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 diverse target groups.
- 4.2 Provide opportunities for constructive expression of opinions on verifiable platforms.
- 4.3 Support the presentation of content that reflects cultural diversity, beliefs, and opinions fairly.

5. Professional Standard Development

- 5.1 Personnel involved in media production and dissemination must comply with the law and professional ethics in mass communication.
- 5.2 The company encourages personnel to receive continuous professional development and training.
- 5.3 Supervise and monitor the content production process to ensure compliance with established standards and practices.

Building and Developing Customer Satisfaction

Amarin Group has established a policy for sustainable development, striving to be the number 1 Omni media - Omni Channel company. We recognize that "customer voices and opinions" are crucial for maintaining and developing relationships and conducting business together. They also reflect the quality of our products, content, services, programs, dramas, the services provided by responsible departments, and customer expectations. In addition to providing attentive customer service, Amarin Group has always valued customer feedback. Therefore, we have mandated that each business group conducts annual customer satisfaction and opinion surveys.

Actions to Improve Product and Service Quality

The company recognizes the importance of consumer responsibility and has a process for controlling product quality in accordance with laws and international standards to deliver the best products to customers. We are committed to producing products and services that are safe for the lives and health of our customers, providing reliable and efficient customer data storage systems, managing customer relationships before and after sales, providing accurate and adequate information to customers, and continuously researching and developing high-quality products. If an inspection reveals that a product is damaged or does not meet standards, the company has a product recall process and a product replacement management plan to mitigate the impact on customers.

The company will conduct random inspections of standards, considering factors such as complaints and random checks according to regulations, for continuous improvement. We have established a complaint and product recall process, referencing the Customer Complaint Handling and Product Recall Procedure document.

Regarding the development of safe products and services for customers, the company is committed to developing products and services that are safe for customers and aligned with quality standards, regulations, and consumer protection laws to ensure customer confidence in the quality of our products and services. The company has received various standards, including: ISO 9001: 2015 System Standard, emphasizing the management system used to manage processes to achieve quality products or services, ensuring that various processes are controlled, verifiable, and have corrective and preventive actions in place. FSC System Standard, a globally recognized standard, ensuring that products bearing the FSC label come from responsibly managed commercial plantations.

Furthermore, we have announced our Quality Policy to adhere to creative work practices, standardized processes, and legal compliance. This ensures the creation of excellent quality products that are safe for consumers and the environment, and we continuously develop them to meet customer needs.

Reference link for company's customer management plan : https://amarin.co.th/app/uploads/2025/04/AW_ANNUAL2567_ENG_2025.pdf

Page number of the reference link : 142-149

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals : Yes

Details of setting customer management goals

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Communication of product and service impacts to customers/consumers	-	2023: -	2024: -

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

Personal Data Protection Operations

Amarin Group has strictly complied with the Personal Data Protection Act B.E. 2562 (PDPA). In 2024, the Board of

Directors reviewed the "Personal Data Management Policy" and "Measures" that are clear and practical in maintaining the security of personal data. There is training for employees to be aware of what they should and should not do to avoid actions that may violate the personal data of the company's stakeholders. For customers, the company has guidelines for the strict use of personal data to protect customer data and prevent data leakage. In the event of a data breach or a complaint from a customer through the complaint channel, the company has a process for handling customer complaints as required by law. In cases where it is necessary to use the customer's personal data, the company will request consent appropriately in accordance with the intent of the law.

Customer Complaint Handling Process Regarding Personal Data

To ensure that the company's personal data protection operations are carried out smoothly and in accordance with the Personal Data Protection Act B.E. 2562 regarding the appointment of a data protection officer, according to Section 41 of the said Act, which requires the appointment of a data protection officer, the company has appointed Ms. Paerry Punyosoni as the company's data protection officer since February 22, 2023, with the following duties:

1. Advise the Board of Directors, the Board of Directors, including employees or contractors of the company, on matters relating to the performance of duties under the Personal Data Protection Act B.E. 2562.
2. Audit the operations of the company, including its employees or contractors, in matters relating to the collection, use, or disclosure of personal data to comply with the Personal Data Protection Act B.E. 2562.
3. Coordinate and cooperate with the Personal Data Protection Committee Office in the event of problems regarding the collection, use, or disclosure of personal data of the company, including employees or contractors of the company, in compliance with the Personal Data Protection Act B.E. 2562.
4. Maintain the confidentiality of personal data that one becomes aware of or obtains as a result of performing duties under the Personal Data Protection Act B.E. 2562. On August 15, 2023, the Personal Data Protection Act (PDPA) Working Group was established, consisting of experts and qualified individuals. The working group is scheduled to meet 4 times a year to work together under the guidelines and policies for personal data protection of the group of companies, including:
 1. Auditing, supervising the performance of duties, and providing advice to internal departments or related persons.
 2. Investigate, consider complaints, and take action on requests from data subjects.
3. Coordinate and cooperate with various agencies related to the protection of personal data of the group of companies.
4. Data subjects have the right to file a complaint with the competent authority if the processing of their personal data is not in accordance with the Personal Data Protection Law.

Publishing Business

Amarin's publishing houses prioritize reader satisfaction as a working principle by consistently monitoring customer satisfaction through the social media of each publishing brand. In the past year 2024, the publishing house has developed and improved the quality of its products in many aspects, as follows:

- 1) Increase the font size in books to make them easier on the eyes of readers.
- 2) Selecting stories from international reading trends and pushing them to reading trends in Thailand, such as the romantic fantasy genre like "Fourth Wing," which soared to number 1 on the bestseller charts of all leading bookstores nationwide as soon as it was released.
- 3) Continuously developing book cover designs to be outstanding, attractive, and in line with the tastes of Thai readers.
- 4) Developing premium designs that add value to book series, elevating them to collectibles with sentimental value for readers.
- 5) Supporting the works of Thai writers to become more popular in best-selling genres such as mystery and thriller.

Print Media and Digital Content Distribution Business

Amarin Book Center Company Limited is committed to raising service standards and being a driving force in the book industry by adhering to the principle of customer satisfaction, listening through social media, and taking recommendations from partners. Over the past period, the company has improved and developed its services as follows:

- 1) Creating an E-book reading experience and supporting diverse lifestyles, resulting in the Naiin E-book Reader Application.
- 2) Creating a space that is more than just a book fair, but a sub-community for readers to participate in the International Novel Festival.
- 3) The company has adjusted the use of packaging for transportation that meets standards, is strong, and of high quality, which can reduce the use of plastic packaging. The main focus is on reducing product damage caused by transportation and

using packaging that is not strong.

4) With the growth of online platforms, delivery speed also affects service satisfaction. The company provides automatic parcel lockers, making operations from the source, the warehouse, faster.

Performance Results for 2024:

- The company and its group of companies have not had any incidents of complaints regarding customer personal data, and there has been no leakage of customer data.
- The company and its group of companies have no complaints regarding any services from customers of the Amarin Group.
- The company and its group of companies have no complaints regarding violations of the code of conduct for media production that have a significant impact on the business.

Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction	Yes	Yes	Yes

Channels for receiving complaints from customers/consumers

Company's channels for receiving complaints from : Yes
customers/consumers

Telephone : 024229999

Fax : -

Email : dpoooffice@amarin.co.th

Company's website : <https://amarin.co.th/contact>

Address : 378 Chaiyaphruek Road, Taling Chan Sub-District,
Taling Chan District, Bangkok 10170

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : Yes

Reference link for community development and engagement policies : https://amarin.co.th/app/uploads/2024/07/environmental_energy_and_social_management_policy_2024.pdf

Page number of the reference link : 4

Information on community and social management plan

Community and social management plan

Company's community and social management plan : Yes

Community and social management plan implemented by the company over the past year : Employment and professional skill development, Education, Religion and culture, Forests and natural resources, Occupational health, safety, health, and quality of life, Disadvantaged and vulnerable groups, Water and sanitation management, Reducing inequality

The Group has conducted business with good governance, business ethics, and social responsibility. Therefore, it supports public benefit activities, promotes state enterprises, or private organizations that have activities beneficial to society and the environment. It also encourages and supports executives and employees to participate in volunteer work and public service activities with society and communities to cultivate volunteerism and expand good deeds to all sectors of society.

Reference link for company's community and social management plan : https://amarin.co.th/app/uploads/2025/04/AW_ANNUAL2567_ENG_2025.pdf

Page number of the reference link : 152-155

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social management goals : Yes

Details of community and social management goal setting

Target	Indicators	Base year	Target year
• Employment and professional skill development	-	2023: -	2024: -

Information on outcomes and results of community and social management

Performance and outcomes of community and social management

Performance and outcomes of community and social management : Yes

Operating Results for 2024: The company has employed labor from communities near the company's location to generate income for people in nearby communities, accounting for 12.34% of all employees, as targeted.

In addition, the group continues to place importance on carrying out activities that are beneficial to community and social development with the participation of employees and stakeholders in the group's business operations. The focus is

on activities that support good health and improve the quality of life of various groups of people, 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 being a part of making society and communities stronger. Employees participated in providing scholarships along with a book donation project to help society. The Human Resources Department represented the company in donating children's books and magazines to Wat Chaiyaphruek Malala School (Nonsi Rirachat Bamphen) along with 6 other locations, including:
1) Tipangkorn Wittayapat School (Wat Noi Nai) under Royal Patronage
2) Wat Somanas Recreation Center, Bangkok, Pom Prap Sattru Phai District 3) Nong Chok Recreation Center 4) Amphawa Recreation Center 5) Wat Chaiyaphruek Malala Recreation Center 6) Taling Chan Police Station
- **Library for Children Activity:** Amarin Publishing, under Amarin Corporation Public Company Limited, delivered a library to children to promote learning experiences, open up their imagination, develop their academic skills, and enhance their morals with quality books from the Amarin Group at Ang Hin School, Cha-am District, Phetchaburi Province on February 29, 2024.

In addition, Amarin TV 34 HD, as a mass media outlet that has been alongside viewers for over 10 years, providing entertainment to viewers of all genders and ages, also serves as a voice for people facing problems and acts as a public relations channel for various charitable organizations. The projects carried out throughout the year are as follows:

1) As a channel for public relations for social organizations and foundations through Amarin TV 34 HD, including online channels such as:

- **"Thai Power of Giving, Returning Smiles to Flood-Affected Schools" Concert Project:** On Saturday, September 28, 2024, at the Sustainability Expo at SX Grand Plenary Hall, G Floor, Queen Sirikit National Convention Center, to raise funds to restore small and medium-sized primary and secondary schools damaged by floods, quickly returning schools and learning opportunities, and creating smiles for children in remote areas.
- **Red Cross Fair 2024:** Organized under the concept of "Dasamracha 72nd Anniversary, Offering Blessings," to celebrate His Majesty the King, the Royal Patron of the Thai Red Cross Society, on the auspicious occasion of His Majesty's 6th cycle birthday anniversary and to raise funds for the benefit of the Thai Red Cross Society. It will be held from December 11-22, 2024 (Wednesday, December 11 - Sunday, December 22, 2024) at Lumpini Park, Pathum Wan District, Bangkok, from 11:00 AM to 10:00 PM. The last day will close at 11:00 PM.
- **Produce public relations materials and have news anchors act as representatives to promote charitable organizations:** Amarin TV 34 HD has produced public relations media for the Social Welfare Council of Thailand to disseminate. News anchors will represent Amarin TV in joining the campaign "Joining Forces with the Volunteers of the Thai Red Cross Society" and promoting it on the online media of news anchors Khun Kwang - Areeya and Khun Ton - Patiphan.

2) Presenting programs to promote the potential of people in the community and encourage the public: Amarin TV presents programs that promote community potential and encourage the public by focusing on presenting the livelihoods of people in various local communities in Thailand. The target group is clearly defined as helping people and promoting quality of life development in all sectors, including supporting people to have confidence and encouragement in developing themselves and their communities in the long term, as follows:

- **Documentary: Steps to Victory** This documentary portrays the life-changing stories of people across the country, from poverty to well-being, following the assistance provided by the Chaipattana Foundation, which was established by His Majesty King Bhumibol Adulyadej the Great with the determination to elevate the quality of life of Thai people towards self-sufficiency. It serves as an example and a lesson of the victory of development for all Thai people. This program is produced by the Chaipattana Foundation and broadcast on Amarin TV.
- **Rueang Ded Edtaro (Extremely Interesting Stories)** Focuses on presenting a variety of stories about community life, livelihoods, and important stories in various localities.
- **Chuen Jai Thailand (Heartwarming Thailand)** A travel program that serves to drive and promote the potential of people in the community.
- **Kin Pai Tua Mua Ban Ngan (Eating All Over the Place)** This program focuses on exploring and discovering local food and the way of life of Thai people in various localities, creating an understanding of the cultural diversity of each community.

Benefit from implementing social development project

Financial benefits

Does the company measure the financial benefits from social : No
development?

Non-financial benefits

Does the company measure the non-financial benefits from : No
social development?

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ESG Performance

Company Name : AMARIN CORPORATIONS PUBLIC COMPANY LIMITED Symbol : AMARIN

Market : SET Industry Group : Services Sector : Media & Publishing

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

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, 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.

Reference link for the full version of corporate governance policy and guidelines : <https://amarin.co.th/app/uploads/2024/07/Corporate%20Governance%202024.pdf>

Page number of the reference link : 1-23

Policy and guidelines related to the board of directors

Are there policy and guidelines related to the board of directors : Yes

Guidelines related to the board of directors : Nomination of Directors, Determination of Director Remuneration, Independence of the Board of Directors from the Management, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

Nomination 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.

Reference link for Nomination of Directors : <https://amarin.co.th/app/uploads/2024/07/Corporate%20Governance%202024.pdf>

Page number of the reference link : 3

Determination of Director Remuneration

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.

Reference link for Determination of Director Remuneration : <https://amarin.co.th/app/uploads/2024/07/Corporate%20Governance%202024.pdf>

Page number of the reference link : 4

Independence of the Board of Directors from the 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

Reference link for Independence of the Board of Directors : <https://amarin.co.th/app/uploads/2024/07/Corporate%20Governance%202024.pdf>
from the Management

Page number of the reference link : 2

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 the 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.

Reference link for Director Development : <https://amarin.co.th/app/uploads/2024/07/Corporate Governance 2024.pdf>

Page number of the reference link : 6

Board Performance Evaluation

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.

Reference link for Board Performance Evaluation : <https://amarin.co.th/app/uploads/2024/07/Corporate Governance 2024.pdf>

Page number of the reference link : 5

Corporate Governance of Subsidiaries and Associated Companies

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 the Group are consistent and in line with the same standards, thereby enhancing good integration and coordination in the 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 the Group and related regulatory agencies and compliance with the principles of good corporate governance of the 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.

Reference link for Corporate Governance of Subsidiaries and Associated Companies : https://amarin.co.th/app/uploads/2025/04/AW_ANNUAL2567_ENG_web.pdf

Page number of the reference link : 181

Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders : Yes

Guidelines and measures related to shareholders and stakeholders : Shareholder, Employee, Customer, Business competitor, Business partner, Creditor, Government agencies, Community and society

Shareholder

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.

Reference link for Shareholder : https://amarin.co.th/app/uploads/2025/04/AW_ANNUAL2567_ENG_web.pdf

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Employee

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.
- 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.
- 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.

Reference link for Employee : https://amarin.co.th/app/uploads/2025/04/AW_ANNUAL2567_ENG_web.pdf

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Customer

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 accept complaints and Whistleblowing Policy that protects whistleblowers. Through these channels, customers may complain 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>.

Reference link for Customer : https://amarin.co.th/app/uploads/2025/04/AW_ANNUAL2567_ENG_web.pdf

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Business competitor

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.

Reference link for Business competitor : https://amarin.co.th/app/uploads/2025/04/AW_ANNUAL2567_ENG_web.pdf

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Business partner

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 communication 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.

Reference link for Business partner : https://amarin.co.th/app/uploads/2025/04/AW_ANNUAL2567_ENG_web.pdf

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Creditor

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.

Reference link for Creditor : https://amarin.co.th/app/uploads/2025/04/AW_ANNUAL2567_ENG_web.pdf

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Government 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.

Reference link for Government agencies : https://amarin.co.th/app/uploads/2025/04/AW_ANNUAL2567_ENG_web.pdf

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Community and society

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.

Reference link for Community and society : https://amarin.co.th/app/uploads/2025/04/AW_ANNUAL2567_ENG_web.pdf

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Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

Business Code of Conduct

The Group has established written policies and practices regarding the Business Code of Conduct in accordance with international standards. These standards define the boundaries of conduct and behavior that all personnel of the Group, including the Board of Directors, executives, and employees, must adhere to in conducting business and performing their duties. This is done within a framework of morality, honesty, equality, and fairness to build a foundation and maintain the image of the Group as a sustainably growing organization. It is the responsibility of supervisors and executives to oversee and support employees in their adherence to these standards.

The Business Code of Conduct used in conducting business has the following essential elements:

1. Compliance with Relevant Laws, Regulations, and Rules

2. Responsibility for the Company and Company Assets
3. Compliance with Laws and Anti-Corruption
4. Personal Data Protection
5. Political Rights and Activities
6. Information Disclosure and Interviews with the Media or the Public
7. Conflicts of Interest, Related Party Transactions
8. Confidentiality, Data Protection, and Use of Company Information
9. Respect for the Law and Human Rights
10. Security, Occupational Health, and Environment
11. Infringement of Intellectual Property or Copyright
12. Use of Information Technology and Communication
13. Internal Control and Internal Audit
14. Treatment of Stakeholders, including Shareholders, Employees, Customers, Partners and/or Creditors, Competitors, and Society and the Environment
15. Measures for Receiving Complaints on Corporate Governance and Business Ethics

Reference link for the full version of business code of conduct : <https://amarin.co.th/app/uploads/2024/06/%E0%B8%88%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%97%E0%B8%B2%E0%B8%87%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88.pdf>

Page number of the reference link : 1-13

Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct : Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information, Gift giving or receiving, entertainment, or business hospitality, Compliance with laws, regulations, and rules, Information and assets usage and protection, Anti-unfair competitiveness, Information and IT system security, Environmental management, Human rights, Safety and occupational health at work, Other guidelines related to business code of conduct

Prevention of Conflicts of Interest

Conflict of Interest, Related Party Transactions, and Related Party Transactions

1. Comply with the criteria for related party transactions as prescribed by the Stock Exchange of Thailand for listed companies.
2. Avoid actions that may create conflicts between personal interests and the interests of the corporate group when dealing with business partners and any individuals. Any transactions conducted by directors, executives, or employees with conflicts of interest must not involve them in the approval process.
3. If an executive or employee serves as a director, partner, or advisor in another company, organization, or business association, it must not interfere with their duties in the company and must receive prior approval from the Chief Executive Officer.
4. If an executive, employee, or family member becomes involved in or holds shares in any business that may have interests or cause business conflicts with the corporate group, they must notify the Chief Executive Officer in writing. In cases where a director or family member engages in such activities, they must inform the Chairman of the Board in writing.

Reference link for Prevention of Conflicts of Interest : <https://amarin.co.th/app/uploads/2024/06/%E0%B8%88%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%97%E0%B8%B2%E0%B8%87%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88.pdf>

Page number of the reference link : 4

Anti-corruption

Compliance and Anti-Corruption

- (1) Must comply with their duties under the anti-corruption policy.
- (2) Prohibit performing or refraining from performing duties in one's position or using authority improperly, in violation of the law and ethical principles, to seek undue benefits in various forms, such as demanding, accepting, offering, or giving assets, including any other benefits, to state officials or groups of people who do business with the company.
- (3) Communicate the anti-corruption policy to all departments through various channels, such as employee training and the company group's internal communication system, to ensure that stakeholders are aware of and implement the policy.
- (4) Stipulate that executives or employees who commit corruption must be subject to disciplinary action in accordance with the company's regulations and rules. If the act is illegal, they must also be punished according to the law.
- (5) Have the Board of Directors and management of the company group conduct risk assessments and review practices regarding the prevention of involvement in corruption to ensure compliance with relevant legal requirements in order to reduce the risk of corruption that may occur in the business or activities of the company.
- (6) Provide for appropriate internal controls and regular audits to prevent misconduct.

Reference link for Anti-corruption : <https://amarin.co.th/app/uploads/2024/06/%E0%B8%88%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%97%E0%B8%B2%E0%B8%87%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88.pdf>

Page number of the reference link : 3

Whistleblowing and Protection of Whistleblowers

The Company will keep confidential the information, name, and personal information of the whistleblower, complainant, or the subject of the complaint and will not disclose such information to other unrelated persons, unless such disclosure is required by law, taking into account the safety and damage of the reporter, the source of information, or related persons who have been harmed, with appropriate and fair procedures as follows:

1. The Company will consider with adequate discretion to protect complainants, whistleblowers, witnesses, and persons providing information in the investigation.
2. The Company shall not commit any unfair act to the whistleblower, complainant, or person cooperating in the fact-finding investigation, whether by changing the job position, job description, workplace, suspending, threatening, harassing, terminating, or any other act that is unfair.

However, if the complaint is found to be intentionally intended to cause damage or defamation to others, the Company will take appropriate disciplinary and/or legal action.

Whistleblowers or complainants, whether employees of the group of companies, customers, persons hired to work for the group of companies, or other stakeholders who are whistleblowers or complainants, will be protected and their rights will be protected by law or in accordance with the guidelines set by the Company.

Reference link for Whistleblowing and Protection of Whistleblowers : <https://amarin.co.th/app/uploads/2024/06/%E0%B8%88%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%97%E0%B8%B2%E0%B8%87%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88.pdf>

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Prevention of Misuse of Inside Information

The Board of Directors recognizes its duty to ensure that all shareholders are treated fairly and equally, including executive shareholders, non-executive shareholders, foreign shareholders, and minority shareholders. The company has established a shareholder meeting process that promotes equal treatment of all shareholders. Details are provided in the "Shareholder Meeting Rights" section above. The company has also established measures to prevent directors and executives from using inside information for their own or others' benefit (Abusive self-dealing). In addition, the company requires directors and executives to disclose information about their own and related parties' conflicts of interest. The guidelines are as follows:

- 1) Require directors and executives to report their asset holdings upon assuming office and report changes in securities

holdings to the company secretary at least 1 day in advance before making any transactions. This is to inform the Board of Directors and submit a report to the SEC Office within 3 business days from the date of buying, selling, transferring, or receiving the transfer of such securities through electronic channels as specified by the SEC Office. The company secretary will then report to the Board of Directors and disclose the information in the annual information report.

2) Require directors and executives to report their own and related parties' conflicts of interest upon assuming office and whenever there are changes. This information should be submitted to the company secretary, who will then forward a copy of the conflict of interest report to the chairman of the Audit Committee for acknowledgement. The company should also require the updating of conflict of interest information at least once a year.

3) The company shall avoid transactions that may lead to conflicts of interest for those involved with the company. In cases where transactions are necessary, the company will comply with the regulations and announcements of the SEC Office and the Stock Exchange of Thailand. Directors and/or executives with conflicts of interest in such transactions must not participate in the consideration. The company must also disclose information on the transactions to the Stock Exchange of Thailand and shareholders according to the regulations or announcements of the SEC Office and the Stock Exchange of Thailand, as well as comply with accounting standards. 4) Prohibit directors, executives, and those involved with information, including their spouses and minor children, from misusing inside information (Insider Trading).

4.1 Prohibit the buying and selling of the company's securities 1 month before the announcement of financial statements and 5 days after the public is informed. Every 3 months, the company will inform the directors, executives, and employees of the prohibited period for buying and selling the company's securities.

4.2 Prohibit the disclosure of any non-public information that may affect the company's securities prices to outsiders or unauthorized persons.

5) Disclose important information to shareholders regularly and promptly according to the criteria of relevant agencies through the Stock Exchange of Thailand, the company's website, and other channels that shareholders can access conveniently and equally.

Reference link for Prevention of Misuse of Inside Information : https://amarin.co.th/app/uploads/2025/04/AW_ANNUAL2567_ENG_web.pdf

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Gift giving or receiving, entertainment, or business hospitality

All directors, executives, and employees are required to comply with laws, business ethics, regulations, and rules related to the prevention and combat of fraud and corruption. They must also perform their duties with transparency and refrain from any actions that indicate an intention to commit fraud, corruption, or bribery, such as accepting or giving gifts, assets, or any other benefits to stakeholders involved in matters under their direct or indirect responsibility, in order to obtain benefits for the organization, themselves, or related parties. This includes prohibiting the payment of bribes for business benefits through any actions that may pose a risk of fraud and corruption. All directors, executives, and employees must exercise caution and strictly adhere to the company's guidelines and regulations, such as those concerning political activities, donations, sponsorships, and gift-giving and receiving.

Reference link for Gift giving or receiving, entertainment, or business hospitality : https://amarin.co.th/app/uploads/2025/04/AW_ANNUAL2567_ENG_web.pdf

Page number of the reference link : 194-195

Compliance with laws, regulations, and rules

The Board of Directors recognizes and believes in the importance of good corporate governance, which is a key factor in promoting the Company's operations to be efficient, effective, balanced, and sustainable, transparent, fair, verifiable, socially and environmentally responsible, and in the best interests of shareholders, investors, stakeholders, and all parties involved. The Board has therefore established a good corporate governance policy for the Board of Directors, management, and employees of the Company to adhere to in performing their duties strictly in order to achieve the Company's goals and grow steadily and sustainably.

The Board of Directors has established a corporate governance policy, a code of business conduct, and other policies that are in line with the good corporate governance guidelines for listed companies 2012 of the Stock Exchange of Thailand ("SET"), the Corporate Governance Code for Listed Companies 2017 (Corporate Governance Code or CG Code) of the Securities and Exchange Commission ("SEC"), and the criteria of the Corporate Governance Report of Thai Listed Companies (CGR) project of the Thai Institute of Directors Association (IOD). The Corporate Governance Committee is responsible for considering and proposing the policy to the Board of Directors for approval to be used as a guideline. For any criteria that have changed, the Corporate Governance Committee will review them annually and disclose them on the Company's website www.amarin.co.th to create understanding and guidelines for promoting compliance with the Code of Business

Conduct for directors, management, and employees at all levels, as well as to provide information to shareholders, investors, stakeholders, and other interested parties.

Reference link for Compliance with laws, regulations, and rules : https://amarin.co.th/app/uploads/2025/04/AW_ANNUAL2567_ENG_2025.pdf

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Information and assets usage and protection

The company has established written policies and practices regarding the Code of Conduct according to international standards, defining the scope of conduct and behavior standards that all personnel of the group, including the board of directors, executives, and employees, should adhere to in conducting business and performing their duties under the framework of morality, honesty, equality, and fairness to establish a foundation and maintain the image of the group as a sustainable organization. It is the responsibility of supervisors and executives to supervise and support employees to comply with these standards. The Code of Conduct used in business operations covers the following essential topics:

- 1) Compliance with laws, regulations, and relevant rules.
- 2) Responsibility to the company and company assets.
- 3) Compliance with the law and anti-corruption.
- 4) Personal data protection.
- 5) Political rights and political activities.
- 6) Providing information and giving interviews to the media or the public.
- 7) Conflicts of interest, related party transactions, and related parties.
- 8) Confidentiality, data retention, and use of company's internal information.
- 9) Respect for human rights and laws.
- 10) Security, safety, occupational health, and environment.
- 11) Infringement of intellectual property or copyright.
- 12) Use of information technology and communication.
- 13) Internal control and internal audit.
- 14) Treatment of stakeholders, including shareholders, employees, customers, business partners, financial institutions and/or creditors, competitors, society, and the environment.
- 15) Measures regarding the receipt of complaints regarding corporate governance and business ethics. The company has published a business ethics handbook on the company's website under the Investor Relations/Corporate Governance section or <https://amarin.co.th/investor/corporate-governance> for the awareness of all stakeholders.

Reference link for Information and assets usage and protection : https://amarin.co.th/app/uploads/2025/04/AW_ANNUAL2567_ENG_web.pdf

Page number of the reference link : 196

Anti-unfair competitiveness

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.

The company has the following guidelines regarding competitors:

- 1) Business practices with competitors must be conducted within the framework of fair and free competition, in compliance with legal requirements and business ethics.
- 2) The company shall not harm the commercial reputation of competitors or seek trade secrets through dishonest or inappropriate means for the benefit of its own business.
- 3) Executives and employees must not engage in any activities that violate the intellectual property rights of others or competitors.
- 4) To provide accurate and truthful information regarding the quality and characteristics of products and services in press releases or public advertising.
- 5) The company shall not participate in contracts or agreements that could result in the reduction or elimination of competition in an unreasonable manner.

Reference link for Anti-unfair competitiveness : https://amarin.co.th/app/uploads/2025/04/AW_ANNUAL2567_ENG_web.pdf

Page number of the reference link : 152

Information and IT system security

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.

Reference link for Information and IT system security : https://amarin.co.th/app/uploads/2025/04/AW_ANNUAL2567_ENG_web.pdf

Page number of the reference link : 156

Environmental management

Security, Safety, Occupational Health and Environment

1) Encourage strict compliance with relevant quality, security, safety, occupational health and environmental standards. and require to attend training courses as specified by the group of companies.

2) The company will take all possible measures to prevent and control losses in various forms, such as accidents, injuries or illnesses from work, improper work practices, as well as maintaining a work environment that is safe for personnel. and arrange for rehearsals of plans to prepare for various situations on a regular basis, such as fire evacuation drills, etc.

3) Should take care of their own health and the health of other related persons to be prepared for work. And stop working immediately if it is found that the physical health is not ready to work, including having a risk assessment before starting work to prevent and reduce the risk of accidents from work.

Reference link for Environmental management : <https://amarin.co.th/app/uploads/2024/06/%E0%B8%88%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%97%E0%B8%B2%E0%B8%87%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88.pdf>

Page number of the reference link : 5-6

Human rights

Respect for Laws and Human Rights Principles

1) Respect human rights, treat each other with respect, and treat all stakeholders equally without discrimination on the basis of physical or mental characteristics, race, nationality, religion, gender, language, age, skin color, education, social status, culture, or any other matter.

2) Exercise caution in performing duties to prevent the risk of human rights violations in business operations and adhere to non-discrimination, non-infringement, and non-tolerance of any form of infringement. If there are any complaints, they will be seriously considered, and whistleblowers will be protected.

3) Communicate, disseminate policies, provide knowledge, create understanding, and support or promote various operations to protect the human rights of those involved in the business, such as partners, suppliers, and business partners, to participate in conducting business ethically.

4) Do not neglect or ignore any acts that may constitute human rights violations related to the company. Report them to supervisors or responsible persons and cooperate in verifying the facts. Provide protection to those who file complaints or report human rights violations according to established measures.

5) The company has company regulations regarding the employment of labor. The company will not employ children under the age of 18 to work in the workplace, except in cases where consent has been obtained from their parents in accordance with the law.

Reference link for Human rights : <https://amarin.co.th/app/uploads/2024/06/%E0%B8%88%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%97%E0%B8%B2%E0%B8%87%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88.pdf>

Page number of the reference link : 5

Safety and occupational health at work

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.

Reference link for Safety and occupational health at work : https://amarin.co.th/app/uploads/2025/04/AW_ANNUAL2567_ENG_web.pdf

Page number of the reference link : 128

Infringement of intellectual property rights or copyright

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.

Reference link for the other policy and guidelines : https://amarin.co.th/app/uploads/2025/04/AW_ANNUAL2567_ENG_web.pdf

Page number of the reference link : 156

Internal control systems

- **The Board of Directors places great importance on the internal control system**, assigning the Audit Committee to review the adequacy and effectiveness of the internal controls implemented by the management. This is to ensure that the Company and its subsidiaries have appropriate and sufficient internal control systems and operational monitoring mechanisms to ensure operations are conducted in alignment with the company's goals, objectives, and legal requirements. Furthermore, the system ensures the accuracy and reliability of accounting and financial reporting and protects company assets or mitigates potential losses resulting from errors or fraud, as well as ensures compliance with applicable laws and regulations.
- **The Audit Committee assessed the adequacy of the internal control system for the year 2024** by holding quarterly meetings with the management team to review audit reports based on the annual audit plan and the results of random audits. In the event of any irregularities that may indicate fraud or potential damage to the organization, the Audit Committee convenes urgent meetings with relevant parties. The adequacy of internal control is also assessed in accordance with the guidelines of the Office of the Securities and Exchange Commission (SEC), along with internal audit reports. The Audit Committee found no material deficiencies in the internal control system and therefore concluded that the Company's internal control system is adequate.

Reference link for the other policy and guidelines : https://amarin.co.th/app/uploads/2025/04/AW_ANNUAL2567_ENG_web.pdf

Page number of the reference link : 252

Promotion of compliance with the business code of conduct

Promotion for the board of directors, executives, and employees to comply with the business code of conduct : Yes

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.

Reference link for the process of promotion for the board of directors, executives, and employees to comply with the business code of conduct : https://amarin.co.th/app/uploads/2025/04/AW_ANNUAL2567_ENG_web.pdf
Page number of the reference link : 159

Participation in anti-corruption networks

Participation or declaration of intent to join anti-corruption networks : Yes
Anti-corruption networks or projects the company has joined or declared intent to join : Thai Private Sector Collective Action Against Corruption (CAC)
CAC membership certification status : Certified
Certification document of CAC membership status : 1.
ประกาศเจตนารมณ์_AMARIN 28062024.pdf

Information on material changes and developments in policy and corporate governance system over the past year

Material changes and developments related to the review of policy and guidelines in corporate governance system or board of directors' charter

In the past year, did the company review the corporate governance policy and guidelines, or board of directors' charter : Yes
Material changes and developments in policy and guidelines over the past year : Yes

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.

Implementation of the CG Code for listed companies

Implementation of the CG Code as prescribed by the SEC : Mostly used in practice

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 the Group, are as follows:

- 1) Currently, the Board of Directors has 2 female directors. One holds the position of independent director and one 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 the Group, which is beneficial to the effective monitoring and supervision of the 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 the 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.

Other corporate governance performance and outcomes

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 "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

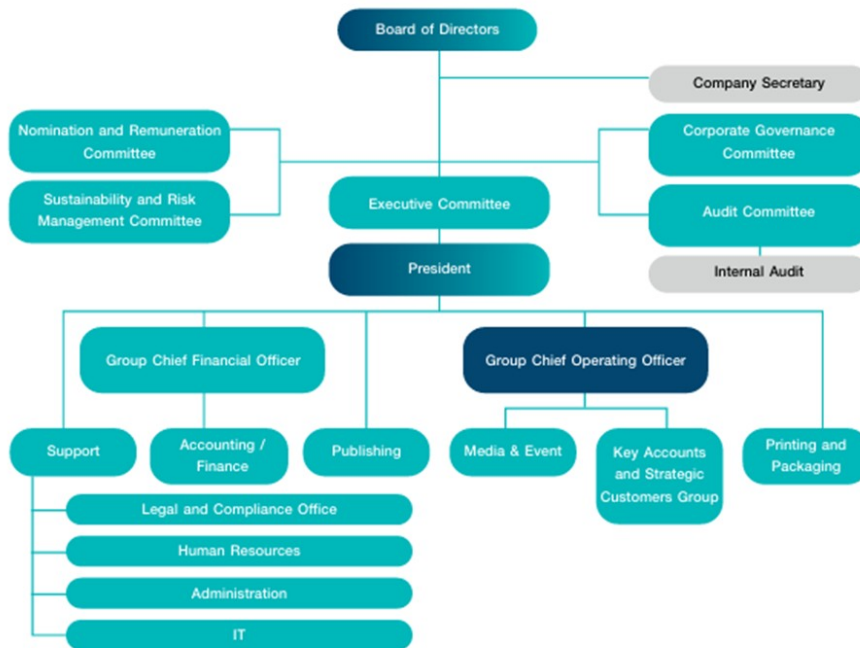
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 1 Jan 2025

Corporate governance structure diagram



Board Structure of Amarin Corporation Public Company Limited

Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2024	
	Male (persons)	Female (persons)
Total directors	12	
	10	2
Executive directors	1	
	1	0
Non-executive directors	11	
	9	2
Independent directors	7	
	6	1
Non-executive directors who have no position in independent directors	4	
	3	1

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	83.33	16.67
Executive directors	8.33	
	8.33	0.00
Non-executive directors	91.67	
	75.00	16.67
Independent directors	58.33	
	50.00	8.33
Non-executive directors who have no position in independent directors	33.33	
	25.00	8.33

Additional explanation : Displayed % (percentage) from proportion of total board of directors

	2024	
	Male (years)	Female (years)
Average age of board of directors	63	
	65	56

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Dr. SUMET TANTIVEJKUL Gender: Male Age : 85 years Highest level of education : Doctoral degree Study field of the highest level of education : Political Science Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares 	<p>Chairman of the Board of Directors (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	7 Nov 2023	Economics, Human Resource Management, Sustainability, Strategic Management, Public Administration
<p>2. Mr. THAPANA SIRIVADHANABHAKDI Gender: Male Age : 49 years Highest level of education : Honorary degree Study field of the highest level of education : Economics Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares <p><u>Indirect shareholding details</u></p> <p>Indirectly holding 904,368,591 shares of AMARIN through Adelfos Group Co., Ltd., accounting for 90.59%</p>	<p>Vice-chairman of the Board of Directors (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	22 Nov 2017	Economics, Human Resource Management, Sustainability, Finance, Business Administration

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. SOMJAI PHAGAPHASVIVAT</p> <p>Gender: Male</p> <p>Age : 78 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Political Science</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	15 May 1993	Risk Management, Economics, Media & Publishing, Finance, Sustainability
<p>4. Mr. NARARAT LIMNARARAT</p> <p>Gender: Male</p> <p>Age : 66 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Finance</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p>	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	9 Mar 2017	Economics, Information & Communication Technology, Marketing, Accounting, Property Development
<p>5. Mr. KHUMPOL POONSONEE</p> <p>Gender: Male</p> <p>Age : 53 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : Yes</p>	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	9 Mar 2017	Economics, Property Development, Human Resource Management, Sustainability, Agribusiness

List of directors	Position	First appointment date of director	Skills and expertise
<p>6. Mr. PRAMOAD PHORNPRAPHA</p> <p>Gender: Male</p> <p>Age : 58 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Marketing</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	12 May 2017	Strategic Management, Marketing, Risk Management, Sustainability, Business Administration
<p>7. Mr. SUWIT CHINDASANGUAN</p> <p>Gender: Male</p> <p>Age : 70 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Science</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : Yes</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	22 Nov 2017	Economics, Sustainability, IT Management, Digital Marketing, Property Development
<p>8. Mr. NANTAWAT BORAMANAND</p> <p>Gender: Male</p> <p>Age : 66 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Law</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	22 Nov 2017	Law, Human Resource Management, Sustainability, Strategic Management, Risk Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>9. Mr. SIRI BUNPITUKGATE</p> <p>Gender: Male</p> <p>Age : 57 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares 	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	7 Nov 2023	Accounting, Finance, Media & Publishing, Strategic Management, Law
<p>10. Ms. NITHINART SINTHUDEACHA</p> <p>Gender: Female</p> <p>Age : 58 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Organization and human resource development</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	8 Dec 2023	Finance, Business Administration, Human Resource Management, Information & Communication Technology, Sustainability
<p>11. Mrs. TONGJAI THANACHANAN</p> <p>Gender: Female</p> <p>Age : 55 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Finance</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p>	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Newly appointed director to replace the ex-director</p>	1 Jan 2024	Business Administration, Marketing, Economics, Banking, Finance

List of directors	Position	First appointment date of director	Skills and expertise
12. Mr. RUTH CHAOWANAGAWI Gender: Male Age : 68 years Highest level of education : Master's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : No	Director (Non-executive directors, Independent director) Authorized directors as per the company's certificate of registration : No Type of director : Newly appointed director to replace the ex-director	1 Jan 2024	Finance, Banking, Energy & Utilities, Property Development, Industrial Materials & Machinery

Additional explanation:

(*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003), only in the following cases:

(1) Dishonest act or gross negligence

(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

(**) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

Diagram of list of the board of directors

คณะกรรมการบริษัท



ดร.สุเมธ ดิตะชกุล
ประธานกรรมการ



นายสุภาพ สิริวัฒนภักดี
รองประธานกรรมการ



รศ.ดร.สมชาย ทัศนวิวัฒน์
กรรมการอิสระ



ศ.ดร.นันทวัฒน์ บรรณานันท์
กรรมการอิสระ



นายสุวิทย์ จินดาจนวน
กรรมการอิสระ



นายปราโมทย์ พรประภา
กรรมการอิสระ



ดร.นิตยา สินธุเดช
กรรมการอิสระ



นายรุกร เสวณะกวี
กรรมการอิสระ



นายบรรดิน ลิ้มบรรดิน
กรรมการ



นางต๋องใจ รัตนานันท์
กรรมการ



นายคำพล ปุญโญ
กรรมการ



นายศิริ บุญพิทักษ์
กรรมการ

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the company's certificate of registration
1. Dr. SUMET TANTIVEJKUL	Chairman of the Board of Directors		✓	✓		
2. Mr. THAPANA SIRIVADHANABHAKDI	Vice-chairman of the Board of Directors		✓		✓	✓
3. Mr. SOMJAI PHAGAPHASVIVAT	Director		✓	✓		
4. Mr. NARARAT LIMNARARAT	Director		✓		✓	✓
5. Mr. KHUMPOL POONSONEE	Director		✓		✓	✓
6. Mr. PRAMOAD PHORNPRAPHA	Director		✓	✓		
7. Mr. SUWIT CHINDASANGUAN	Director		✓	✓		
8. Mr. NANTAWAT BORAMANAND	Director		✓	✓		
9. Mr. SIRI BUNPITUKGATE	Director	✓				✓
10. Ms. NITHINART SINTHUDEACHA	Director		✓	✓		
11. Mrs. TONGJAI THANACHANAN	Director		✓		✓	
12. Mr. RUTH CHAOWANAGAWI	Director		✓	✓		
Total (persons)		1	11	7	4	4

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	7	58.33
2. Agribusiness	1	8.33
3. Banking	2	16.67
4. Industrial Materials & Machinery	1	8.33
5. Property Development	4	33.33
6. Energy & Utilities	1	8.33
7. Media & Publishing	2	16.67
8. Information & Communication Technology	2	16.67
9. Law	2	16.67
10. Marketing	3	25.00
11. Accounting	2	16.67
12. Finance	6	50.00
13. Human Resource Management	5	41.67
14. Sustainability	8	66.67
15. IT Management	1	8.33
16. Digital Marketing	1	8.33
17. Strategic Management	4	33.33
18. Risk Management	3	25.00
19. Public Administration	1	8.33
20. Business Administration	4	33.33

Information about the other directors

	2024
The chairman of the board and the highest-ranking executive are from the same person	No
The chairman of the board is an independent director	Yes
The chairman of the board and the highest-ranking executive are from the same family	No
Chairman is a member of the executive board or taskforce	No
The company appoints at least one independent director to determine the agenda of the board of directors' meeting	Yes

Additional explanation : (*) Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards

(**) If a remark is specified, the remark from the most recent year will be displayed

The measures for balancing the power between the board of directors and the Management

The measures for balancing the power between the board of directors and the Management	: Have
Methods of balancing power between the board of directors and Management	: Increasing the proportion of independent directors to more than half, Appointing an independent director to jointly consider the agenda of the board of directors' meeting

Separation of Positions

The Board of Directors plays a crucial role in overseeing corporate governance to ensure the best interests of the Company and all shareholders. To maintain a balance of power in the management structure, the Company separates the roles of the Chairman of the Board, Chairman of the Executive Committee, and Chief Executive Officer, ensuring these are not held by the same individual. The roles and responsibilities of each position are as follows: Roles, Duties, and Responsibilities of the Chairman of the Board

- (1) Ensure that all directors participate in fostering an ethical corporate culture and good corporate governance.
- (2) Convene Board of Directors' meetings and preside over such meetings. In the case of a tie vote, the Chairman has a casting vote.
- (3) Set the agenda for Board meetings in consultation with the Company Secretary to ensure that all important matters within the scope of authority are appropriately included in the meeting agenda.
- (4) Conduct Board meetings in accordance with the agenda, relevant laws, and good governance practices, allocate adequate time for discussions, and encourage all directors to participate, exercise prudent judgment, and express opinions freely.
- (5) Supervise, monitor, and ensure that the Board performs its duties effectively and achieves the organization's main objectives and goals.
- (6) Foster good relationships between the Board of Directors and management.
- (7) Support coordination between the Board, management, and the Company Secretary to enable smooth and efficient collaboration.

Act as the representative of the Board of Directors in communicating important Company information and fostering good relationships with shareholders and other stakeholders.

Reference link for the measures for balancing the power between the board of directors and the management	: https://amarin.co.th/app/uploads/2025/04/AW_ANNUAL2567_ENG_2025.pdf
Page number of the reference link	: 207

Information on the roles and duties of the board of directors

Board charter	: Have
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Roles and Responsibilities of the Board of Directors

The Board of Directors has powers and duties as prescribed by the Securities and Exchange Act B.E. 2535 (1992), relevant regulations, and in accordance with principles of good corporate governance and the Company's Code of Conduct, as follows:

1. Define the Company's vision, mission, goals, and business strategies, and review them to ensure alignment with evolving circumstances.
2. Monitor progress reports to ensure performance aligns with targets, key performance indicators, and strategic plans within the approved budget. Provide policies to enhance competitive capability at an international level.
3. Establish policies on corporate governance, the Company's Code of Conduct, and anti-corruption measures, including stakeholder engagement, anti-corruption and bribery, anti-money laundering, conflict of interest management, insider information protection, confidentiality, and whistleblower mechanisms. These policies are reviewed annually.
4. Ensure an appropriate and sufficient internal control system is in place, and monitor its effectiveness in line with accepted standards, e.g., COSO. Disclose the adequacy of internal controls and the audit review in the Annual Report.
5. Set risk management policies and frameworks, and monitor risk management effectiveness regularly, with disclosure of the adequacy of risk management systems in the Annual Report.
6. Establish IT governance policies and information security measures, adhering to industry standards, with ongoing review and updates in line with IT risk.
7. Promote the development and application of innovation and technology to enhance operational efficiency and resource utilization for the benefit of the Company, its partners, stakeholders, and society.
8. Oversee the Company's financial stability to ensure ongoing business operations.
9. Ensure accurate, complete, timely disclosure of financial information reflecting performance and financial position

according to accounting standards, and disclose significant information in accordance with relevant regulations.

10. Set governance frameworks and mechanisms for subsidiaries and associates, and evaluate suitable representatives for directorships in such companies to oversee operations appropriately.

11. Establish transparent and clear criteria and processes for selecting the Chief Executive Officer and senior executives, including determining compensation and conducting annual performance evaluations. Ensure effective succession planning for these key roles annually.

12. Oversee implementation of anti-corruption measures and monitor compliance with corporate governance, the Code of Corporate Governance Structure 60 Conduct, and anti-corruption policies.

Segregation of Roles and Responsibilities

The Company clearly separates the powers, duties, and responsibilities of the Board of Directors and the Chief Executive Officer (CEO). The Board focuses on supervising management to achieve objectives and maximize shareholder value, while considering the interests of all stakeholders. Board members must not seek personal benefit or act in conflict with or in competition against the Company's or its affiliates' interests. They must adhere to ethical standards and perform duties responsibly, cautiously, and with integrity. The Board ensures operations are in compliance with the Company's objectives, regulations, Board and shareholder resolutions, as well as laws, regulations of the Stock Exchange of Thailand, and the Securities and Exchange Commission. The CEO, as the head of management, oversees day-to-day operations and management in accordance with the policies and strategies set by the Board of Directors and the Executive Committee, including regular business transactions of the Company.

Reference link for the board charter : <https://amarin.co.th/app/uploads/2025/01/1.%20EN%202025%20Charter%20of%20the%20Board%20of%20Directors.pdf>

Page number of the reference link : 4-5

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Audit Committee

Role

- Audit of financial statements and internal controls

Scope of authorities, role, and duties

-

Reference link for the charter

<https://amarin.co.th/app/uploads/2025/01/2.%20EN%202025%20Charter%20of%20the%20Audit%20Committee.pdf>

Executive Committee

Role

- Others
 - -

Scope of authorities, role, and duties

-

Reference link for the charter

https://amarin.co.th/app/uploads/2025/01/6.%20EN%202025%20Charter%20of%20the%20Executive%20Committee_Cleaned.pdf

Sustainability and Risk Management Committee

Role

- Risk management
- Sustainability development

Scope of authorities, role, and duties

-

Reference link for the charter

<https://amarin.co.th/app/uploads/2025/01/5.%20EN%202025%20Charter%20of%20the%20Sustainability%20and%20Risk%20Management%20Committee.pdf>

The Corporate Governance Committee

Role

- Corporate governance
- Others
 - -

Scope of authorities, role, and duties

-

Reference link for the charter

<https://amarin.co.th/app/uploads/2025/01/4.%20EN%202025%20Charter%20of%20the%20Corporate%20Governance%20Committee.pdf>

The Nomination and Remuneration Committee

Role

- Remuneration

Scope of authorities, role, and duties

-

Reference link for the charter

<https://amarin.co.th/app/uploads/2025/01/3.%20EN%202025%20Charter%20of%20the%20Nomination%20and%20Remuneration%20Committee.pdf>

Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Mr. SOMJAI PHAGAPHASVIVAT^(*)</p> <p>Gender: Male</p> <p>Age : 78 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Political Science</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : Yes</p>	<p>Chairman of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	10 Apr 2013	<p>Risk Management, Economics, Media & Publishing, Finance, Sustainability</p>
<p>2. Mr. SUWIT CHINDASANGUAN^(*)</p> <p>Gender: Male</p> <p>Age : 70 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Science</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : Yes</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Continuing director (Full term of directorship and being re-appointed as a director)</p>	22 Nov 2017	<p>Economics, Sustainability, IT Management, Digital Marketing, Property Development</p>
<p>3. Mr. NANTAWAT BORAMANAND</p> <p>Gender: Male</p> <p>Age : 66 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Law</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : No</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	22 Nov 2017	<p>Law, Human Resource Management, Sustainability, Strategic Management, Risk Management</p>
<p>4. Mr. RUTH CHAOWANAGAWI^(*)</p> <p>Gender: Male</p> <p>Age : 68 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Accounting</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : Yes</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Newly appointed director to replace the ex-director</p>	1 Jan 2024	<p>Finance, Banking, Energy & Utilities, Property Development, Industrial Materials & Machinery</p>

Additional explanation :

(*) Directors with expertise in accounting information review

List of executive committee members

List of committee members	Position	Appointment date of executive committee member
<p>1. Mr. THAPANA SIRIVADHANABHAKDI</p> <p>Gender: Male</p> <p>Age : 49 years</p> <p>Highest level of education : Honorary degree</p> <p>Study field of the highest level of education : Economics</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	The chairman of the executive committee	22 Nov 2017
<p>2. Mr. NARARAT LIMNARARAT</p> <p>Gender: Male</p> <p>Age : 66 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Finance</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	Vice-chairman of the executive committee	9 Mar 2017
<p>3. Mr. KHUMPOL POONSONEE</p> <p>Gender: Male</p> <p>Age : 53 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	Member of the executive committee	9 Mar 2017
<p>4. Mr. SIRI BUNPITUKGATE</p> <p>Gender: Male</p> <p>Age : 57 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	Member of the executive committee	9 Mar 2023
<p>5. Mr. Jeremiah Pitakwong</p> <p>Gender: Male</p> <p>Age : 48 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Architecture</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	Member of the executive committee	14 May 2019
<p>6. Mr. Amorn Ungsakulpreecha</p> <p>Gender: Male</p> <p>Age : 57 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Accounting</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	Member of the executive committee	7 Nov 2023

Other Subcommittees

Subcommittee name	Name list	Position
The Corporate Governance Committee	Mr. SUWIT CHINDASANGUAN	The chairman of the subcommittee (Independent director)
	Mr. NARARAT LIMNARARAT	Member of the subcommittee
	Ms. NITHINART SINTHUDEACHA	Member of the subcommittee (Independent director)
	Mr. NANTAWAT BORAMANAND	Member of the subcommittee (Independent director)
The Nomination and Remuneration Committee	Mr. PRAMOAD PHORNPRAPHA	The chairman of the subcommittee (Independent director)
	Mr. SUWIT CHINDASANGUAN	Member of the subcommittee (Independent director)
	Mr. NARARAT LIMNARARAT	Member of the subcommittee
Sustainability and Risk Management Committee	Mr. PRAMOAD PHORNPRAPHA	The chairman of the subcommittee (Independent director)
	Mr. RUTH CHAOWANAGAWI	Member of the subcommittee (Independent director)
	Ms. NITHINART SINTHUDEACHA	Member of the subcommittee (Independent director)
	Mrs. TONGJAI THANACHANAN	Member of the subcommittee

Information on the executives

Information on the executives

List and positions of the executive

List of the highest-ranking executive and the next four executives

List of executives	Position	First appointment date	Skills and expertise
<p>1. Mr. SIRI BUNPITUKGATE</p> <p>Gender: Male</p> <p>Age : 57 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	<p>PRESIDENT (The highest-ranking executive)</p> <p>(The highest-ranking executive)</p>	7 Nov 2023	Accounting, Finance, Media & Publishing, Strategic Management, Law
<p>2. Ms. Ussanee Viratkaphan</p> <p>Gender: Female</p> <p>Age : 47 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	Managing Director: Publishing Business	1 Jan 2017	Media & Publishing, Business Administration
<p>3. Mr. Jeremiah Pitakwong</p> <p>Gender: Male</p> <p>Age : 48 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Architecture</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	Group Chief Operating Officer	1 Feb 2022	Media & Publishing, Human Resource Management, Digital Marketing, Information & Communication Technology, Corporate Social Responsibility
<p>4. Mr. Amorn Ungsakulpreecha^{(*)(**)}</p> <p>Gender: Male</p> <p>Age : 57 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Accounting</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : Yes</p> <p>Accounting supervisor : Yes</p>	Vice president for Accounting and Finance	7 Nov 2023	Business Administration, Accounting, Finance

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance

(**) Accounting supervisor

(***) Appointed after the fiscal year end of the reporting year

Remuneration policy for executive directors and executives

Director Remuneration Policy

The Board of Directors assigns the Nomination and Remuneration Committee to consider and determine the remuneration for directors, sub-committees, and senior executives of the Company. To attract and retain directors with the desired qualifications, remuneration must be competitive and comparable to other companies in the same industry, under clear, transparent, and fair criteria.

Directors who are assigned additional responsibilities should receive appropriate additional compensation. Directors who are executives, as well as management, should receive remuneration linked to the Company's performance and their individual contributions. This ensures proper governance in line with the principles set by the Stock Exchange of Thailand and international best practices. The remuneration for directors shall be in accordance with the resolution approved by the Annual General Meeting of Shareholders.

Executive Remuneration Policy

The Board of Directors conducts an annual performance evaluation of the Chief Executive Officer (CEO) at the end of each year. The Nomination and Remuneration Committee evaluates and determines both short-term and long-term remuneration for the CEO and senior executives, and presents the proposed remuneration to the Board of Directors for approval.

Remuneration for the CEO and senior executives is directly linked to performance evaluations. The Company assesses performance annually using a Balanced Scorecard, which takes into account multiple Key Performance Indicators (KPIs), with evaluation criteria covering both short-term and long-term performance.

Reference link for remuneration policy for executive directors : https://amarin.co.th/app/uploads/2025/04/AW_ANNUAL2567_ENG_2025.pdf
and executives

Page number of the reference link : 216

Does the board of directors or the remuneration committee : Have
have an opinion on the remuneration policy for executive
directors and executives

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.

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	40,454,522.00	40,011,380.00	31,338,527.00
Total remuneration of executive directors (baht)	N/A	N/A	750,000.00
Total remuneration of executives (baht)	40,454,522.00	40,011,380.00	30,588,527.00

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.

Other remunerations of executive directors and executives

	2022	2023	2024
Company's contribution to provident fund for executive directors and executives (Baht)	694,385.00	676,380.00	619,477.00
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

In 2024, the remuneration of the Group Chief Executive Officer and senior executives (as defined by the SEC's announcement) was in accordance with the principles and policies set by the Board of Directors, which are linked to the Group's performance as well as the individual performance of each executive, evaluated through the line of command. In 2024, the total remuneration of the executives comprised the following: Salary and bonus
Provident fund The Company does not provide any other forms of compensation to executives but has arranged the following insurance policies:
Directors' and Officers' Liability Insurance with coverage of 300 million Baht Professional Indemnity Insurance: Media Liability with coverage of 30 million Baht These policies cover the liabilities of the Company and its subsidiaries, with a coverage period of one year. The Company renews these insurance policies annually.

Outstanding remuneration or benefits of executive directors and executives

Outstanding remuneration or benefits of executive directors : 0.00
and executives in the past year
Estimated remuneration of executive directors and executives : 30,588,527.00
in the current year⁽²⁾

Remark: ⁽²⁾ Includes salary, bonus, and provident fund.

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Mr. Amorn Ungsakulpreecha	amorn_un@amarintv.com	-

List of the company secretary⁽³⁾

General information	Email	Telephone number
1. Ms. Prairie Punyosoni	prairie_pu@amarin.co.th	090 961 5092

Remark: ⁽³⁾ Appointed at the Board of Directors' Meeting No. 1/2025 held on 25 February 2025, with effect from 3 March 2025 onwards.

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Ms. Chuenkamon Thangthong	chuenkamon_th@amarin.co.th	-

Head of investor relations

Does the Company have an appointed head of investor : Have
relations

List of the head of investor relations

General information	Email	Telephone number
1. Ms. Siriporn Sittichainarong	siriporn_si@amarin.co.th	0896952794

Company's auditor

Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
KPMG PHOOMCHAI AUDIT COMPANY LIMITED Yan Nawa Sathon Bangkok 10120 Telephone number -	1,580,000.00	-	1. Ms. NITTAYA CHETCHOTIROS Email: NITTAYA@KPMG.COM License number: 4439

Details of the auditors of the subsidiaries

Audit fee (Baht)	Other service fees
2,850,000.00	Types of non-audit service : Audit fee for sales verification of Naiin Bookstore, Suvarnabhumi branch. Details of non-audit service : Audit fee for sales verification of Naiin Bookstore, Suvarnabhumi branch. Total non-audit fee 60,000.00 baht

Assigned personnel in case of a foreign company

Does the company have any individual assigned to be : No
representatives in Thailand

Performance Report on Corporate Governance

Information about the summary of duty performance of the board of directors over the past

Summary of duty performance of the board of directors over the past year

In the 2024 fiscal year, the Board of Directors, together with the Executive Committee and senior management, reviewed the Company's policies, directions, and business strategies to ensure they are up-to-date and aligned with the long-term business direction, taking into account the changing business environment. The Board of Directors approved key issues related to the Group's operational direction and policies, including the annual business plan and budget, reviewed the adequacy of internal control and risk management processes, and oversaw the management's operations to ensure compliance with established policies, strategies, and business plans effectively and in accordance with the law, regulations of relevant regulatory agencies, and shareholder resolutions. The Board also ensured that management communicated the Company's goals, plans, and business strategies to employees and reported the Group's performance to the Executive Committee monthly and to the Board of Directors quarterly. In addition, the Board of Directors considered and reviewed the charter, corporate governance policy, code of business conduct, anti-corruption policy, sustainability and risk management policy, and other relevant policies or practices to comply with laws and good corporate governance standards of regulatory agencies and to promote the Group's business operations in accordance with sustainable development guidelines, achieving organizational goals that support the United Nations Sustainable Development Goals (SDGs).

Selection, development and evaluation of duty performance of the board of directors

Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mr. NARARAT LIMNARARAT	Director	9 Mar 2017	Economics, Information & Communication Technology, Marketing, Accounting, Property Development
Mr. KHUMPOL POONSONEE	Director	9 Mar 2017	Economics, Property Development, Human Resource Management, Sustainability, Agribusiness
Mr. SUWIT CHINDASANGUAN	Director	22 Nov 2017	Economics, Sustainability, IT Management, Digital Marketing, Property Development
Ms. NITHINART SINTHUDEACHA	Director	8 Dec 2023	Finance, Business Administration, Human Resource Management, Information & Communication Technology, Sustainability

List of newly appointed director to replace the ex-director

List of directors	Position	First appointment date of director	Skills and expertise
Mrs. TONGJAI THANACHANAN	Director	1 Jan 2024	Business Administration, Marketing, Economics, Banking, Finance
Mr. RUTH CHAOWANAGAWI	Director	1 Jan 2024	Finance, Banking, Energy & Utilities, Property Development, Industrial Materials & Machinery

Selection of independent directors

Criteria for selecting independent directors

According to the Company's Articles of Association, persons to be elected as directors and executives of the Company must meet the qualifications under Section 58 of the Public Limited Companies Act B.E. 2535 and the Securities and Exchange Act B.E. 2535, and must not possess any prohibited characteristics as prescribed by law. The recruitment and election of directors, currently, the Board of Directors consists of 12 directors. The nominees for directors must undergo a transparent nomination process.

Qualifications of Independent Directors

The Board of Directors has defined the definition of Independent Directors of the Company in accordance with the Notification of the Capital Market Supervisory Board and the principles of good corporate governance, which means directors who do not act as executives, are independent from management and controlling shareholders, and have no business relationships with the Company and its subsidiaries in a manner that would restrict their ability to express independent opinions in order to build confidence among investors and maintain a balance of good corporate governance. The Board of Directors has established more stringent qualifications for Independent Directors than the criteria set by the Capital Market Supervisory Board, as follows:

- Holds no more than 0.50% of the total voting shares of the Company*. This includes the shareholding of the related persons of such Independent Director.
- Is not or has never been a director who participates in management, employee, officer, consultant who receives regular salary, or person with control of the Company*, unless such person has ceased to hold such position for at least 2 years.
- Is not a person who has a blood relationship or is related by registration under the law to other directors, executives of the Company, major shareholders, persons with control, or persons to be nominated as directors, executives, or persons with control of the Company or its subsidiaries.
- Does not have or has never had a business relationship with the Company* in a manner that could hinder the exercise of their independent judgment, including not being or having never been a significant shareholder or person with control of a person who has a business relationship with the Company*, unless such person has ceased to hold such position for at least 2 years.
- Is not or has never been an auditor of the Company* and is not a significant shareholder, person with control, or partner of an audit firm that has an auditor of the Company, unless such person has ceased to hold such position for at least 2 years.
- Is not or has never been a provider of any professional services, including legal or financial advisory services, who receives service fees exceeding 2 million Baht per year from the Company, and is not a significant shareholder, person with control, or partner of such professional service provider, unless such person has ceased to hold such position for at least 2 years.

Criteria

In the event of a vacancy on the Board of Directors, the Nomination and Remuneration Committee is responsible for considering and recruiting new directors. The criteria and nomination process are transparent, taking into account qualifications, experience, and work ability, as well as necessary expertise that is lacking on the Board of Directors.

This is done in conjunction with considering the diversity of the Board's structure in other areas such as age, gender, and education, in accordance with the Board Diversity Policy. Other considerations include vision, leadership, ethics, independence, and the ability to devote sufficient time to the Company. The candidate must also possess qualifications that comply with the law and the requirements of relevant regulatory agencies, such as the Securities and Exchange Act B. E. 2535. The Nomination and Remuneration Committee will prepare a Board Skills Matrix to determine the qualifications of the directors to be recruited, considering the necessary skills that are lacking on the Board of Directors and the Company's 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 its existing business, the recruitment of directors must consider individuals with qualifications, knowledge, experience, and expertise that align with the new business to be invested in or operated. The Nomination and Remuneration Committee will approach and initially assess the qualifications of the nominees for directorships before submitting their names, qualifications, and reasons for selection to the Board of Directors and/or the shareholders' meeting for approval (as the case may be).

Business or professional relationships of independent directors over the past year

Business or professional relationships of independent directors : No
over the past year

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

Method for selecting persons to be appointed as directors : Yes
through the nomination committee
Method for selecting persons to be appointed as the highest- : Yes
ranking executive through the nomination committee

Number of directors from major shareholders

Number of directors from each group of major shareholders : 1
over the past year (persons)

Rights of minority shareholders on director appointment

The company has corporate governance practices in place to protect the fundamental rights of shareholders equally and fairly, ensuring confidence in investing with the company. Shareholders are given the opportunity to propose meeting agendas and nominate qualified individuals for election to the company's Board of Directors at least 90 days before the Annual General Meeting of Shareholders. The company has published the criteria and procedures on the company's website and notified shareholders through the Stock Exchange of Thailand's news system.

Method of director appointment : Method whereby each director requires approval votes
more than half of the votes of attending shareholders
and casting votes

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Dr. SUMET TANTIVEJKUL (Chairman of the Board of Directors)	Participating	Thai Institute of Directors (IOD) • 2003: Director Accreditation Program (DAP) Other • 2024: Sustainability Expo (SX2024) (Display information in Thai language only)
2. Mr. THAPANA SIRIVADHANABHAKDI (Vice-chairman of the Board of Directors)	Participating	Other • 2023: The Cambridge - Earth on Board - Board Director Programme (Display information in Thai language only)
3. Mr. SOMJAI PHAGAPHASVIVAT (Director)	Participating	-
4. Mr. NARARAT LIMNARARAT (Director)	Participating	-
5. Mr. KHUMPOL POONSONEE (Director)	Participating	Thai Institute of Directors (IOD) • 2012: Director Certification Program (DCP) • 2011: Director Accreditation Program (DAP) Other • 2024: Sustainability Expo (SX2024) (Display information in Thai language only) • 2024: ESG in Action - ESG Global Regulations and Reporting & ESG and Impact on Financial Information by KPMG (Display information in Thai language only) • 2023: อบรม “การบริหารความเสี่ยงองค์กรตามแนวทางมาตรฐานสากล” (Display information in Thai language only) • 2023: สัมมนาวิชาการหลักสูตรผู้บริหารระดับสูง 6 สถาบัน ครั้งที่ 12 “Leadership Forum : Sustainability for Prosperity and Stability” (Display information in Thai language only)
6. Mr. PRAMOAD PHORNPRAPHA (Director)	Participating	Thai Institute of Directors (IOD) • 2005: Director Certification Program (DCP) Other • 2024: Sustainability Expo (SX2024) (Display information in Thai language only)
7. Mr. SUWIT CHINDASANGUAN (Director)	Participating	Other • 2023: Refreshment Training Program (RTF 12/2566) : The Business Case and Ethics of AI : A Board’s Imperative (Display information in Thai language only) • 2023: Audit Committee Forum : ESG Priorities - Key Consideration for Audit Committee (Display information in Thai language only) • 2023: Independence Director Forum : ป้องกันทุจริตในองค์กรบทบาทหน้าที่ใคร (Display information in Thai language only) • 2023: Engaging Board in ESG : The Path to Effective Sustainability (Display information in Thai language only)

List of directors	Participation in training in the past financial year	History of training participation
8. Mr. NANTAWAT BORAMANAND (Director)	Participating	Thai Institute of Directors (IOD) • 2019: Director Accreditation Program (DAP) Other • 2024: Sustainability Expo (SX2024) (Display information in Thai language only)
9. Mr. SIRI BUNPITUKGATE (Director)	Participating	Thai Institute of Directors (IOD) • 2024: Director Accreditation Program (DAP) Other • 2024: Sustainability Expo (SX2024) (Display information in Thai language only) • 2024: Techsauce Global Summit 2024 (Display information in Thai language only)
10. Ms. NITHINART SINTHUDEACHA (Director)	Participating	Thai Institute of Directors (IOD) • 2018: Director Accreditation Program (DAP) Other • 2024: Sustainability Expo (SX2024) (Display information in Thai language only)
11. Mrs. TONGJAI THANACHANAN (Director)	Participating	Thai Institute of Directors (IOD) • 2014: Director Certification Program (DCP) Other • 2024: Sustainability Expo (SX2024) (Display information in Thai language only)
12. Mr. RUTH CHAOWANAGAWI (Director)	Participating	Other • 2024: Sustainability Expo (SX2024) (Display information in Thai language only)

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

The Board of Directors has determined that the performance of the Board of Directors and sub-committees be evaluated annually to develop work efficiency. The Corporate Governance Committee is assigned to consider and propose guidelines or evaluation forms to the Board of Directors for approval, as well as to report the evaluation results to the Board of Directors. The evaluation forms are divided into 3 types:

- (1) Board of Directors Evaluation Form
- (2) Individual Director Evaluation Form
- (3) Evaluation Form for all Sub-Committees

which has criteria in accordance with the Stock Exchange of Thailand's assessment form. The performance evaluation is an important tool in assessing the appropriateness of the Board structure and the effectiveness of the Board's performance in accordance with good corporate governance principles. The Board of Directors and sub-committees will analyze the evaluation results, suggestions, and observations to determine guidelines for improving the effectiveness of the Board and sub-committees to be in line with the business environment and regulations that change from time to time appropriately.

Evaluation of the duty performance of the board of directors over the past year

The Company conducts performance evaluations of the Board of Directors, sub-committees, and individual directors in December of each year. The Company Secretary prepares and reviews the performance evaluation forms to ensure accuracy and completeness before submitting them to the Board of Directors for consideration. The Company Secretary then collects the evaluation results, comments, and suggestions from the evaluation forms and prepares a summary report for the Corporate Governance Committee to review and present to the Board of Directors. Suggestions from the evaluation are used to improve

the effectiveness of the Board and each sub-committee.

Details of the evaluation of the duty performance of the board of directors

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Board of Directors	Group assessment	-	-
	Self-assessment	-	-
	Cross-assessment (assessment of another director)	None	None
Sustainability and Risk Management Committee	Group assessment	-	-
	Self-assessment	-	-
	Cross-assessment (assessment of another director)	None	None
The Corporate Governance Committee	Group assessment	-	-
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Audit Committee	Group assessment	-	-
	Self-assessment	-	-
	Cross-assessment (assessment of another director)	None	None
The Nomination and Remuneration Committee	Group assessment	-	-
	Self-assessment	-	-
	Cross-assessment (assessment of another director)	None	None
Executive Committee	Group assessment	-	-
	Self-assessment	-	-
	Cross-assessment (assessment of another director)	None	None

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

The Board of Directors assigns the Nomination and Remuneration Committee to evaluate the performance of the Chief Executive Officer (CEO) at the end of each year. The Nomination and Remuneration Committee conducts the evaluation and determines the CEO's compensation, which is then proposed to the Board of Directors for approval. The CEO's compensation is directly linked to the performance evaluation results.

The performance evaluation of the CEO is based on the **Balanced Scorecard**, which considers multiple **Key Performance Indicators (KPIs)**. The evaluation criteria include:

Strategic KPI: Assessed based on the implementation of policies assigned by the Board of Directors and the CEO's ability to develop the business or improve the operational efficiency of each business unit.

People Development KPI: Evaluates leadership in various aspects, referencing the CEO performance evaluation form from the

Stock Exchange of Thailand (SET). This includes strategic planning and execution, change management, knowledge of the company's products and services, relationships with the Board and external parties, internal management and personnel relations, team building and communication, personal attributes, etc.

Individual KPI: Assesses performance based on predetermined targets, including business performance aligned with the company's vision, goals, and plans, considering the economic conditions during the evaluation period, and comparing with overall performance of similar businesses or industries.

In 2024, the performance evaluation of the CEO for the fiscal year 2024 indicated that the CEO successfully achieved the assigned targets at a **good level**, according to the established evaluation criteria.

Reference link for the performance evaluation criteria for the executives : https://amarin.co.th/app/uploads/2025/04/AW_ANNUAL2567_ENG_2025.pdf

Page number of the reference link : 236

Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Meeting attendance of the board of directors

Number of the board of directors meeting over the past year : 7

(times)

Date of AGM meeting : 27 Apr 2023

EGM meeting : No

Details of the board of directors' meeting attendance

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Dr. SUMET TANTIVEJKUL (Chairman of the Board of Directors, Independent director)	7	/	7	1	/	1	N/A	/	N/A
2. Mr. THAPANA SIRIVADHANABHAKDI (Vice-chairman of the Board of Directors)	7	/	7	0	/	7	N/A	/	N/A
3. Mr. SOMJAI PHAGAPHASVIVAT (Director, Independent director)	7	/	7	1	/	1	N/A	/	N/A
4. Mr. NARARAT LIMNARARAT (Director)	7	/	7	1	/	1	N/A	/	N/A
5. Mr. KHUMPOL POONSONEE (Director)	7	/	7	1	/	1	N/A	/	N/A

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
6. Mr. PRAMOAD PHORNPRAPHA (Director, Independent director)	7	/	7	1	/	1	N/A	/	N/A
7. Mr. SUWIT CHINDASANGUAN (Director, Independent director)	7	/	7	1	/	1	N/A	/	N/A
8. Mr. NANTAWAT BORAMANAND (Director, Independent director)	7	/	7	1	/	1	N/A	/	N/A
9. Mr. SIRI BUNPITUKGATE (Director)	7	/	7	1	/	1	N/A	/	N/A
10. Ms. NITHINART SINTHUDEACHA (Director, Independent director)	7	/	7	1	/	1	N/A	/	N/A
11. Mrs. TONGJAI THANACHANAN (Director)	7	/	7	1	/	1	N/A	/	N/A
12. Mr. RUTH CHAOWANAGAWI (Director, Independent director)	7	/	7	1	/	1	N/A	/	N/A

Detailed justification for the Company director's non-attendance at the Board of Directors' meeting

Due to technical difficulties with the video signal during the e-meeting.

Remuneration of the board of directors

Types of remuneration of the board of directors

The Nomination and Remuneration Committee is responsible for considering and determining the remuneration policy and rates for directors to be proposed to the Board of Directors and subsequently submitted to the Annual General Meeting of Shareholders for approval annually. The Committee determines director remuneration in alignment with the company's long-term strategies and objectives, taking into account the knowledge, expertise, and experience of each director, as well as their duties, roles, responsibilities, and expected benefits from performing their duties. Directors assigned additional duties and responsibilities, such as serving on sub-committees, receive appropriate additional remuneration. Furthermore, director remuneration is structured to be comparable to that of listed companies in the same industry and of similar size, in order to attract and retain highly qualified directors. This is based on data from the "Directors and Executives Remuneration Report" of listed companies on the Stock Exchange of Thailand. The company's director remuneration consists of monetary compensation, and the company does not provide any special or other forms of remuneration.

Remuneration of the board of directors

Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
1. Dr. SUMET TANTIVEJKUL (Chairman of the Board of Directors)			535,000.00		0.00
Board of Directors	175,000.00	360,000.00	535,000.00	No	
2. Mr. THAPANA SIRIVADHANABHAKDI (Vice-chairman of the Board of Directors)			550,000.00		0.00
Board of Directors	100,000.00	180,000.00	280,000.00	No	
Executive Committee	0.00	270,000.00	270,000.00	No	
3. Mr. SOMJAI PHAGAPHASVIVAT (Director)			860,000.00		0.00
Board of Directors	140,000.00	240,000.00	380,000.00	No	
Audit Committee	0.00	480,000.00	480,000.00	No	
4. Mr. NARARAT LIMNARARAT (Director)			695,000.00		0.00
Board of Directors	140,000.00	240,000.00	380,000.00	No	
Executive Committee	0.00	240,000.00	240,000.00	No	
The Corporate Governance Committee	45,000.00	N/A	45,000.00	No	
The Nomination and Remuneration Committee	30,000.00	N/A	30,000.00	No	
5. Mr. KHUMPOL POONSONEE (Director)			620,000.00		0.00
Board of Directors	140,000.00	240,000.00	380,000.00	No	
Executive Committee	N/A	240,000.00	240,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
6. Mr. PRAMOAD PHORNPRAPHA (Director)			460,000.00		0.00
Board of Directors	140,000.00	240,000.00	380,000.00	No	
The Nomination and Remuneration Committee	40,000.00	N/A	40,000.00	No	
Sustainability and Risk Management Committee	40,000.00	N/A	40,000.00	No	
7. Mr. SUWIT CHINDASANGUAN (Director)			830,000.00		0.00
Board of Directors	140,000.00	240,000.00	380,000.00	No	
Audit Committee	0.00	360,000.00	360,000.00	No	
The Corporate Governance Committee	60,000.00	0.00	60,000.00	No	
The Nomination and Remuneration Committee	30,000.00	0.00	30,000.00	No	
8. Mr. NANTAWAT BORAMANAND (Director)			785,000.00		0.00
Board of Directors	140,000.00	240,000.00	380,000.00	No	
Audit Committee	0.00	360,000.00	360,000.00	No	
The Corporate Governance Committee	45,000.00	N/A	45,000.00	No	
9. Mr. SIRI BUNPITUKGATE (Director)			0.00		0.00
Board of Directors	0.00	0.00	0.00	No	
Executive Committee	0.00	0.00	0.00	No	
10. Ms. NITHINART SINTHUDEACHA (Director)			455,000.00		0.00

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors	140,000.00	240,000.00	380,000.00	No	
Sustainability and Risk Management Committee	30,000.00	0.00	30,000.00	No	
The Corporate Governance Committee	45,000.00	0.00	45,000.00	-	
11. Mrs. TONGJAI THANACHANAN (Director)			410,000.00		0.00
Board of Directors	140,000.00	240,000.00	380,000.00	No	
Sustainability and Risk Management Committee	30,000.00	N/A	30,000.00	No	
12. Mr. RUTH CHAOWANAGAWI (Director)			770,000.00		0.00
Board of Directors	140,000.00	240,000.00	380,000.00	No	
Audit Committee	0.00	360,000.00	360,000.00	No	
Sustainability and Risk Management Committee	30,000.00	0.00	30,000.00	No	
13. Mr. Jeremiah Pitakwong (Member of the executive committee)			0.00		0.00
Executive Committee	0.00	0.00	0.00	No	
14. Mr. Amorn Ungsakulpreecha (Member of the executive committee)			0.00		0.00
Executive Committee	0.00	0.00	0.00	No	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	1,535,000.00	2,700,000.00	4,235,000.00
2. Audit Committee	0.00	1,560,000.00	1,560,000.00
3. Executive Committee	0.00	750,000.00	750,000.00
4. The Corporate Governance Committee	195,000.00	0.00	195,000.00
5. The Nomination and Remuneration Committee	100,000.00	0.00	100,000.00
6. Sustainability and Risk Management Committee	130,000.00	0.00	130,000.00

Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	1,960,000.00
Other monetary remuneration (Baht)	5,010,000.00
Total (Baht)	6,970,000.00

Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the board of directors over the past year : 0.00
(Baht)

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated companies : Yes

Mechanism for overseeing subsidiaries and associated companies : Yes

Mechanism for overseeing management and taking responsibility for operations in subsidiaries and associated companies approved by the board of directors : The appointment of representatives as directors, executives, or controlling persons in proportion to shareholding, The determination of the scope of duties and responsibilities of directors and executives as company representatives in establishing important policies, Disclosure of financial condition and operating results, Transactions between the company and related parties, Acquisition or disposal of assets, Internal control system of the subsidiary operating the core business is appropriate and sufficient in the subsidiary operating the core business

The Company has established a policy for governing the operations of its subsidiaries and joint ventures to safeguard the Company's investment interests and to ensure that the working processes within the group are consistent and standardized. This fosters connectivity and efficient business operations within the group through key governance mechanisms such as: appointing the Company's directors or executives to serve as directors or high-level executives, at least in proportion to shareholdings, to participate in policy formulation and monitor business operations to align with

the Company's core policies; requiring regular reporting of business performance or significant changes in various areas to the Executive Committee meetings every month and to the Board of Directors meetings every quarter; overseeing operations to ensure compliance with the group's criteria, regulations, and relevant regulatory agencies, as well as adherence to good corporate governance principles; ensuring that accounting and financial reporting practices comply with relevant laws and generally accepted accounting standards, enabling timely consolidation for financial statements; and maintaining appropriate and sufficient internal control systems, among others.

Disclosure of agreements between the company and shareholders in managing subsidiaries and associated companies (Shareholders' agreement)

-

Information on the monitoring of compliance with corporate governance policy and guidelines

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

Has the company operated in preventing conflicts of interest : Yes
over the past year

The Company is committed to conducting business with the best interests of the Group and its stakeholders in mind. It is the duty of all directors, executives, and employees, including related parties, to avoid having any interest in or being involved in any actions that may give rise to conflicts of interest, which may be detrimental to the Group or reduce the efficiency of its operations. In addition, if it is necessary to enter into transactions with conflicts of interest, the directors, executives, or responsible departments must supervise such transactions to be transparent and clear for the best interests of the Group. For transactions that fall under the category of connected transactions as announced by the SEC, the Group must strictly comply with the rules and procedures prescribed in the SEC and SET announcements.

In 2014, the Company monitored compliance with the guidelines on conflicts of interest and related party transactions as follows:

- The Legal and Compliance Department monitors directors and senior executives to update their conflicts of interest information during December of each year.
- The Accounting and Internal Audit Departments collect information on transactions between the Group and related parties, which are ordinary course of business transactions and transactions supporting the ordinary course of business with commercial terms and conditions in accordance with the principles approved in principle by the Board of Directors, for reporting to the Audit Committee every quarter. In addition, for transactions with related parties that are not ordinary course of business transactions and transactions supporting the ordinary course of business, the Management Department has proceeded in accordance with the relevant SEC and SET regulations by submitting them to the Audit Committee for consideration before submitting them to the Board of Directors for approval or consideration for approval by the shareholders' meeting (as the case may be, depending on the size of the transaction), whereby directors and/or shareholders who have conflicts of interest will not be entitled to vote. The Company also discloses information on transactions that may involve conflicts of interest or connected transactions in Form 56-1 One Report.
- The Human Resources Department and the Legal and Compliance Department jointly informed new executives and employees to study the Group's good corporate governance policy and practices, which are part of the employee handbook published on the website or intranet accessible to all personnel. All of the Group's personnel and new personnel in the fiscal year 2014 (100%) have signed their acknowledgment and agreement to comply with the good corporate governance policy and practices, including conflicts of interest and related party transactions.
- The Legal and Compliance Department developed training materials and tests on the guidelines on conflicts of interest and related party transactions in the form of E-Learning for directors, executives, and employees to review their understanding of the key practices to be followed. The training content explained and presented examples of situations, actions, or relationships that constitute conflicts of interest or may give rise to conflicts of interest between the personal interests of directors, executives, employees, and the interests of the Group, as well as the practices that should be followed in the event of conflicts of interest or conflicts of interest in each case. The training also notified the directors, executives, and employees of their duty to disclose their and related parties' conflicts of interest reports to the Company Secretary or the Internal Audit Department in accordance with the Group's practices. 100% of the Group's directors, executives, and employees attended the training on the policy and guidelines on conflicts of

interest and related party transactions through the said learning media.

In 2014, the Company did not find any wrongdoing or receive any whistleblowing or complaints regarding conflicts of interest and related party transactions that violated the criteria of the regulators and the Group's good corporate governance principles.

Number of cases or issues related to conflict of interest

	2022	2023	2024
Total number of cases or issues related to conflict of interest (cases)	0	0	0

Prevention of the use of inside information to seek benefits

Operations for prevention of the use of inside information to seek benefits over the past year

Has the company operated in preventing the use of inside : Yes
information to seek benefits over the past year

The company places importance on conducting all operations with equality and fairness to all shareholder groups. Inside information or news that is material to changes in the price of securities that has not yet been disclosed to the public is considered inside information and confidential information of the group of companies. The company stipulates that directors, executives, and employees at all levels must keep inside information confidential and not disclose inside information they become aware of from their duties to others or use it to seek profit or benefit from securities trading improperly or to the detriment of the group of companies, whether directly or indirectly. In 2024, the company monitored compliance with policies and practices regarding the use and confidentiality of internal information as follows:

- The company secretary informs the directors, executives, and employees of the group of companies via email about the company's blackout period for securities trading, which is 1 month before the announcement of financial statements and 5 days after the public is informed. Every 3 months, the company will inform the directors, executives, and employees of the company's blackout period for securities trading. The company also informs the directors and executives of the company (as defined by the SEC) and senior management of the company and subsidiaries of their duty to report changes in their shareholding to the company secretary at least 1 day in advance of the transaction, in accordance with the principles of corporate governance. They must also submit a report to the SEC within 3 days from the date of the purchase, sale, transfer, or receipt of the transfer of such securities, in the case of directors and executives of the company as defined by the SEC. The Board of Directors assigns the company secretary to summarize the changes in shareholding of directors and executives to the Board of Directors meeting for acknowledgement every quarter.
- The Human Resources Department and the Legal and Corporate Governance Department jointly inform new executives and employees to study the Group's good corporate governance policies and practices, which are part of the Employee Handbook published on the website or intranet that all personnel can access. All personnel of the group of companies and 100% of new personnel in the fiscal year 2024 have signed their acknowledgement and agreement to comply with the good corporate governance policies and practices, including the use and confidentiality of internal information.
- The Legal and Corporate Governance Department develops learning media and tests on policies and practices regarding the use and confidentiality of internal information in the form of E-learning for directors, executives, and employees to review their understanding of key practices that must be followed. The training content presents definitions and examples of confidential and inside information of the group of companies, as well as practices for using, maintaining, and disclosing confidential and inside information. It also covers penalties for violating practices in various cases, such as securities trading using inside information, disclosing company secrets to unrelated persons, or using inside information for personal gain. 100% of the directors, executives, and employees of the group of companies reviewed the policies and practices regarding the use and confidentiality of internal information through the said learning media.

In fiscal year 2024, the company did not find any wrongdoing or receive any whistleblowing or complaints regarding the use of inside information that violated the criteria of regulators and the principles of good corporate governance of the group of companies. The company also did not find that the directors and executives of the group of companies traded in the company's shares during the company's blackout period.

Number of cases or issues related to the use of inside information to seek benefits

	2022	2023	2024
Total number of cases or issues related to the use of inside information to seek benefits (cases)	0	0	0

Anti-corruption action

Operations in anti-corruption in the past year

Has the company operated in anti-corruption over the past year : Yes

Form of operations in anti-corruption : Review of appropriateness in anti-corruption, The participation in anti-corruption projects, Assessment and identification of corruption risk, Communication and training for employees on anti-corruption policy and guidelines, The monitoring of the evaluation of compliance with the anti-corruption policy, Review of the completeness and adequacy of the process by the Audit Committee or auditor

In 2024, the Group implemented the Anti-Corruption Policy and Practices as follows:

- The Company and its subsidiaries assess the opportunities and impacts that may arise from corruption risks every quarter. The Internal Audit Department audits the Group's significant transactions, which may have processes that are at risk of corruption, such as the procurement of high-value goods and services, solicitation of benefits during the process of applying for licenses related to business operations, or when there are complaints about environmental impacts from communities surrounding the subsidiary's establishments. In 2024, the audit by the Internal Audit Department found no acts of corruption, and no whistleblowing or complaints of corruption were received from stakeholders.
- The Company disseminates its anti-corruption policies and practices through various communication channels, including its website, email, leaflets, intranet, and internal media, to ensure that all stakeholders are informed and requested to cooperate in compliance. For example, during the New Year holidays each year, the Company sends letters to business partners to acknowledge and request cooperation in complying with the policy of not accepting gifts, assets, or any other benefits. The Company also publishes its policy of not accepting gifts on all festivals and occasions on its website.
- The Human Resources Division and the Legal and Corporate Governance Office jointly inform executives and new employees to study the Group's Good Corporate Governance Policy and Practices, which is part of the Employee Handbook published on the website or intranet that all personnel can access. In 2024, 100% of all personnel of the Group and new personnel signed to acknowledge and agree to comply with the Good Corporate Governance Policy and Practices, including the Anti-Corruption Policy.
- In addition, the Legal and Corporate Governance Office develops and disseminates learning materials and tests in the form of E-Learning to review the understanding of key practices that must be adhered to regarding anti-corruption. 100% of the Board of Directors, executives, and employees of the Group have reviewed the anti-corruption policies and practices through such learning materials.

On June 26, 2024, the Company announced its intention to join the Collective Action Coalition Against Corruption ("CAC") and will comply with the criteria set by the CAC to apply for certification from the CAC Committee within 18 months from the date of the announcement of intent. The Company will support the expansion of the clean business network by inviting business partners, companies in the same industry, and stakeholders of other companies to join as members of the CAC. The Company will also support the improvement of efficiency to enhance the transparency of government services and business transactions between the government and the private sector. At the 7/2024 Board of Directors Meeting on July 6, 2024, the Board reviewed and approved the revised Anti-Corruption Policy, which is in line with the practices under the criteria set by the CAC. In 2024, there were no complaints of corruption, and the Company will continue to monitor and supervise on a regular basis.

Number of cases or issues related to corruption

	2022	2023	2024
Total number of cases or issues related to corruption (cases)	0	0	0

Whistleblowing

Operations related to whistleblowing over the past year

Has the company implemented whistleblowing procedures : Yes
over the past year

Process upon receiving a tip-off or complaint

When the company receives a tip-off or complaint and the initial investigation finds that the tip-off or complaint is credible and material, the fact-finding committee, which operates independently, will coordinate with senior management and relevant departments to gather information, process, verify, resolve the issue, and determine appropriate and fair remedial measures for those affected. This process adheres to the steps outlined in the Tip-Off and Whistleblower Protection Policy. The company will report the outcome of the process to the informant or complainant and report all information to the President & CEO, the Audit Committee (which is an independent committee), and the Board of Directors (as the case may be).

Number of cases or issues related to whistleblowing

	2022	2023	2024
Total number of cases or issues received through whistleblowing channels (cases)	0	0	0

The monitoring of compliance with other corporate governance policy and guidelines

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.

(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.

(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.

(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.

Information on report on the results of duty performance of the audit committee in the past year

Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 6

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Mr. SOMJAI PHAGAPHASVIVAT (Chairman of the audit committee)	6	/	6
2 Mr. SUWIT CHINDASANGUAN (Member of the audit committee)	6	/	6
3 Mr. NANTAWAT BORAMANAND (Member of the audit committee)	6	/	6
4 Mr. RUTH CHAOWANAGAWI (Member of the audit committee)	6	/	6

The results of duty performance of the audit committee

The Audit Committee of Amarin Corporation Public Company Limited (the "Company") comprises four independent directors appointed by the Annual General Meeting of Shareholders for a term of three years. All Audit Committee members meet the qualifications stipulated in the Audit Committee Charter, which is in line with the requirements and best practices for audit committees of the Securities and Exchange Commission, Thailand.

At each meeting, the Audit Committee invites the Executive Director, senior management, and relevant personnel to attend the meeting to provide additional information on key issues to enhance the effectiveness and efficiency of the audit and review. In addition, the Audit Committee meets separately with the external auditor without the presence of management and internal audit once a year to consult independently on significant matters in the preparation of the financial statements, opinions, scope, work plan, and annual audit approach of the external auditor. The Audit Committee also meets separately with management without the presence of internal audit to review the performance and quality of work of the internal audit function. The performance of the Audit Committee in 2024 is summarized below.

1. Review the accuracy of the financial statements and the adequacy of the Company's disclosures. The Audit Committee has monitored the timely preparation of the financial statements and reviewed the key information in the Company's and its subsidiaries' quarterly and annual financial statements for 2024. The Committee reviewed significant accounting policies, material non-recurring items, potential conflict of interest transactions, related party transactions, observations of the external auditors and internal audit, as well as disclosures in the notes to the Company's financial statements, which have been reviewed and audited by the external auditors. In its consideration, the Committee invited the Chief Executive Officer, executives from the Accounting and Finance Department, internal audit, and external auditors to attend the meeting to provide clarification at every meeting to ensure that the financial statements are accurate, transparent, complete, reliable, and adequately disclosed in accordance with financial reporting standards before the Audit Committee approves and submits them to the Board of Directors for approval on a quarterly basis or approves the financial statements for the year ended December 31, 2024, for the Board of Directors' consideration to be submitted to the Annual General Meeting of Shareholders for approval.

The Audit Committee concurs with the external auditor that the Company's financial reporting process has an adequate internal control system to ensure that the Company's financial statements are prepared in accordance with generally accepted accounting principles, present fairly the Company's financial position and results of operations in all material respects, and provide adequate and timely disclosures for the benefit of shareholders, investors, and users of the financial statements.

2. Review of the internal control system. The Audit Committee reviewed the adequacy of the internal control system by considering the internal audit reports based on the approved annual plan, which is consistent with the external auditor's assessment that no material weaknesses or deficiencies were found and there were no special observations regarding the financial statements and internal control.

During 2024, the Audit Committee is of the opinion that the Company's internal control system is appropriate and effective for the Company's business operations within the Company's current environment. The Audit Committee did not find any significant issues that could affect the Company's business operations.

3. Review of the Company's internal audit. The Audit Committee assessed the effectiveness of the internal audit function by considering the mission, scope of work, duties and responsibilities, independence, staffing levels, and budget of the internal audit function. The Audit Committee also reviewed and updated the internal audit charter to be appropriate, up-to-date, and consistent with the internal audit guidelines of the Stock Exchange of Thailand. The Audit Committee oversees the internal audit function to operate independently and effectively by approving the annual audit plan and monitoring the progress of the internal audit function on a quarterly basis. The Audit Committee provides comments, suggestions, and follows up on the correction of significant findings on a regular basis, as well as supports the development of internal audit quality by encouraging internal audit personnel to participate in training courses in various disciplines to enhance their knowledge and skills for increased work efficiency.

The Audit Committee is of the opinion that in 2024, the Company has an adequate and effective internal audit system in place. The Company has continuously developed the quality of its audit function, both in terms of personnel and audit practices, to meet international standards. As a result, the performance of the internal audit function has achieved its objectives.

4. Review compliance with laws, regulations, and policies. The Audit Committee reviewed and oversaw the Company and its

subsidiaries' compliance with laws, regulations, and policies, and ensured that they conducted their business in accordance with the Securities and Exchange Act, the regulations of the Securities and Exchange Commission, the Stock Exchange of Thailand, and other laws relevant to the Company's business.

The Audit Committee did not find any indication to believe that there were any deficiencies in compliance and/or actions that were inconsistent with the laws, regulations, policies, and requirements of relevant agencies, including the Personal Data Protection Act, the Company's corporate governance policy, and the Company's Code of Conduct.

5. Review of good corporate governance. The Audit Committee encourages the Company and its subsidiaries to conduct business under the principles of good corporate governance. The Company has a Corporate Governance Committee to oversee the Company's corporate governance with authority and responsibilities covering the CG Code. The Company also has a multi-channel grievance system in place to provide a channel for employees, customers, and stakeholders to report information or clues related to fraud, misconduct, business ethics violations, and human rights violations. The Company has a responsible unit to handle such complaints appropriately and transparently, including establishing appropriate whistleblower protection measures.

The Audit Committee is of the opinion that the Company has continuously developed its corporate governance to enhance operational efficiency and build confidence among all stakeholders.

6. Acknowledgement of risk management. The Sustainability and Risk Management Committee presented the risk management policy, plan, and guidelines for managing risks that may affect the Company's operating results, including strategic risk, operational risk, financial risk, compliance risk, as well as the sustainability development policy to mitigate business risks in the long term and emerging risks that may affect future operations to the Audit Committee at the Audit Committee Meeting No. 5/2024.

7. Review and provide opinions on related party transactions or transactions that may have a conflict of interest and material transactions, including disclosure matters. The Audit Committee reviewed the appropriateness of the procedures for related party transactions that occurred during the year, material transactions, and transactions that may have a conflict of interest by including them as agenda items in the Audit Committee meetings. The Audit Committee considered the details and reasonableness of such transactions based on the principles of transparency, accuracy, and being in the best interests of the Company and its stakeholders. The Audit Committee also reviewed the accuracy and completeness of disclosures in accordance with the criteria and regulations of the Securities and Exchange Commission and the Stock Exchange of Thailand.

The Audit Committee is of the opinion that such transactions that occurred during 2024 were reasonable, in the best interests of the Company's business, and were disclosed accurately and completely.

8. Consider the selection, appointment, and remuneration of the external auditor for recommendation to the Board of Directors for approval before proposing for approval at the Annual General Meeting of Shareholders of the Company. The Audit Committee considered the selection of the external auditor for the 2024 fiscal year by considering the independence of the external auditor, the quality of past audit work, the skills, knowledge, abilities, and experience of the external auditor, as well as the appropriateness of the audit fees. Therefore, the Audit Committee resolved to propose to the Board of Directors for approval and to the 2024 Annual General Meeting of Shareholders to consider the appointment of KPMG Phoomchai Audit Limited as the Company's auditor for 2024.

9. Review and update the Audit Committee Charter. The Audit Committee reviews and updates the Audit Committee Charter annually to comply with the announcements and best practices of the Securities and Exchange Commission, Thailand. The Audit Committee has fully performed its duties as stipulated in the Audit Committee Charter approved by the Board of Directors by using its knowledge, abilities, and independence. The Audit Committee has continuously provided opinions and suggestions to management and the Board of Directors.

In summary, for the year 2024, the Audit Committee has fully performed its duties as assigned by the Board of Directors and with independence. The Audit Committee is of the view that the Company has appropriate, effective, and adequate corporate governance, internal control, and internal audit systems. The Company's operations are in the best interests of all shareholders fairly and equally, free from conflicts of interest, and the management has performed its duties with honesty and integrity.

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance of Executive Committee

Meeting Executive Committee (times) : 12

List of Directors	Meeting attendance of Executive Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. THAPANA SIRIVADHANABHAKDI (The chairman of the executive committee)	12	/	12
2 Mr. NARARAT LIMNARARAT (Vice-chairman of the executive committee)	12	/	12
3 Mr. KHUMPOL POONSONEE (Member of the executive committee)	12	/	12
4 Mr. SIRI BUNPITUKGATE (Member of the executive committee)	12	/	12
5 Mr. Jeremiah Pitakwong (Member of the executive committee)	12	/	12
6 Mr. Amorn Ungsakulpreecha (Member of the executive committee)	12	/	12

The results of duty performance of Executive Committee

Meeting attendance of The Corporate Governance Committee

Meeting The Corporate Governance Committee : 3
(times)

List of Directors	Meeting attendance of The Corporate Governance Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. SUWIT CHINDASANGUAN (The chairman of the subcommittee)	3	/	3
2 Mr. NARARAT LIMNARARAT (Member of the subcommittee)	3	/	3
3 Ms. NITHINART SINTHUDEACHA (Member of the subcommittee)	3	/	3
4 Mr. NANTAWAT BORAMANAND (Member of the subcommittee)	3	/	3

The results of duty performance of The Corporate Governance Committee

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.

Meeting attendance of The Nomination and Remuneration Committee

Meeting The Nomination and Remuneration : 2
Committee (times)

List of Directors	Meeting attendance of The Nomination and Remuneration Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. PRAMOD PHORNPRAPHA (The chairman of the subcommittee)	2	/	2
2 Mr. SUWIT CHINDASANGUAN (Member of the subcommittee)	2	/	2
3 Mr. NARARAT LIMNARARAT (Member of the subcommittee)	2	/	2

The results of duty performance of The Nomination and Remuneration Committee

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

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.

Meeting attendance of Sustainability and Risk Management Committee

Meeting Sustainability and Risk Management : 2
Committee (times)

List of Directors	Meeting attendance of Sustainability and Risk Management Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. PRAMOD PHORNPRAPHA (The chairman of the subcommittee)	2	/	2
2 Mr. RUTH CHAOWANAGAWI (Member of the subcommittee)	2	/	2
3 Ms. NITHINART SINTHUDEACHA (Member of the subcommittee)	2	/	2
4 Mrs. TONGJAI THANACHANAN (Member of the subcommittee)	2	/	2

The results of duty performance of Sustainability and Risk Management Committee

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:

- 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

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

In 2023, the Group progressed towards becoming an omni-media company. Therefore, in addition to the core business of media production, printing, and content publishing across all channels, the company aims to expand its growth to various platforms, including the company's digital platforms and expanding content licensing to international platforms (Global Content Licensing). Furthermore, it is exploring growth opportunities in new businesses such as concert organization, which involves artist management, and content services in the form of IP Management, which manages revenue from intellectual property (IP Rights).

The Company recognizes that achieving business goals and sustainability requires not only focusing on good financial performance but also driving the business on a foundation of good corporate governance, social responsibility, and environmental consciousness. This goes hand in hand with meeting the expectations of stakeholders throughout the entire business operation.

However, the Company continues to establish and implement sustainable development policies in line with the organization's mission: "We work for the happiness and prosperity of society." The goal is to achieve stable and sustainable growth encompassing economic, social, community, and environmental aspects under the principles of good corporate governance. This aims to build confidence among stakeholders in all transparent and auditable business processes. The Sustainable Development Goals are integrated into the organization's sustainability management policies and goals. Sustainability strategies are also incorporated into the organization's long-term strategic plan for 2023-2030, driven by the Sustainability and Risk Management Committee. This leads to effective implementation. The approach to conducting business in accordance with the organization's sustainability strategy can be summarized as follows:

- *Establish guidelines for integrating international sustainability practices into business processes at the organizational level, value chain, and throughout the supply chain, along with measurement to assess operational efficiency and effectiveness.*
- *Raise awareness of sustainable business practices among executives and employees at all levels by instilling concepts, building knowledge, understanding, and fostering organization-wide participation in sustainability.*

The Board of Directors mandates an annual review of the Group's "Sustainability Governance Policy." In 2023, the Board revised the policy to align with the current economic and social climate. This policy will guide the management of the business for stable and sustainable growth. The Board, executives, and all employees are responsible for supporting and operating in accordance with this policy. The policy and practices are disclosed under "Sustainability Development" on the company's website. <https://amarin.co.th/sustainability>

Reference link for sustainability policy : https://amarin.co.th/app/uploads/2024/07/sustainability_management_policy_2024.pdf

Page number of the reference link : 1-5

Sustainability management goals

Does the company set sustainability management goals : Yes

Goals and progress of corporate sustainability management

The Company sets sustainability targets and indicators by considering the correlation between the approach to supporting the Sustainable Development Goals (SDGs) of the United Nations and the Company's long-term sustainability strategy plan for 2023-2030. This plan has been considered in conjunction with current events and global trends, as well as the Company's potential and business operations.

The Company has established sustainability management goals aligned with its short- and long-term business strategies, encompassing three key ESG dimensions, as summarized below:

1. Environment (E)

Goal: To promote environmental well-being through the efficient use of resources and the reduction of ecological impacts.

Short- and Long-term Approach: The Company focuses on efficient energy and water management, waste reduction, and the promotion of circular resource usage. It also encourages the design of eco-friendly products and activities, as well as environmental awareness, understanding, and responsible behavior among employees and surrounding communities.

2. Social (S)

Goal: To foster a resilient society, enhance quality of life, and support lifelong learning.

Short- and Long-term Approach: The Company promotes access to education, information, and vocational skills; supports diversity and inclusion across all genders and age groups; develops products and services that positively impact communities; and encourages creativity and social innovation.

3. Governance & Economy (G)

Goal: To operate with integrity, transparency, and accountability to all stakeholders.

Short- and Long-term Approach: The Company is committed to ethical and corruption-free business conduct, robust risk management, and full legal compliance. It emphasizes transparent data disclosure and fosters an organizational culture grounded in social responsibility and good governance.

The Company's strategies are designed to support the United Nations Sustainable Development Goals (SDGs), including: **SDG**

4: Quality education **SDG 8:** Decent work and economic growth **SDG 12:** Responsible consumption and production **SDG 13:**

Climate action **SDG 16–17:** Peace, justice, strong institutions, and partnerships for the goals.

United Nations SDGs that align with the organization's sustainability management goals	: Goal 1 No Poverty, Goal 3 Good Health and Well-being, Goal 4 Quality Education, Goal 5 Gender Equality, Goal 6 Clean Water and Sanitation, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 10 Reduce Inequalities, Goal 11 Sustainable Cities and Communities, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 14 Life below Water, Goal 15 Life on Land, Goal 16 Peace, Justice and Strong Institutions, Goal 17 Partnerships for the Goals
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Information on review of policy and/or goals of sustainable management over the past year

Review of policy and/or goals of sustainable management over the past year

Has the company reviewed the policy and/or goals of sustainable management over the past year : Yes

Has the company changed and developed the policy and/or goals of sustainable management over the past year : Yes

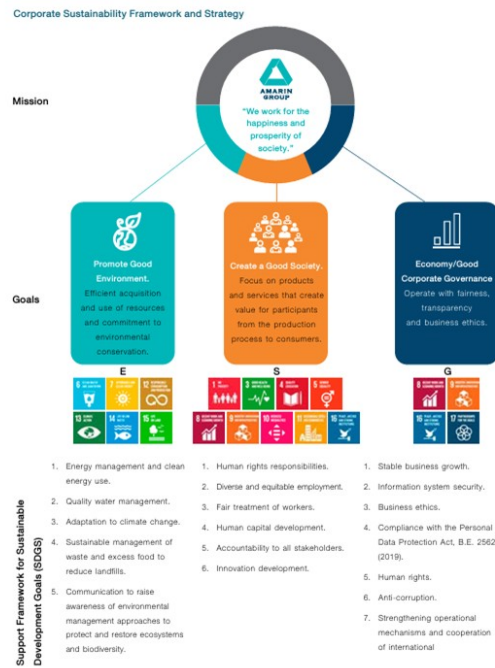
In 2024, the company has set clearer and more concrete goals.

Information on impacts on stakeholder management in business value chain

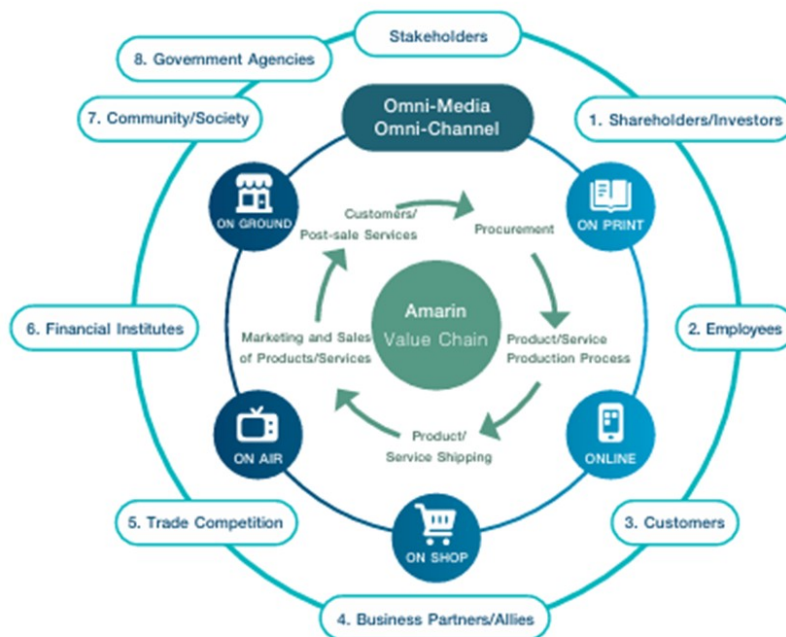
Business value chain

The company has analyzed and identified key stakeholders in the value chain who are impacted both positively and negatively by the company's business operations. The company focuses on listening to the opinions, expectations, and suggestions of stakeholders from all sectors in order to consider these issues and determine appropriate guidelines for stakeholder engagement. The company will continuously assess the significance of stakeholders and material topics. The assessment of stakeholder expectations and satisfaction will be conducted at least annually to ensure that we are responding to expectations and concerns appropriately and in a timely manner. This process will enable the company to develop and improve business operations in a way that benefits all stakeholders and builds sustainable relationships in the long term.

Business value chain diagram



Corporate Sustainability Framework and Strategy



Sustainability Business Value Chain

Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>Internal stakeholders</u>			
• Employees	-	-	<ul style="list-style-type: none"> • Online Communication • Internal Meeting • Complaint Reception • Training / Seminar • Others • -
<u>External stakeholders</u>			
• Shareholders	-	-	<ul style="list-style-type: none"> • Visit • Online Communication • Annual General Meeting (AGM) • Complaint Reception
• Customers	-	-	<ul style="list-style-type: none"> • Visit • Social Event • Online Communication • Complaint Reception • Satisfaction Survey
• Business partners	-	-	<ul style="list-style-type: none"> • Visit • Social Event • External Meeting • Complaint Reception • Training / Seminar
• Competitors	-	-	<ul style="list-style-type: none"> • Press Release • Social Event • Online Communication • Complaint Reception
• Creditor	-	-	<ul style="list-style-type: none"> • Online Communication • External Meeting • Others • -
• Community	-	-	<ul style="list-style-type: none"> • Visit • Press Release • Social Event • Online Communication • External Meeting • Complaint Reception
• Government agencies and Regulators	-	-	<ul style="list-style-type: none"> • Visit • Press Release • External Meeting • Complaint Reception • Training / Seminar

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability materiality topics : Yes

Over the past year, the company has reviewed its : Yes
sustainability materiality topics

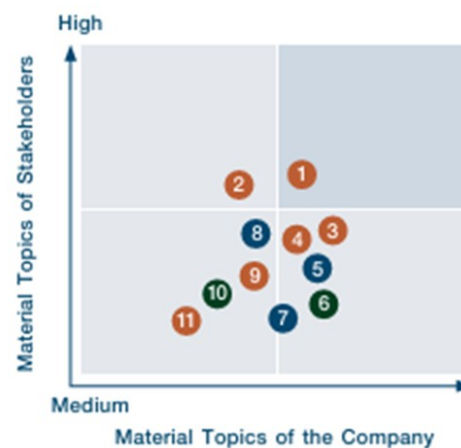
Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Safety, Occupational Health, and Working Environment	<ul style="list-style-type: none"> • Human Rights • Fair Labor Practices • Good Governance
Responsibility Towards Stakeholders in the Supply Chain	<ul style="list-style-type: none"> • Environmental Management Standards Policy and Compliance • Human Rights • Customer / Consumer Responsibility • Community / Social Responsibility • Good Governance • Sustainable Supply Chain Management
Human Resource Capacity Development	<ul style="list-style-type: none"> • Human Rights
Business Innovation Development and Promotion	<ul style="list-style-type: none"> • Innovation Development
Risk Management	<ul style="list-style-type: none"> • Good Governance • Sustainability Risk Management
Sustainable Energy Management	<ul style="list-style-type: none"> • Environmental Management Standards Policy and Compliance • Energy Management • Water Management • Waste and Waste Management • Greenhouse Gas Management
Good Corporate Governance	<ul style="list-style-type: none"> • Human Rights • Fair Labor Practices • Customer / Consumer Responsibility • Community / Social Responsibility • Good Governance • Sustainability Risk Management
Compliance with Laws and International Standards	<ul style="list-style-type: none"> • Greenhouse Gas Management • Human Rights • Good Governance

Diagram of organization's material sustainability topics

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.



Sustainability Material Topics

Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Doesn't Have data

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or guidelines : GRI Standards, UN Global Compact, Other : One-Report

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

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 to ensure that all stakeholders have easy access and a shared understanding of the Company’s risk management principles and practices.

Reference link to risk management policy and plan : https://amarin.co.th/app/uploads/2024/07/risk_management_policy_2024.pdf
Page number of the reference link : 1-2

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management : Yes
Standards on ESG risk management : COSO - Enterprise risk management framework (ERM)

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 Risk of Product and Raw Material Shortages

Related risk factors : [Operational Risk](#)
• Shortage or fluctuation in pricing of raw materials or productive resources
ESG risk factors : No

Risk characteristics

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.

Risk-related consequences

Stability in production and continuity in business operations.

Risk management measures

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.

Risk 2 Advertising Revenue Risk

Related risk factors	: <u>Financial Risk</u>
	• Income volatility
ESG risk factors	: No

Risk characteristics

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.

Risk-related consequences

Consumers typically reduce their spending.

Risk management measures

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.

Risk 3 Copyright Risk

Related risk factors	: <u>Compliance Risk</u>
	• Violations of laws and regulations
ESG risk factors	: Yes

Risk characteristics

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.

Risk-related consequences

The risks which influence the Company's credibility and the trust of authors and readers.

Risk management measures

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.

Risk 4 Risk Related to the Printing Industry

Related risk factors : Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Changes in technologies

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources

ESG risk factors : Yes

Risk characteristics

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.

Risk-related consequences

The printing industry has resulted in higher operating costs, declining revenues, and reduced competitiveness for the company. Without proper adaptation, these challenges could jeopardize the long-term stability of the business.

Risk management measures

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 5 Risk from Technological Changes

Related risk factors : Strategic Risk

- Competition risk

Financial Risk

- Income volatility

ESG risk factors : No

Risk characteristics

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.

Risk-related consequences

Digital technology has impacted the demand for traditional print media.

Risk management measures

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 6 Risk Related to Distribution Channels

Related risk factors : Strategic Risk

- Behavior or needs of customers / consumers
- Reliance on large partners / distributors or few partners / distributors

ESG risk factors : Yes

Risk characteristics

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.

Risk-related consequences

Consumers are increasingly shifting toward online channels, and competition is intensifying from e-commerce platforms and other new business models that offer consumers a variety of purchasing options.

Risk management measures

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.

Risk 7 Foreign Exchange Risk

Related risk factors : Financial Risk

- Fluctuation in exchange rates, interest rates, or the inflation rate

ESG risk factors : No

Risk characteristics

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.

Risk-related consequences

It affects production costs.

Risk management measures

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.

Risk 8 Risk from Climate Change

Related risk factors : Strategic Risk

- Climate change and disasters

Operational Risk

- Shortage or reliance on skilled workers
- Shortage or fluctuation in pricing of raw materials or productive resources

ESG risk factors : Yes

Risk characteristics

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.

Risk-related consequences

Climate change may lead to a shortage of high-quality raw materials in the future.

Risk management measures

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 9 Risk from Demographic Shifts

Related risk factors	:	<u>Operational Risk</u>
		• Impact from population structure
ESG risk factors	:	Yes

Risk characteristics

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.

Risk-related consequences

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.

Risk management measures

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.

Risk 10 Geopolitical Risk

Related risk factors	:	<u>Strategic Risk</u>
		• Policies or international agreements related to business operations
ESG risk factors	:	Yes

Risk characteristics

Geopolitical changes may result in energy shortages, raw material scarcity, and currency volatility, all of which are closely linked to international imports.

Risk-related consequences

This risk is directly impact the Company's operations particularly in procurement and financial management under volatile exchange rates.

Risk management 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.

Risk 11 Legal and Regulatory Compliance Risk

Related risk factors : Compliance Risk

- Change in laws and regulations
- Violations of laws and regulations
- Corporate Governance
- Legal risk

ESG risk factors : Yes

Risk characteristics

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.

Risk-related consequences

It could be 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.

Risk management measures

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.

Risk 12 Cybersecurity Risk from Increased Technological

Dependence

Related risk factors : Strategic Risk

- Changes in technologies
- Climate change and disasters

Operational Risk

- Climate change and disasters
- System disruption risk

ESG risk factors : Yes

Risk characteristics

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.

Risk-related consequences

This reliance poses potential risks such as data theft, cyberattacks, and data leaks, which could disrupt the Company’s operations or damage its reputation.

Risk management measures

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.

Risk 13 Risk Related to License Expiry

Related risk factors : Strategic Risk

- Government policy

ESG risk factors : Yes

Risk characteristics

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.

Risk-related consequences

- **Business Continuity:** Failure to renew essential business licenses on time may result in the temporary suspension of some or all operations, potentially affecting revenue and eroding customer confidence.
- **Financial Impact:** Operational disruptions or missed business opportunities may lead to revenue loss and incur additional costs related to obtaining new licenses or paying legal fines.
- **Reputational Risk:** Delays in license renewal or license revocation can negatively impact the company's image and reduce trust among shareholders, customers, and business partners.
- **Competitive Disadvantage:** Inability to operate continuously during a license lapse may result in lost market opportunities, giving competitors the advantage to offer uninterrupted services or alternative products.

Risk management measures

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.

Risk 14 Credit Risk – Customer Payment Capacity

Related risk factors : Financial Risk

- Default on payment or exchange of goods
- Income volatility

ESG risk factors : No

Risk characteristics

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.

Risk-related consequences

The company may face a shortage of financial liquidity.

Risk management measures

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.

Risk 15 Interest Rate Risk

Related risk factors : Financial Risk

- Change in financial and investment policies of financial institutions that affect business operations

ESG risk factors : Yes

Risk characteristics

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.

Risk-related consequences

It may impact the company's financial costs and interest burden, especially in cases where the company has debt obligations from loans.

Risk management measures

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.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

1. Data and System Backup

Back up all production data and systems on cloud platforms or backup servers to ensure continuous access and operations in case of disruptions.

2. Alternative Suppliers

Identify and establish relationships with alternative suppliers for paper, printing services, and logistics to ensure continuity if primary vendors are unavailable.

3. Crisis Communication Plan

Set up emergency communication channels with employees, customers, and partners via group messaging apps, emergency email lists, and official announcements on websites and social media.

4. Remote Work Preparedness

Enable remote work for staff during emergencies such as natural disasters, pandemics, or other disruptions, ensuring access to necessary tools and systems.

5. Risk Insurance Coverage

Secure comprehensive insurance policies covering major risks, including fire, flooding, and business interruptions, to mitigate financial impact.

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

Company's sustainable supply chain management policy and guidelines	:	Yes
Link for company's sustainable supply chain management policy and guidelines	:	https://amarin.co.th/app/uploads/2024/07/supply_chain_management_policy_2024.pdf
Page number of the reference link	:	1-2

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management plan : Yes

1. Guidelines for Supply Chain Management

- 1) Define a supply chain management strategy to ensure that management and operations are transparent, fair, auditable, responsible, and compliant with applicable laws, regulations, and relevant requirements, aligning with the company's business strategy to create mutual and sustainable benefits.
- 2) Establish a supplier selection process with the following criteria:
 - The credibility of the Company and financial management capabilities, assessed through reputation, business expertise, financial standing, and past performance.
 - Implementation of management systems that consider impacts on safety, occupational health, and the environment.
 - Quality of products and services, with technical and technological innovation at reasonable and appropriate pricing.
- 3) Define corporate governance, environmental, and human rights standards in the Business Code of Conduct to be disseminated to stakeholders including suppliers, customers, shareholders, employees, competitors, society, and the environment. This information is available on the Company's website.
- 4) Evaluate potential suppliers and register them according to the company's procurement policy, and review their eligibility for continued registration in the following year.
- 5) Conduct procurement and contracting in a transparent and fair manner for both parties, in accordance with procurement policies.
- 6) Support the sourcing of goods and services from local suppliers and businesses within the country where operations are located, to promote the local economy, generate employment, and income, thus fostering community development and relationships.
- 7) Promote environmentally friendly procurement to minimize environmental impacts, taking into account price, quality, and delivery methods, to create shared value among the company, suppliers, society, and the environment.
- 8) Conduct risk assessments and categorize suppliers, analyzing and prioritizing risks that may arise from them, including environmental, social, and governance (ESG) risk assessments, to establish preventive measures against potential business and reputational damage.
- 9) Collaborate with suppliers to develop them into business partners by enhancing capabilities through mutual feedback and communication, benefiting the company, suppliers, customers, and society in a shared growth journey.
- 10) Publicly disclose and communicate the supply chain management policy and operational standards, and raise awareness among executives and employees for effective implementation aligned with company goals.
- 11) Clearly communicate whistleblowing and complaint channels to suppliers in case of unfair treatment by employees, in order to find appropriate solutions.

Reference link to sustainable supply chain management plan : https://amarin.co.th/app/uploads/2024/07/supply_chain_management_policy_2024.pdf

Page number of the reference link : 1-2

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening criteria with new suppliers? : No

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : Yes
Reference link to supplier code of conduct : <https://amarin.co.th/app/uploads/2024/07/Partner%20Code%20of%20Ethics%202024.pdf>
Page number of the reference link : 1-5

Information on key suppliers acknowledging compliance with the supplier code of conduct

Key suppliers acknowledging compliance with the supplier code of conduct

Does the company require key suppliers to acknowledge compliance with the supplier code of conduct? : Yes

	2022	2023	2024
Percentage of key suppliers acknowledging compliance with the supplier code of conduct over the past year (%)	N/A	100.00	100.00

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

Company's research and development (R&D) policy : Yes

Reference link to company's research and development (R&D) : https://amarin.co.th/app/uploads/2025/04/AW_ANNUAL2567_ENG_2025.pdf

Page number of the reference link : 42

Research and development (R&D) expenses over the past 3 years

	2022	2023	2024
Research and development (R&D) expenses over the past 3 years (Million Baht)	9.65	0.69	4.06

Additional explanation for research and development (R&D) expenses over the past 3 years

In 2022, the Company had a relatively high R&D investment, focusing on innovation and technology development to enhance production efficiency.

In 2023, the expenses significantly decreased to 691,000 Baht, possibly due to investment cycles or internal organizational transitions.

In 2024, research and development expenses increased again to 4,066,000 Baht, reflecting a renewed emphasis on technology and innovation development.

Information on organization's innovation culture development and promotion process

Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's : Yes
innovation culture

The process of developing and promoting an innovation culture :

- 1. Building Awareness:** Foster an innovative mindset among employees at all levels by highlighting the importance of innovation through internal activities such as workshops and seminars.
- 2. Encouraging Creativity:** Provide opportunities for employees to propose new ideas, particularly in developing content and print media formats that are modern, diverse, and aligned with readers' needs.
- 3. Investing in Technology:** Equip teams with advanced tools and technologies, such as design software and content management systems, to support efficient and innovative media production.
- 4. Supporting Research and Development (R&D):** Allocate budget for testing new ideas and developing products or services that expand from print media, such as e-books or print-on-demand solutions.
- 5. Incentivizing and Recognizing Innovation:** Implement a reward and recognition system for employees who contribute outstanding innovative work, encouraging continuous creativity and initiative.

Information on innovation development benefits and research and development (R&D) expenses

Benefits of innovation development

Financial benefits

Does the company measure the financial benefits from : No
innovation development?

Non-financial benefits

Does the company measure the non-financial benefits from : Yes
innovation development?

	2022	2023	2024
Number of innovations (Project)	0.00	9.00	2.00

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