



Business Code of Conduct
of
Amarin Corporations Public Company Limited
and Amarin Group

Effective from 1 January 2025 onwards.



Business Code of Conduct

Amarin Corporations Public Company Limited and Amarin Group

Introduction

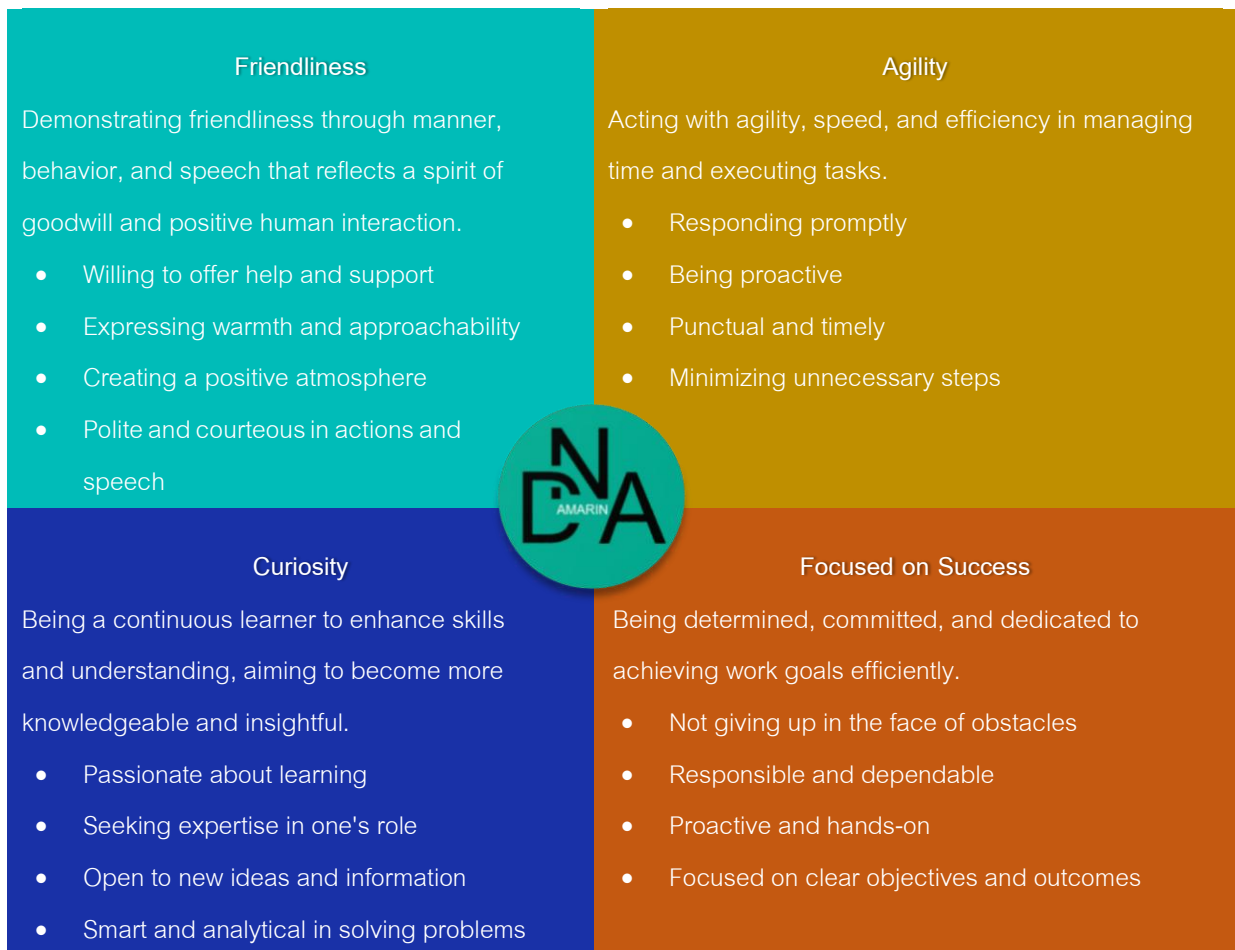
Amarin Corporations Public Company Limited (the “Company”) and its subsidiaries (collectively referred to as the “Group”) are committed to conducting business and managing operations in full compliance with applicable laws, regulations, and the requirements of relevant regulatory authorities, as well as with the Group’s corporate governance policies. This commitment is intended to ensure that the Group’s business practices are transparent, fair, and accountable to shareholders and stakeholders. To support this commitment, the Company has established a Business Code of Conduct to serve as a standard guideline for proper practices. The Company expects that all directors, executives, and employees of the Group will treat this Code as a matter of duty and responsibility, and that they will acknowledge, understand, and strictly adhere to it. Any violations of this Business Code of Conduct will be subject to disciplinary action in accordance with the Company’s rules and regulations and/or applicable laws. This is to ensure effective business operations and to maintain the trust and confidence of shareholders, investors, and all stakeholders.

Section 1: Principles of Business Conduct

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

Mission : We work for the happiness and prosperity of society.

Core Value : "Authentic Amarin, Trusted and Reliable" is the organizational DNA that serves as a guiding framework for how we live and work together within the organization.



Section 2: Code of Conduct for Directors, Executives, and Employees

2.1 Compliance with Laws, Regulations, and Regulatory Authorities' Requirements

- 1) All personnel must strictly comply with laws, regulations, rules, and local customs relevant to the Group's business operations.
- 2) They must also comply with the requirements of the Securities and Exchange Commission (SEC) of Thailand, the Stock Exchange of Thailand (SET), and any other relevant governmental authorities associated with the Group's operations.
- 3) Individuals must be aware of and understand the laws, rules, regulations, announcements, orders, and criteria related to their duties and responsibilities—and strictly adhere to them.
- 4) Duties must be performed with honesty and integrity, in the best interest of the Company, and without aiding, supporting, or promoting any form of legal non-compliance.

- 5) Personnel must cooperate with regulatory authorities and report any violations or non-compliance with laws or regulations, following the procedures specified.

2.2 Responsibility to the Group and Its Assets

1) Company Assets

- (1) Resources must be used efficiently to maximize their benefits. Everyone must take care to prevent loss, deterioration, or destruction of assets. If any damage or impairment is discovered, it must be reported to the relevant parties for corrective action.
- (2) Assets must not be misused or utilized for personal benefit or for external activities unrelated to the Group's business, unless explicitly authorized by a supervisor.
- (3) No assets of the Group may be used, sold, lent, borrowed, or transferred without proper authorization, regardless of the asset's value or condition.

2) Documentation and Information Handling

- (1) Documents and information must be prepared honestly, carefully, and in accordance with defined standards.
- (2) Forging or falsifying any Group documents or data is strictly prohibited.
- (3) Documents and information must be securely stored, with retention and destruction schedules that meet defined safety and compliance standards to prevent unauthorized use.
- (4) Confidential information must not be disclosed to unrelated parties or anyone without proper authorization.

3) Disclosure of Information and Media Communications

- (1) Disclosure of the Group's information must strictly comply with the regulations and requirements of the Stock Exchange of Thailand concerning the disclosure of information and practices of listed companies, as well as all other applicable laws.
- (2) Only designated individuals including the Board of Directors, Chief Executive Officer, Deputy Chief Executive Officers, and authorized representatives may provide interviews or respond to inquiries from shareholders, the media, or the public.

4) Compliance with Laws and Anti-Corruption Measures

- (1) Duties must be performed in accordance with the Company's Anti-Corruption Policy.
- (2) No individual may commit or omit acts in their position or misuse their authority in violation of the law or ethical principles for undue benefit. This includes soliciting, receiving, offering, or giving money, property, or any other benefit to public officials or business partners.

- (3) The Anti-Corruption Policy must be communicated to all departments through various channels, such as staff training and the Group's internal communication systems, to ensure proper understanding and compliance.
- (4) Any executive or employee found engaging in corrupt practices shall be subject to disciplinary action in accordance with the Company's regulations and, where applicable, may face legal penalties.
- (5) Directors and executives must regularly assess risks and review preventive measures to ensure continued compliance with applicable anti-corruption laws, reducing the risk of corruption in business activities.
- (6) Appropriate internal controls and regular audits must be established and maintained to prevent misconduct.

5) Personal Data Protection

- (1) All personnel must comply with the Group's Personal Data Protection Policy and the Personal Data Protection Act B.E. 2562 (2019), as well as all other applicable data protection laws.
- (2) Confidentiality of customer information and any data obtained from customers must be strictly maintained. This includes information related to all stakeholders of the Group. Disclosure is only permitted with the data subject's consent. Extreme care must be taken to prevent such confidential information from being accessed by unauthorized parties.
- (3) Any executive or employee who violates these obligations shall be subject to disciplinary action in accordance with the Company's internal regulations. If the act constitutes a legal offense, penalties under applicable law shall also apply.

6) Political Rights and Political Activities

- (1) The Group has a policy of conducting business lawfully, with integrity and strict political neutrality. The Group maintains independence in both decision-making and actions, upholds democratic principles, and encourages individuals to exercise their legal rights as granted by the Constitution.
- (2) Employees may participate in political activities in their personal capacity, outside of working hours, and not on behalf of or as a representative of the Company.
- (3) No one may use their position to persuade, pressure, or compel colleagues or subordinates to support any political activity, political organization, or member of a political organization.

- (4) Employees must not use their position, working hours, company property, or any other company resources to support or facilitate political activities, political organizations, or members of such organizations.

2.3 Conflicts of Interest, Related Party Transactions, and Personal Interests

- 1) All transactions must comply with the criteria for related party transactions as stipulated by the Stock Exchange of Thailand (SET) for listed companies.
- 2) Directors, executives, and employees must avoid any actions that could result in a conflict between their personal interests and the interests of the Group when dealing with business partners or any third party. In such cases, any individual with a vested interest in the transaction must not participate in the approval process.
- 3) If an executive or employee serves as a director, partner, or advisor to another company, organization, or business association, such involvement must not interfere with their duties at the Company and must receive prior approval from the Chief Executive Officer.
- 4) If an executive, employee, or any family member holds shares or has a role in any business that may pose a conflict of interest with the Group, this must be reported in writing to the Chief Executive Officer. In the case of directors or their family members, the matter must be reported in writing to the Chairman of the Board.

2.4 Confidentiality, Data Protection, and Use of Insider Information

- 1) Confidential information of the Group—including electronic data, financial information, company policies, and other sensitive materials—must not be disclosed in any way that could cause harm to the Group, even after termination of one's role as a director, executive, or employee.
- 2) Insider information must not be used for personal gain, such as in trading the Group's securities. Nor should such information be shared with others for the purpose of trading. Additionally, any holding of securities must be disclosed to the Company, and securities holdings must be reported quarterly.
- 3) To prevent the misuse of insider information in breach of duties to the Group and its shareholders, the Company classifies information confidentiality levels. Important and unpublished information or data that may affect the business or stock price is restricted to relevant directors and senior executives only.
- 4) Trade secrets and critical documents must be securely stored and protected from leakage, based on defined confidentiality levels—such as public, restricted, confidential, or strictly confidential information.

- 5) Information and documents must be prepared with honesty, diligence, and in accordance with required standards. The sharing of internal information between departments or within the Group must be limited to the scope of assigned duties and responsibilities only.

2.5 Respect for Laws and Human Rights Principles

- 1) All individuals must respect human rights, treat others with dignity, and ensure fairness and equality toward all stakeholder groups—regardless of physical or mental condition, race, nationality, religion, gender, language, age, skin color, education, social status, culture, or any other distinguishing characteristics.
- 2) Duties must be carried out with caution to prevent any risks of human rights violations in business operations. The Group upholds a zero-tolerance policy for discrimination and all forms of abuse. Any complaints related to human rights violations shall be taken seriously, and whistleblowers will be protected.
- 3) The Group shall communicate and disseminate its policies, promote understanding, and provide education and support on human rights protection to all relevant parties, including partners, suppliers, and business associates, to encourage ethical and responsible business practices.
- 4) Any instance or suspicion of human rights violations related to the Group must not be ignored. Such cases should be reported to a supervisor or responsible party. Full cooperation in fact-finding investigations is required, and protection will be provided to complainants or whistleblowers in accordance with established measures.
- 5) The Group enforces company regulations on labor practices, including a prohibition on the employment of individuals under the age of 18 in any business establishment, except in cases where legal parental or guardian consent has been obtained in accordance with the law.

2.6 Security, Safety, Occupational Health, and Environment

- 1) The Group encourages strict compliance with relevant standards related to quality, security, safety, occupational health, and the environment. Employees are required to complete all mandatory training programs as prescribed by the Group.
- 2) The Group will take all necessary measures to prevent and control losses such as accidents, injuries, work-related illnesses, or unsafe practices. It is committed to maintaining a safe working environment and will regularly conduct emergency preparedness drills, such as fire evacuation drills.

- 3) Employees are responsible for taking care of their own health and that of others involved in the work environment. They must stop working immediately if they are unwell and unfit for duty. A risk assessment should be conducted before starting any task to prevent and minimize work-related accidents.

2.7 Intellectual Property and Copyright Infringement

The Group promotes the efficient use of its resources and assets to enhance competitiveness and provide high-quality services to customers. All products and services used must be legally licensed. The Group does not support the use of counterfeit goods or any actions that constitute intellectual property or copyright infringement.

2.8 Use of Information and Communication Technology

All use of information and communication technology must strictly comply with the Group's IT Security Policy.

2.9 Internal Control and Internal Audit

- 1) All personnel must understand, be aware of, and strictly comply with the Group's policies, procedures, and operational guidelines. Full cooperation must also be provided to the Internal Audit Department in the performance of its duties.
- 2) Duties must be performed in accordance with the Group's rules and regulations. Executives are responsible for assessing risks related to operations, providing guidance, supervising the work of their respective departments, and correcting deficiencies to mitigate potential impacts.

2.10 Receiving and Giving Gifts, Entertainment, or Other Benefits

Employees should avoid giving or receiving gifts, gratuities, or any form of hospitality from business partners or parties related to the Company's operations. Exceptions may be made only when such practices do not violate applicable laws, are in line with local customs, and the value is reasonable and appropriate.

Section 3: Stakeholder Engagement

3.1 Practices Toward Shareholders

- 1) Treat all shareholders fairly, equally, and impartially, with a commitment to maximizing the overall benefit of shareholders as a whole.
- 2) Disclose accurate and timely information and documents to shareholders in accordance with the notifications, rules, regulations, and requirements set by the Stock Exchange of Thailand (SET) and the Securities and Exchange Commission (SEC).
- 3) Provide equal access to information for all shareholders regarding the Company's status and future outlook, based on reasonable and sufficiently supported facts.
- 4) Perform duties and conduct business with honesty and integrity, making decisions with caution and due care, while considering fairness to all shareholders.
- 5) Do not use non-public (insider) information for personal gain or in any way that may lead to a conflict of interest with the Company.

3.2 Practices Toward Employees

- 1) Employees shall be recruited and hired based on their skills and experience relevant to the job, without discrimination based on gender, race, religion, or educational background.
- 2) The Company adheres to its labor regulations, which prohibit the employment of individuals under the age of 18, except in cases where legal consent from a parent or guardian has been obtained.
- 3) Fair compensation is determined based on the employee's experience, knowledge, competencies, responsibilities, and performance. Key Performance Indicators (KPIs) are used as part of the evaluation criteria.
- 4) The Company provides appropriate welfare benefits, such as annual health check-ups, health insurance, financial assistance, and a provident fund to serve as a retirement or resignation benefit.
- 5) Personnel development plans are established to enhance employees' knowledge and capabilities through both internal and external training programs, ensuring maximum effectiveness in job performance.
- 6) The Company ensures safety, occupational health, and environmental standards in the workplace, providing a safe and healthy environment to prevent accidents and promote employee well-being.
- 7) Channels are in place for employees to voice opinions or submit complaints regarding work-related issues, breaches of rules, business ethics violations, or fraud. These processes follow the Group's Whistleblowing and Whistleblower Protection Policy.

- 8) All employees are encouraged to strictly comply with the law and the Company's internal rules and regulations.
- 9) Employees' personal information shall not be disclosed to unrelated parties unless required by law or for the public interest.
- 10) Employees are entitled to religious freedom, and the Company organizes activities to support and promote religious practices.

3.3 Practices Toward Customers

- 1) The Company recognizes the importance of customers and is committed to building trust and achieving the highest level of customer satisfaction. This is accomplished by delivering quality products and services at appropriate prices, while fostering strong and lasting relationships with all customers.
- 2) Product and service information must be disclosed accurately, clearly, and sufficiently to prevent any misunderstanding regarding quality or terms. The Company must respond promptly to customer needs to ensure maximum satisfaction.
- 3) A complaint-handling system must be in place, allowing customers to submit complaints regarding products, services, or any business activities of the Group. Prompt corrective actions must be taken to provide the best possible customer response.
- 4) Customer data and information must be treated as confidential and must not be used for personal gain or improperly shared with related parties. Disclosure of such information is not permitted without the customer's consent or prior authorization from the Group, except when required by law or for legal proceedings.
- 5) The Group adheres to its Personal Data Protection Policy, in accordance with the Personal Data Protection Act B.E. 2562 (2019), and maintains a customer data storage system that complies with legal requirements to build customer confidence. The policy is publicly disclosed on the Group's official website.

3.4 Practices Toward Business Partners

- 1) Establish clear and fair procurement policies and procedures, ensuring that suppliers and business partners are selected through a systematic, transparent, and equitable process.
- 2) Evaluate prices based on reasonableness and fairness relative to the quality of products and/or services provided. Contracts should be executed in an appropriate format as mutually agreed upon by both parties, and all contractual terms must be fully complied with to prevent corruption and misconduct in the procurement process.

- 3) Strictly adhere to the terms and conditions of contracts or any agreed-upon commercial arrangements. If the Group is unable to fulfill any part of a contract, it will promptly notify the partner to jointly seek a resolution.
- 4) Ensure accurate and timely payment to partners in accordance with agreed terms, in order to maintain the Group's credibility and reliability.
- 5) Do not request or accept gifts, assets, sponsorships, or any other benefits from partners, whether directly or indirectly.
- 6) Avoid purchasing goods or receiving services from any partner involved in human rights violations or intellectual property infringement.
- 7) Engage in open communication with partners to jointly develop products, services, or innovations that create mutual business value for both the Group and its partners.
- 8) Do not disclose partner-related information to third parties without prior consent, unless disclosure is required for clarification or legal proceedings.

3.5 Practices Toward Competitors

- 1) The Company requires that all conduct toward competitors be carried out within the framework of free and fair competition, in accordance with applicable laws and business ethics.
- 2) The Company shall not engage in actions that damage the reputation of its competitors, nor seek confidential trade information through dishonest or inappropriate means for business advantage.
- 3) Executives and employees must not engage in any activity that infringes on the intellectual property rights of others or of business competitors.
- 4) Public statements, press releases, or advertisements must present accurate and truthful information regarding the quality and characteristics of the Company's products and services.
- 5) The Company shall not enter into any contract or agreement that may unreasonably reduce or eliminate competition in the market.

3.6 Practices Toward Financial Institutions and/or Creditors

- 1) Fulfill all contractual obligations, agreements, and conditions made with financial institutions and/or creditors whether trade creditors or financial lenders with full responsibility for any collateral or guarantees provided.
- 2) Disclose the Group's financial position to financial institutions and/or creditors with honesty, accuracy, and timeliness on a regular basis to maintain the Group's credibility.

- 3) If the Group is unable to meet any contractual obligations, it shall promptly notify and negotiate with the financial institution and/or creditor in advance to jointly find a solution and mitigate potential damages.

3.7 Practices Toward Communities, Society, and the Environment

- 1) Act as responsible corporate citizens by strictly complying with all applicable laws and regulations issued by governing authorities and consistently cooperating with government agencies.
- 2) Promote and contribute to social development, including quality of life improvement, energy conservation, and environmental protection, in support of sustainable community progress.
- 3) Ensure that the Company's operations do not negatively impact the quality of life in surrounding communities, society, or the environment. The Group must also listen to concerns and address any impacts arising from its operations in a timely manner.
- 4) Prioritize the efficient and sustainable use of natural resources and promote energy efficiency, conservation, and effective waste management.
- 5) Continuously and genuinely foster a sense of social responsibility among employees at all levels throughout the organization.

Ensuring Compliance with the Business Code of Conduct by Executives and Employees

- 1) Executives and employees are obligated to acknowledge and strictly adhere to the Business Code of Conduct. Any violations or actions deemed contrary to the Code will be subject to disciplinary action on a case-by-case basis.
- 2) Executives and supervisors should serve as role models in complying with the Business Code of Conduct. They are also responsible for promoting awareness and providing training to encourage all employees to uphold and follow the Code in their daily work.

Measures for Receiving Complaints Regarding Corporate Governance and Business Ethics

The Group has designated the Company Secretary as the official recipient of complaints related to corporate governance and the business code of conduct. Stakeholders may submit such complaints directly to the Company through the following contact details:

- **Contact the Corporate Governance Committee**
 - By mail: Amarin Corporations Public Company Limited
378 Chaiphruet Road, Taling Chan Sub-district,



Taling Chan District, Bangkok 10170

- By email: id@amarin.co.th
- By phone: +66 (0) 2422 9999 ext. 4671 (During the Company's business hours)
- **Contact the Company Secretary**
 - By mail: Amarin Corporations Public Company Limited
378 Chaiphruet Road, Taling Chan Sub-district,
Taling Chan District, Bangkok 10170
 - By email: secretary@amarin.co.th
 - By phone: +66 (0) 2422 9999 ext. 4100 (During the Company's business hours)
- **Via the Company's website :** www.amarin.co.th

To enhance transparency and the effectiveness of investigations, the Company has established procedures for reporting complaints to Independent Directors, who shall oversee the investigation process to ensure that all actions are conducted in accordance with good corporate governance principles and with fairness to all parties involved.

Violation of the Business Code of Conduct

Executives and employees who violate human rights, engage in discriminatory behavior, or commit acts of harassment thereby breaching the Company's Business Code of Conduct shall be subject to disciplinary action in accordance with the Company's internal regulations. If such actions are unlawful, the individual shall also be subject to legal penalties as prescribed by law.

Communication and Disclosure

The Group requires annual communication of the Business Code of Conduct. Orientation and training are also provided to new directors, executives, and employees to ensure understanding of the expected conduct outlined in the Code. The Code is made accessible via the Company's internal Intranet and official website: www.amarin.co.th.

Review and Revision

This Business Code of Conduct is under the oversight of the Corporate Governance Committee, which is responsible for reviewing and updating the Code at least once a year to ensure alignment with internal policies and applicable laws. The Code must be approved by the Board of Directors and communicated across all levels of the organization, including directors, executives, and employees.



The Corporate Governance Committee has reviewed this Business Code of Conduct annually and submitted it to the Board of Directors for approval. This edition of the Code was approved by the Board at Meeting No. 7/2024, held on December 6, 2024, and is effective from January 1, 2025 onward.



Attachment 1

Acknowledgement and Compliance Form

I hereby acknowledge that I have received and read the Business Code of Conduct of Amarin Corporations Public Company Limited, Amarin Book Center Co., Ltd., Amarin Television Co., Ltd., and Amarin Omniverse Co., Ltd. (collectively referred to as the “Group”). I understand its content and agree to comply strictly with the principles and practices outlined in the Code in the performance of my duties.

Signed _____
(_____)

Position _____

Date _____



Attachment 2

Complaint Form

Date: _____

Complainant's Name: _____ Phone Number: _____

Address No.: _____ Village/Moo: _____ Soi: _____

Province: _____ Postal Code: _____ Email: _____

Complainant's Relation to the Company:

☐ Shareholder ☐ Employee of the Group ☐ Others: _____

Subject of Complaint: _____

Summary of Complaint:

Desired Action or Resolution:

I hereby certify that all the information provided above is true and correct in every respect.

.....

(.....)

Complainant

.....

(.....)

Complaint Receiver