



Non - Discrimination and Anti-Harassment Policy  
of  
Amarin Corporations Public Company Limited  
and Amarin Group

Effective from 1 January 2025 onwards.



## Non - Discrimination and Anti-Harassment Policy of Amarin Corporations Public Company Limited and Amarin Group

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Amarin Corporations Public Company Limited (the “Company”) and its subsidiaries (collectively referred to as the “Group”) recognize and value the benefits of leveraging the diverse ideas, skills, and experiences of personnel as a vital driving force for the organization. The Company is committed to fostering a respectful working environment where differences are embraced, and where there is no discrimination, harassment, or any form of misconduct. To this end, the Company has established a Non-Discrimination and Anti-Harassment Policy as a guideline to ensure smooth and respectful operations.

This policy complements the Human Rights Policy and aligns with the Group’s Business Code of Conduct, as well as applicable laws, declarations, and international standards to which the Company adheres. It affirms the Company’s commitment to preventing and protecting all employees from discrimination, harassment, or any form of abuse—including sexual harassment—under any circumstances. The goal is to create a safe and inclusive workplace where everyone feels respected and secure. In the event of any harassment or abuse occurring in the workplace, the Company and the Group will conduct a fair and impartial investigation into the incident, ensuring justice for all parties involved.

### Definitions

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| <b>Discrimination</b> | refers to | treating a person or group of people differently, excluding them, or giving preferential treatment based on personal or group characteristics such as race, nationality, ethnicity, skin color, ancestry, beliefs, religion, social status, sexual orientation, gender, age, physical appearance, disability, language, political views, marital status, or any other information that may result in discriminatory treatment. |
| <b>Harassment</b>     | refers to | any unwelcome behavior—whether exclusionary, intimidating, threatening, or hostile—that disrupts work performance. Even if unintentional, such behavior can negatively affect the physical   |

or mental well-being of the recipient. This definition includes both general and sexual harassment.

**Forms of Harassment and Misconduct Behaviors** refer to

- Verbal Harassment – Includes sarcastic remarks, threats, innuendos, inappropriate jokes, mocking, ridiculing, belittling, seductive or provocative language, incitement, false accusations, sexual remarks, or unwelcome flirting and courtship. This also covers any use of language with sexual implications.
- Gestural Harassment – Includes inappropriate staring, leering, rude hand gestures, or whistling.
- Physical Harassment or Aggressive Behavior – Includes physical assault such as pulling hair, pinching, pushing, shoving, hitting, punching, or kicking; unnecessarily invading personal space or touching someone’s body; showing inappropriate or obscene objects, images, or sounds; sending threatening, harassing, or extortionate messages; or any behavior that causes the victim to feel embarrassed, humiliated, excluded, or demeaned.

**Workplace** refers to

any location where work-related duties are carried out, including:

- Offices, regional offices, printing facilities, and company retail outlets
- Venues where company events are held
- Locations assigned for business tasks
- Meeting and training venues

This also includes work-related situations such as:

- During business travel
- While engaging in business-related telephone conversations
- While using electronic communication channels for business purposes



## Governance

This policy has been approved by the Board of Directors. The Corporate Governance Committee is responsible for providing recommendations and reviewing amendments or updates to the policy. The Committee also acts on behalf of the Board of Directors in overseeing the implementation and enforcement of this policy.

## Scope

This policy applies to the business operations of the Company and its Group of Companies. Each company within the Group may adapt and implement this policy in alignment with its specific business context and internal management processes, ensuring appropriate and consistent application.

## Guidelines

To ensure absolute non-discrimination in all circumstances and to firmly oppose all forms of harassment and misconduct within the organization, the Company has established the following guidelines:

### **1. Recruitment, Selection, and Employment of Human Resources**

- 1.1 Job announcements must not contain any discriminatory language.
- 1.2 The recruitment and selection process must be free from discrimination based on race, nationality, ethnicity, skin color, ancestry, beliefs, religion, social status, sexual orientation, gender, age, physical appearance, disability, language, political views, marital status, or any other personal information that may lead to discrimination. Selection must be based solely on the qualifications required for the position.
- 1.3 Compensation, benefits, and employment conditions offered to all applicants must be equitable and aligned with the standards of the position being recruited.
- 1.4 Application forms and supporting documents must be kept confidential and not disclosed to unauthorized persons. Designated personnel should be assigned to handle such information.
- 1.5 Psychological and physical assessments prior to employment must be relevant to the job responsibilities.

### **2. Human Resource Development**

- 2.1 Development programs must be inclusive, fair, and non-discriminatory, considering individual development needs for job performance and career progression.
- 2.2 Approval of training programs must be free from discriminatory practices.
- 2.3 The Company must organize awareness programs and training for all employees to understand the objectives and requirements of this policy.

### 3. Performance Evaluation

Performance evaluations must follow clear and transparent criteria and be based on actual work performance and behaviors aligned with the Company's core values. Evaluations should involve face-to-face discussions between supervisors and subordinates to ensure mutual understanding of the results.

### 4. Employee Compensation and Rewards

Compensation management and promotion processes must adhere to established policies with transparency and clarity, applying consistent standards throughout the organization.

### 5. Transfers / Termination of Employment

5.1 Transfer processes must be conducted fairly, considering career advancement opportunities without discrimination.

5.2 Termination of employment must be based on substantiated reasons such as consistent underperformance (after opportunities for improvement and close monitoring), disciplinary violations, medically diagnosed health conditions, or other justifiable causes — and not due to discriminatory reasons.

### Actions to Take in the Event of Discrimination, Harassment, or Misconduct

1. The affected individual should inform the perpetrator to stop the inappropriate behavior immediately when the incident occurs.
2. If the perpetrator ignores the request and continues the behavior, the affected individual should report the incident to their direct supervisor, the supervisor's superior, or an HR executive, as appropriate. The whistleblower or affected person will be protected under the Company's Whistleblowing and Whistleblower Protection Policy in all cases.
3. An HR executive at manager level or above must gather information from the affected individual, the accused, and any witnesses (if applicable) within 7 days of receiving the report.
4. The responsible HR executive at manager level or higher must form an investigation committee comprising no fewer than 4 members, including:
  - 4.1 A senior executive (Assistant Managing Director level or higher) from the accused's department
  - 4.2 A manager-level or higher executive from the HR department
  - 4.3 A neutral executive (from an unrelated department) at Assistant Managing Director level or higher



#### 4.4 The Internal Audit Manager

#### 4.5 A representative appointed by the authorized person (if applicable)

5. Disciplinary actions will be taken against the offender or any individual found to have made a false report, in accordance with the findings and decisions of the investigation committee.
6. If the misconduct constitutes a criminal offense and requires legal proceedings, the Company's legal counsel, lawyer, or appointed legal advisor must be involved in the investigation process.
7. Any individual who reports an incident of harassment or misconduct will be protected under the Whistleblowing and Whistleblower Protection Policy, ensuring that no negative consequences result from the act of reporting.

#### **Review of the Non-Discrimination and Anti-Harassment Policy**

The Corporate Governance Committee shall review the Non-Discrimination and Anti-Harassment Policy annually and propose any updates or revisions to the Board of Directors for consideration and approval, should any changes be necessary.

This Non-Discrimination and Anti-Harassment Policy has been reviewed annually by the Corporate Governance Committee and submitted to the Board of Directors for approval. The current version of the policy was approved by the Board of Directors at Meeting No. 7/2024, held on December 6, 2024, and shall be effective from January 1, 2025 onward.