



Board Diversity Policy





Board Diversity Policy

Amarin Corporations Public Company Limited and AMARIN Group

Principle and Rationale

Amarin Corporations Public Company Limited ("the Company") and its subsidiaries (collectively referred to as "the AMARIN Group") operate their business based on the principles of corporate governance and takes into account the best interests of all stakeholders, both domestic and international. As the Board of Directors of the Company plays a crucial role in determining policies, strategies, and directions to grow the business sustainably under the said principles, the Company thereby places importance on the Board of Directors' structure. Adhering to the code of corporate governance, the Board of Directors should have an appropriate number and composition of Directors with a variety of skills, knowledge, and experience, including a diverse range of gender, age, nationality, race, ethnicity, country of origin, or cultural background. This is to ensure that the Board of Directors will be able to discuss and make decisions efficiently by taking into account all issues from its business operations that affect the Company and stakeholders. To avoid groupthink, the Company thereby determines the Board Diversity Policy ("the Policy").

Scope of the Policy

All Amarin Corporations Public Company Limited's Board of Directors.

The objectives and practice guidelines of the Policy are as follows:

- 1) The Company recognizes the importance and benefits of diversity in the structure of the Board of Directors (Board Diversity). The Company is therefore committed to creating and maintaining a diverse structure for the Board of Directors, with the intention of ensuring that the composition of the Board includes a higher proportion of independent directors than executive directors. This approach aims to promote a diversity of knowledge and experience, enhance strategic direction, provide independent and multi-dimensional perspectives on operational matters, and enable effective decision-making in business operations. Such diversity ensures that the Group achieves its business objectives while addressing the interests of stakeholders, society, and the environment, ultimately fostering stable and sustainable growth.

- 2) In seeking suitable candidates to be nominated as Directors of the Company, the Nomination and Remuneration Committee will be responsible for considering the skills, knowledge, and experience of the candidates and their diversity in gender, age, nationality, race, ethnicity, country of origin, or cultural background, and take into account the balance of diversity in different aspects. Including the preparation of a *Board Skills Matrix* as a tool to define and assess the qualifications of directors. This serves as a criterion for selecting directors appropriately, ensuring alignment with the composition and structure of the Board of Directors, as well as the Company's objectives and business strategies.

The Nomination and Remuneration Committee will then propose to the Board of Directors or Shareholders Meeting for consideration and appointment. They also review and assess the structure of the Board of Directors in terms of diversity and report to the Board of Directors annually.
- 3) The Company will consider the appropriate proportion of male and female Directors based on the skill and experience requirements that may change according to economic situations to be in line with business changes, including an appropriate proportion of directors across different age groups.
- 4) the Nomination and Remuneration Committee is responsible for ensuring the implementation of the Policy and disclosing the information on the actions regarding Board diversity in the Company's annual report and/or other reports.

Review of the Policy

The Board of Sustainability and Risk Management Committee must review the Board Diversity Policy annually or whenever significant changes occur. The reviewed policy shall then be submitted to the Nomination and Remuneration Committee for endorsement and subsequently to the Board of Directors for approval.

This Board Diversity Policy was approved by the Board of Directors in Meeting No. 5/2025 on 4 December 2025, and shall be effective from 1 January 2026, onward.