



**AMARIN
GROUP**

Human Rights Policy





Human Rights Policy

Amarin Corporations Public Company Limited

Amarin Corporations Public Company Limited (“the Company”) and its subsidiaries (collectively referred to as the “Group”) conduct business with integrity and adhere to responsibilities toward society and all stakeholders in accordance with principles of corporate governance, business ethics, applicable laws, and international standards. These include the United Nations Global Compact (UNGC), the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. The Group is committed to conducting its business in accordance with the Business Code of Conduct and various human rights policies adopted and implemented by the Group.

1. Objectives

This Human Rights Policy has been established to serve as a guideline for conducting business with respect for internationally recognized human rights principles. The Group is committed to treating all stakeholders with fairness and equality while upholding respect for labor rights and human rights.

2. Scope

This policy applies to all activities of the Group over which the Company has management authority, including operations of the Company, its subsidiaries, associates, and business partners. The Group encourages its business partners and other related parties to support and comply with the principles set forth in this policy. This policy applies to all persons working on behalf of the Company and the Group, including Directors, Executives, employees, contract staff, interns, consultants, contractors, company representatives, and other related persons.

3. Definitions Used in the Human Rights Policy

Human Rights refer to the fundamental rights inherent to all human beings, regardless of differences in physical or mental conditions, race, nationality, country of origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, traditions, or any other status recognized under the laws of each country and the international treaties to which

such countries are bound. Human rights include, but are not limited to, the right to life and liberty, freedom from slavery and torture, freedom of expression and association, and the rights to work, education, and other fundamental rights. All individuals are entitled to these rights equally and without discrimination.

4. Human Rights Policy

The Group requires Directors, Executives, and employees to recognize the importance of and respect human rights in all aspects relating to individuals, society, and communities, in accordance with internationally recognized principles, applicable laws of each country, and international treaties to which each country is bound. This includes the following commitments:

- (1) Treat all individuals in accordance with human rights principles with equality and without discrimination.
- (2) Avoid actions that may constitute human rights violations.
- (3) Support and promote respect for human rights.
- (4) Communicate, promote awareness, provide education and guidance, monitor compliance, and provide support to business partners in the business value chain in order to encourage ethical business conduct, respect for human rights, and compliance with this policy.
- (5) Provide appropriate remedies for individuals who may be affected by human rights violations.

5. Implementation Guidelines

- (1) Respect human rights and treat others with dignity, courtesy, and equality without discrimination based on physical or mental condition, race, nationality, country of origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, traditions, or any other personal characteristics.
- (2) Treat employees fairly in matters relating to employment, compensation, benefits, training and development, promotion, disciplinary actions, and termination of employment. Decisions shall be based on job performance and capability rather than personal characteristics. The Group shall also provide a working environment that respects human dignity and ensures that intimidation, harassment, child labor, and forced labor are strictly prohibited.

- (3) Provide a safe and healthy working environment for employees, including appropriate daily and weekly working hours in accordance with applicable laws and occupational health and safety regulations. Relevant training shall be provided to ensure workplace safety. The Group is committed to maintaining appropriate working conditions by reducing risks of accidents and injuries and improving employee well-being. In the event of epidemics or public health risks, employees shall receive appropriate protection measures, including preventive equipment, vaccination support, and other health risk mitigation measures.
- (4) Respect the rights and privacy of customers by implementing secure systems for storing customer information and maintaining strict confidentiality. Customer information shall not be used for personal benefit or disclosed to others without proper authorization or the customer's consent.
- (5) Communicate, promote awareness, provide guidance, and support to business partners in the value chain, including suppliers, service providers, contractors, and other business partners, to encourage ethical business practices and respect for human rights in accordance with this policy.
- (6) Monitor and ensure respect for human rights. Employees shall not ignore or remain silent when encountering potential human rights violations related to the Group. Such matters must be reported to supervisors or responsible persons and employees must cooperate in fact-finding investigations. In case of doubt, employees may seek advice from supervisors or responsible persons through the designated reporting channels.
- (7) Ensure fairness and protection for individuals who report human rights violations related to the Group. Protection measures shall be provided for complainants or individuals cooperating in reporting violations in accordance with the Whistleblowing Policy and Whistleblower Protection.
- (8) Implement a Human Rights Due Diligence Process, including:
 - Identifying issues and affected stakeholders
 - Assessing risks and impacts of human rights violations
 - Developing prevention and mitigation plans
 - Implementing corrective and preventive measures

- Monitoring and evaluating results
- Providing appropriate remediation where human rights violations occur
- Communicating human rights performance

(9) Foster and maintain an organizational culture that upholds respect for human rights in accordance with this Human Rights Policy.

(10) Any violation of human rights shall be considered a violation of the Business Code of Conduct and may result in disciplinary actions in accordance with the Company's regulations. In addition, legal penalties may apply if such actions violate applicable laws.

6. Reporting of Violations

The Company encourages employees and all stakeholders to report any human rights violations, in any form, in order to ensure that the Company is informed and able to take appropriate action. Complaints or whistleblowing reports may be submitted through the following channels:

- **Chairman of the Audit Committee**

- Mail: Chairman of the Audit Committee
Amarin Corporations Public Company Limited
378 Chaiyaphruek Road, Taling Chan, Taling Chan District, Bangkok 10170
- Email: ac@amarin.co.th
- Telephone: 0-2422-9999 ext 4676 (during the Company's business hours)

- **Corporate Governance Committee**

- Mail: Corporate Governance Committee
Amarin Corporations Public Company Limited
378 Chaiyaphruek Road, Taling Chan, Taling Chan District, Bangkok 10170
- Email: id@amarin.co.th
- Telephone: 0-2422-9999 ext 4671 (during the Company's business hours)

- **Company Secretary**

- Mail: The Office of Legal and Compliance (Company Secretary)
Amarin Corporations Public Company Limited
378 Chaiyaphruek Road, Taling Chan, Taling Chan District, Bangkok 10170
- Email: secretary@amarin.co.th
- Telephone: 0-2422-9999 ext 4100 (during the Company's business hours)

- **Company Website:** www.amarin.co.th (Whistleblowing and Complaints / <https://amarin.co.th/e-petition>)

Individuals who report violations will be protected in accordance with the Whistleblowing and Whistleblower Protection Policy. The Company will take necessary actions in accordance with the established procedures and provide appropriate remediation and assistance to employees who may be affected by human rights violations committed by third parties or external parties.

7. Policy Communication

The Group shall communicate this policy on an annual basis. In addition, newly appointed Directors, Executives, and employees will receive training on the Human Rights Policy and other related policies to ensure awareness and strict compliance. The policy shall also be made available on the Company's Intranet system and the Company's website (www.amarin.co.th).

8. Disciplinary Actions and Remediation

Directors, Executives, and employees who commit human rights violations, including discriminatory or harassing behavior that violates human rights principles and the Business Code of Conduct, shall be subject to disciplinary actions in accordance with the Company's regulations. In addition, legal penalties may apply if such actions violate applicable laws. The Group will ensure that individuals affected by human rights violations receive appropriate remediation in a transparent and fair manner. Such remediation may include both monetary and non-monetary remedies, in accordance with applicable laws and human rights principles, in order to ensure fairness and maintain stakeholders' confidence.

9. Review of the Human Rights Policy

The Sustainability and Risk Management Committee shall review the Human Rights Policy annually and submit it to the Board of Directors for consideration and approval in the event of any revisions or amendments.



This Human Rights Policy was approved by the Board of Directors at the Board of Directors' Meeting No. 5/2025, held on 4 December 2025, and shall be effective from 1 January 2026 onwards.