

Date: 26Mar2024

Works Council (NL) - Response to Request for Opinion Re-appointment non-executive Board members dated 04Mar2023

Dear Sijmen,

The Works Council (WoCo) thanks you for the information provided in the Request for Opinion (RfO).

Introduction

The terms of Ms. Barbara Yanni and Mr. Mark Pykett, as Non-Executive Directors, are scheduled to expire on occasion of the closing of the Annual General Meeting on May 21, 2024 ("the AGM"). The Works Council has a legal right to determine a point of view on the (re)-appointment of Non-Executive Directors.

Understanding

The WoCo understands that the non-executive Directors Ms. Yanni and Mr. Pykett should be re-appointed for a period of 4 years expiring at the closing of the Annual General Meeting to be held in the year 2028. Based on the performance in the past years, the re-appointment of Ms. Yanni and Mr. Pykett will enable the Board to continue to benefit from their knowledge and experience. The WoCo appreciates that Ms. Yanni and Mr. Pykett like to continue their membership as non-executive Directors.

Works council also appreciates that the senior management team ensures continuity of the stable board of directors going forwards.

Conclusion

The Works Council understands the re-appointment non-executive Board members.

Opinion

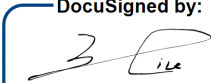
Based on our understanding, Works Council Pharming NL would like to give the opinion on the Basis of the *Wet op de OndernemingsRaden (WOR)*; to implement the intended decision to re-appoint Ms. Barbara Yanni and Mr. Mark Pykett, as Non-Executive Directors until 2028.

Yours sincerely,

The members of the Dutch Works Council of Pharming

Zhen Liu
Chair WoCo

03-Apr-24 | 13:57 CEST

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