

Remuneration Committee Charter of

Pharming Group N.V.

1 April 2024

INTRODUCTION

Article 1. Introduction

- 1.1 This charter, together with the relevant provisions of the Board Rules, govern the organization, decision-making and other internal matters of the Committee. In performing their duties, the Committee Members shall comply with this charter and the relevant provisions of the Board Rules.
- 1.2 This charter has been approved by the Remuneration Committee in its meeting of 20 March 2024 and by the Board in its meeting of 20 March 2024 with an effective date of 1 April 2024.
- 1.3 This charter shall be posted on the Company's website.

Article 2. Definitions and Interpretation

- 2.1 Unless otherwise defined in this charter, capitalized terms shall have the meanings ascribed to them in the Board Rules.
- 2.2 Without prejudice to Article 2.1, the following definitions shall apply in this charter:
 - **Board:** the Company's board of directors;
 - **Board Rules:** the internal rules of the Board;
 - **Committee:** the Company's remuneration committee;
 - **Committee Chairperson:** the chairperson of the Committee;
 - **Committee Member:** a member of the Committee;
 - **Company:** Pharming Group N.V.;
 - **Director:** a member of the Board;
 - **Executive Committee:** the Company's executive committee;
 - **Executive Director:** an executive Director; and
 - **Non-Executive Director:** a non-executive Director.
- 2.3 Terms that are defined in the singular have a corresponding meaning in the plural.

CHAPTER I. COMMITTEE CHARTER

Article 3. Composition

- 3.1 The Committee consists of at least two Non-Executive Directors.
- 3.2 The Committee Members shall be appointed and dismissed by the Board.
- 3.3 More than half of all Committee Members shall be independent within the meaning of the Dutch Corporate Governance Code.
- 3.4 All Committee Members shall be independent within the meaning of Nasdaq Rule 5605(a)(2), except as permitted by the applicable Nasdaq rules.
- 3.5 The Committee shall elect a Committee Member to be the Committee Chairperson. The Committee may dismiss the Committee Chairperson, provided that the Committee Member so dismissed shall subsequently continue their term of office as a Committee Member without having the title of Committee Chairperson.
- 3.6 The Committee Chairperson shall not be the Chairperson or a former Executive Director.

Article 4. Duties and Organization

- 4.1** The Board may allocate from time to time certain of its tasks and duties to the Committee pursuant to a resolution to that effect. The Committee can validly pass resolutions in respect of matters which fall under the tasks and duties allocated to the Committee.
- 4.2** The Committee is charged with, and shall be able to present recommendations to the Board and, to the extent applicable, pass resolutions relating to, the following matters:
- a.** Reviewing and evaluating the Company's compensation policy and benefits policies generally, including the review and recommendation of incentive-compensation and equity-based plans of the Company, as well as the compensation of the Executive Director(s) and 'other members of the Executive Committee;
 - b.** submitting proposals to the Board concerning changes to the Company's compensation policy, as relevant;
 - c.** submitting proposals to the Board concerning the compensation of the Company's members of the Executive Committee and the individual Directors, at least covering:
 - i.** the compensation structure;
 - ii.** the amount of the fixed and variable compensation components;
 - iii.** the applicable performance criteria;
 - iv.** the scenario analyses that have been carried out;
 - v.** the pay ratios within the Company's group;
 - vi.** if it concerns the compensation of a Director, the views of the Director concerned with regard to the amount and structure of their own compensation;
 - vii.** if considered appropriate by the Board or the Committee, the views of the members of the Executive Committee concerned with regard to the amount and structure of their own compensation;
 - d.** the review and assessment of risks arising from the Company's compensation policies and practices and whether any such risks are reasonably likely to have a material adverse effect on the Company;
 - e.** the preparation of the Company's compensation report for the Board;
 - f.** the preparation of the Committee's report required by SEC rules or the rules of any other regulatory body; and
 - g.** the retention of or obtaining advice from a compensation consultant, legal counsel or other advisor as the Committee deems necessary or appropriate to carry out its responsibilities, including the appointment of such consultant, counsel or advisor and the ability to cause the Company, without further action, to pay with Company funds the reasonable compensation of such consultant, counsel or advisor as approved by the Committee, provided, however, that:
 - i.** in retaining or obtaining the advice of such consultant, counsel, or advisor, other than in-house legal counsel, the Committee shall take into consideration the factors affecting independence required by applicable SEC rules and Nasdaq rules; and

- ii. the Committee will be responsible for the oversight of the work of any such consultant, counsel, or advisor.
- 4.3 The Committee shall meet as often as it determines is appropriate to carry out its responsibilities, but not less frequently than annually, and each meeting shall be presided over by the Committee Chairperson and, in the absence of the Committee Chairperson, one of the other Committee Members shall be designated as the acting chair of the meeting.
- 4.4 The Committee may delegate all or part of its authority to subcommittees or to the Committee Chairperson.
- 4.5 The Committee shall regularly report on its deliberations and findings to the Board.
- 4.6 At least annually, the Committee shall evaluate its own performance and report to the Board on such evaluation.

CHAPTER II. OTHER PROVISIONS

Article 5. Amendments and Deviations

- 5.1 Pursuant to a resolution to that effect, the Board may amend or supplement this charter and allow temporary deviations from this charter, subject to ongoing compliance with applicable law and stock exchange requirements.
- 5.2 The Committee shall review and reassess this charter every two years or earlier if required due to regulatory changes and/or business developments and recommend any proposed changes to the Board for their consideration and, if thought fit, for approval.

Article 6. Governing law and Jurisdiction

This charter shall be governed by and shall be construed in accordance with the laws of the Netherlands. Any dispute arising in connection with this charter shall be submitted to the exclusive jurisdiction of the competent court in Amsterdam, the Netherlands.