

To the CEO and Executive Director Pharming
N.V

Pharming Group N.V
Darwinweg 24
2333CR Leiden
The Netherlands
T: +31 (0)71 524 7400
W: www.pharming.com
Trade register Leiden 28048592
VAT NL 009247798 B01

Reference: OR_2023
Date: March 30, 2023
Subject: **Works Council Response to re-appointment Chair of the Board**

Dear CEO,

In response to the request for opinion about the re-appointment of Mr Paul Sekhri as Non-Executive Director, the work council meeting was organized to discuss this matter with the members of work council on 27MAR2023.

The members of the work council understand that this re-appointment is imperative for the Board to continuously execute its duties for our company's prosperity. Hereby we endorse the re-appointment of Mr Sekhri as the Chairman of the Board of Directors for a limited period of time, a period not to exceed one year.

We wish a new Chair will be identified soon to ensure a smooth succession in due time.

Yours sincerely



Zhen Liu
Chair of Pharming Works Council