

Date: 29MAR2024

Works Council (NL) - Response to Request for Advice Remuneration Policy dated 04MAR2024.

Dear Sijmen,

The Works Council would like to thank you for the information provided in the Request for Advice (RfA) as well as the comprehensive responses to the questions we had and providing background on the updated Remuneration Policy during an additional meeting with CECO, Ruud van Outersterp, on 25MAR2024.

The Works Council understands that according to the Dutch Civil Code it is required for listed companies to submit their Remuneration Policy for members of the Board of Directors at least once every four years. Furthermore, the Works Council recognizes that the renewed Policy contains adjustments to adhere to legal requirements, but also includes adjustments that will enable the company to attract the right talent.

As such this requires the Works Council to provide an Advice on the renewed Remuneration Policy. We also recognize the Board of Directors intend to propose adoption of the renewed Remuneration Policy to the shareholders at the upcoming Annual General Meeting (AGM) including the Advice of the Works Council.


Advice

The Works Council Pharming (NL) would like to advise based on article 2:135a paragraph 3 of the Dutch Civil Code, to share the advice of the Works Council with the shareholders.

Based on our understanding of the renewed Policy as well as the legal requirement to have the Remuneration Policy renewed every four years the Works Council has no objections to adopt this renewed Policy.

Yours sincerely,
The members of the Dutch Works Council of Pharming

Date: 03-Apr-24 | 13:12 CEST

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Zhen Liu
Chair Dutch Works Council