Pharming®

Pharming Group N.V.

2025 Annual General Meeting of Shareholders

June 11, 2025

NASDAQ: **PHAR** | EURONEXT Amsterdam: **PHARM**

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Dr. Richard Peters

Chairman of the
Board of Directors

Opening & Introductions

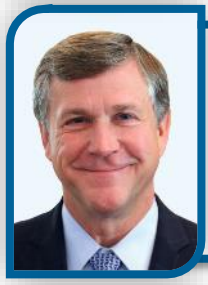
Leadership: Board of Directors

Dr. Richard Peters

Chairman of the Board of Directors, Member of the Corporate Governance Committee & the Transaction Committee

Deborah Jorn, MBA

Vice-Chair of the Board of Directors , Member of the Remuneration Committee & Member of the Audit Committee



Dr. Mark Pykett

Non-Executive Director, Member of the Remuneration Committee & the Transaction Committee

Jabine van der Meijs

Non-Executive Director, **Chairperson of the Corporate Governance Committee,** Member of the Audit Committee & Remuneration Committee

Fabrice Chouraqui

Chief Executive Officer & Executive Director

Barbara Yanni

Non-Executive Director**, Chairperson of the Transaction Committee**, Member of the Audit Committee & the Corporate Governance Committee

Leonard Kruimer

Non-Executive Director, **Chairperson of the Audit Committee** & Member of the Transaction Committee

Steven Baert

Non-Executive Director, **Chairperson of the Remuneration Committee** & Member of the Corporate Governance Committee

Leadership: Executive Committee

Fabrice Chouraqui
Chief Executive Officer
& Executive Director
CEO

Anurag Relan, MD
Chief Medical Officer
CMO

Stephen Toor
Chief Commercial Officer
CCO

Mireille Sanders MSc
Chief Operations Officer
COO

Ruud van Outersterp
Chief Ethics &
Compliance Officer
CECO

Dr. Alexander Breidenbach
Chief Business Officer
CBO

Ines Bernal
Chief People Officer
CPO

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DISCUSSION ITEM

AGENDA ITEMS: 1/9

1. Opening and announcements

(discussion item)

Forward-looking statements

This presentation may contain forward-looking statements. Forward-looking statements are statements of future expectations that are based on management's current expectations and assumptions and involve known and unknown risks and uncertainties that could cause actual results, performance, or events to differ materially from those expressed or implied in these statements. These forward-looking statements are identified by their use of terms and phrases such as "aim", "ambition", ''anticipate'', ''believe'', ''could'', ''estimate'', ''expect'', ''goals'', ''intend'', ''may'', "milestones", ''objectives'', ''outlook'', ''plan'', ''probably'', ''project'', ''risks'', "schedule", ''seek'', ''should'', ''target'', ''will'' and similar terms and phrases. Examples of forward-looking statements may include statements with respect to timing and progress of Pharming's preclinical studies and clinical trials of its product candidates, Pharming's clinical and commercial prospects, and Pharming's expectations regarding its projected working capital requirements and cash resources, which statements are subject to a number of risks, uncertainties and assumptions, including, but not limited to the scope, progress and expansion of Pharming's clinical trials and ramifications for the cost thereof; and clinical, scientific, regulatory, commercial, competitive and technical developments. In light of these risks and uncertainties, and other risks and uncertainties that are described in Pharming's 2024 Annual Report and the Annual Report on Form 20-F for the year ended December 31, 2024, filed with the U.S. Securities and Exchange Commission, the events and circumstances discussed in such forward-looking statements may not occur, and Pharming's actual results could differ materially and adversely from those anticipated or implied thereby. All forward-looking statements contained in this presentation are expressly qualified in their entirety by the cautionary statements contained or referred to in this section. Readers should not place undue reliance on forward-looking statements. Any forward-looking statements speak only as of the date of this presentation and are based on information available to Pharming as of the date of this presentation. Pharming does not undertake any obligation to publicly update or revise any forward-looking statement as a result of new information, future events or other information.

Agenda

1. **Opening and announcements**
2. **Annual Report 2024** *(voting and discussion items)*
   a) Explanation of the business, the operations and the results for the year ending on December 31, 2024 *(discussion item)*
   b) Remuneration report for 2024 *(advisory voting item)*
   c) Corporate Governance *(discussion item)*
   d) Explanation of the dividend policy *(discussion item)*
   e) Proposal to adopt the financial statements for 2024 *(voting item)*
   f) Proposal to discharge the members of the Board of Directors *(voting item*).
3. **Appointment new Non-Executive Director** *(1 voting item)*
   Proposal to appoint Dr. Elaine Sullivan, upon binding recommendation of the Board of Directors, as new Non-Executive Director, for a period of four years.
4. **Reappointment Non-Executive Directors** *(2 voting items)*
   a) Proposal to reappoint Mrs. Jabine van der Meijs, upon binding recommendation of the Board of Directors, as Non-Executive Director, for a period of four years.
   b) Proposal to reappoint Mr. Leonard Kruimer, upon binding recommendation of the Board of Directors, as Non-Executive Director, for a period of four years.
5. **Re-appointment of the external auditor of the Company** *(1 voting item)*
   Proposal to re-appoint Deloitte Accountants B.V. as the external auditor of the Company for the financial year 2025.
6. **Designation of the Board of Directors as the Company's body, authorized to: (i) issue shares, (ii) grant option rights and (iii) restrict or exclude pre-emptive rights** *(voting items):*
   General authorization for generic corporate purposes up to 10% of the issued share capital, including (i) share issuances to the Board of Directors in accordance with the remuneration policy and the incentive plans for the CEO as approved by our shareholders, and (ii) issuances of shares and/or stock options to staff members under the applicable staff equity incentive plans, for a period of eighteen months, starting on June 11, 2025.
7. **Authorization of the Board of Directors to repurchase shares in the Company** *(voting item)*
   Proposal to authorize the Board of Directors for a period of eighteen months starting on June 11, 2025, as the Company's body authorized to resolve to repurchase not more than 10% of the issued capital through the stock exchange or otherwise.
8. **Any other business** *(discussion item)*
9. **Closing**

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VOTING & DISCUSSION ITEMS

AGENDA ITEMS: 2/9

2. Annual Report 2024

(voting and discussion items)

a) **Explanation of the business, the operations and the results for the year ending on December 31, 2024 (discussion item)**

b) Remuneration report for 2024 (advisory voting item)

c) Corporate Governance (discussion item)

d) Explanation of the dividend policy (discussion item)

e) Proposal to adopt the financial statements for 2024 (voting item)

f) Proposal to discharge the members of the Board of Directors (voting item).

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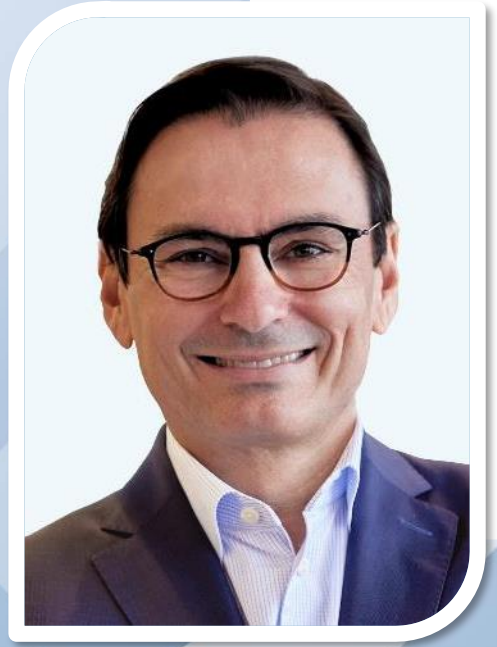
CEO

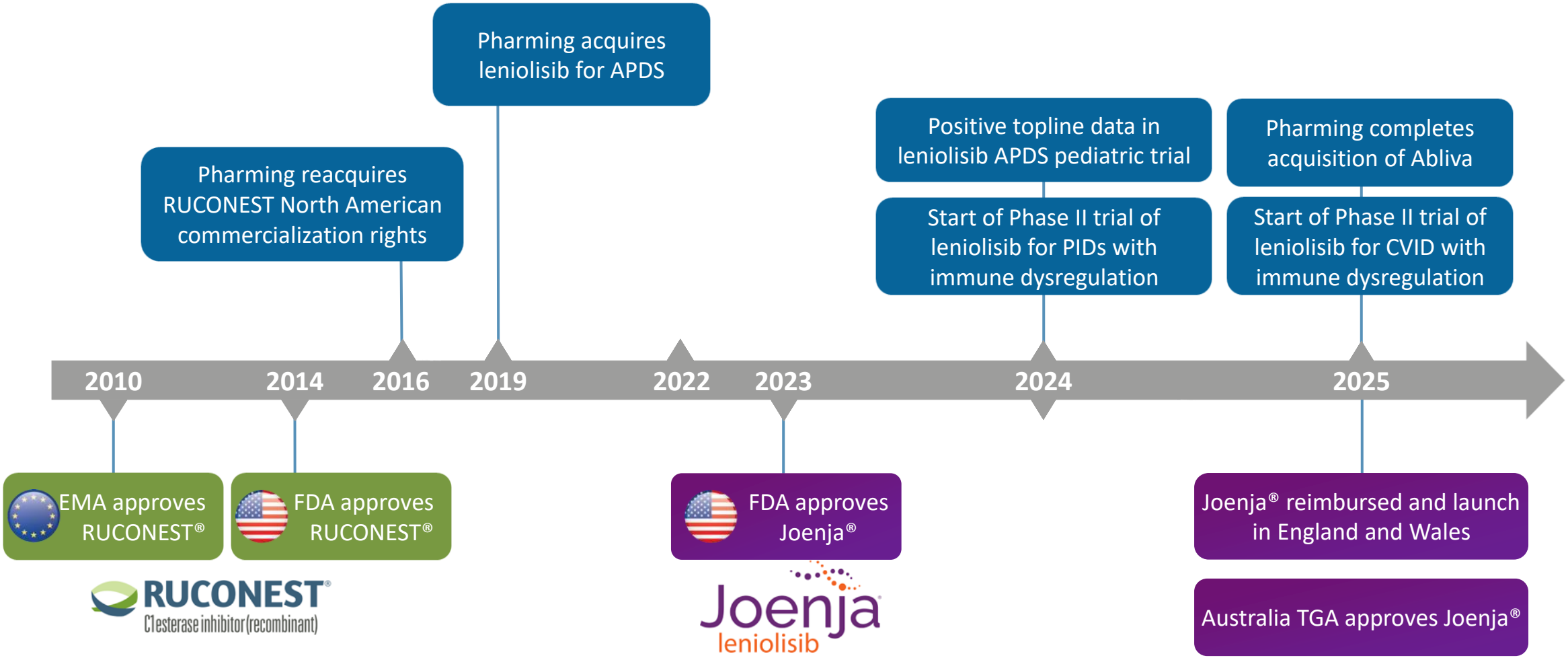


Fabrice Chouraqui

Chief Executive Officer

Business overview

History of growth and innovation at Pharming



Vision for the future

Develop a leading global rare disease company with a diverse portfolio and presence in large markets, leveraging proven and efficient clinical development, supply chain, and commercial infrastructure

Building a leading global rare disease biopharma company

Strong performance

- FY24 revenues up 21%
- Achieved operating profit and positive operating cash flow in 3Q-4Q 2024

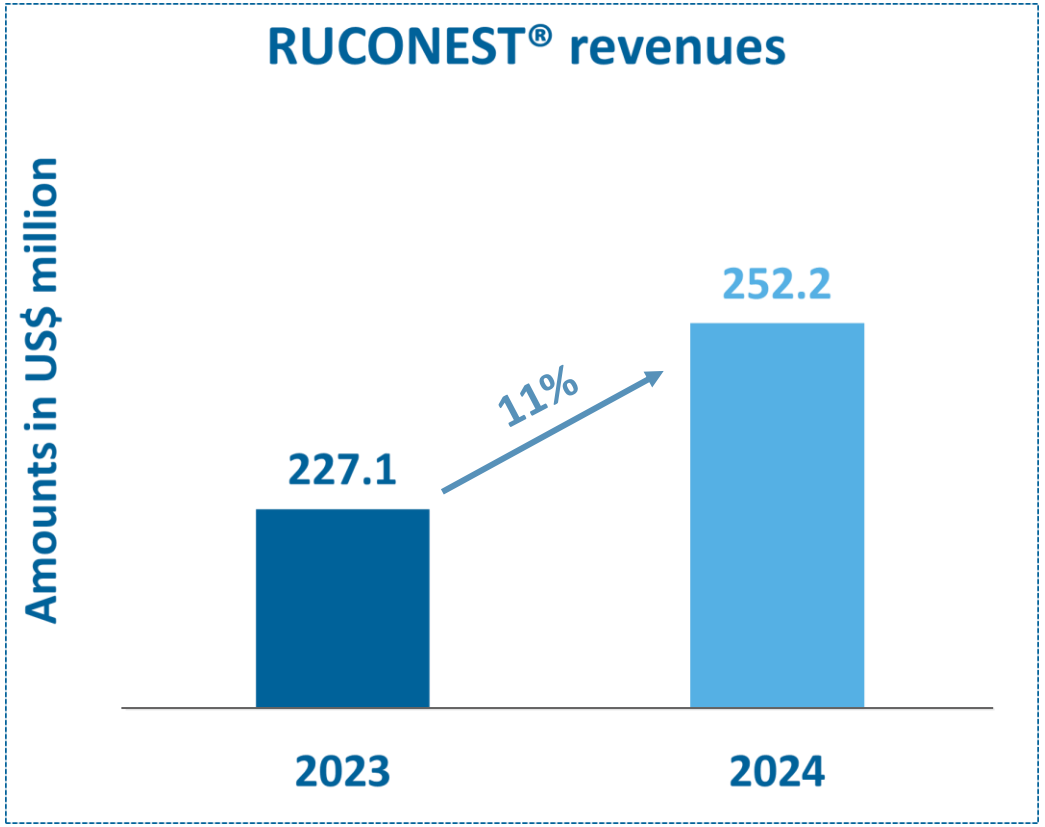
High value pipeline

- Exploring two new indication for Joenja® (leniolisib) in PIDs with immune dysregulation
- Acquired KL1333 for mtDNA mitochondrial disease

Significant catalysts

- Joenja® for APDS – VUSs reclassification, pediatric label, geo expansion (2025-27)
- Leniolisib for PIDs PhII readouts (2026)
- KL1333 pivotal study readout (2027)

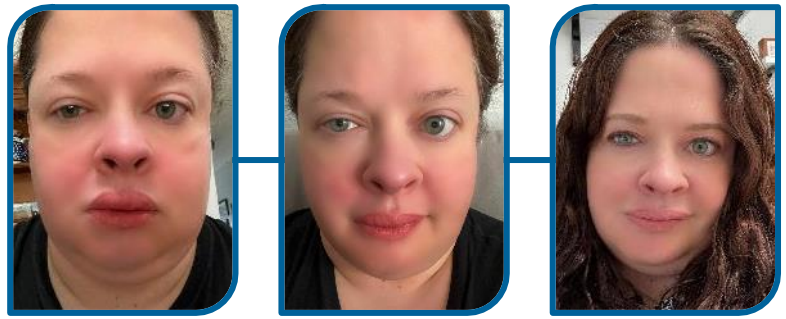
RUCONEST® strong growth continues in acute HAE market



- **Strong U.S. in-market demand in 2024**
  - New patient enrollments up 24%
  - U.S. physician prescriber base +11%

RUCONEST® unique value proposition

- **Type 1, Type 2, and Normal C1-INH HAE patients rely on RUCONEST**
- **97% patients needed just 1 dose[1]**
- **93% acute attacks stopped for at least 3 days[2]**
- **RUCONEST® mostly used by patients experiencing moderate to severe attacks, who attack more frequently**
  - Fail on icatibant and other acute therapies
  - Need to re-dose with other treatments to resolve attacks

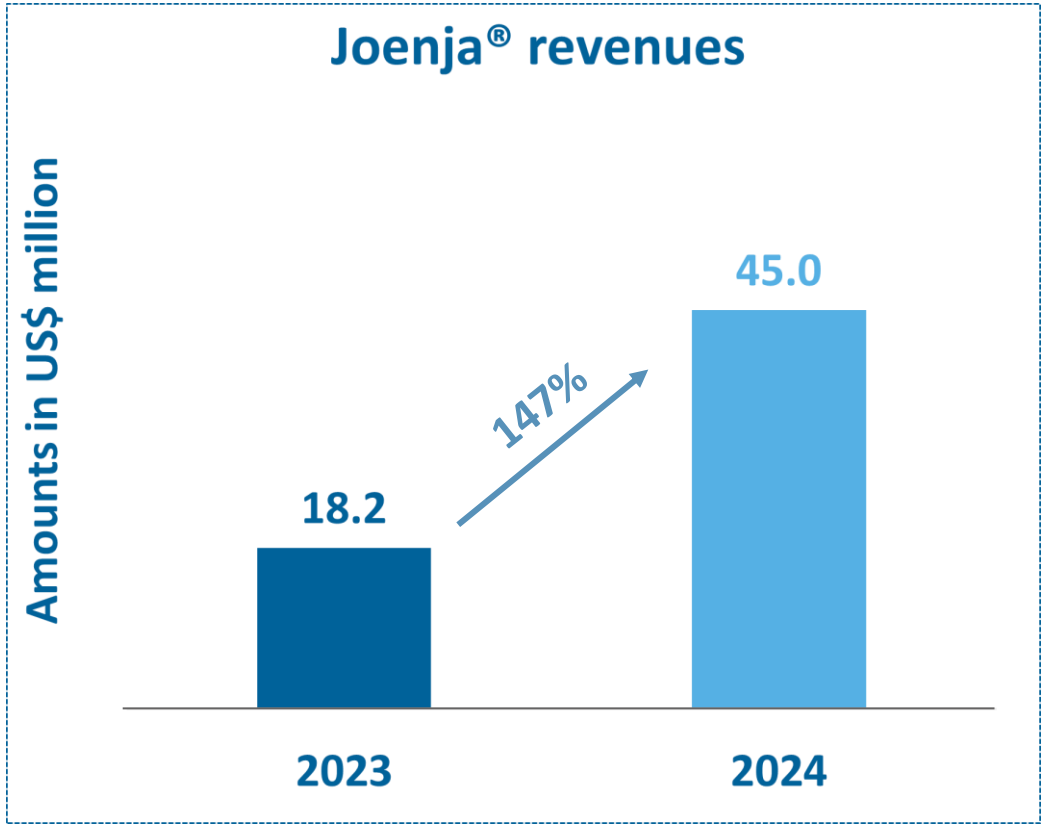


Time of taking RUCONEST | 4 hours after | 24 hours after

Building Trust 10+ YEARS Supporting Patients With HAE

References: 1. RUCONEST®. Prescribing information. Pharming Healthcare Inc; 2020. 2. Bernstein JA, et al. *Ann Allergy Asthma Immunol.* 2017;118(4):452-453. 3. Data on file. Pharming Healthcare Inc; 2019
The most common adverse reactions (incidence ≥2%) were headache, nausea and diarrhea. The most serious adverse reaction reported in clinical trials was anaphylaxis.

Joenja® growth continues in 12y+ APDS segment



- **Acceleration of new APDS patients on therapy in 1Q25**
  - 102 U.S. patients (+23% vs 1Q24)
  - +6 patients in 1Q25, most since 2Q24
- **Additional 187 APDS patients globally in access programs and clinical studies**

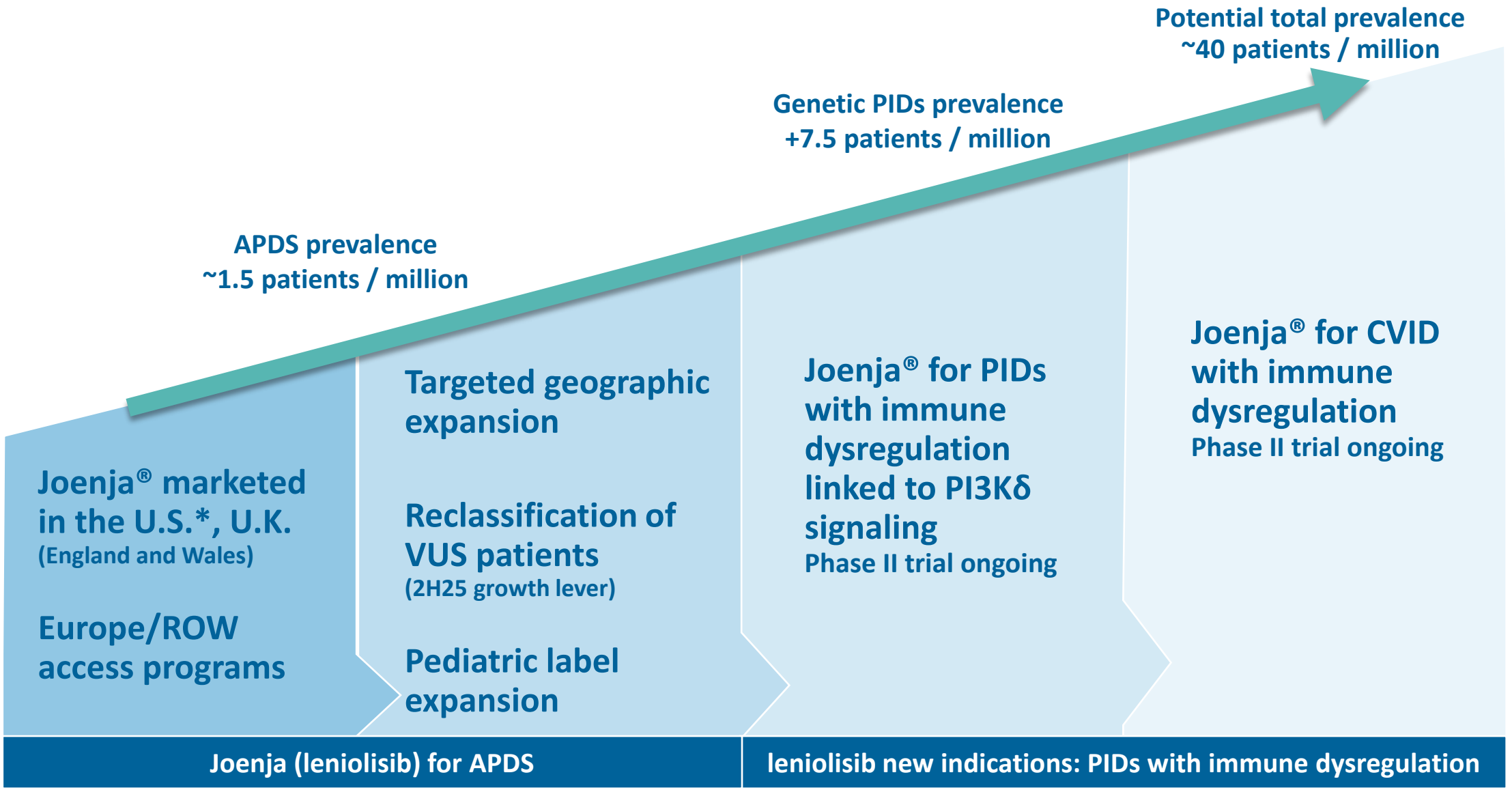
Reports of Joenja® changing patients' lives

24-year-old male with APDS whose progress was followed in the Joenja® open-label extension study for 6 years

	Before study enrollment	Since starting Joenja treatment
Infections and treatment burden	• Experienced fatigue from IRT infusions, anxiety, and difficulty coping with treatment burden • Hospitalized yearly for infections • Frequently prescribed antibiotics	• Stopped IRT infusions and fatigue got better • No hospitalizations • He had 7 infections, none of which returned • Only doctor he visits regularly is his immunologist
Clinical manifestations	• Low blood platelet counts • Damaged lung airways • Gastrointestinal issues and migraines	• Blood platelet count increased • Damaged lung airways did not get worse

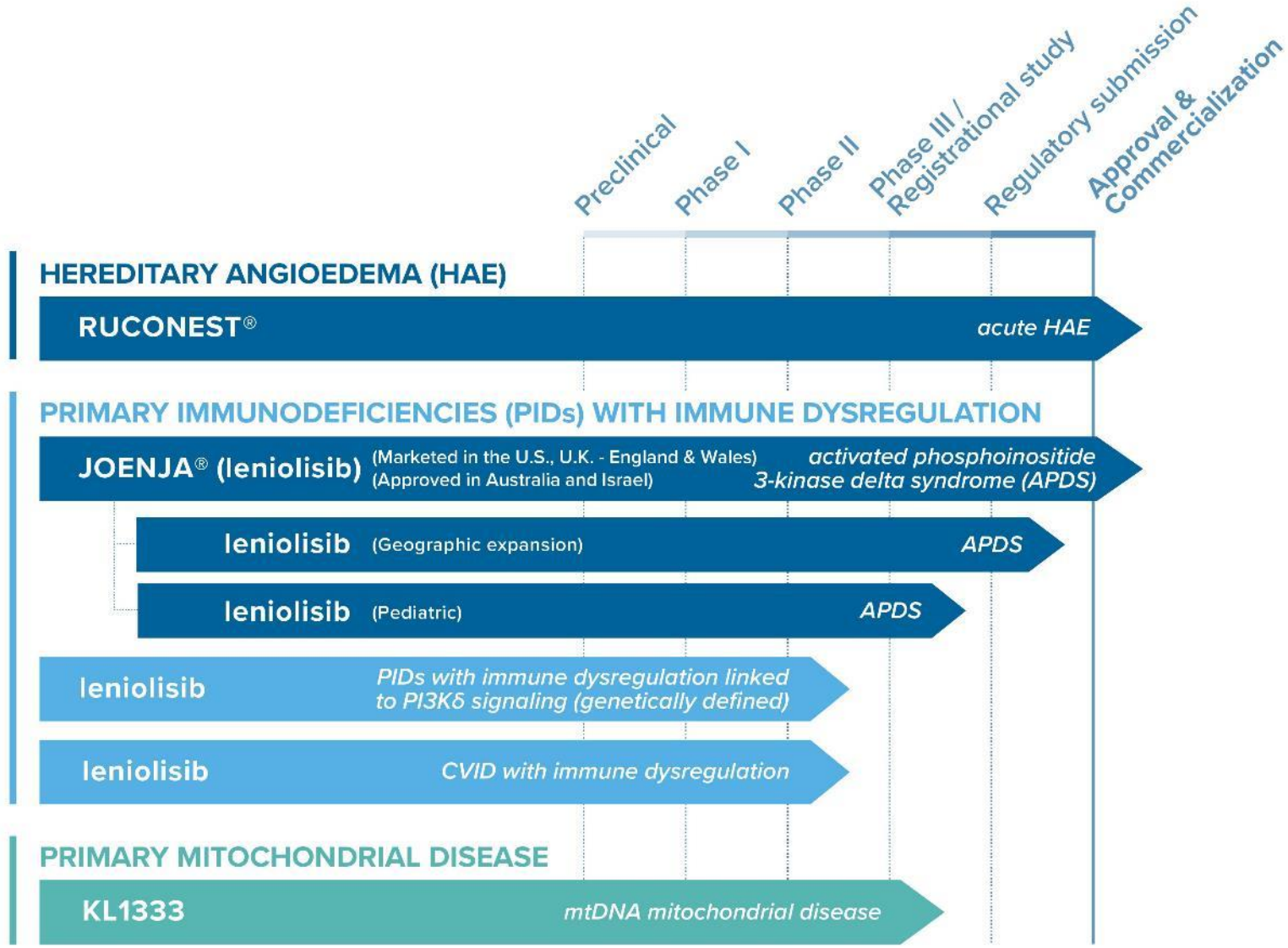
Rao VK, et al. Blood Adv. 2024;8(12):3092-3108. doi:10.1182/bloodadvances.2023011000.

Joenja® (leniolisib)
Lifecycle to realize $1Bn+ sales potential



* 102 patients on paid therapy. U.S. Pricing: 30-day supply $49,500, Annual cost (WAC) $594,000

Diverse rare disease pipeline



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CMO

Anurag Relan, MD

Chief Medical Officer

KL1333 for primary mitochondrial disease

KL1333 for primary mitochondrial disease: Potential first standard of care

KL1333 targets underlying pathology of low NAD+ / NADH

- Normalizes NAD+/NADH ratio and mitochondrial function
- Evidence from in vitro data, animal models, and in patients treated with KL1333
- >30,000 diagnosed patients with mitochondrial DNA disease potentially addressable by KL1333[1]

Registrational clinical study underway

- Clinically-relevant endpoints, supported by FDA
- Positive interim analysis in pivotal study
- Patient recruitment for second wave started April 2025
- Expect readout in 2027 and FDA approval end of 2028

1. In US, EU4 and UK. Diagnoses can include MELAS-MIDD and KSS-CPEO spectrum disorders as well as MERRF syndrome.

Primary mitochondrial disease

"The fatigue is almost impossible to describe because it seems other-worldly. It feels as though someone has taped cinder blocks to my eyelids some mornings and there is no way to keep them open."[2]

2. UNITED MITOCHONDRIAL DISEASE FOUNDATION, Voice of the Patient Report, 2019.

KL1333 – FALCON study positive interim analysis

Pivotal FALCON Study

WAVE 1 – Fully enrolled

- 40 patients recruited across six countries (U.S., UK, France, Spain, Belgium, Denmark)
- 18 sites activated
- Interim analysis at 24 weeks conducted in Q3 2024

WAVE 2 – Expansion

- 180 total patients treated for 48 weeks
  - Wave 1 sites ready to start enrolling
  - Wave 2 sites undergoing activation
- Readout anticipated 2027

Interim Futility Analysis:

Positive outcome achieved, with both primary endpoints having passed futility

- Promising differences favoring the active arm vs. placebo for both primary efficacy endpoints; if trends continue consistently, we expect a successful result at the completion of this trial
- Data monitoring committee (DMC) recommended continuing with Wave 2:
  - Safety and tolerability profile acceptable
  - No changes to study design
  - 180 total patients confirmed in the study

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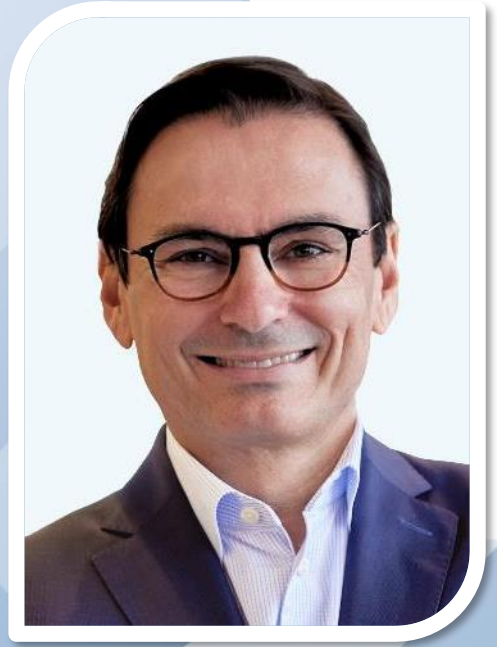
CEO

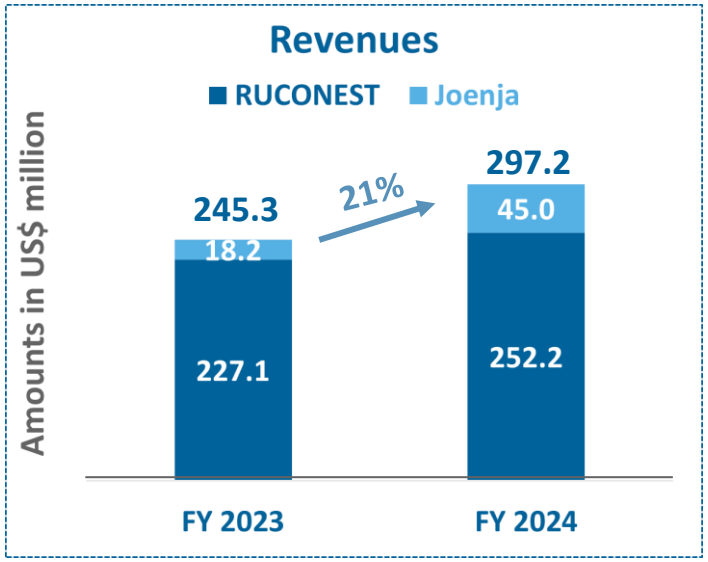


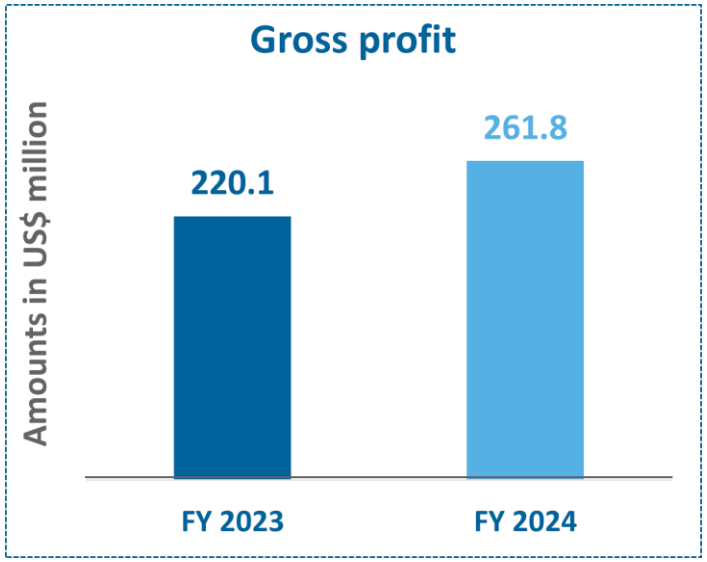
Fabrice Chouraqui

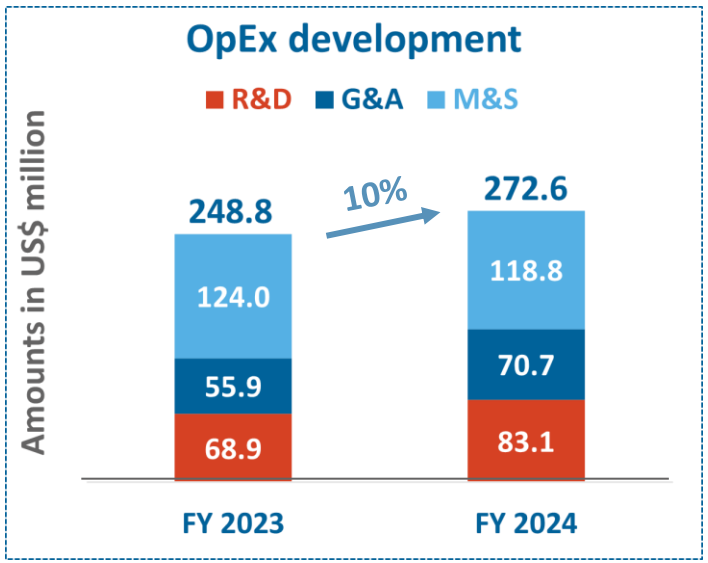
Chief Executive Officer

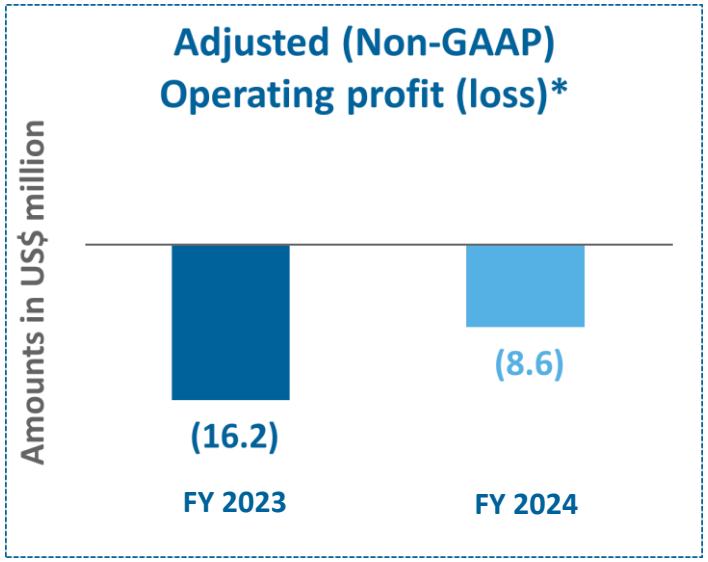
Financials & Outlook 2025

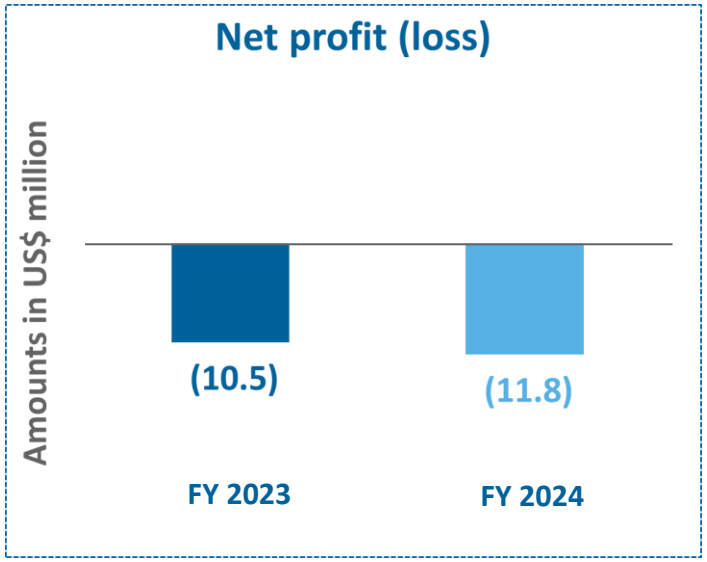
Financial highlights: FY 2024 vs FY 2023











* Operating profit (loss) for 2023 excludes milestone payments for Joenja® (US$10.5 million) and gain on sale of Priority Review Voucher to Novartis (US$21.3 million).
** US$30.4 million of the US$45.6 million decrease in overall cash and marketable securities is due to convertible bond refinancing.

2025 Financial guidance

Revenue and operating expenses:

	FY 2025 Guidance	Notes
Total Revenues	**US$325 - 340 million***	9 - 14% growth
Operating Expenses (pre-Abliva impact)	**Flat vs. FY 2024**	
Operating Expenses (Abliva-related)	**~US$30 million**	Includes R&D and non-recurring transaction and integration costs

Available cash and future cash flows expected to cover current pipeline investments and pre-launch costs

* Raised revenue guidance in 1Q 2025 financial results announcement on May 8, 2025

Building a leading global rare disease biopharma company

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Strong start of 2025

High value pipeline

Growth catalysts

Financial discipline

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VOTING & DISCUSSION ITEMS

AGENDA ITEMS: 2/9

2. Annual Report 2024

(voting and discussion items)

a) Explanation of the business, the operations and the results for the year ending on December 31, 2024 (discussion item)

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2. b) Remuneration report for 2024 (advisory voting item)

Performance by CEO on targets 2024

- Short-term incentive (annual bonus in cash/70% on target): 85.2% score, within the range of 0% to maximum 200%, on all one-year financial and non-financial targets results in payout 59.6% of annual salary (gross)

Financial

Performance Measure	Target	Weighting	Actual
Revenue growth (USD)	Revenue growth to USD 293M	20%	Growth to USD 297.2M
Operating Profit (USD)	Operating loss not exceeding USD 15M	10%	Loss USD 8.6M
Net cash balance (USD)	Cash & Marketable securities balance, net of debt funding: balance of USD 50M	10%	USD 86.9M
Compliance Sarbanes-Oxley Act (assessment Board)	Implementation and testing all required internal controls, as audited by Deloitte	10%	Not achieved

Detailed CEO scorecard and calculation payout results: see Part II of the Remuneration Report

2. b) Remuneration report for 2024 (advisory voting item)

- Long-term incentive plan 2022 - 2024:
  - 2.363.455 restricted shares were granted in 2022
  - 82.4% vesting resulted in 1,947,487 shares (gross)

Metric	Weighting	Vesting level
TSR	40%	38%
Strategic Objectives	60%	44.4% (within range 0 - 200%)
Total vesting level: 82.4% (within the range of 0% to maximum 300% vesting)		

Detailed scorecard and calculation vesting results: see Part II of the Remuneration Report

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ADVISORY VOTING ITEM

2. b) Remuneration report for 2024

(advisory voting item)

Agenda item 2. b

Remuneration report for 2024

For	60,190,104
Against	684,348
Abstain	660,936

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VOTING & DISCUSSION ITEMS

AGENDA ITEMS: 2/9

2. Annual Report 2024

(voting and discussion items)

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f) Proposal to discharge the members of the Board of Directors (*voting item*).

2. c) Corporate Governance (discussion item)

- Pharming's ordinary shares are traded on Euronext Amsterdam.
- American Depository Shares have been listed on the Nasdaq Stock Market in the US since 23 December 2020

  Pharming continues to take all steps required to ensure compliance with the applicable US regulatory requirements and in implementing an enhanced internal control framework to ensure compliance with the US Sarbanes-Oxley Act.
- Dutch Corporate Governance Code

  - Deviation 2023 removed: provision 1.5.1 - stakeholder dialogue policy was adopted

  - Remaining deviations: *no new deviations compared to 2023*

    - provision 3.3.2: shares for the Non-Executive Directors as part of remuneration
    - provision 3.3.3: no restriction that shares held by Non-Executive Directors should be a long-term investment
    - provision 4.2.3: system to follow all analyst meetings in real time not available given size company

Details can be found in the section 'Dutch Corporate Governance Code' in the 2024 Annual Report.

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VOTING & DISCUSSION ITEMS

AGENDA ITEMS: 2/9

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f) Proposal to discharge the members of the Board of Directors *(voting item).*

2. d) Explanation of the dividend policy (discussion item)

- Pharming continues to follow its existing policy *not* to pay dividends. The Board of Directors does not envisage the payment of dividends in the coming years.

- Payment of future dividends, if any, would be at the discretion of the Board, taking into account various factors including business prospects, cash requirements, financial performance and product development.

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VOTING & DISCUSSION ITEMS

AGENDA ITEMS: 2/9

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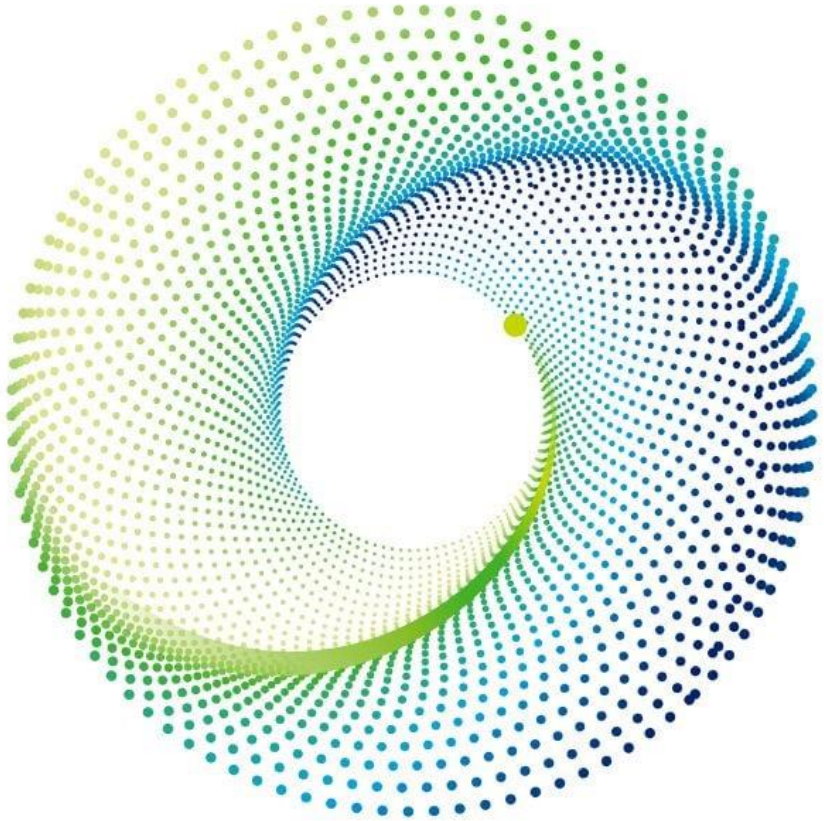
Deloitte.



Pharming Group N.V.

Presentation of the independent auditor

June 11, 2025

Summary of the 2024 audit

Financial statements and management report

- Unqualified auditor's report signed on April 2, 2025
- Management report (incl. remuneration report) and other information: comply with the requirements of Part 9 Book 2 of Dutch Civil Code and Dutch Standard 720

Reportable matters

- Key audit matters: Trade and other payables – U.S. Revenue Rebate Accruals
- Other areas of our audit: refinancing of the convertible bond

Scope and coverage

- Full-scope procedures for significant entities
- Audit coverage of 98% of revenues and 95% of total assets

Materiality

- Materiality of USD 3.8m (2023: USD 2.6M)
- Misstatements reported if in excess of USD 189K (taking into account qualitative considerations)

Communication

- Several meetings and calls with the Board of Directors and Audit Committee
- Audit plan and year-end report

Materiality & Scoping

- Materiality at USD 3.8M (2023: USD 2.6M)
- Component level: lower materiality (max. USD 2.2M)
- Misstatements reported if in excess of USD 189k (taking into account qualitative considerations)

Materiality

- In scoped significant accounts in entities: Pharming Group N.V., Pharming Americas B.V., Pharming Technologies B.V., Broekman Instituut B.V., Pharming Research & Development B.V., and Pharming Healthcare Inc.
- Coverage: 98% revenues and 95% total assets

Scoping

Key Audit Matter

Trade and other payables – U.S. Revenue Rebate Accruals

Our audit procedures related to the assumptions and judgments made by management in estimating the U.S. revenue rebate accruals included the following, amongst others:

- We evaluated the appropriateness and consistency of the Company's method, data, and assumptions used to calculate the U.S. revenue rebate accrual in accordance with IFRS 15, including evaluating historical trends of rebates to assess any indications of changing historical trends.
- We tested the mathematical accuracy of the U.S. revenue rebate accruals calculation.
- We tested significant assumptions and key inputs used to calculate the U.S. revenue rebate accruals, namely, testing a sample of rebate claims received during the financial year and subsequent to the balance sheet date against source documentation and assessing the reasonableness of management's forecast.
- We evaluated the Company's ability to estimate U.S. revenue rebate accruals accurately through retrospective reviews by comparing actual claims received during the current year to historical estimates.

Communication with the Board of Directors and Audit Committee

Communication

- Meetings with the Audit Committee, in which, among others, the following reports are discussed:
  - July 2024 – Audit Plan 2024;
  - April 2025 – Report to the Audit Committee and the Board of Directors, Independent Auditor's Report on the 2024 financial statements

- In April 2025, we presented our year-end reporting in the Audit Committee meeting, including, among others:
  - Audit findings;
  - Audit misstatements;
  - Auditor's independence;
  - Other observations.

- Periodical update calls with the Chairman of the Audit Committee and Management.

Use of specialists

Specialists have been involved on topics, such as:

Topic	Key Audit Matter?
Share based compensation	No
Valuation of preference shares	No
Valuation of the convertible bond	No
Tax	No
Fraud risks	No

Internal controls and IT

Quality of internal control and administrative organization:

- In the context of our audit, we assessed the internal controls that are relevant to our audit.
- On page 34 of the 2024 annual report, the main observations as reported in our Report to the Audit Committee and the Board of Directors are:
    - An intensive program was implemented to strengthen the internal control environment
    - Material weaknesses (internal control deficiencies) were identified in:
        - Internal controls over the corporate income tax process.
        - Internal controls over the process for complex, non-routine transactions with a significant accounting impact.
    - Pharming is in the process of remediating these deficiencies through implementing more robust internal controls and providing additional training and guidance.

IT Controls

- IT auditors are integral part of the audit team:
    - Testing is performed by IT auditors to identify, analyze and test relevant application and general computer controls;
    - Cyber security is part of our risk assessment and IT audit.

Fraud risk

General legal framework

- Laws and regulations require the auditor to pay specific attention to fraud risks during performing the audit.

What procedures did we perform at Pharming about the fraud risk of management override of controls?

- Evaluated the relevant internal controls (incl. tone at the top)
- Further specific attention within the audit for the following elements:
    - Generating and processing journal entries
    - Management estimates
    - Significant transactions outside the normal course of business
    - Interviews regarding fraud with CEO, CFO and Senior Finance Personnel.
    - Evaluation of the disclosures regarding fraud risk assessment, management estimates and uncertainties
    - Evaluation of Pharming's fraud risk assessment, Code of Conduct, whistleblower policy and incident registration

Compliance with laws and regulations & going concern

Compliance with laws and regulations

- Obtain sufficient appropriate audit evidence regarding compliance with laws and regulations that directly affect the financial statements;
- Attentive to indications of (suspected) non-compliance with laws and regulations;
- Conducted interviews with, amongst other, CEO, CFO and Senior Finance Personnel
- Reading minutes of the Board of Directors and Executive Committee

Going concern

- The financial statements have been prepared on a going concern basis
- Procedures performed regarding the evaluation of management’s use of the going concern basis, such as:
    - Evaluate the reasonableness of the assumptions used by management;
    - Evaluate whether all relevant information of which we are aware has been included in the management’s assessment; and
    - Reviewing management's future outlook as part of procedures on the annual report.

Audit fiscal year 2025

Audit fiscal year 2025

The audit approach for 2025 is expected to be largely consistent with 2024.

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VOTING ITEM

2. e) Proposal to adopt the financial statements for 2024

(voting item)

Agenda item 2. e

Proposal to adopt the financial statements for 2024

For	61,257,961
Against	116,299
Abstain	326,878

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VOTING & DISCUSSION ITEMS

AGENDA ITEMS: 2/9

2. Annual Report 2024

(voting and discussion items)

a) Explanation of the business, the operations and the results for the year ending on December 31, 2024 *(discussion item)*

b) Remuneration report for 2024 *(advisory voting item)*

c) Corporate Governance *(discussion item)*

d) Explanation of the dividend policy *(discussion item)*

e) Proposal to adopt the financial statements for 2024 *(voting item)*

f) Proposal to discharge the members of the Board of Directors *(voting item).*

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VOTING ITEM

2. f) Proposal to discharge the members of the Board of Directors

(voting item)

Agenda item 2. f

Proposal to discharge the members of the Board of Directors

For	57,408,852
Against	3,879,520
Abstain	412,766

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VOTING ITEM

AGENDA ITEMS: 3/9

3. Appointment new Non-Executive Director

(1 voting item)

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Deborah Jorn

Non-Executive Director
since 2019

Steven Baert

Non-Executive Director
since 2021

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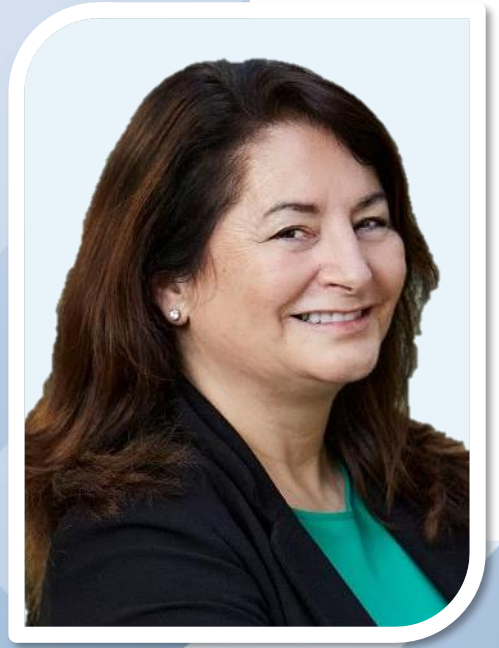

Dr. Elaine Sullivan

Introduction

3. Appointment new Non-Executive Director

Proposal:
The Board of Directors proposes by way of a binding nomination, to appoint Dr. Sullivan as Non-Executive Director for a period of four years effective as of the closing of the AGM and expiring at the closing of the Annual General Meeting of Shareholders to be held in the year 2029.

Dr. Elaine Sullivan

- Born February 6, 1961, British and Irish national
- Experience in drug development, business development, partnering
- Worked in Europe and US
- Member of senior global R&D teams of Eli Lilly and AstraZeneca
- Current Non-Executive Director Zealand Pharmaceuticals, hVIVO Services Ltd/Open Orphan plc and Ochre Bio
- Previous boards: IP Group plc, Evotec AG, Active Biotech and Nykode Therapeutics ASA
- PhD in Molecular Virology (University of Edinburgh) and a BSc (Hons) in Molecular Biology (University of Glasgow, UK)

Agenda item 3.

Proposal to appoint Dr. Elaine Sullivan, upon binding recommendation of the Board of Directors as new Non-Executive Director, for a period of four years

For	59,300,846
Against	121,617
Abstain	2,296,425

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VOTING ITEM

AGENDA ITEMS: 4/9

4. Reappointment Non-Executive Directors

(2 voting items)

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VOTING ITEM

AGENDA ITEMS: 4/9

4. Reappointment Non-Executive Directors

(2 voting items)

a) Proposal to reappoint Mrs. Jabine van der Meijs, upon binding recommendation of the Board of Directors, as Non-Executive Director, for a period of four years.

b) Proposal to reappoint Mr. Leonard Kruimer, upon binding recommendation of the Board of Directors, as Non-Executive Director, for a period of four years.

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Jabine van der Meijs

Non-Executive Director, Chairperson of the Corporate Governance Committee, Member of the Audit Committee & Remuneration Committee

Leonard Kruimer

Non-Executive Director, Chairperson of the Audit Committee and Member of the Transaction Committee

Agenda item 4. a

Proposal to reappoint Mrs. Jabine van der Meijs, upon binding recommendation of the Board of Directors, as Non-Executive Director, for a period of four years.

For	54,095,083
Against	5,383,856
Abstain	2,316,449

Agenda item 4. b

Proposal to reappoint Mr. Leonard Kruimer, upon binding recommendation of the Board of Directors, as Non-Executive Director for a period of four years.

For	56,671,580
Against	2,886,379
Abstain	2,237,429

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VOTING ITEM

AGENDA ITEMS: 5/9

5. Re-appointment of the external auditor of the Company

(1 voting item)

5. Re-appointment of the external auditor of the Company (*voting item*)

Proposal:
to re-appoint Deloitte Accountants B.V. as the external auditor of the Company for the financial year 2025.

Agenda item 5.

Proposal to re-appoint Deloitte Accountants B.V. as the external auditor of the Company for the financial year 2025.

For	61,352,173
Against	129,833
Abstain	363,382

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VOTING ITEM

AGENDA ITEMS: 6/9

6. Designation of the Board of Directors as the Company's body, authorized to: (i) issue shares, (ii) grant option rights and (iii) restrict or exclude pre-emptive rights *(voting item)*

General authorization for generic corporate purposes up to 10% of the issued share capital, including (i) share issuances to the Board of Directors in accordance with the remuneration policy and the incentive plans for the CEO as approved by our shareholders, and (ii) issuances of shares and/or stock options to staff members under the applicable staff equity incentive plans, for a period of eighteen months, starting on June 11, 2025.

Agenda item 6.

Designation of the Board of Directors as the Company's body, authorized to: (i) issue shares, (ii) grant option rights and (iii) restrict or exclude pre-emptive rights

For	59,493,890
Against	1,833,907
Abstain	517,591

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VOTING ITEM

AGENDA ITEMS: 7/9

7. Authorization of the Board of Directors to repurchase shares in the Company

(voting item)

7. Authorization of the Board of Directors to repurchase shares in the Company (*voting item*)

Proposal:
to authorize the Board of Directors for a period of eighteen months, starting on June 11, 2025, as the Company's body which is authorized:

- to repurchase not more than 10% of the issued capital
- through the stock exchange or otherwise.

Agenda item 7.

Authorization of the Board of Directors to repurchase shares in the Company

For	60,593,353
Against	863,444
Abstain	388,591

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DISCUSSION ITEM

AGENDA ITEMS: 8/9

8. Any other business

(discussion item)

9. Closing

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