

Date: 19MAR2025

Works Councils (NL) Response to RfO Re-appointment non-executive Board members dated 03Feb2025 – opinion

Dear Fabrice,

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

Introduction

The terms of Ms. Jorn, Ms. van der Meijs, Mr. Baert and Mr. Kruimer, as Non-Executive Directors, are scheduled to expire on the occasion of the closing of the Annual General Meeting on June 11, 2025 (“the AGM”). The Works Council has a legal right to determine a point of view on the (re)-appointment of Non-Executive Directors.

Understanding

1. The WoCo understands that the non-executive Directors Ms. Van der Meijs and Mr. Kruimer 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 2029. Based on the performance in the past years, the re-appointment of Ms. Van der Meijs and Mr. Kruimer will enable the Board to continue to benefit from their knowledge and experience. The WoCo appreciate that Ms. Van der Meijs and Mr. Kruimer like to continue their membership as non-executive Directors.
2. Leave of Mr. Baert (including new RfO as a new member has been found)
The WoCo understands the leave of Mr. Baert and not being available anymore for a next period. The WoCo will receive a new RfO when a new candidate has been appointed as new Non-Executive Board member.
3. Leave of Ms. Jorn (including not to replace)
The WoCo understands the rationale why this position in the Board will not be continued.

Conclusion

The Works Council understands the re-appointment of two non-executive Board members and leaves of two non-executive Board members and provides opinion.

Opinion

Based on the understanding, Works Council Pharming NL would like to give the opinion based on the *Wet op de OndernemingsRaden (WOR)*, to implement the intended decision to re-appoint of Ms. Van der Meijs and Mr. Kruier, as Non-Executive Directors until 2029.

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

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Zhen Liu
Chair WoCo