

Date: 29APR2025

Works Councils (NL) Response to RfO Appointment non-executive Board members dated 23April2025 – opinion

Appointment of a new Board Member

Dear Fabrice,

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

Introduction

The term of Ms. Jorn, as Non-Executive Directors, is 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 appointment of Non-Executive Director.

Understanding

1. The Board has continued its proactive search for a suitable candidate to fill the vacancy that will arise upon the expiry of Mr. Jorn's term. This week, after the completion of interviews with all Board members, a qualified individual has been selected by the Board for nomination as new Non-Executive Director.
2. This nomination reflects the Board’s commitment to nominate the right candidate that meets the search profile, while maintaining continuity and stability. By moving forward with this nomination, the Board aims to ensure that the Board as a collective can continue to deliver on the strategy, supported by its governance.
3. The Board of Directors started a search process, led by the Corporate Governance Committee.
4. About the nominated candidate
 - a. The nominated candidate held multiple senior leadership roles in global companies and has a strong track record of cross-cultural leadership.
 - b. The nominated candidate possesses a deep understanding of the entire business spectrum with strong development experiences.
 - c. The nominated candidate is a passionate leader who is committed to people development.

Conclusion

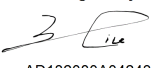
The Works Council acknowledges the planned appointment of the board member and the departure of one non-executive Board member. In accordance with its advisory role, the Council has provided its opinion on these changes.

Opinion

Based on its understanding of the intended Board changes, the Works Council of Pharming NL wishes to issue its opinion in accordance with the *Wet op de Ondernemingsraden* (WOR). The Council supports the implementation of the intended decision to appoint Ms. Sullivan as a non-executive Board member, with a term extending until 2029.

Yours sincerely,

Zhen Liu
Chair Pharming Works Council

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