

Corporate Governance Committee Charter of

Pharming Group N.V.

1 April 2024

INTRODUCTION

Article 1. Introduction

- 1.1 This charter, together with the relevant provisions of the Board Rules, govern the organization, decision-making and other internal matters of the Committee. In performing their duties, the Committee Members shall comply with this charter and the relevant provisions of the Board Rules.
- 1.2 This charter has been approved by the Corporate Governance Committee in its meeting of 20 March 2024 and by the Board in its meeting of 20 March 2024 with an effective date of 1 April 2024.
- 1.3 This charter shall be posted on the Company's website.

Article 2. Definitions and Interpretation

- 2.1 Unless otherwise defined in this charter, capitalized terms shall have the meanings ascribed to them in the Board Rules.
- 2.2 Without prejudice to Article 2.1, the following definitions shall apply in this charter:
 - **Board:** the Company's board of directors;
 - **Board Rules:** the internal rules of the Board;
 - **Code of Conduct:** the Company's code of business conduct and ethics;
 - **Committee:** the Company's corporate governance committee;
 - **Committee Chairperson:** the chairperson of the Committee;
 - **Committee Member:** a member of the Committee;
 - **Company:** Pharming Group N.V.;
 - **Director:** a member of the Board;
 - **Executive Committee:** the Company's executive committee; and
 - **Non-Executive Director:** a non-executive Director.
- 2.3 Terms that are defined in the singular have a corresponding meaning in the plural.

CHAPTER I. COMMITTEE CHARTER

Article 3. Composition

- 3.1 The Committee consists of at least two Non-Executive Directors.
- 3.2 The Committee Members shall be appointed and dismissed by the Board.
- 3.3 More than half of all Committee Members shall be independent within the meaning of the Dutch Corporate Governance Code.
- 3.4 All Committee Members shall be independent within the meaning of NASDAQ Rule 5605(a)(2), except as permitted by the applicable NASDAQ Rules.
- 3.5 The Committee shall elect a Committee Member to be the Committee Chairperson. The Committee may dismiss the Committee Chairperson, provided that the Committee Member so dismissed shall subsequently continue their term of office as a Committee Member without having the title of Committee Chairperson.

Article 4. Duties and Organization

- 4.1** The Board may allocate from time to time certain of its tasks and duties to the Committee pursuant to a resolution to that effect. The Committee can validly pass resolutions in respect of matters which fall under the tasks and duties allocated to the Committee.
- 4.2** The Committee is charged with, and shall be able to present recommendations to the Board and, to the extent applicable, pass resolutions relating to, the following matters:
- a.** monitoring the Company's compliance with applicable law and the Dutch Corporate Governance Code;
 - b.** drawing up selection criteria and appointment procedures for the Directors;
 - c.** reviewing the size and composition of the Board and submitting proposals for the composition profile of the Board;
 - d.** making recommendations to the Board as to the determination of independence of Non-Executive Directors;
 - e.** reviewing the functioning of individual Directors and reporting on such review to the Board;
 - f.** drawing up a plan for the succession of Directors;
 - g.** reviewing and discussing the plan for the succession of members of the Executive Committee;
 - h.** submitting proposals for (re)appointment of Directors;
 - i.** supervising the policy of the Board regarding the selection criteria and appointment procedures for the Company's senior management and members of the Executive Committee;
 - j.** overseeing the annual self-evaluation of the Board and its committees to determine whether they are functioning effectively;
 - k.** developing the Code of Conduct and overseeing compliance with the Code of Conduct, including, (1) at least annually reviewing and reassessing the adequacy of the Code of Conduct and recommending any proposed changes to the Board, (2) overseeing the social safety within the enterprise and the ability to discuss and report actual or suspected misconduct or irregularities, and (3) assessing how the culture, the underlying values and conduct promoted within the enterprise contribute to sustainable long-term value creation;
 - l.** reviewing and evaluating the Diversity & Inclusion Policy for the composition of the Board, Executive Committee, senior management, and the rest of the workforce, and annually re-assessing the compliance with the Diversity & Inclusion Policy; and
 - m.** setting targets to achieve a good balance in gender diversity and other Diversity & Inclusion aspects of relevance to the Company regarding the composition of the Board, Executive Committee and employees reporting directly to the members of the Executive Committee.
- 4.3** The Committee has the authority to retain and terminate any advisors, including search firms to identify candidates for the Board or for executive positions, compensation consultants as to those individuals and legal counsel, including authority to approve all such advisers' reasonable fees and other retention terms.

- 4.4** The Committee shall meet as often as it determines is appropriate to carry out its responsibilities, but not less frequently than annually, and each meeting shall be presided over by the Committee Chairperson and, in the absence of the Committee Chairperson, one of the other Committee Members shall be designated as the acting chair of the meeting.
- 4.5** The Committee may delegate all or part of its authority to subcommittees or to the Committee Chairperson.
- 4.6** The Committee shall regularly report on its deliberations and findings to the Board.
- 4.7** At least annually the Committee shall evaluate its own performance and report to the Board on such evaluation.

CHAPTER II. OTHER PROVISIONS

Article 5. Amendments and Deviations

- 5.1** Pursuant to a resolution to that effect, the Board may amend or supplement this charter and allow temporary deviations from this charter, subject to ongoing compliance with applicable law and stock exchange requirements.
- 5.2** The Committee shall review and reassess this charter every two years or earlier if required due to regulatory changes and/or business developments and recommend any proposed changes to the Board for their consideration and, if thought fit, for approval.

Article 6. Governing law and Jurisdiction

This charter shall be governed by and shall be construed in accordance with the laws of the Netherlands. Any dispute arising in connection with this charter shall be submitted to the exclusive jurisdiction of the competent court in Amsterdam, the Netherlands.