

# Diversity Policy

Pharming Group N.V.

## CHAPTER I. DEFINITIONS

### Article 1. Definitions

In this policy the following terms shall have the following meanings:

- **Board:** the board of directors of the Company;
- **Company:** the public limited liability company Pharming Group N.V.; and
- **Executive Committee:** the Company's executive committee.

## CHAPTER II. DIVERSITY ASPECTS AND TARGETS

### Article 2. Diversity Aspects and Targets

- 2.1** The Company is committed to supporting, valuing and leveraging the value of diversity, but also believes that there is a fine line between diversity and unintentional discrimination. For that reason, the importance of diversity, in and of itself, should not set aside the overriding principle that someone should be recommended, nominated and appointed for being "the right person for the job".
- 2.2** Although the Company has not set specific targets with respect to particular elements of diversity, the Company believes that it is important for the Board and the Executive Committee to represent a diverse composite mix of personal backgrounds, experiences, qualifications, knowledge, abilities and viewpoints. The Company seeks to combine the skills and experience of long-standing members of the Board and the Executive Committee with the fresh perspectives, insights, skills and experiences of new members.
- 2.3** To further increase the range of viewpoints, perspectives, talents and experience within the Board and the Executive Committee, the Company strives for a mix of ages in the composition of those bodies, but also does not set a specific target in this respect.
- 2.4** The Company recognizes and welcomes the value of diversity with respect to age, gender, race, ethnicity, nationality, sexual orientation and other important cultural differences. The Company is committed to seeking broad diversity in the composition of the Board and the Executive Committee and will consider these attributes when evaluating new candidates in the best interests of the Company and its stakeholders.
- 2.5** In terms of experience and expertise, the Company intends for the Board and the Executive Committee to be composed of individuals who are knowledgeable in one or more of the following areas:
- a.** the industry in which the Company operates;
  - b.** general management;
  - c.** finance, administration and accounting;
  - d.** strategy;
  - e.** marketing and sales;
  - f.** supply chain and production;
  - g.** innovation, research and development;
  - h.** quality assurance, safety and environment;
  - i.** human resources, personnel and organization;

- j. information technology; and/or
- k. legal and regulatory affairs.

## **CHAPTER III. OTHER PROVISIONS**

### **Article 3. Amendments and Deviations**

Pursuant to a resolution to that effect, the Board may amend or supplement this policy and allow temporary deviations from this policy, subject to ongoing compliance with applicable law and stock exchange requirements.

### **Article 4. Governing law and Jurisdiction**

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