

Date: 16DEC2024

Advice

Works Councils (NL) Response to RfA Intended nomination Mr. Chouraqui as new Executive Director/CEO (10DEC2024)

Dear Mr. Peters, dear Richard,

The Dutch Works Council (WoCo NL) would like to thank you for the comprehensive information provided in the Request for Advice (RfA) dated 10DEC2024 and the given opportunities to Meet&Greet with Mr. Chouraqui. We truly appreciate the collaboration with Pharming's Board of Directors on this pivotal matter for Pharming's employees.

Understandings based on the provided information

The Board of Directors started a search process, led by the Corporate Governance Committee (CGC), for the nomination of a candidate to be appointed as the new Executive Director and Chief Executive Officer (hereafter the "CEO"), as successor to Mr. de Vries following the announcement on 24OCT2024 that Mr. de Vries has indicated not to be available for reappointment. As such, the WoCo NL:

- appreciates the need to search for a new CEO and resulted in the framework of a CEO profile suitable for Pharming.
- acknowledges the search process has been conducted with efficiency.
- understands that Mr. Chouraqui has been identified as the preferred candidate from the search and the interviews with the candidates on the short-list.

Outlined understandings

About the recruitment

- The search process was conducted by SpencerStuart resulting in presenting Mr. Chouraqui as the preferred candidate who meets their predefined search profile.
- The remuneration package follows Pharming's remuneration policy.
- The components that deviate from the Remuneration Policy will seek shareholder's approval during an Extraordinary General Meeting (EGM) of shareholders.
- The remuneration package will be aligned with the market, awaiting benchmark results from AON Radford.

About the nominated candidate's Curriculum Vitae

- The nominated candidate held multiple senior leadership roles in global companies and has a strong track record of cross-cultural leadership.
- The nominated candidate possesses a deep understanding of the entire business spectrum, including research and development, market access, and commercialization. The nominated candidate emphasized the importance of a collaborative global corporate culture.

Conclusions WoCo NL

The Works Council acknowledges that the remuneration package will need to follow Pharming's remuneration policy and will be benchmarked with the market. And where applicable, deviations from the remuneration policy will require approval from the shareholders in the following EGM.

Advice from the Dutch Works Council

Based on the information provided by the Board and the interviews with Mr. Chouraqui, the WoCo NL is appreciative of Mr. Chouraqui's background and proven track record in the pharmaceutical industry, which are beneficial for the role of CEO at Pharming Group N.V.

The WoCo NL appreciates that Mr. Chouraqui made himself available to meet a few WoCo representatives. Mr. Chouraqui displayed a strong executive presence with a confident, constructive, and engaging communication style.

We are glad to hear from Mr. Chouraqui that he understands and respects for the Dutch roots and heritage of the company.

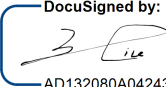
The Dutch WoCo would like to advise in accordance with the "*Wet op de OndernemingsRaden*" (WOR) *Article 30* to proceed with the intended decision of nominating Mr. Chouraqui for appointment as the new CEO of Pharming Group N.V.

Yours sincerely,

The members of the Dutch Works Council of Pharming

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Zhen Liu
Chair WoCo NL



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