

To the CEO and Executive Director Pharming
N.V

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Reference: OR_2023
Date: March 31, 2023
Subject: Works Council Response to re-appointment Vice-Chair of the Board

Dear CEO,

Despite of the short notice, on 31MAR the work council members diligently discussed about the request for opinion about the re-appointment of Ms Deborah Jorn, as Vice-Chair of the Board.

The members of the work council understand that this re-appointment is imperative for the Board to continuously execute its duties for our company's prosperity. Hereby we endorse the re-appointment of Ms Deborah Jorn as Non-Executive Director for a period of two years, expiring at the closing of the Annual General Meeting to be held in the year 2025. Also, we endorse the reappointment of Ms Deborah Jorn as Vice-Chair of the Board of Directors

We wish Ms Deborah Jorn success in continuation of her endeavors in the coming two years as Vice-Chair of the Board.

Yours sincerely



Zhen Liu
Chair of Pharming Works Council