

Date: 04 AUG 2023

Works Councils Feedback to RfO dated 21JUL2023

Appointment new Chair of the Board

Dear Sijmen,

Thank you for giving us the opportunity to provide you with an opinion on the appointment for the new Chairman of the Board of Directors, Dr. Richard Peters via the Request for Opinion (RfO) dated July 21st, 2023.

The Works Council (WoCo) is very impressed with the information received regarding Dr. Peters and is fortunate to understand he has a vast background in both the rare diseases as well as biotechnology industries, which is considered beneficial for a position within a company like Pharming. Furthermore, the WoCo is also excited to learn of all the positions Dr. Peters has held as well as the experiences he gained over the years, many of which are in line with the expected growth Pharming will go through in the coming years.

The WoCo would also like to mention that we appreciate the opportunity we had to have an online introductory meeting with Dr. Peters on July 31st. We have experienced this meeting as pleasant and very positive, and it even more confirmed our opinion that we believe Dr. Peters is the right candidate for the position of Chairman of the Board of Directors.

Based on both the meeting with Dr. Peters as well as his CV we herewith provide you with positive feedback on the RfO and are looking forward for Dr. Peters to join the Board of Directors.

Yours sincerely,
The members of the Dutch Works Council of Pharming