

Modern Slavery and Human Trafficking Statement

Introduction

This statement is made in accordance with section 54 (1) of the UK Modern Slavery Act 2015 and the Australia Modern Slavery Act 2018 (Cth) and covers the financial year from 1 January 2023 to 31 December 2023. This statement sets down Pharming's commitment to preventing modern slavery and human trafficking in our business activities and the actions we have taken with the aim of ensuring that there is no modern slavery and human trafficking in our business or supply chains.

Organizational structure and supply chain

Pharming is a global biopharmaceutical company dedicated to transforming the lives of patients with rare, debilitating, and life-threatening diseases. Pharming is commercializing and developing an innovative portfolio of protein replacement therapies and precision medicines to serve the unserved rare disease patient. Our commitment to the rare disease community requires Pharming to be a sustainable partner for all stakeholder groups including but not limited to patients, employees, healthcare professionals, third-party suppliers and partners, our shareholders, and the wider society.

Pharming Group N.V., the holding company, is headquartered in Leiden, The Netherlands with its US headquarters located in Warren, New Jersey, US, and is employing approximately over 415 staff globally who are engaged in the research and development, manufacture and sale of our products RUCONEST® and Joenja®. Pharming is dually listed on the Amsterdam Euronext and Nasdaq exchanges. This statement covers Pharming Group N.V and its subsidiaries.

Pharming is committed to ensuring slavery and human trafficking are not taking place anywhere in its business and its supply chains and is taking steps to prevent this from happening. We aim to conduct our business with and source our products from suppliers who are committed to operating in a responsible and ethical manner towards their own employees and their own suppliers.

Pharming's supply chain consists of:

- suppliers of goods and services that are required to manufacture, store and deliver our products such as raw materials, pharmaceutical ingredients, bottles and packaging materials, warehousing and transportation;
- suppliers of goods and services that are required for our research and development activities such as clinical trial support and laboratory equipment and supplies;
- suppliers of goods and services that are required to run our business.

Workers in the value chain are identified as an important topic for Pharming as part of its commitment to human rights and supply chain engagement. Pharming recognizes that any potential impact on workers in the supply chain (including contractors and suppliers) and their exposure to forced labor and child labor should be vigorously addressed. Integrating human rights into the supply chain is not only morally imperative but also essential for business success, resilience and sustainability in today's global marketplace.

Policies

Pharming is committed to conducting business in an ethical and responsible way and recognizes its responsibility to respect human rights and manage the risk of modern slavery within its own organization and supply chain. As part of our commitment to combating modern slavery, Pharming has a Code of Conduct and a number of policies and procedures relevant to modern slavery and human trafficking which set out our commitment to acting ethically in all our business activities. These policies are made available to all employees on our intranet. These policies include:

- Code of Conduct
- Anti-Money Laundering Policy
- Anti-Bribery Policy
- Alert Reporting Procedure

Due Diligence processes

To identify and mitigate risks, Pharming has implemented the following risk assessment and due diligence processes in its business and supply chains:

- Pharming has implemented a Third-Party Compliance Program Procedure through which the contractors are required to satisfy due diligence checks prior to formal engagement.
- Pharming facilitates training to its business partners on Pharming's Code of Conduct.
- Modern slavery and anti-bribery elements are incorporated into our standard supplier contracts.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business and our supply chains, all new employees are trained during their on-boarding. We continually monitor our employee's awareness of our Code of Conduct and other Company policies through annual reviews.

Transparency and accountability

We want to maintain an environment where people feel confident to raise concerns or any possible breaches of our Code of Conduct or violations or laws and regulations. Our employees, contractors or Third-Party employees are encouraged to raise their concerns, as per the Alert Reporting Procedure. Leadership Team is committed that unethical cases are appropriately investigated, and no retaliation apply.

Approval

This statement has been approved by the Executive Committee of Pharming on April 23, 2024 for the financial year ending 31 December 2023.

This statement will be reviewed and updated every year.

Sijmen de Vries

CEO Pharming Group N.V.