

# ESG Stakeholder Dialogue Policy

Pharming Group N.V.

## 1. Introduction

A robust ESG strategy will support Pharming's sustainable development, have a positive impact on the environment and society, improve the workplace and the health and well-being of employees, enhance our corporate reputation, strengthen stakeholder engagement, help ensure accountability and transparency, and manage risks and opportunities. This policy describes the engagements with our stakeholders on the sustainability aspects of our strategy.

## 2. Objective and principles of our approach

Pharming ESG stakeholder dialogue policy provides guidelines to maintain an active dialogue with our stakeholders to understand the expectations and interest of our stakeholders to define and further develop Pharming's sustainability strategy, to ensure that the voices of our internal and external stakeholders are heard and valued.

We strive to build a continuous process of interaction and dialogue between Pharming and its stakeholders, allowing Pharming to hear, understand and respond to the interests and concerns of our stakeholders. We encourage everyone to express their interest and expectations, not only our five main stakeholders (see below). Pharming commits to address stakeholder concerns and feedback in a timely and transparent manner.

### 2.1. Roles and Responsibilities

Ownership of the ESG Stakeholder policy lies with ESG Program Team. The ESG Program Team updates this document biannually to keep it up to date. The ESG SteerCo reviews the updated policy. The policy is endorsed by the Executive Committee, by the CEO.

### 2.2. Our stakeholders

We have recognized five main stakeholders:

- Patients
- Healthcare Professionals (HCP)
- Investors
- Employees Pharming
- Management Pharming

We seek and are open to feedback on key ESG topics that matter to other important stakeholders, including but not limited to suppliers, the media, non-profit organizations for the environment, patient advocacy groups, healthcare organizations, healthcare insurance companies, business and strategic partners, payors, regulators, and academics.

### 2.3. Communication with our stakeholders

To the extent permitted by law and in the manner prescribed by rules, regulations, industry codes etc., Pharming will use various methods of communication through which stakeholders can access information and provide feedback.

Healthcare Stakeholders and Patients' representatives: we have meetings or written communications of various nature. As we operate in a rigid regulatory framework, the methods to

engage in dialog with our healthcare stakeholders depends on the audience, the context and the purpose of the interaction.

For the other external stakeholders, these methods include conferences, meetings, calls, stakeholder dialogues, general meetings of shareholders<sup>1</sup>. For internal stakeholders Town Hall meeting, newsletters, performance reviews, interactions with and by the Pharming Works Council (both during regular update meetings with management, including the formal Article 24 meetings, and in case of formal consultations of the Works Council as required by law) , staff meetings, surveys, and an intranet page on ESG are among the methods applied.

Pharming will provide periodic updates to stakeholders on the outcomes of engagement activities, as well as any decisions or actions taken because of stakeholder input.

#### **2.4. Governance**

The ESG Program Team is responsible for overseeing the implementation of the ESG Stakeholder Dialogue Policy and coordinating stakeholder engagement activities across Pharming. We aim to review this policy on an annual basis and integrate outcomes based on stakeholder engagement in our existing reporting channels.

#### **2.5. Stakeholder outreach**

We encourage stakeholders to share their opinions and views with us.

Pharming reserves the right to decide whether to accommodate or accept requests or invitations to enter into a dialogue with specific stakeholders, or to accommodate or accept such requests or invitations under certain conditions, provided that Pharming will only reject these requests or invitations if Pharming is of the opinion that this dialogue is not in the interest of the company and its affiliated enterprise.

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<sup>1</sup> For more details for stakeholder Investor, see Investor Dialogue Policy of Pharming Group N.V.