



## **JOB PROFILES OF THE MEMBERS OF THE BOARD OF DIRECTORS**

The following job profiles describe the proposed division of work between the two members of the board of directors of TME Pharma N.V. as from the close of the General Meeting on 15 June 2026, subject to the approval of agenda item 3.

### **Job profile — Mr. Diede Mink van den Ouden, Chief Executive Officer**

**Position:** Chief Executive Officer (member of the board of directors)

**Reports to:** Supervisory board

**Location:** Berlin, Germany / Switzerland (combination of on-site and remote)

#### **Job description**

The Chief Executive Officer is responsible for the overall management and strategic direction of TME Pharma N.V. and chairs the two-member board of directors. The Chief Executive Officer leads the Company's interaction with capital markets, lenders and investors, develops and executes the financing and reorganisation strategy required to support the Company's clinical development plan, and manages the relationship with the supervisory board.

#### **Field of expertise**

- Capital markets, equity issuance and debt restructuring of listed companies.
- Corporate strategy and turnaround management of Euronext-listed companies.
- Investor relations, shareholder communication and transparent reporting.
- Financial planning, treasury and risk management.
- Listed-company governance under the Dutch Corporate Governance Code, the AMF/AMAFI framework and Euronext Growth Paris rules.

#### **Professional and educational background**

- More than twenty years of hands-on experience as a professional investor in, and chief executive of, listed companies.
- Chief Executive Officer of TME Pharma N.V. since June 2025.
- Chief Executive Officer and President of Tonner Drones SA (listed on Euronext Growth Paris) since September 2024, after leading a debt restructuring and a EUR 5 million capital increase that grew its market capitalisation from EUR 2 million to approximately EUR 20 million.
- President of the Board of Directors of MHM Corporate SA (listed on Euronext Paris) since December 2025; also served as Chief Executive Officer from December 2025 until February 2026.
- Chief Executive Officer of Lavide Holding NV from December 2022 until November 2024, where he led a full reorganisation that culminated in a strategic partnership with Haerlem Capital.
- Founder and Chief Executive Officer of Kennie Capital BV (family office) from 2017 until 2024.
- Studied Human Movement Science at the Vrije Universiteit Amsterdam.



### **Duties and responsibilities**

- Day-to-day management and governance: chairs the two-member board of directors and is responsible for the overall day-to-day policies, strategy and external representation of TME Pharma.
- Finance and capital strategy: develops and executes the Company's financing strategy, including equity raises, debt extensions, refinancing transactions and warrant programmes, and manages the relationship with lenders, banks and capital-markets advisers.
- Investor relations: leads communication with shareholders, lenders and the broader market, including press releases, AGM preparation and investor meetings.
- Strategic transactions: in close coordination with the supervisory board, evaluates and structures partnership opportunities, licensing arrangements and exit alternatives.
- Coordination: works alongside the Chief Operating Officer to ensure that operational, scientific and financial activities are aligned with the Company's strategy.
- IT and infrastructure: supports vendor management and ensures the security and continuity of the Company's IT infrastructure in coordination with the Chief Operating Officer.



## **Job profile — Dr. Dirk Eulberg, Chief Operating Officer**

**Position:** Chief Operating Officer (member of the board of directors)

**Reports to:** Supervisory board

**Location:** Berlin, Germany

### **Job description**

The Chief Operating Officer is responsible for the operational, scientific and IT activities of TME Pharma N.V. and serves alongside the Chief Executive Officer on the two-member board of directors. The Chief Operating Officer ensures the continued execution of the Company's clinical development plan for NOX-A12 and the broader pipeline, manages the network of contract research organisations (CROs), academic partners and external consultants, and oversees the IT infrastructure and information security of the Company.

### **Field of expertise**

- Pharmaceutical drug development from drug discovery up to clinical Phase 2 studies in patients.
- Non-clinical (GLP-compliant) safety, DMPK and pharmacology studies and the necessary analytical support.
- CTA/IND applications, Scientific Advice procedures, Orphan Drug Designation and Fast Track Designation requests.
- Project management, CRO management, prioritisation of project portfolios and due diligence of in-licensing or investment opportunities.
- IT systems and infrastructure for biotech operations, including data security and vendor management.

### **Professional and educational background**

- Doctor of Philosophy (Ph.D.) in Microbiology, Biochemistry and Molecular Biology, University of Stuttgart.
- MBA in Economics, University of Potsdam.
- More than 25 years of hands-on and strategic experience in pharmaceutical drug development.
- Senior VP Project Management and Preclinical Development at TME Pharma N.V. from January 2023 until June 2025.
- VP Project Management & Preclinical Development at NOXXON Pharma AG from October 2009 until December 2022, and previously VP Drug Discovery and Project Leader (2006–2009) and Group Leader Biochemistry / Group Leader Automation (2000–2005) at the same company.
- Founder of Eulberg Life Sciences Consulting (since August 2025), through which he has provided drug development advisory services to pharmaceutical and biotechnology companies.

### **Duties and responsibilities**

- Operations: day-to-day operational management of TME Pharma's pipeline activities, including planning, monitoring and reporting of clinical and preclinical milestones for NOX-A12 and E36.
- Scientific and project management: leadership of the project teams responsible for NOX-A12, E36 and any further pipeline assets, including management of the network



of CROs, academic partners and external consultants. Manages and protects the Company's patent portfolio.

- Governance: prepares board and supervisory board presentations, coordinates board meetings and manages the related logistics, and maintains corporate records including minutes.
- Regulatory: preparation and management of CTA/IND filings, Scientific Advice procedures and Orphan Drug / Fast Track requests.
- IT and infrastructure: development, maintenance and security of the Company's IT infrastructure, vendor management and continued protection of clinical and scientific data in coordination with the CEO.
- Quality and compliance: implementation and monitoring of operational quality standards, including GLP/GCP-compliant studies.