

POLICY ON BILATERAL CONTACTS & STAKEHOLDER DIALOGUE TME Pharma N.V.

1. INTRODUCTION

- 1.1. This policy of TME Pharma N.V. (the **Company**) in respect of bilateral contacts and stakeholder dialogue has been established in accordance with best practice provisions 1.1.5 and 4.2.2 of the Dutch Corporate Governance Code (**Policy on Bilateral Contacts & Stakeholder Dialogue**) and has been adopted by the board of directors of the Company (the **Board of Directors**) on 28 September 2017 and approved by the supervisory board of the Company (the **Supervisory Board**) on 28 September 2017 and was amended by the Board of Directors on 03 April 2024 and approved by the Supervisory Board on 03 April 2024. This policy will undergo periodic evaluations and may be revised as deemed necessary.
- 1.2 For the purpose of this policy, a stakeholder is an individual or group who can affect the achievement of the Company's objectives or is affected by the achievement of the Company's objectives and actions and includes, but is not limited to, its potential and existing shareholders and other relevant parties in the financial markets, such as analysts and the financial press, its investors, employees, creditors, business partners, patients, scientific community members and other interested parties. The group of stakeholders the Company engages with is not fixed and may vary depending on the topics of dialogue and developments over time.
- 1.3 In performing their duties, all Directors must act in the best interests of the Company and its business and, in connection therewith, consider and exercise due care with regard to the interests of relevant stakeholders of the Company, including in connection with the sustainability aspects of the Company's strategy.

2. CONTACTS WITH (POTENTIAL) INVESTORS AND SHAREHOLDERS

- 2.1. The Company encourages and recognizes the importance of communication and regular interaction with its (potential) investors and shareholders. It is the Company's policy to simultaneously and equally exchange with and inform its potential and existing shareholders and other relevant parties in the financial markets, such as analysts and the financial press, about material developments, including matters that may potentially influence the Company's share price, and ensuring that these interests are considered when defining the value-creating aspects of the Company's strategy.
- 2.2 The Company is committed to maintaining an open and constructive dialogue with its (potential) investors and shareholders and industry analysts. Conversations with its (potential) investors and shareholders, both in the Company's general meetings and on a bilateral basis, form an integral part of this dialogue. (Potential) Investors and shareholders and industry analysts who wish to enter into a dialogue with the Company can contact the Company. In addition to other channels that may be available to them, the Company can be reached at tme@tmepharma.com for this purpose.

2.3 The overview below provides a non-exhaustive lists of various ways and moments through which the Company enters into dialogue with its stakeholders.

Stakeholder group	Means of dialogue
Potential and existing shareholders and investor community	Annual and Half-Year Financial Reports, shareholders' annual general and extraordinary meetings, corporate website, press releases, letter to shareholders, roadshows, investor meetings, conferences, webinars, interviews in specialized media, conference calls, social media.

2.4 The Company might participate in industry conferences. These events are announced in advance on the Company's website, and presentation materials are made available on the website. This is in accordance with the applicable regulatory requirements intended to ensure that all shareholders and other market participants may have equal and simultaneous access to information that could potentially influence the price of the Company's securities.

2.5 From time to time, the Company may engage in (bilateral) dialogues with (potential) investors or shareholders. For a (potential) investor or shareholder the purpose of such one-on-one or group meeting often is to get a more thorough understanding of the Company's business. (Bilateral) meetings with (potential) investors or shareholders will not be held during (i) closed periods or (ii) possibly additional periods due to specific circumstances. Where possible, at each conversation with shareholders at least two of the Company representatives should be present or one Company representative and one representative from the Company's appointed investor relations agency. The Company may also involve its advisors as deemed appropriate.

3. DIALOGUE WITH OTHER IDENTIFIED STAKEHOLDER GROUPS

The Company recognizes the importance of engaging in a continuous dialogue with various other stakeholder groups, valuing their input and feedback while allowing these stakeholders opportunity to voice concerns, be heard, and address important issues in a timely manner. Besides the (potential) investors and shareholders (and other relevant parties in the financial markets, such as analysts and the financial press), the Company has identified a number of other stakeholder groups specified below. The overview below provides a non-exhaustive lists of various ways and moments through which the Company enters into dialogue with its stakeholders.

Stakeholder groups	Means of dialogue
Employees	All internal communication, including but not limited to all employee meetings and regular group and/or personal meetings, internal employee environment, intranet.
Business partners	Conferences, webinars, scientific presentations and publications, press releases, corporate website, business meetings.

Patients	The Company welcomes patients to attend webinars and appreciates bilateral contacts with patient support groups, clinicians and dedicated associations.
Scientific community	Conferences, webinars, scientific presentations and publications, conference calls.

4. GENERAL PROVISIONS

- 4.1 The Company is committed to provide clear, accurate and timely information to all stakeholders in compliance with the applicable rules and regulations, in particular those concerning selective disclosure and inside information.
- 4.2 The Company will take into consideration requests from stakeholders to enter into a conversation. The Company will assess such requests and agree to them for those situations where the Board of Directors or the Supervisory Board deems this in the Company's best interest. The Company may decide not to accommodate or accept any requests or invitations to enter into a dialogue with its stakeholders, or to accommodate or accept such request or invitation under certain conditions. The initiative to enter into a dialogue with its stakeholders can also be taken out of its own initiative by the Company.
- 4.3 In order to assess in advance whether a dialogue initiated or requested by one or more stakeholder(s) could be in, or inconsistent with, the Company's best interest, the Company may request such stakeholder(s) to provide certain (written) information. This information may include the purpose of the dialogue, the matters to be discussed, the opinion of the (stakeholder(s) on these matters and information in respect of the stakeholder(s) and its interest in the Company.
- 4.4 The Company is committed to adhering to its legal obligations relating to confidentiality and the disclosure of inside information and strives to only disclose publicly available information in bilateral dialogues. In the unlikely event of a release of inside information during the Company's bilateral dialogue with shareholders or other market participants, the Company will ensure that such information is immediately made generally and publicly available if and as required, and in accordance with applicable law.

5. MISCELLANEOUS

A copy of this Policy is published on the Company's website (www.tmepharma.com). This Policy may be amended by the Board of Directors, with the approval of the Supervisory Board. This Policy is governed by the laws of the Netherlands. Any dispute arising in connection with this policy shall be submitted to the exclusive jurisdiction of the competent court in Amsterdam.