POLICY REGARDING BILATERAL CONTACTS WITH SHAREHOLDERS OF REDCARE PHARMACY N.V.

1. INTRODUCTION

1.1 This policy regarding bilateral contacts with shareholders (the ***Policy***) was adopted by the managing board of Redcare Pharmacy N.V. (the ***Company***) on 25 August 2026. This Policy will be publicly available on the Company's website.

1.2 The Company has adopted this Policy in accordance with best practice provision 4.2.2 of the Dutch Corporate Governance Code, as amended from time to time.

1.3 This Policy may be amended from time to time by resolution of the managing board of the Company (the Managing Board), subject to the prior approval of the Supervisory Board. The Managing Board, with the prior approval of the chairman of the Supervisory Board, and the Supervisory Board retain their right to deviate from this Policy.

2. OBJECTIVE

2.1 The Company is committed to being an open and accessible counterpart for its shareholders, potential investors, and analysts. The Company's investor relations program is built on the principle that investors who wish to engage should be able to do so, within the constraints of applicable securities law and the equal treatment of all shareholders.

2.2 The Company aims to keep (current and potential) shareholders of the Company, institutional as well as retail investors and analysts updated by informing them equally and simultaneously about the Company's strategy, financial performance, ESG commitments and other matters that may influence the share price. In doing so, the Company engages with shareholders, other investors and analysts in periodic formal general meetings, capital markets events, roadshows and bilateral meetings.

2.3 The Company is committed to providing high quality, clear, accurate and timely information to all shareholders in compliance with applicable rules and regulations, in particular those concerning inside information, selective disclosure and the equal treatment of shareholders under the EU Market Abuse Regulation (MAR) and the Dutch Financial Supervision Act (Wet op het financieel toezicht, Wft).

2.4 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 contacts. In the event that non-public inside information is inadvertently disclosed during any bilateral contact, the Company will publicly announce such information without undue delay and in accordance with Article 17 of MAR.

3. INFORMATION ACTIVITIES

3.1 Events and conference calls organized by the Company — including results presentations, capital markets days, roadshows and investor days, are open to shareholders, other investors and analysts, and will be announced in advance on the Company's investor relations website.

3.2 Presentations and materials given during these meetings, if any, will also be posted on the Company's investor relations website.

3.3 The Company's investor relations website shall be maintained as a comprehensive and up-to-date resource, including financial results, regulatory announcements, investor presentations, financial calendar and contact details for the investor relations team.

3.4 Shareholders wishing to initiate contact may do so at any time by contacting the Company's investor relations team directly via the contact details published on the investor relations website.

4. GUIDELINES FOR BILATERAL CONTACT

4.1 The Company welcomes requests from shareholders and potential investors to enter into bilateral dialogue. All requests will be taken into consideration, and the Company will agree to such requests for those situations where the Managing Board deems this in the Company's best interest. The initiative to enter into a conversation with a shareholder can also be taken by the Company.

4.2 The Company's policy is that, where possible, at each conversation with shareholders and potential investors, at least two Company representatives should be present. In most cases, the CEO or the CFO will speak with shareholders, together with a Investor Relations representative. A request of a shareholder to meet with one or more members of the Supervisory Board (whether or not in the presence of members of the Managing Board), shall be assessed by the Managing Board in consultation with the Supervisory Board, with the exception of matters that relate to the integrity of one or more members of the Managing Board or a (potential) situation of conflicting interest of one or more members of the Managing Board, in which case the assessment will be referred to the chairman of the Supervisory Board.

4.3 Bilateral meetings may cover topics including business strategy, operational performance, corporate governance, remuneration policy and environmental, social and governance (ESG) matters. The Company recognizes the importance of stewardship engagement and welcomes substantive dialogue on all these topics.

5. CLOSED PERIODS

5.1 The Company operates closed periods of 30 calendar days prior to the publication of the financial results. In principle, bilateral meetings with (potential) shareholders will not be held during Closed Periods, save as set out in clause 5.3. During these periods, the Company will also refrain from making presentations at financial conferences, to retail investor audiences or in bilateral meetings with shareholders.

5.2 The purpose of Closed Periods is not to restrict access to the Company, but to protect both shareholders and Company representatives from the risk of selective disclosure. In the period immediately before results of publications, management will typically hold material non-public financial information, and bilateral meetings during this window require particular care.

5.3 Exceptions to the Closed Period restriction may apply in the following circumstances: (i) communications limited to factual clarifications of previously disclosed information; (ii) discussions of a purely strategic or governance nature where no reference is made to forthcoming financial results; or (iii) situations of exceptional market or corporate events where communication is required in the public interest. Any exceptions will be assessed on a case-by-case basis by Investor Relations in consultation with the Company Secretary.

6. ANALYST RESEARCH AND VALUATIONS

6.1 Analysts' reports and valuations will not be assessed, commented on or corrected, other than factually, by the Company in advance.

7. INSIDE INFORMATION AND REGULATORY COMPLIANCE

7.1 Company representatives participating in bilateral shareholder meetings are expected to be familiar with the Company's obligations under MAR, including the prohibition on selective disclosure of inside information and the requirements relating to insider lists.

7.2 In the event that inside information is inadvertently disclosed during a bilateral meeting, the relevant representative must promptly notify the Company Secretary. The Company will then take the necessary steps to publicly disclose such information as required under Article 17 of MAR, without undue delay.

7.3 Notes of substantive bilateral meetings with shareholders will be retained internally for compliance and governance purposes.