hikma.

Press Release

Hikma announces CEO change and Board appointment

This announcement contains inside information

London, 15 December 2025 – Hikma Pharmaceuticals PLC (Hikma) announces that Riad Mishlawi is today stepping down as Chief Executive Officer (CEO) and from Hikma's Board of Directors by mutual agreement.

Said Darwazah, Hikma's Executive Chairman and former CEO, will assume all CEO responsibilities with immediate effect. In addition, Khalid Nabilsi, Hikma's Chief Financial Officer, will join Hikma's Board of Directors and take on additional management responsibilities to further strengthen the Group's focus on delivering its strategic plans.

Said Darwazah said: "I would like to thank Riad for his contributions over his long career at Hikma and we wish him well for the future. I look forward to continuing to work closely with Hikma's Executive Committee and with Khalid in his expanded role to deliver on our strategic plans."

Victoria Hull, Hikma's Senior Independent Director said: "The Board is confident in Hikma's future growth prospects under the experienced leadership of Said, supported by Hikma's talented global team. We will be launching a search for a new CEO in due course."

Riad Mishlawi said: "I'd like to thank Said and all my Hikma colleagues. It has been an honour to work alongside you and, as I move into retirement, I wish you continued growth and every success."

Group guidance for 2025 remains unchanged from the 6 November 2025 trading update and Hikma will report its 2025 full year results on 26 February 2026.

Notes:

The person responsible for the release of this announcement on behalf of Hikma is Helen Middlemist (Company Secretary).

Hikma confirms there is no information required to be disclosed in relation to Khalid Nabilsi's appointment as a director pursuant to UK Listing Rule 6.4.8R.

Details of remuneration arrangements in relation to Riad Mishlawi's departure from Hikma will be disclosed on Hikma's website in accordance with section 430(2B) of the Companies Act 2006.

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About Hikma
Hikma Pharmaceuticals PLC (LSE: HIK) (NASDAQ Dubai: HIK) (OTC: HKMPY) (LEI:549300BNS685UXH4JI75) (rated BBB-/stable S&P and BBB-/positive Fitch)

Hikma helps put better health within reach every day for millions of people around the world. For more than 45 years, we've been creating high-quality medicines and making them accessible to the people who need them. Headquartered in the UK, we are a global company with a local presence across North America, the Middle East and North Africa (MENA) and Europe, and we use our unique insight and expertise to transform cutting-edge science into innovative solutions that transform people's lives. We're committed to our customers, and the people they care for, and by thinking creatively and acting practically, we provide them with a broad range of branded and non-branded generic medicines. Together, our 9,500 colleagues are helping to shape a healthier world that enriches all our communities. We are a leading licensing partner, and through our venture capital arm, are helping bring innovative health technologies to people around the world. For more information, please visit: www.hikma.com

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