

# Hikma Pharmaceuticals PLC

## Statement regarding the outgoing Chief Executive Officer Riad Mishlawi

### Section 430(2B) Companies Act 2006 Statement

Hikma Pharmaceuticals PLC (the “**Company**”) announced on 15 December 2025 that Riad Mishlawi has stepped down as Chief Executive Officer (CEO) and from Hikma’s Board of Directors by mutual agreement.

As required by section 430(2B) of the Companies Act 2006, details of the remuneration arrangements relating to Riad Mishlawi ceasing to be a director are set out below. These arrangements comply with the Company’s directors’ remuneration policy, which was approved by shareholders at the Company’s AGM on 28 April 2023.

### Salary and benefits

Riad will remain in employment until his notice period ends on 14 December 2026. During his notice period, Riad will continue to receive his salary and benefits as normal on the same terms and conditions that are currently in effect. He will not receive any payment for accrued holiday.

### Long-Term Incentive Plan

Riad will retain his unvested awards under the Company’s Long-Term Incentive Plan 2023 (the “**LTIP**”) granted in 2023 and 2024 shown in the table below. In accordance with the rules of the LTIP, these awards will continue in accordance with their terms and will vest on their normal vesting dates subject to satisfaction of the applicable performance conditions. The 2024 LTIP award will be subject to time pro-rating by reference to the period from the start of the performance period to the start of the notice period. The awards will remain subject to a two-year holding period following vesting.

<i><b>Date of grant</b></i>	<i><b>Number of shares under award*</b></i>
30 May 2023	75,339
31 August 2023	12,263
9 April 2024	127,497

\* This column shows the number of shares under award at the time of grant. The number of shares that ultimately vest will depend on satisfaction of the applicable performance conditions and, in the case of the 2024 award, time pro-rating by reference to the period from the start of the performance period to the start of the notice period as set out above. In addition, dividend equivalents will accrue on each award.

Riad’s LTIP Award granted in 2025 will lapse. He will not be eligible for any further awards under the LTIP.

### Deferred Bonus Plan and Executive Incentive Plan

Riad will retain his unvested awards under the Company’s Deferred Bonus Plan 2023 (the “**DBP**”) and the Company’s 2014 Executive Incentive Plan (the “**EIP**”) shown in the table below. In accordance with

the rules of the DBP and the EIP (as applicable), these awards will continue in accordance with their terms and will vest in full on their normal vesting dates.

<b><i>Date of grant</i></b>	<b><i>Number of shares under award*</i></b>
30 May 2023	30,749
9 April 2024	11,777
9 April 2025	30,582

\* This column shows the number of shares under award at the time of grant. In addition, dividend equivalents will accrue on each award.

### **Annual Bonus**

Riad will remain entitled to the strategic component of his annual bonus for the Company's 2025 financial year to be assessed at target level (US\$240,000), 50% of which will be deferred through a share award under the DBP.

Riad will not receive a bonus for the Company's 2026 financial year.

### **Other benefits**

Riad will receive a statutory severance payment of EUR 250,280 as required under Portuguese law in relation to his service in Portugal.

Riad will receive repatriation assistance. Riad will retain his company mobile phone.

Finally, the Company has contributed £20,500 (plus VAT) in respect of Riad's legal costs.

### **Further Information**

Riad will, for two years after the end of his employment, be subject to the Company's post-employment shareholding requirements set out in the Company's remuneration policy, requiring him to retain the number of shares in the Company equal in value to 300% of his salary immediately before the end of his employment or, if lower, 100% of the shares in the Company he holds immediately before the end of his employment.

Full details of all payments made to and receivable by Riad Mishlawi will be disclosed in the Directors' Remuneration Report within the Company's Annual Report and Accounts for the year ending 31 December 2025, and subsequent years, as appropriate. All payments detailed above will be paid less any required deductions for tax and social security contributions.

In accordance with section 430(2B) of the Companies Act 2006, the information contained in this document will be made available on the Company's website until its next Directors' Remuneration Report is made available.