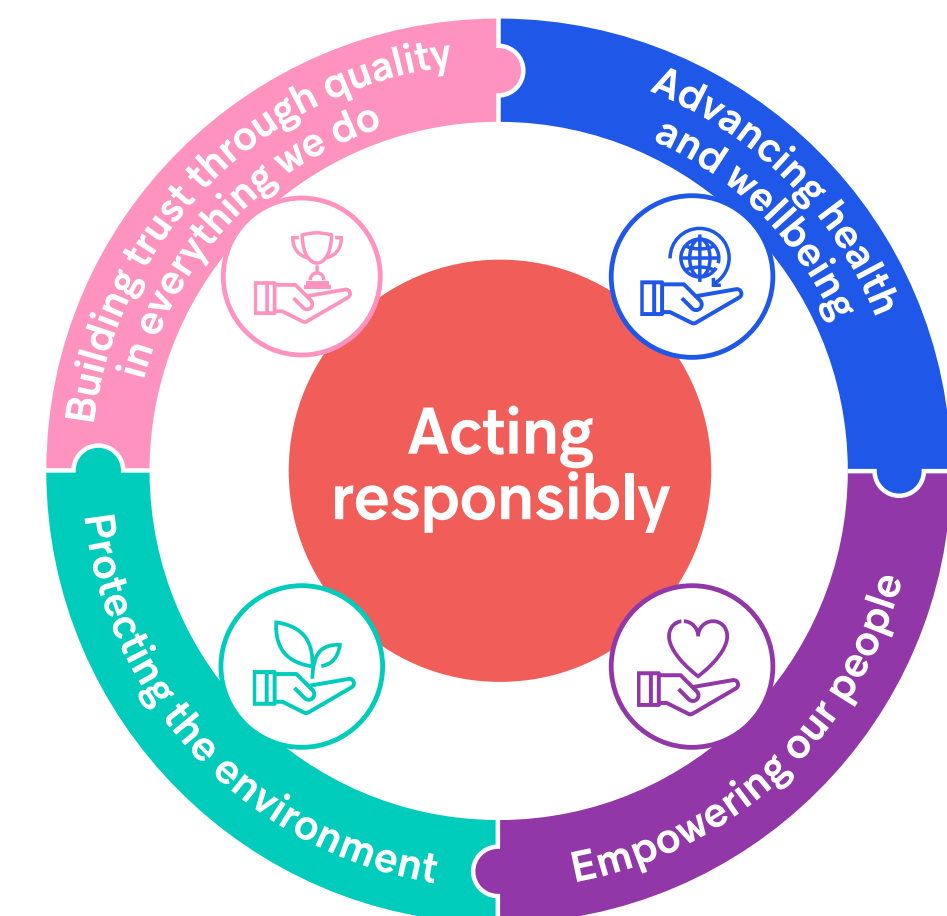


# Sustainability data summary 2024

The Data Summary contains figures, metrics and trends related to sustainability. It is intended to connect the qualitative and quantitative aspects of our sustainability performance.



## IN THIS SECTION

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Following our stakeholder engagement in 2024 we are introducing a clear sustainability Key Performance Indicator (KPI) framework that will enable us to communicate and track our progress. Each KPI has been selected to represent a key area that was identified and assessed through the Double Materiality Assessment (DMA), which align with the Hikma Sustainability Topics (HSTs) described on page 6.

KPIs – how we measure our progress

Number of patients treated

- New product launches
- Impact of launched medicines on patients treated
- \$ value of donated medicines
- \$ amount invested to increase capacity

262 million

patients treated in 2024

Empowering our people

People voice survey (engagement and enablement)

- Promotion rate
- Average hours of training per employee
- Lost time incidence rate

Engagement

73%

(2023)

Enablement

69%

(2023)



Protecting the environment

Scope 1 & 2 CO<sub>2</sub> emissions reduction

- Financial resources allocated to mitigate climate change
- Total water recycled/reused
- Water intensity metric

Scope 1 & 2 CO<sub>2</sub> emissions reduction since 2020

17%

(2024)

Operating transparently and ethically

Code of Conduct employee training (%)

- Supplier Code of Conduct survey
- % of suppliers' spend monitored on ethical issues, including MSA
- Suppliers screened for environmental criteria (percentage of annual spend)

Percentage of employees that received CoC training

98%

(2024)



# Advancing health and wellbeing

Ensuring access to high quality medicines

## Access to medicine

### Number of patients treated (million), Hikma global<sup>1</sup>

2024		262
2023		265
2022		258

1. Source: Based on internal analysis by Hikma Pharmaceuticals PLC using data from the following source: IQVIA Analytics Link Q4 2024 for the calendar year 2021, 2022, 2023 and 2024, reflecting estimates of real-world activity. Copyright IQVIA. All rights reserved. Methodology: Drug-treated patient values are derived by converting disease-specific volume sales for each drug to estimated treated patient numbers, adjusted for dosing, duration and compliance, but not concomitance.

### Medicine donations (COGS) \$m

2024		\$4.1m
2023		\$4.9m
2022		\$4.3m

### Product submissions, approvals, launches 2024

	2024 submissions <sup>2</sup>	2024 approvals <sup>2</sup>	2024 launches <sup>2</sup>
Injectables	137	86	89
US	18	18	20
MENA	25	16	16
Europe	94	52	53
Branded	59	43	36
Rx (Generics)	10	7	7
Total	206	136	132

2. Pipeline projects submitted, approved and launched by country in 2024. MENA numbers include only the five major markets (Algeria, KSA, Egypt, Morocco and Jordan).

## Product quality and patient safety

### Good manufacturing practices (GMP) and GMP-related audits at our sites

	2022	2023	2024
<b>Governance</b>			
External audits	118	129	190
Internal audits	26	24	43

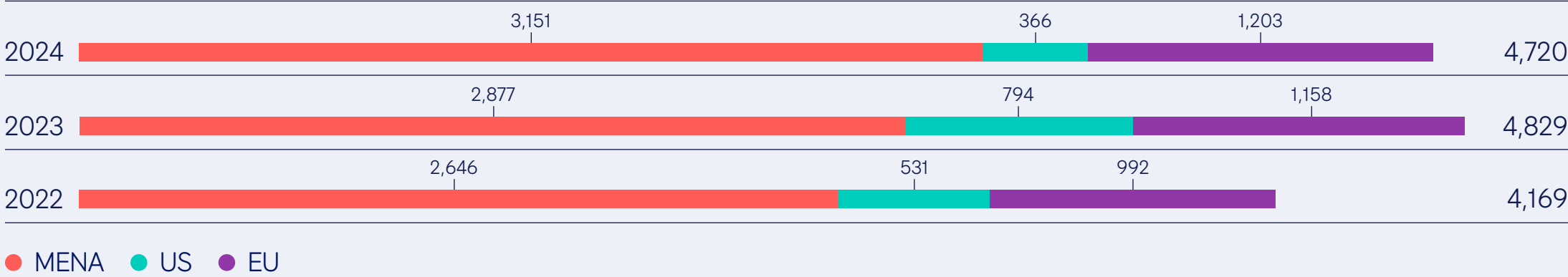
### Worldwide pharmacovigilance compliance with reporting requirements

	2017	2018	2019	2020	2021	2022	2023	2024
Individual case safety reports submission compliance rate	91%	94%	99%	98%	99%	96%	98%	98%
Aggregate reports submission compliance rate	98%	98%	96%	100%	99%	100%	99%	100%

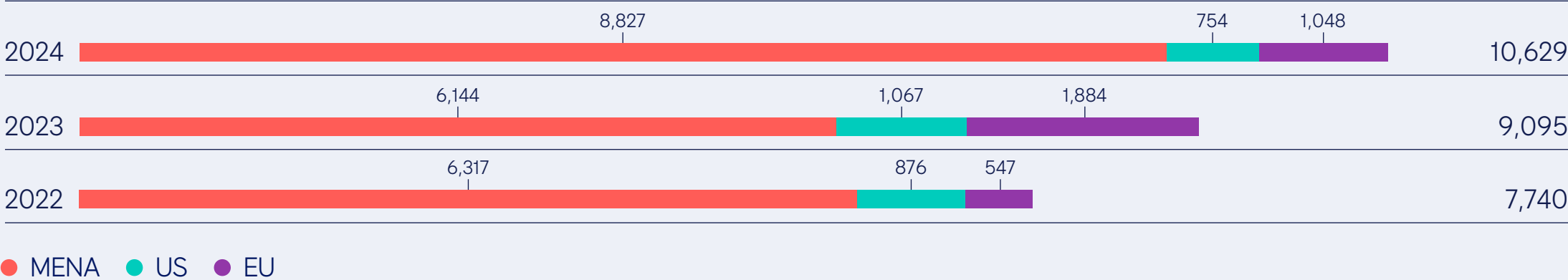
Advancing health and wellbeing *continued*

Social responsibility

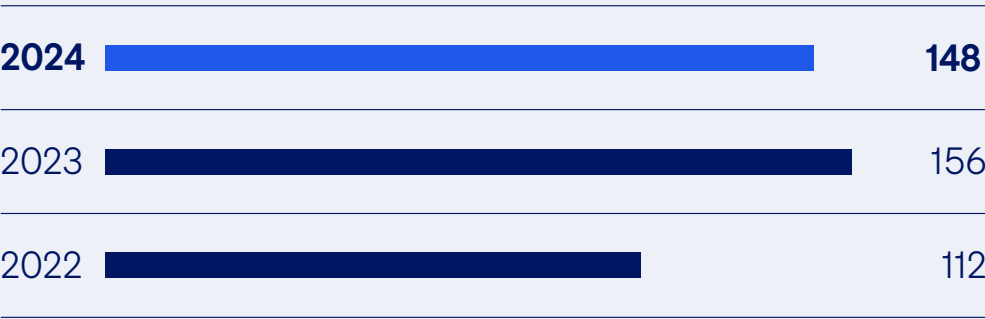
Number of employee volunteers, by region



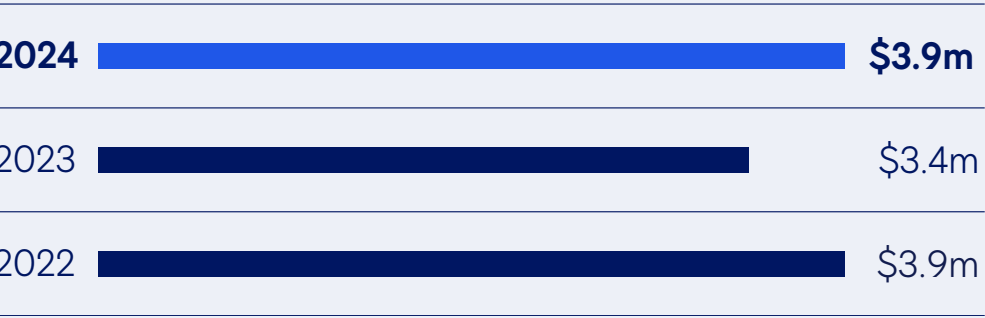
Number of employee volunteering hours, by region



Total community engagement activities



Charitable donations





# Empowering our people

Shaping a culture of progress and belonging

## General employee information

	2021	2022	2023	2024
Number of employees	8,591	8,536	9,100	9,515
– MENA & Corporate Jordan	5,445	5,430	5,749	5,866
– USA	2,065	1,939	2,092	2,260
– EU + RoW (India, Canada & China)	1,081	1,167	1,259	1,389
– Percent in Managerial levels <sup>1</sup>	13%	13%	13%	14%
– Percent of Professionals and workers <sup>2</sup>	86%	86%	87%	86%
Whether more than 10% of workforce or more than 1,000 employees are affected by layoffs or mergers/acquisitions	No	No	No	No

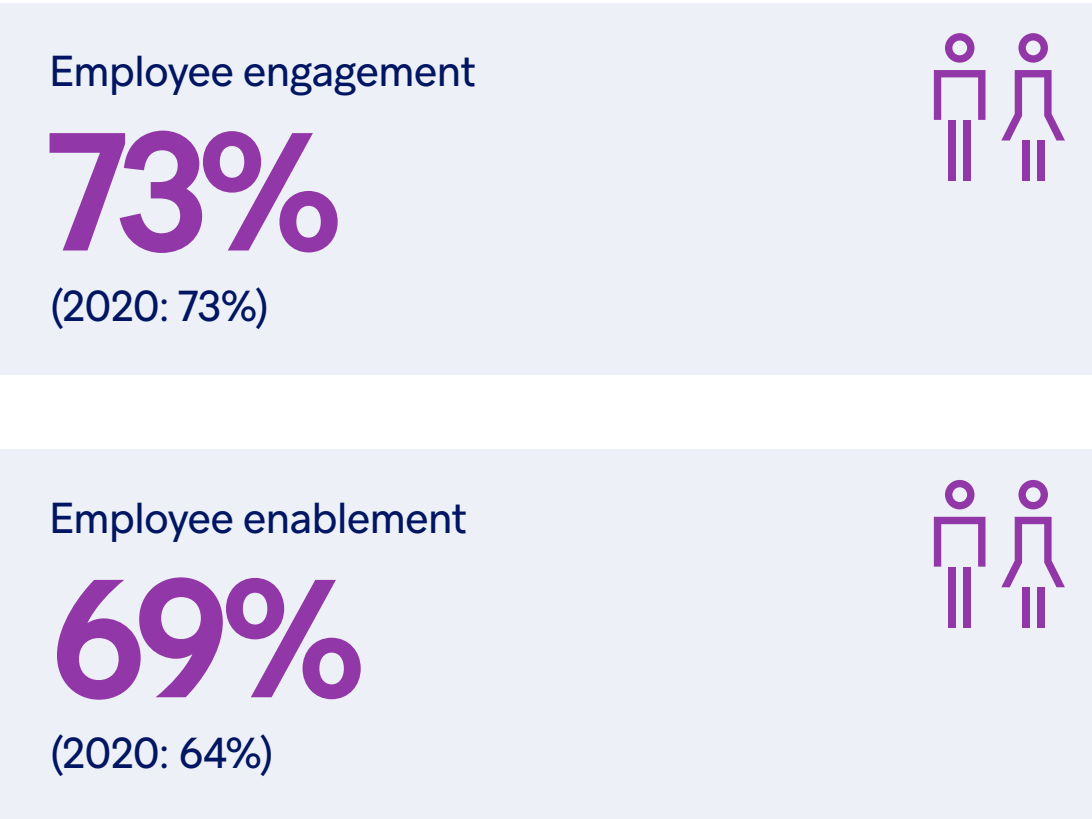
## Employee engagement (People’s Voice)

	2020	2021	2022	2023
Employee engagement score	73%	NA	NA	73%
Employee enablement score	64%	NA	NA	69%

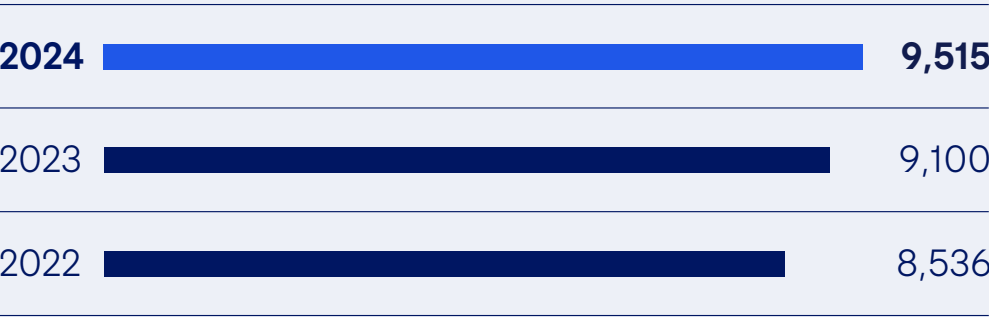
1 Managerial roles represent employee levels F-I. The calculation excludes employees at the International Pharmaceutical Research Centre (IPRC) and Arab Medical Containers (AMC) in Jordan, in line with our reporting criteria.

2 Professionals and workers represent employee levels A-E. The calculation excludes employees at the International Pharmaceutical Research Centre (IPRC) and Arab Medical Containers (AMC) in Jordan, in line with our reporting criteria.

## People voice survey 2023



## Number of employees

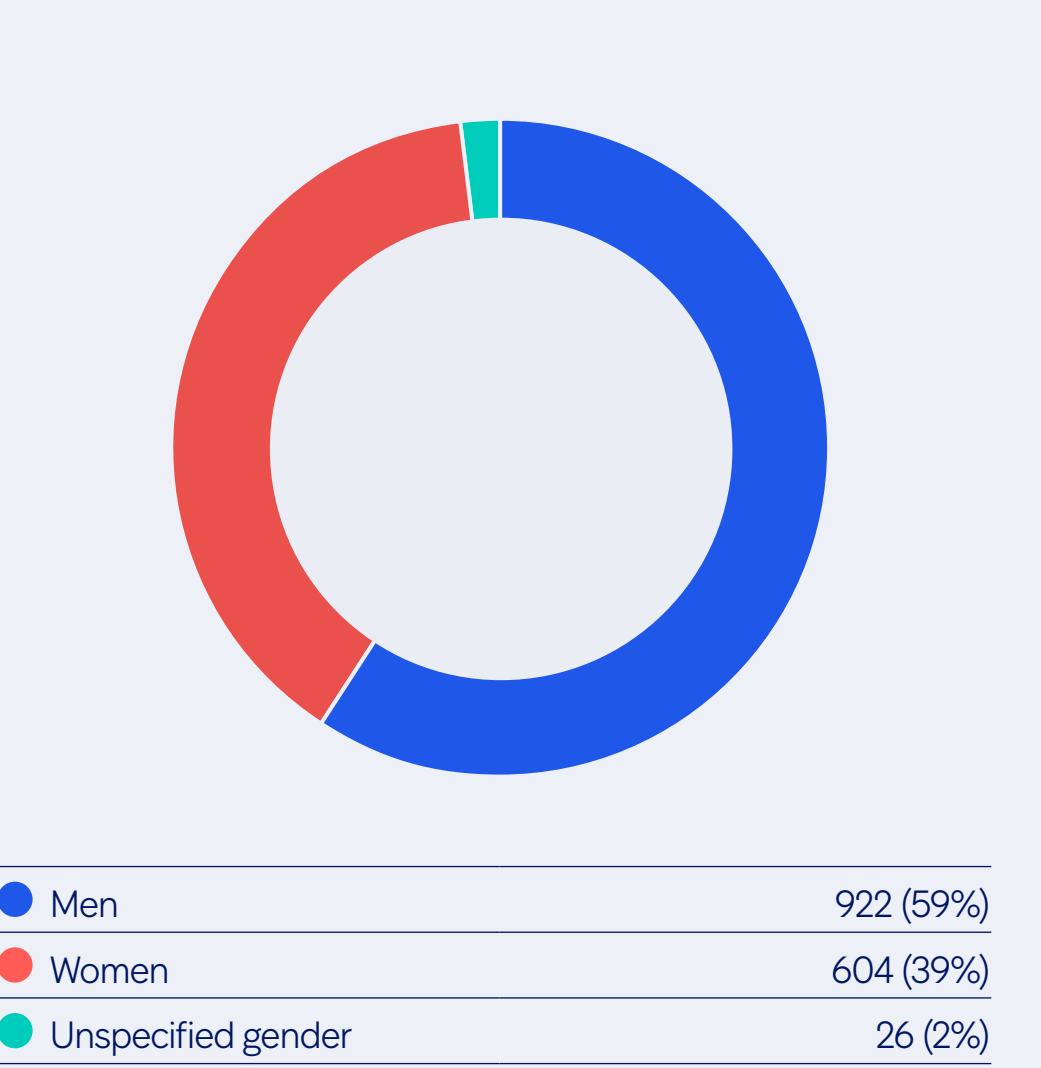


Empowering our people *continued*

Recruitment and retention

	2022	2023	2024
Number of new employee hires	1,289	1,595	1,552
– Men	665	869	922
– Women	501	634	604
– Unspecified gender	123	92	26
Voluntary turnover	1,040	991	944
– Voluntary turnover – Men	587	559	521
– Voluntary turnover – Women	429	393	407
– Voluntary turnover – unspecified gender	24	39	16
Voluntary turnover rate	12%	11%	11%
– Voluntary turnover rate – Men	7%	6%	9%
– Voluntary turnover rate – Women	5%	5%	13%
– Voluntary turnover rate – unspecified gender	0%	0.4%	15%

Number of new employee hires: 2024



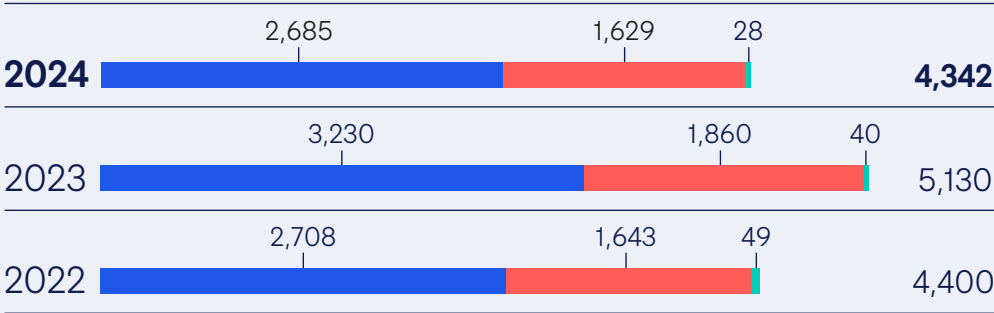
Empowering our people *continued*

Learning and development<sup>1</sup>

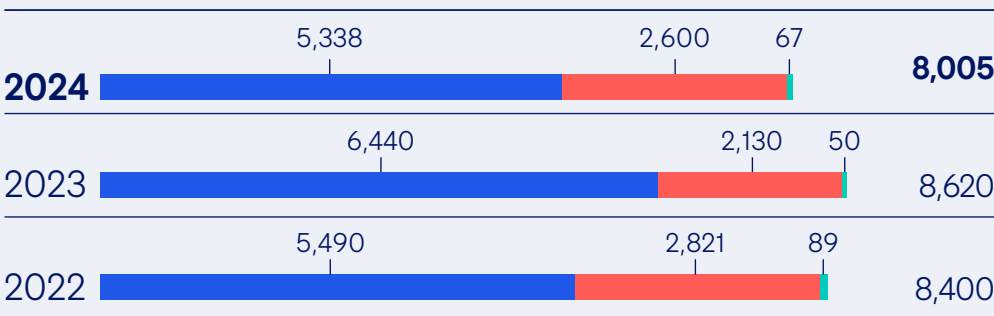
	2022	2023	2024
Average hours of training	8.1	7.1	<b>7.3</b>
– Men	7.9	7.1	<b>7.2</b>
– Women	8.5	7.4	<b>7.6</b>
– Unspecified gender	NA	1.2	<b>1.9</b>
Active users across learning platforms	4,400	5,130	<b>4,342</b>
– Men	2,708	3,230	<b>2,685</b>
– Women	1,643	1,860	<b>1,629</b>
– Unspecified gender	49	40	<b>28</b>
Video-based learning hours completed	8,400	8,620	<b>8,005</b>
– Men	5,490	6,440	<b>5,338</b>
– Women	2,821	2,130	<b>2,600</b>
– Unspecified gender	89	50	<b>67</b>
Instructor-led learning hours	55,000	52,760	<b>56,369</b>
– Men	34,447	32,250	<b>35,025</b>
– Women	20,497	20,490	<b>21,319</b>
– Unspecified gender	56	20	<b>25</b>
Number of active Continuing Education Scholarships for employees	25	22	<b>22</b>

<sup>1</sup> Learning and development metrics exclude employees at the International Pharmaceutical Research Centre (IPRC) and Arab Medical Containers (AMC) in Jordan, in line with our reporting criteria.

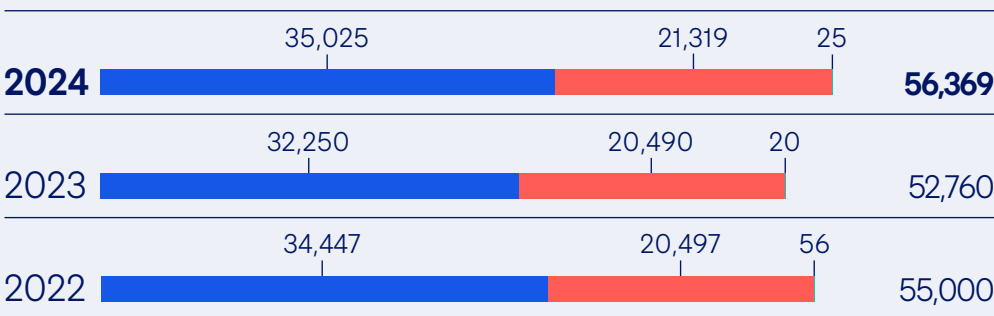
Number of active employee users across learning platforms



Number of video-based learning hours



Number of instructor-led learning hours



● Men ● Women ● Unspecified gender



Empowering our people *continued*



Inclusivity<sup>1</sup>

	2022	2023	2024
Number of full time employees – Women	2,968	3,123	<b>3,291</b>
– Percent of total headcount	35%	35%	<b>36%</b>
Number of women in Managerial levels <sup>2</sup>	309	345	<b>382</b>
– Percent of total headcount	29%	30%	<b>31%</b>
Number of women in Professional and Worker levels <sup>3</sup>	2,613	2,773	<b>2,848</b>
– Percent of total headcount	36%	36%	<b>36%</b>
Number of Board members appointed that are women	5	5	<b>5</b>

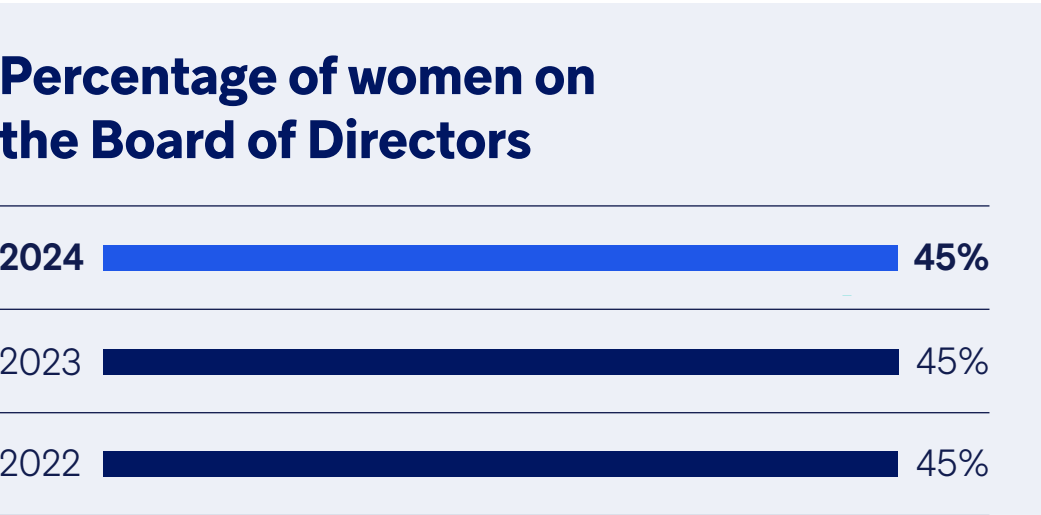
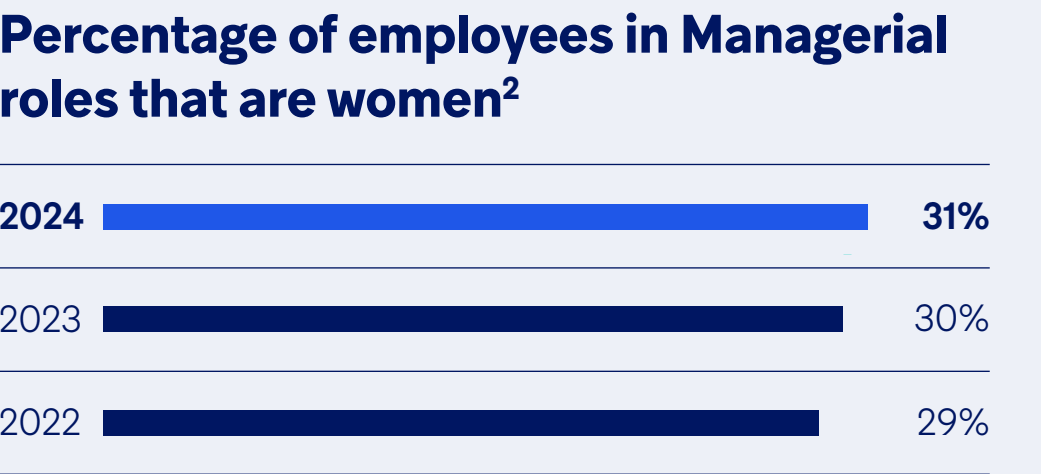
Ethics and compliance

	2022	2023	2024
Percentage of employees that have conducted Code of Conduct training	98%	98%	<b>98%</b>

Employee health and safety

	2022	2023	2024
Number of lost time incidents (LTIs)	94	85	<b>108</b>
Lost time incident rate (LTIR)	1.32	1.01	<b>1.18</b>
Number of fatalities	0	0	<b>0</b>
Fatality rate	0	0	<b>0</b>

1 Calculations exclude employees at the International Pharmaceutical Research Centre (IPRC) and Arab Medical Containers (AMC) in Jordan, in line with our reporting criteria.  
2 Managerial roles represent employee levels F-I.  
3 Professionals and workers represent employee levels A-E.







# Protecting the environment

Supporting a healthier planet

Target

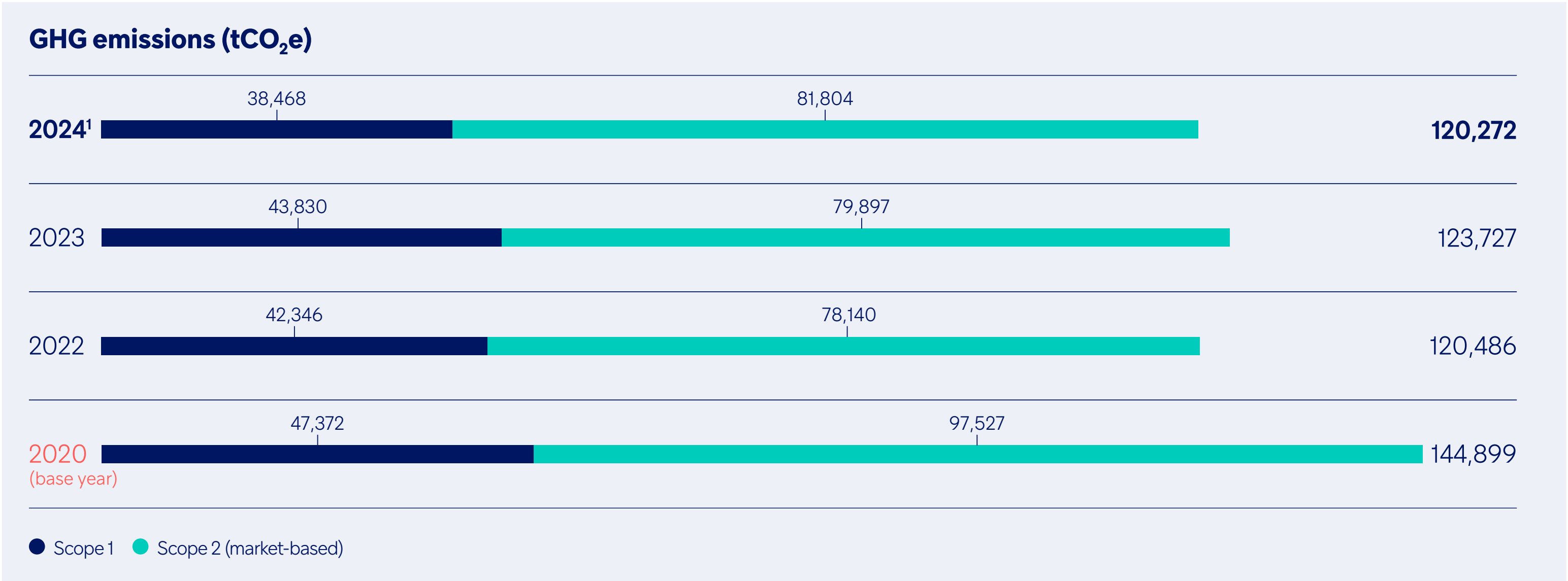
25%

Our emission target is to reduce our Scope 1 and 2 GHG emissions by 25% by 2030, using a 2020 baseline



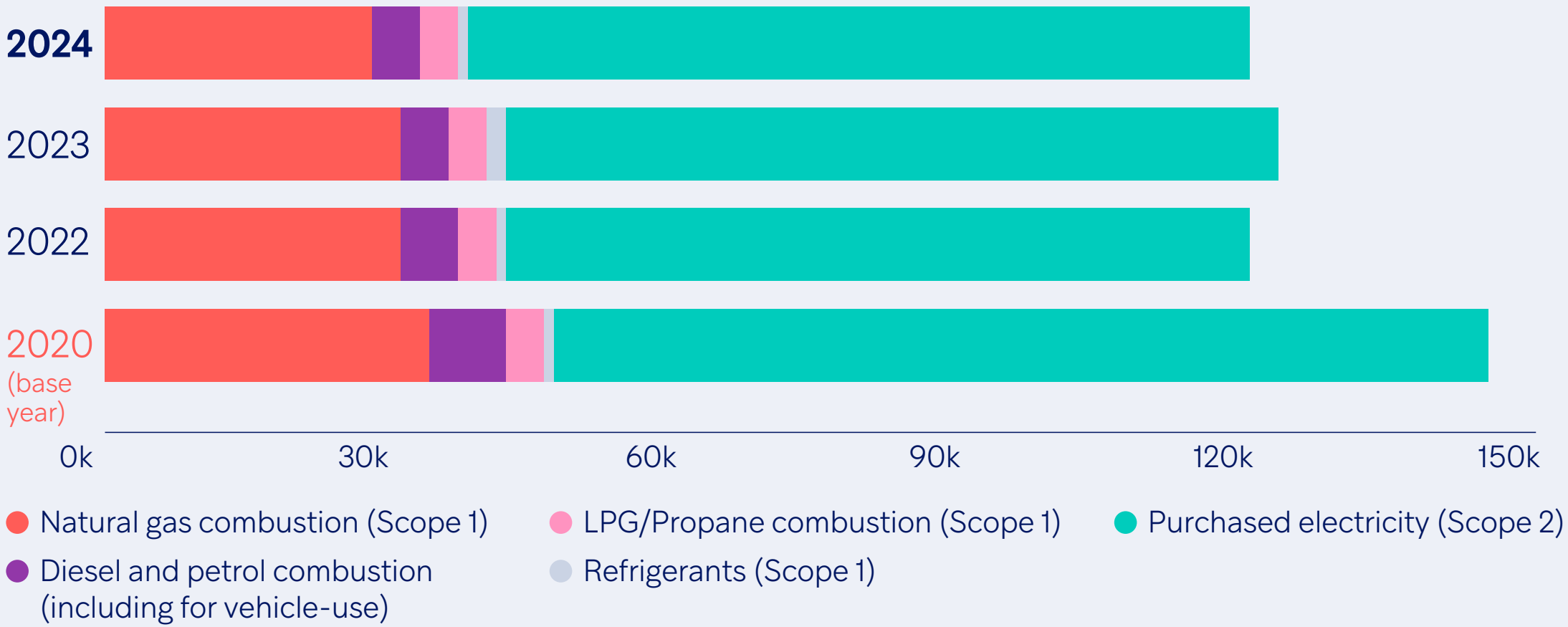
GHG emissions (tCO <sub>2</sub> e)				
	2020 (base year)	2022	2023	2024 <sup>1</sup>
Scope 1 – Combustion of fuel and operation of facilities	47,372	42,346	43,830	38,468
Scope 2 (market-based) – Electricity	97,527	78,140	79,897	81,804
Total Scope 1 and 2 emissions (market-based)	144,899	120,486	123,727	120,272
Year-on-year change in Scope 1 and 2 emissions (market-based)				
	N/A	(10%)	3%	(2%)
Change in Scope 1 and 2 emissions (market-based) since base year 2020				
	N/A	(17%)	(15%)	(17%)
Scope 2 (location-based) – Electricity	94,949	79,601	83,536	87,237

1 Emissions for 2024 are updated from the Annual Report 2024 data, updating the Q4 estimates and reflecting actual consumption and emissions for the 2024 full year.

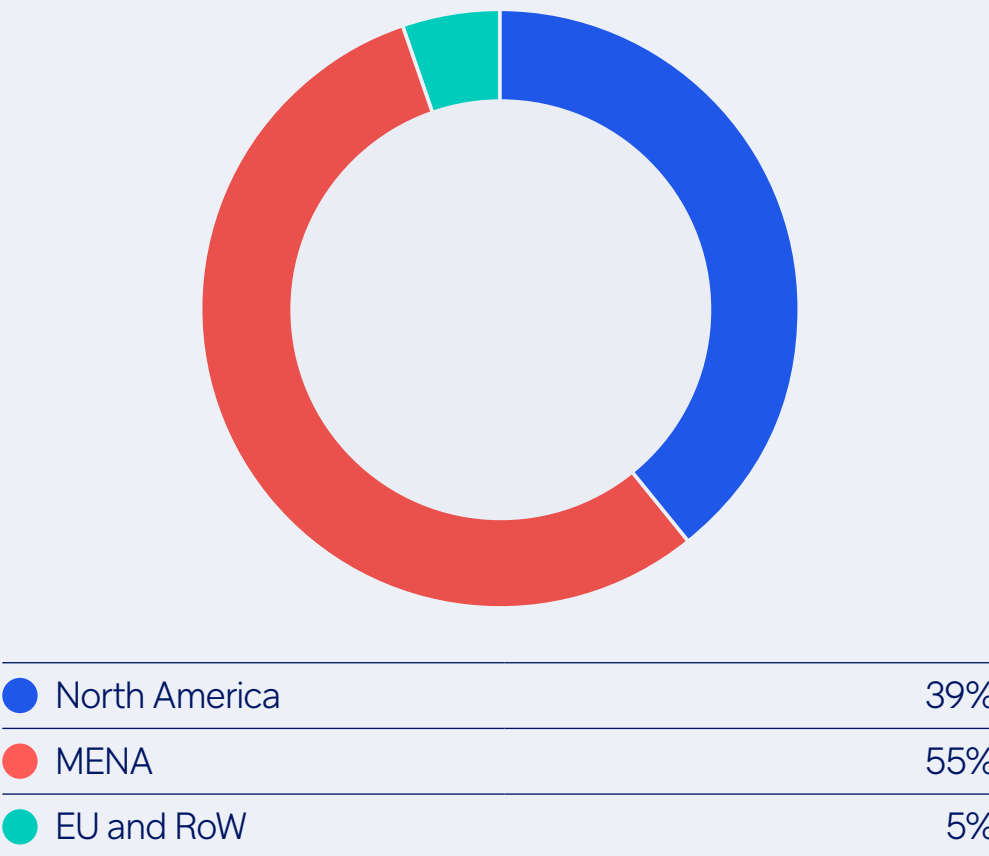


Protecting the environment *continued*

GHG emissions breakdown by source (market-based)



GHG emissions (Scope 1 and Scope 2 market-based) breakdown by region 2024



Protecting the environment *continued*

Emissions intensity

Emissions intensity is a useful metric to gauge our progress in being more efficient while maintaining consistent growth in absolute terms.

Emissions intensity: revenue (\$m) <sup>1</sup>	2020 (base year)	2022	2023	2024
Scope 1 and 2 emissions (market-based) / Group revenue	61.9	43.1	43.0	38.5
Scope 1 and 2 emissions (location-based) / Group revenue	60.8	49.5	44.3	40.2
Emissions intensity: headcount <sup>2</sup>	2020 (base year)	2022	2023	2024
Scope 1 and 2 emissions (market-based) / headcount	16.9	14.4	13.6	12.7
Scope 1 and 2 emissions (location-based) / headcount	16.9	14.6	14.0	13.2
UK Office emissions <sup>3</sup>	2020 (base year)	2022	2023	2024
Emissions total (tCO <sub>2</sub> e)	569	202	65	192
As percentage of Group	0.39%	0.16%	0.05%	0.16%

1 Emissions intensity by revenue is calculated using Group-wide revenue (\$m)

- Group revenue 2020: 2,341
- Group revenue 2022: 2,517
- Group revenue 2023: 2,875
- Group revenue 2024 (core): 3,156

2 Emissions intensity by headcount is calculated using Group-wide headcount

- Group headcount 2020: 8,600
- Group headcount 2022: 8,800
- Group headcount 2023: 9,100
- Group headcount 2024: 9,515

3 The Group operates one location within the United Kingdom, where we are listed, which is an office building that is managed by a third party. Energy consumption is measured by meter readings provided by the managing agent and relates to electricity and gas used for heating, cooling and general office power. The Group does not provide transport within the UK.

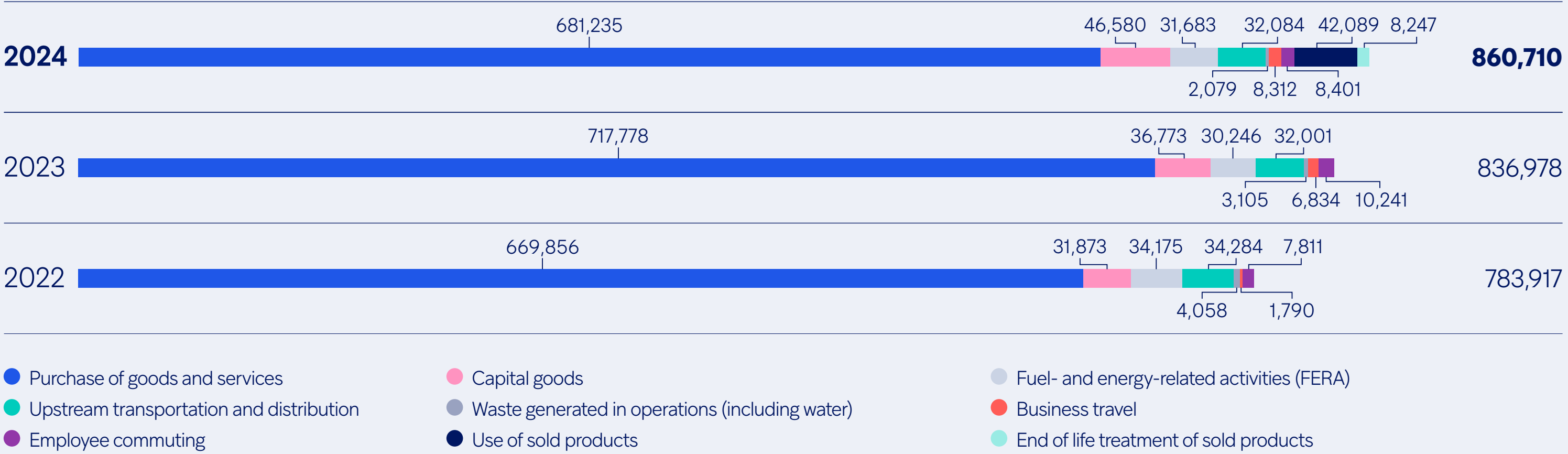
Protecting the environment *continued*

GHG emissions, Scope 3 (tCO <sub>2</sub> e) <sup>1</sup>					
Scope 3 category	Category description	Notes	2022	2023	2024
1	Purchase of goods and services		669,856	717,778	681,235
2	Capital goods		31,873	36,773	46,580
3	Fuel & energy related activities not included in Scope 1 or Scope 2		34,175	30,246	31,683
4	Upstream transportation and distribution		34,284	32,001	32,084
5	Waste generated in operations (including water)		4,058	3,105	2,079
6	Business travel		1,790	6,834	8,312
7	Employee commuting		7,881	10,241	8,401
8	Upstream leased assets		–	–	–
9	Downstream transportation and distribution	• relevant, not yet calculated	–	–	–
10	Processing of sold products	• not relevant	–	–	–
11	Use of sold products		–	–	42,089
12	End of life treatment of sold products		–	–	8,247
13	Downstream leased assets	• not relevant	–	–	–
14	Franchises	• not relevant	–	–	–
15	Investments	• relevant, not yet calculated	–	–	–
Total <sup>2</sup>			783,917	836,978	860,710 <sup>3</sup>
1 Data assured through limited assurance of the Sievo Oy CO <sub>2</sub> analytics module and methodology by EY; and through EcoAct limited assurance (see page 43 for more details). The full assurance statements can be found at <a href="http://www.hikma.com/responsibility">www.hikma.com/responsibility</a>					
2 Changes in Scope 3 emissions totals between years is partially due to continuous refinement of data collection and calculation methodology.					
3 The change in Scope 3 emissions totals between the Annual Report 2024 and the Sustainability Report 2024 is due to the introduction of new emissions categories to our reporting boundary (Categories 11 and 12).					



Protecting the environment *continued*

GHG emissions, Scope 3 (tCO<sub>2</sub>e)



We follow a structured methodology aligned with the GHG Protocol, leveraging three calculation methods that are prioritised hierarchically based on data availability and quality:

- Supplier-specific method for highest precision, using emissions data directly provided by suppliers.
- Quantity-based method using the Ecoinvent database for materials with well-defined units of measure.
- Spend-based method using Exiobase for categories where quantitative data is not available.

Since 2021, our Scope 3 emissions have been tracked through the Sievo CO<sup>2</sup> tool. This robust platform automates data extraction from our ERP systems on a monthly basis, cleansing and categorising supplier spend data (covering upstream supply chain activities). It applies standardised mapping to emissions factors from verified databases or supplier-specific data, enabling precise and consistent calculations. This integration ensures monthly classification and consolidation of activity data,

supporting consistent, audit-ready reporting and deep analysis by emissions source and category.

In 2024, we conducted a comprehensive internal audit evaluating the integrity of our Scope 3 reporting. The review confirmed the soundness of our methodologies while identifying areas for further alignment with best practices. In response, we enhanced our procedures by integrating supplier-specific emission factors, refining mapping rules, and introducing a comprehensive supplier questionnaire to assess suppliers' climate actions and support the collection of primary data directly at source.

This summary is supported by our internal Scope 3 Calculation and Reporting Procedure, developed in 2024 to formalise and document our approach. The procedure outlines our emission boundaries, category-specific methodologies, data sources, mapping logic, and exclusions in detail. It serves as a foundational reference aligned with the GHG Protocol and developed in response to assurance partner feedback.

Protecting the environment *continued*

Methodology and assurance

We quantify and report our organisational GHG emissions in alignment with the World Resources Institute’s Greenhouse Gas Protocol Corporate Accounting and Reporting Standard, and in alignment with the Scope 2 guidance.

We consolidate our organisational boundary according to the operational control approach, as described in the GHG Protocol Reporting Standard. This includes all our facilities and locations where we have operational control.

The GHG sources that constituted our operational boundary for Scope 1 and 2 are:

Scope 1:

- Natural gas combustion
- Diesel combustion
- Petrol combustion
- LPG/propane combustion
- Vehicle emissions
- Refrigerants

Scope 2:

- Purchased electricity – standard
- Purchased electricity – renewable

For reporting in this Sustainability Report, we have updated the data published in our Annual Report 2024 to include actual data for October to December 2024. This replaces the estimates that were included for those months.

We have internal sustainability reporting criteria for key metrics which guide our sustainability reporting. The criteria define our reporting boundary and conditions for restatements, and establish a unified hierarchy for estimating consumption where actual data are not available. Our emissions calculation contains no material omissions, as determined by the reasonable level of assurance received on this data. In some cases, where any month’s data is missing, it has been estimated using the following methodology: using data from one year prior to the month to be estimated or previous year as proxy, calculate an average daily consumption over that period and apply that to the number of days within the month to be estimated.

EcoAct was engaged by Hikma to provide independent third-party reasonable verification of its direct (Scope 1) and indirect (Scope 2 and selected Scope 3) GHG emissions, as detailed in this report. Based on the data and information provided by Hikma and the processes and procedures followed, it is EcoAct’s verification opinion that the following GHG emissions totals are fairly stated and free from material error for 2024.

Verified emissions by EcoAct include:

- Scope 1 emissions – Combustion of gaseous fuels (natural gas, diesel, petrol and LPG) Fugitive refrigerant gases
- Scope 2 emissions – Purchased electricity consumption (location and market-based)
- Scope 3 emissions – Emissions including Scope 3 Category 3: fuel and energy related activities not included in Scope 1 or Scope 2 (FERA), Category 5: Waste generated in operations (including water), Category 7: Employee commuting, Category 11: Use of sold products and Category 12: End of life treatment of sold products.

For external assurance of the remaining Scope 3 categories (Category 1: Purchase of goods and services, Category 2: Capital goods, Category 4: Upstream transportation and distribution, and Category 6: Business Travel), we worked with an external third party, Sievo Oy, to assess our carbon footprint for these categories. Sievo has contracted Ernst & Young (EY) under a ‘limited assurance engagement’, as defined by International Standards on Assurance Engagements 3000 (ISAE 3000) to report on the methodology and the emission factors used behind ‘CO2 Analytics’ tool (the Tool) as of 21 January 2022.

The full verification statements can be found here [www.hikma.com/responsibility](http://www.hikma.com/responsibility).

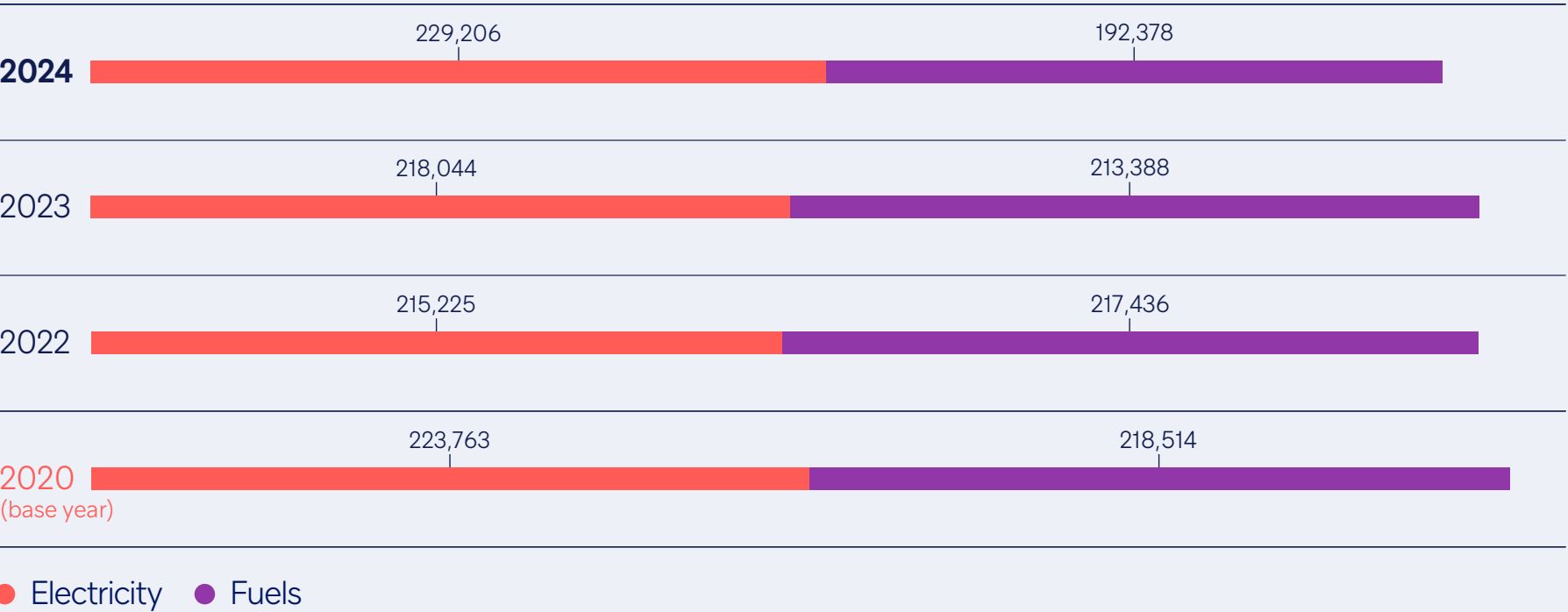
Protecting the environment *continued*

Energy consumption (MWh)

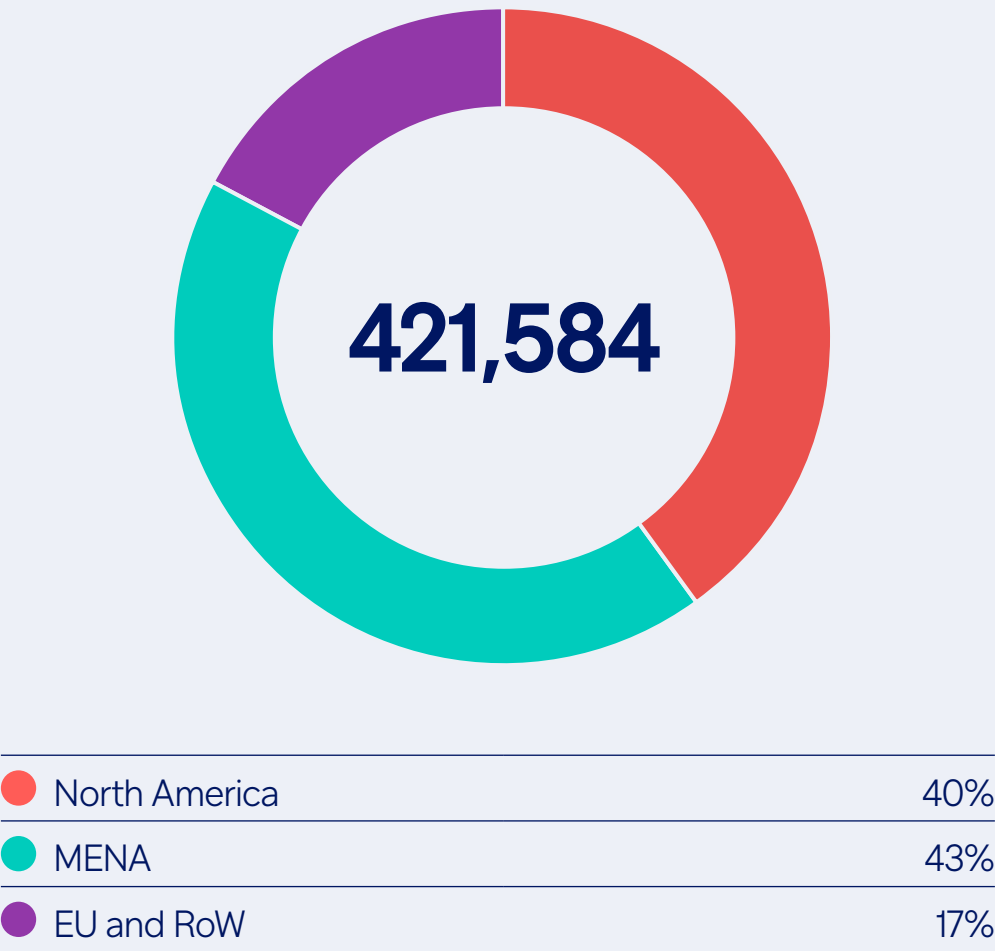
	2020 (base year)			2022			2023			2024 <sup>1</sup>		
	UK	Rest of the world	Total	UK	Rest of the world	Total	UK	Rest of the world	Total	UK	Rest of the world	Total
Electricity	129	223,634	223,763	116	215,109	215,225	168	217,876	218,044	168	228,038	229,206
Fuels	871	217,644	218,514	882	216,554	217,436	21	213,367	213,388	712	191,667	192,378

1 Energy for 2024 is updated from the Annual Report 2024 data, updating the Q4 estimates and reflecting actual consumption for the 2024 full year

Energy consumption (MWh) by total electricity and total fuels per year



Energy consumption (MWh) by region – 2024



Protecting the environment *continued*

Target

2025

Incorporated water as part of the Executive Director’s long-term incentive plan with an aim to set water management targets for all MENA sites by the end of 2025

Water and waste management

		2022		2023		2024	
		Global (all countries)	Only high water-stressed countries	Global (all countries)	Only high water-stressed countries	Global (all countries)	Only high water-stressed countries
Water							
Extracted	m³	1,175,224	401,982	1,231,312	369,398	1,365,980	404,395
Treated	m³	80,100	70,267	45,370	45,370	66,855	58,137
Discharged	m³	853,279	293,794	1,050,915	294,184	958,928	176,711
Waste generated	Tonnes	13,275		14,876		12,311	

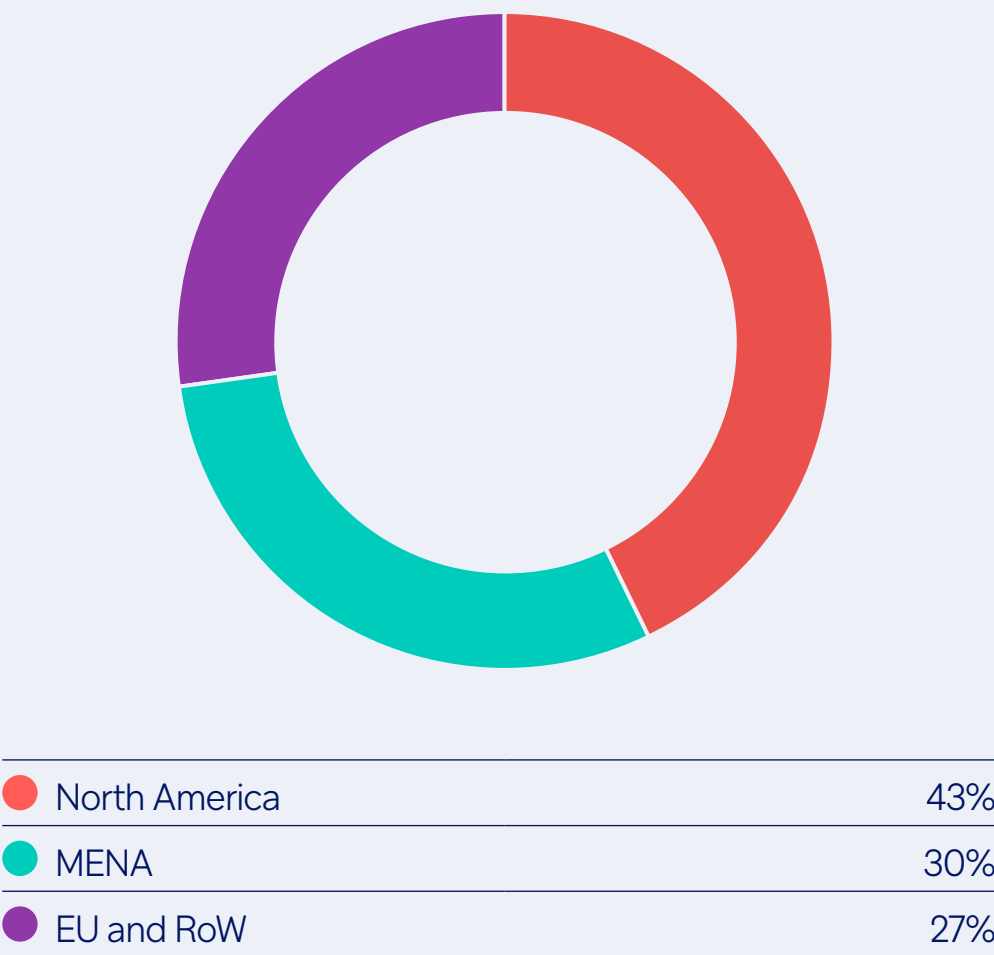
Note: Our data collection of waste and water is a work in progress, which we continue to refine and improve

Sustainability-related certifications

In recent years, we have pursued and achieved a range of certifications to improve efficiency and health and safety standards across our sites. The table below indicates the sites where we have achieved sustainability-related International Organisation for Standardisation (ISO) certifications.

Site Name	Country	ISO 14001 Environmental Management Systems	ISO 45001 Occupational Health and Safety	ISO 50001 Energy Management Systems
Hikma Jordan	Jordan	✓	✓	✓
APM Sahab	Jordan	✓	✓	
APM Salt	Jordan	✓	✓	
AMC	Jordan	✓	✓	
JPI	Saudi Arabia	✓	✓	
6 October	Egypt	✓	✓	✓
HSP	Egypt	✓	✓	✓
HPI	Egypt	✓	✓	✓
IAB	Tunisia	✓	✓	
Medicef	Tunisia	✓	✓	
Promopharm	Morocco		✓	

Water consumption by region – 2024







# Operating transparently and ethically

Upholding ethical standards and acting with integrity

## Responsible value chain

### Percentage spend on local suppliers

Local suppliers represent the majority of our spend.

We assessed markets representing more than 90% of our total spend, and maintained an average of 59%-60% spend on local suppliers between 2021 and 2024. We recognise that supporting local suppliers drives socio-economic development for our markets, and we aim to maintain a strong local presence and supplier base.

### Sustainable screening for social and environmental compliance

All of our new suppliers undergo social criteria screening, including compliance with the Modern Slavery Act and anti-corruption and bribery protocols.

Our aim is to build a more sustainable value chain through active engagement and collaboration with our key suppliers. By understanding their levels of sustainability maturity, we aim to identify opportunities and develop strategies for enhancing the sustainability of our value chain.

	2022	2023	2024
Suppliers screened for environmental criteria (percentage of annual spend)	39%	49%	55%