

## Hikma Pharmaceuticals PLC - Discretionary Share Awards

LONDON, 10 April 2025: Hikma Pharmaceuticals PLC (LSE: HIK) (NasdaqDubai: HIK) (LEI: 549300BNS685UXH4JI75) announces that the Remuneration Committee made the following conditional awards under the Hikma Pharmaceuticals PLC 2023 Long Term Incentive Plan (the "LTIP") and the 2023 Deferred Bonus Plan (the "DBP") to Persons Discharging Managerial Responsibility ("PDMRs") of the Company. No consideration was paid for the grant of the awards.

Awards under the LTIP were made on 9 April 2025 based on a price of £18.81 per Ordinary Share (being the average mid-market Ordinary Share price for the 5-working day period prior to 9 April 2025, in accordance with the LTIP rules) (the "LTIP Awards"). All LTIP Awards are subject to the continued employment of the PDMR and malus and clawback provisions.

LTIP Performance Share Plan ("PSP") Awards are subject to the satisfaction of performance conditions set by the Remuneration Committee of the Company. The LTIP (PSP) Awards will normally vest on the later of the third anniversary of the date of grant and the determination of the performance conditions. The LTIP (PSP) Awards are then subject to an additional two-year holding period.

LTIP (Conditional) Awards will normally vest on the second anniversary of the date of grant.

Awards under the DBP were made on 9 April 2025 based on a price of £18.81 per Ordinary Share (being the average mid-market Ordinary Share price for the 5-working day period prior to 9 April 2025, in accordance with the DBP rules) (the "DBP Awards"). The vesting of the DBP Awards is subject to the continued employment of the PDMRs, and malus and clawback provisions. The DBP Awards will normally vest on the third anniversary of the date of grant.

This notification is made under Article 19(1) of the EU Market Abuse Regulation 596/2014 as it forms part of domestic law by virtue of the European Union (Withdrawal) Act 2018 ("MAR"). The information set out below is provided in accordance with the requirements of Article 19(3) of MAR.

### **Notification and public disclosure of transactions by persons discharging managerial responsibilities**

#### **Said Darwazah**

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Said Darwazah	
2	Reason for the notification		
a)	Position/status	Executive Chairman	
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Hikma Pharmaceuticals PLC	
b)	LEI	549300BNS685UXH4JI75	
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a)	Description of the financial instrument, type of instrument and identification code	Description: Ordinary shares of 10 pence each (Shares) ID Code: GB00B0LCW083	
b)	Nature of the transaction	Grant of awards under the LTIP and DBP.	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Nil	LTIP (PSP) Award: 128,501
		Nil	DBP Award: 30,783

		LTIP Award: 30,700
d)	Aggregated information	Price(s): Nil Volume(s): 159,284
e)	Date of the transaction	9 April 2025
f)	Place of the transaction	Outside a trading venue

#### **Riad Mishlawi**

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Riad Mishlawi	
2	Reason for the notification		
a)	Position/status	Chief Executive Officer	
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Hikma Pharmaceuticals PLC	
b)	LEI	549300BNS685UX-H4JI75	
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a)	Description of the financial instrument, type of instrument and identification code	Description: Ordinary shares of 10 pence each (Shares) ID Code: GB00B0LCW083	
b)	Nature of the transaction	Grant of awards under the LTIP and DBP.	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Nil	LTIP (PSP) Award: 148,270
		Nil	DBP Award: 30,582
d)	Aggregated information	Price(s): Nil Volume(s): 178,852	
e)	Date of the transaction	9 April 2025	
f)	Place of the transaction	Outside a trading venue	

#### **Mazen Darwazah**

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Mazen Darwazah
2	Reason for the notification	
a)	Position/status	Executive Vice Chairman
b)	Initial notification /Amendment	Initial notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	

a)	Name	Hikma Pharmaceuticals PLC	
b)	LEI	549300BNS685UX-H4JI75	
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a)	Description of the financial instrument, type of instrument and identification code	Description: Ordinary shares of 10 pence each (Shares) ID Code: GB00B0LCW083	
b)	Nature of the transaction	Grant of awards under the LTIP and DBP.	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Nil	LTIP (PSP) Award: 102,554
		Nil	DBP Award: 25,864
d)	Aggregated information	Price(s): Nil Volume(s): 128,418	
e)	Date of the transaction	9 April 2025	
f)	Place of the transaction	Outside a trading venue	

#### **Bassam Kanaan**

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Bassam Kanaan	
2	Reason for the notification		
a)	Position/status	PDMR	
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Hikma Pharmaceuticals PLC	
b)	LEI	549300BNS685UX-H4JI75	
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a)	Description of the financial instrument, type of instrument and identification code	Description: Ordinary shares of 10 pence each (Shares) ID Code: GB00B0LCW083	
b)	Nature of the transaction	Grant of awards under the LTIP.	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Nil	LTIP (PSP) Award: 73,559
d)	Aggregated information	Price(s): Nil Volume(s): 73,559	
e)	Date of the transaction	9 April 2025	

f)	Place of the transaction	Outside a trading venue
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#### **Khalid Nabils**

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>		
a)	Name	Khalid Nabils	
<b>2</b>	<b>Reason for the notification</b>		
a)	Position/status	PDMR	
b)	Initial notification /Amendment	Initial notification	
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>		
a)	Name	Hikma Pharmaceuticals PLC	
b)	LEI	549300BNS685UX-HJI75	
<b>4</b>	<b>Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted</b>		
a)	Description of the financial instrument, type of instrument and identification code	Description: Ordinary shares of 10 pence each (Shares) ID Code: GB00B0LCW083	
b)	Nature of the transaction	Grant of awards under the LTIP.	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Nil	LTIP (PSP) Award: 73,620
d)	Aggregated information	Price(s): Nil Volume(s): 73,620	
e)	Date of the transaction	9 April 2025	
f)	Place of the transaction	Outside a trading venue	

#### **Susan Ringdal**

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>		
a)	Name	Susan Ringdal	
<b>2</b>	<b>Reason for the notification</b>		
a)	Position/status	PDMR	
b)	Initial notification /Amendment	Initial notification	
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>		
a)	Name	Hikma Pharmaceuticals PLC	
b)	LEI	549300BNS685UX-HJI75	
<b>4</b>	<b>Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted</b>		
a)	Description of the financial instrument,	Description: Ordinary shares of 10 pence each (Shares)	

a)	type of instrument and identification code	ID Code: GB00B0LCW083	
b)	Nature of the transaction	Grant of awards under the LTIP.	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Nil	LTIP (PSP) Award: 38,760
d)	Aggregated information	Price(s): Nil Volume(s): 38,760	
e)	Date of the transaction	9 April 2025	
f)	Place of the transaction	Outside a trading venue	

#### Hussein Arkhagha

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Hussein Arkhagha	
2	Reason for the notification		
a)	Position/status	PDMR	
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Hikma Pharmaceuticals PLC	
b)	LEI	549300BNS685UX-4JI75	
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a)	Description of the financial instrument, type of instrument and identification code	Description: Ordinary shares of 10 pence each (Shares) ID Code: GB00B0LCW083	
b)	Nature of the transaction	Grant of awards under the LTIP.	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Nil	LTIP (PSP) Award: 46,913
d)	Aggregated information	Price(s): Nil Volume(s): 46,913	
e)	Date of the transaction	9 April 2025	
f)	Place of the transaction	Outside a trading venue	

#### Bill Larkins

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Bill Larkins
2	Reason for the notification	
a)	Position/status	PDMR
b)	Initial notification /Amendment	Initial notification

3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Hikma Pharmaceuticals PLC	
b)	LEI	549300BNS685UX-H4JI75	
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a)	Description of the financial instrument, type of instrument and identification code	Description: Ordinary shares of 10 pence each (Shares) ID Code: GB00B0LCW083	
b)	Nature of the transaction	Grant of awards under the LTIP.	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Nil	LTIP (PSP) Award: 52,497
d)	Aggregated information	Price(s): Nil Volume(s): 52,497	
e)	Date of the transaction	9 April 2025	
f)	Place of the transaction	Outside a trading venue	

#### Julie Hill

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Julie Hill	
2	Reason for the notification		
a)	Position/status	PDMR	
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Hikma Pharmaceuticals PLC	
b)	LEI	549300BNS685UX-H4JI75	
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a)	Description of the financial instrument, type of instrument and identification code	Description: Ordinary shares of 10 pence each (Shares) ID Code: GB00B0LCW083	
b)	Nature of the transaction	Grant of awards under the LTIP.	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Nil	LTIP (PSP) Award: 29,501
		Nil	LTIP (Conditional) Award: 579
d)	Aggregated information	Price(s): Nil Volume(s): 30,080	
e)	Date of the transaction		

e)	Date of the transaction	9 April 2025
f)	Place of the transaction	Outside a trading venue

**Hafrun Fridriksdottir**

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>		
a)	Name	Hafrun Fridriksdottir	
<b>2</b>	<b>Reason for the notification</b>		
a)	Position/status	PDMR	
b)	Initial notification /Amendment	Initial notification	
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>		
a)	Name	Hikma Pharmaceuticals PLC	
b)	LEI	549300BNS685UX-H4JI75	
<b>4</b>	<b>Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted</b>		
a)	Description of the financial instrument, type of instrument and identification code	Description: Ordinary shares of 10 pence each (Shares) ID Code: GB00B0LCW083	
b)	Nature of the transaction	Grant of awards under the LTIP.	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Nil	LTIP (PSP) Award: 57,825
d)	Aggregated information	Price(s): nil Volume(s): 57,825	
e)	Date of the transaction	9 April 2025	
f)	Place of the transaction	Outside a trading venue	

Helen Middlemist  
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