

Hikma Pharmaceuticals PLC

Board Diversity Policy

Approved by the Nomination and Governance Committee of Hikma Pharmaceuticals PLC on 25 February 2025.

Purpose

The Board Diversity Policy (“the Policy”) sets out the approach to diversity for the Board of Directors of Hikma Pharmaceuticals PLC and its Committees.

Scope

The Policy applies to the Board of Directors and its Committees. It does not apply to diversity in relation to Employees of Hikma Group, which is covered by Hikma’s Diversity Policy.

Definitions

<u>Term</u>	<u>Definition</u>
Board / Board of Directors	The directors of Hikma PLC.
Committees	Any Board appointed Committee with a formal terms of reference.
Employee(s)	Any employee of Hikma Group, whether employed on a full time or part-time basis.
Hikma / Hikma Group	All entities within the group of companies controlled or owned, whether directly, indirectly, wholly, or partially, by Hikma PLC, including Hikma PLC and its Subsidiaries.
Hikma PLC	Hikma Pharmaceuticals PLC.
NGC	Nomination and Governance Committee.

Policy

Hikma recognises and embraces the benefits of having a diverse Board and sees diversity at Board level as an essential element in maintaining our competitive advantage.

The objective of Hikma's Diversity Policy is to ensure that the Board and its Committees are an inclusive place that welcomes different cultures, perspectives, and experiences from across the globe. Hikma is committed to engaging talented people, irrespective of their race, colour, religion, age, sex, sexual orientation, marital status, national origin, present or past history of mental or physical disability, socio-economic background and any other factors not related to a person's ability to perform the relevant role.

All Board and Committee appointments and succession plans are based on merit and objective criteria, in the context of the skills, experience, independence and knowledge which the Board as a whole requires to be effective.

Role of the NGC

The NGC reviews and assesses Board and Committee composition on behalf of the Board and recommends the appointment of new Directors and Committee Members. The NGC also oversees the annual Board performance review.

- In reviewing Board and Committee composition, the NGC will consider the benefits of all aspects of diversity including, but not limited to, those described above, in order to discharge its duties and responsibilities effectively.
- In identifying suitable candidates for appointment to the Board and its Committees, the NGC will consider candidates on merit against objective criteria and with due regard for the benefits of diversity on the Board.
- Any search firm engaged to assist the NGC in identifying candidates for appointment to the Board will be specifically directed to include a diverse range of candidates that reflect the Policy.
- As part of the annual Board performance review, the NGC will consider the balance of skills, experience, independence and knowledge of Hikma, diversity representation, how the Board works together and other factors relevant to its effectiveness.
- The NGC will report annually, in Hikma PLC's annual report, on the process in relation to Board appointments and the progress it has made towards achieving the targets set out in this Policy.
- The NGC oversees management's actions to increase the diversity of senior management roles in support of the FTSE Women Leaders Review, Parker Review and other best practice recommendations.

Targets

The NGC will discuss and agree annually all targets for achieving diversity on the Board.

The Board aims to meet the targets for Board diversity set by the FCA under the UK Listing Rules, FTSE Women Leaders Review and Parker Review, it being acknowledged that in periods of Board change, there may be times when these targets are not maintained.