

Pursuant to the provisions of Paragraph 2, Article 254c of the Companies Act (ZGD-1), the Supervisory Board at its 31st regular meeting on 12 March 2025 unanimously adopted

Diversity Policy for Management and Supervisory Bodies of Krka

1. Review

Gender Diversity

In the past ten years, women accounted for 22% to 44% of the **supervisory board** structure and made up 21% to 43% in the **management and supervisory board** structure, i.e. the highest management and supervisory bodies.

Directors' committee is the second highest management level in terms of hierarchy. It is subordinate to the management board and serves as the highest internal body of Krka and the Krka Group. At the end of 2024, the Director's Committee comprised 9 women (42.9%) and 12 men (57.1%).

Key business areas of the Krka Group led by female directors:

- New products,
- Human resources,
- Quality management,
- Marketing,
- Industrial property,
- Corporate performance management,
- Internal audit,
- Public relations, and
- Representation of workers' interests concerning human resource and social issues (Worker director).

Key business areas of the Krka Group, where women hold top management positions:

- Pharmaceutical production,
- Quality control,
- Pharmacokinetics and preclinical research,
- Medical area (medical director),
- Warehousing and transport, and
- Information services.

Women also occupy upper or middle management positions of many other business areas.

At the end of 2024, Krka's subsidiaries and representatives were led by 21 female directors (39.6%) and 32 male directors (60.4%).

Age Diversity

Over the past ten years, management and supervisory boards were characterised by a diverse age structure. This gave positive results at work, and was reflected in different aspects on trends, technologies, and strategic decisions, which improved management and supervision. Also, experience varies with age.

Year	Supervisory Board	Management Board
2015	39–63 years	44–60 years

2016	43–68 years	40–61 years
2017	45–69 years	41–62 years
2018	46–70 years	42–63 years
2019	47–71 years	43–64 years
2020	49–72 years	44–65 years
2021	50–73 years	45–66 years
2022	51–74 years	46–67 years
2023	47–75 years	47–68 years
2024	48–76 years	48–69 years

Qualification Profile Diversity

The supervisory board of Krka is composed of nine (9) and the management board of five (5) members. As more members sit on the supervisory board than on the management board, it is slightly easier to provide for diversity of qualification profiles with the supervisory board. At meetings, thanks to various qualification profiles, members expressed multidisciplinary views of the same topics, which increased quality of discussions.

Year	Supervisory Board	Management Board
2015	Pharmacy, chemistry, economics, mechanical engineering, organisation and management	Economics, pharmacy
2016	Pharmacy, chemistry, law, economics, social sciences, organisation and management	Economics, pharmacy, food technology
2017	Pharmacy, chemistry, law, economics, psychology, mathematics, social sciences, organisation and management	Economics, pharmacy, food technology
2018	Pharmacy, chemistry, law, economics, psychology, mathematics, social sciences, mechanical engineering, organisation and management	Economics, pharmacy, food technology
2019	Pharmacy, chemistry, law, economics, psychology, mathematics, social sciences, mechanical engineering, organisation and management	Economics, pharmacy, food technology
2020	Pharmacy, chemistry, economics, mathematics, social sciences, mechanical engineering, organisation and management	Economics, pharmacy, food technology
2021	Pharmacy, chemistry, law, economics, mathematics, social sciences, mechanical engineering, organisation and management	Economics, pharmacy, food technology
2022	Pharmacy, chemistry, law, economics, mathematics, social sciences, mechanical engineering, organisation and management	Economics, pharmacy, food technology
2023	Pharmacy, chemistry, law, economics, social sciences, mechanical engineering, organisation and management	Economics, pharmacy, food technology
2024	Pharmacy, chemistry, law, economics, quality management, social sciences, mechanical engineering, organisation and management	Economics, pharmacy, food technology

2. Diversity Policy Purpose and Scope

This diversity policy applies to management and supervisory boards in accordance with provisions of the Companies Act (ZGD-1). Krka, the controlling company, intends to reasonably apply it also when recruiting at low management levels. To the highest possible extent, the company amends all current provisions on the composition of the management and supervisory bodies set out by Krka's *Articles of Association, Rules of Procedure of the Company's Supervisory Board and Its Committees*, and supervisory board's resolutions on drawing up proposals for appointing or electing members to the management and supervisory bodies.

3. Diversity Policy Monitors

Diversity policy monitors are:

- Supervisory board human resource committee,
- Supervisory board,
- Management board,
- Works council (pursuant to Paragraph 3 of Article 254c of the Companies Act (ZGD-1), for recruiting members to the supervisory and management board, who are employee representatives),
- Any committees involved in procedures for selecting members for management or supervisory bodies, in particular the nomination committee if appointed by the supervisory body,
- Human resources of Krka pursue the diversity policy when recruiting officers for managerial posts at low and middle management levels.

The aforesaid monitors strive to consider diversity objectives stated below when making decisions and preparing HRM proposals.

4. Diversity Policy Objectives

Target Gender Diversity

Krka ensures at least 40% representation of the underrepresented gender on the supervisory board (Indent 1, Paragraph 1, Article 254c of the Companies Act (ZGD-1)).

Krka also ensures the representation of the underrepresented gender on the management board by providing at least 33% representation of the underrepresented gender on the management and supervisory board combined (Paragraph 2 of Article 254c of the Companies Act (ZGD-1)).

The number of female and male members is determined in accordance with Paragraph 4 of Article 254c of the Companies Act (ZGD-1).

Age Diversity

A comparable age range among members of management and supervisory bodies should be ensured. Krka has successfully taken this into account in the past, which is evident in the 'Review' section.

Age diversity also considers the endeavour for continued management and supervisory body memberships, which guarantees for experience and knowledge transfers among them as well as implementation of the strategy.

Qualification Profile Diversity

Members of the supervisory board should at least have experience in finance, law or corporate management, be familiar with the object of business, be skilled in management, and have experience in risk management.

The main objective is to ensure suitable interdisciplinarity, so in addition to qualification profiles stated above, members with natural science or technological science qualifications (e.g. IT engineers) and social science qualifications should be included in supervisory bodies if possible. One member can be in charge of one or more areas.

At least one specialist for accounting or audit with experience in those fields should be included in the audit committee.

Members of the management board should thoroughly know business operations of Krka, corporate business processes, organisational structure, and products. They should understand regulatory and other particularities of pharmaceutical industry in an interdisciplinary context. They should be familiar with particularities of markets in individual regions and follow the trends in pharmaceutical industry.

Pharmaceutical legislation does not require any special conditions for supervisory or management board members.

Other Forms of Diversity

When drawing up proposals for management and supervisory body members, the supervisory board can lay out additional diversity criteria.

5. Information Availability

This policy is to be published on the corporate website of Krka. Krka reports about fulfilling goals in accordance with applicable sustainability reporting standards.

6. Implementation and Reporting Modes

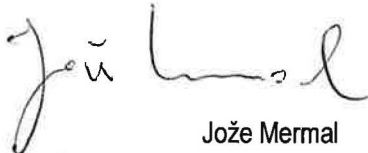
Monitors stipulated in section 3 are in charge of policy implementation and reporting.

7. Document Updating

Upon body's regular annual self-evaluation, the supervisory board assess the document each year and draw an approval resolution. If necessary, the body adopts a resolution on updating the diversity policy.

8. Adoption of the Diversity Policy

The Diversity Policy is to be prepared and adopted by the supervisory board.



Jože Mermal
President of the Supervisory Board