



PRESS RELEASE

## Krka Awards

# Krka's success comes at the hands of the hard work and innovation of its employees

Otočec, 26 May 2023 – The traditional Krka Awards Day demonstrates every year that Krka employees all over the world, regardless of the language they speak or the country they live in, share common values and mission. At Krka Awards Day we acknowledge the loyalty, hard work, innovation and creativity of our employees, and their significant contribution to Krka's success. Plaques were thus awarded to long-service employees, best employees, best managers, and colleagues who excelled at innovation. We also awarded two Boris Andrijanič Awards for Remarkable Achievements to Marketing Director Elizabeta Suhadolc and Quality Management Director Mateja Vrečer.

“Krka has always emphasised the importance of our values. Various generations knew how to turn our values into success and growth of Krka,” said Jože Colarič, Krka’s CEO and President of the Management Board. At the central event at Otočec he congratulated the award recipients and thanked them for their contribution to Krka's development.

## **We conferred two Boris Andrijanič Awards for Remarkable Achievements**

This year we conferred the highest Krka award - the Boris Andrijanič Award for Remarkable Achievements - to Marketing Director Elizabeta Suhadolc and Quality Management Director Mateja Vrečer.

Both have worked at Krka for more than 30 years, joining at a time when the company was at a major business crossroads. This was a time when Krka went from selling licensed products to a new business model that involved making and developing our own brands, which is why marketing and quality assurance became all the more important. Their hard work, professional attitude, dedication, ambition and successful management contributed significantly to the improvements made in these two fields and Krka’s success that allowed Krka to transition from a regional company to a global pharmaceutical producer.

**Elizabeta Suhadolc** has been successfully running the Marketing department since 2005. She is well aware that the best strategy in a complex global business environment is to have a successful product launch that positions your brand among the best brands in the market. Numerous Krka products became market leaders due to her knowledge, successful product launches and marketing strategies. Under her leadership Krka’s marketing and sales network became stronger and now counts 3,500 employees. She places special emphasis on knowledge and exchange of experience among teams and markets, as well as constant improvement.

**Mateja Vrečer** became Quality Management Director in 2011. She has built on her extensive experience in quality audits (her previous engagement) by managing one of the most important pillars of the pharmaceutical industry - quality management. Under her leadership a number of regulatory changes and best practice guidelines have been successfully implemented, ensuring Krka's continued availability of medicines on the markets and achieving business growth.

### 675 employees celebrate their anniversaries

The number of employees is constantly rising. The current workforce of almost 13,000 employees is spread across 49 companies and representative offices in different parts of the world. Generations of inventive and creative employees have fuelled Krka's growth throughout its 68 years of existence, turning it into one of the largest and most successful generic pharmaceutical companies.

In 2022, **675 Krka Group employees** will be celebrating their work anniversaries. Of them, 396 have worked at the Krka Group for 10 years, 100 for 20, 54 for 30, 26 for 35, and 99 for 40 years.

In addition to Krka employees from Slovenia, employees from Croatia, Germany, Poland, Northern Macedonia, the Russian Federation, Ukraine, Serbia, Slovakia, Hungary, Lithuania, Czechia, Bosnia and Herzegovina, Bulgaria, Austria, France, Italy, Kazakhstan, Portugal, Romania, Spain, Albania, Armenia, Azerbaijan, Belarus, India, Moldova, Mongolia, Turkmenistan and Uzbekistan also received plaques for their work anniversaries.

### Best employees and managers

Employee loyalty and a positive atmosphere at Krka are also reinforced by the selection of the most successful employees and managers of the year. The call for applications published in March 2023 attracted 849 proposals - 616 for best employees and 233 for best managers. In accordance with the rules, **47 best employees and 18 best managers** were selected at the level of the organisational units and **10 best employees and 5 best managers** at the Krka Group level.

**The 2022 Marketing Award winners** were also included in the selection of best employees and best managers, involving 1 best marketing manager, 2 best area managers, 1 best internal trainer, 4 best brand managers, 8 best district managers, 1 best clinical research associate, 4 best key partner associates and 51 best representatives. Awards and recognitions were also given to 7 employees who excelled in the field of **regulatory affairs**.

Employees from Krka's companies and representative offices abroad were also awarded with Krka's best manager and best employee awards, marketing awards and awards in the field of regulatory affairs. This shows that Krka is oriented towards international markets, pursuing long-term expansion and the consolidation of its business network.

### Awarding innovation

We also handed out **innovation awards**. Employee proposals significantly contribute to reducing costs and improving work processes. That is why in addition to the awards that

employees receive for each innovative proposal and awards for improvements resulting in computed or estimated savings we also use other incentives for rewarding inventions. We presented **special awards** at the Krka Awards Day, namely the Best Proposer Award, Best Innovative Improvement Award and Best Innovative Solution Award. Each year we also present an award to the best organisational unit in terms of innovation and to the head of the organisational unit with the most useful proposals and improvements.

### **Fostering relations with retired Krka employees**

On 24 May we held Krka Retirees' Meeting where we thanked the 105 **Krka employees** who retired in 2022. Many of them spent their whole career at Krka. Krka's CEO and President of the Management Board Jože Colarič thanked them for their contribution to the company's growth and presented them with a commemorative gift.

Furthermore, such meetings are not the only link between retired Krka employees and the company - we regularly provide them with Krka's internal newsletter Utrip, and have put them in charge of a special section on retired workers. The section features activities of the Krka Retirees' Society, stories of retired workers and other information. Krka has provided a location for the society and also helps the society in other ways.

All Krka retirees traditionally receive a commemorative New Year's gift and 150 €. Even after retirement, they can enjoy the benefits of spending holidays at Krka's seaside and mountain holiday facilities and Terme Krka. They can also take part in weekly recreation, corrective gymnastics and other recreational activities organised by the Krka Trim Club.