

STRATEGIC ESG GOALS


KRKA GROUP 2026–2030

The 2026–2030 Krka Group Development Strategy was prepared by the Management Board and approved by the Supervisory Board on 12 November 2025. Sustainability (ESG) is also part of the development strategy. It includes strategic ESG goals that enable us to monitor the management of significant sustainability impacts, risks, and opportunities for the Krka Group. These goals are defined within six strategic sustainability areas. Progress towards achieving the goals for the strategic period 2026–2030 will be reported in Krka's annual reports.



Environmental (E)





STRATEGIC SUSTAINABILITY AREA	INDICATOR	TARGET	ASPECT
PLANET AND CLIMATE CHANGE 	Specific use of energy (energy use in MWh per million product units); (FOP – in-house production)	< 22 MWh/million products	Climate change
	Scope 1 and 2 carbon footprint reduction compared to the base year 2019 (up to 2030 target)	-48%	
	Number of deviations from legal requirements within operational monitoring of all emissions into the environment (air, water)	0	Pollution
	Water intensity (water use in m ³ per million EUR net revenue); (entire Krka Group)	annual reduction by 1%	Water and marine resources
	Specific water consumption (water use in m ³ per million product units) (FOP – in-house production, excluding Terme Krka)	annual reduction by 1%	
	Specific quantity of waste (waste in kg per thousand product units) (FOP – in-house production, excluding Terme Krka)	annual reduction by 1%	Resource use and circular economy
	Share of non-recyclable waste (including Terme Krka)	annual reduction by 1%	
	Use of regenerated solvents (Krka Group, excluding Terme Krka)	> 30%	

Objectives of reducing the Krka Group's carbon footprint by 2050: The Krka Group intends to further reduce its carbon footprint. We will monitor trends and leverage the best available decarbonisation techniques in transport and the supply of carbon-neutral energy sources (renewables, hydrogen, etc.) and utilise them in our processes wherever feasible. We will monitor legislative developments, particularly the CS3D Directive regarding the preparation of the transition plan aligned with the Paris Agreement and climate neutrality by 2050. Emerging technologies, carbon-free energy sources, and new legislation will have a considerable impact on the effective implementation of sustainable environmental policies in the near future. Maintaining growth, development, and competitiveness in the global market is paramount for Krka.


Social (S)



STRATEGIC SUSTAINABILITY AREA	INDICATOR	TARGET	ASPECT
PRODUCT QUALITY AND PATIENT SAFETY 	Critical non-compliances identified in inspections by authorized bodies or partner audits	0	Consumers and end-users
	Justified complaints to released batches ratio	< 1.5%	
ACCESSIBLE HEALTHCARE 	Improving our product accessibility through annual sales volume growth	5% (on average annually)	Consumers and end-users
	Improving our product accessibility through annual sales volume growth for patients with chronic non-communicable diseases (cardiovascular diseases and diabetes) and direct contribution to sustainable development goals from the 2030 Agenda (UN)	3% (on average annually)	
	Improving the accessibility of our combination medicines for treating cardiovascular diseases, diabetes, and pain through annual sales volume growth of combination medicines	5% (on average annually)	
	Direct customer satisfaction, measured by the CSI index	> 80%	
	Annual revenue allocated to R&D	10%	


Social (S)



STRATEGIC SUSTAINABILITY AREA	INDICATOR	TARGET	ASPECT
TALENT ATTRACTION AND RETENTION 	Average training hours per employee (per year)	40	Own workforce
	Resources invested in training relative to revenue (per year)	0.35–0.5%	
	Key and promising employees among all employees	≥ 10%	
	Average organisational climate score	> 3.6	
	Maintaining and ensuring appropriate gender split (male-to-female ratio)	≥ 50% women	
	Employee turnover (per year)	≤ 15%	
	Share of female employees in senior management positions	≥ 50%	
	Rate of recordable work-related accidents	<10	

Governance (G)



STRATEGIC SUSTAINABILITY AREA	INDICATOR	TARGET	ASPECT
COMPLIANCE, INTEGRITY AND TRANSPARENCY 	Employees trained in sustainability, corporate compliance and human rights	Once every two years for all employees	Own workforce
	Documented cases of fraud, corruption, corporate non-compliance, unethical, unprofessional, or unlawful conduct by employees	0	
	Cases of human rights violations	0	
	Unethical or legally inappropriate marketing activity claims	0	Consumers and end-users
	Off-label promotion claims	0	