

In accordance with Article 294b of the *Companies Act* (ZGD-1),  
Krka, d. d., Novo mesto releases

## REPORT ON REMUNERATION PAID TO MANAGEMENT AND SUPERVISORY BOARD MEMBERS OF KRKA, D. D., NOVO MESTO IN 2025

### Introduction

In accordance with Article 294a of the *Companies Act*, Krka, d. d. Novo mesto (hereinafter 'the Company' or 'Krka') has drafted the *Remuneration Policy for Management and Supervisory Bodies of Krka, d. d., Novo mesto* (hereinafter the '*Remuneration Policy*'), which it must put to vote to its Annual General Meeting (hereinafter 'the AGM') pursuant to Article 294a(1) of the *Companies Act*. The vote on the remuneration policy is an advisory vote. Pursuant to paragraph 3, Article 294a of the *Companies Act*, payments to management and supervisory body members must comply with the remuneration policy submitted to the AGM for voting. Krka put its *Remuneration Policy* to vote to the 29th AGM on 6 July 2023. Of the total votes cast, 97.45% were in favour of adopting the document.

The *Remuneration Policy* is based on Krka's long-term development strategy, sustainability policy, and strategy. It encourages the Management Board to achieve Krka's strategic objectives, focusing on its long-term development and sustainable operations. The Supervisory Board of Krka participates in the adoption of the strategy. The Management and Supervisory Boards also adopt Krka's sustainability policy and strategy.

This remuneration report refers to the above document. There were no deviations in 2025 from the procedures laid down in the *Remuneration Policy*. The report includes a comprehensive overview of remunerations, including all bonuses rewarded by Krka to individual management and supervisory body members.

### Remuneration of Management Board members

The Krka Management Board is composed of the President of the Management Board Jože Colarič; members Aleš Rotar, Vinko Zupančič, and David Bratož; and Milena Kastelic, a member – Worker Director.

Members of the Management Board receive fixed and variable remuneration, bonuses, and fringe benefits as per their service agreements. These comply with the *Remuneration Policy*.

Fixed remuneration is specified in the respective contracts as multiples of the average salary of Krka employees over the last three months. The Supervisory Board determines it at the time of appointing Management Board members based on their areas of responsibility. Multiple four (4) applies to Milena Kastelic, Management Board member – Worker Director, who acts as a workers' representative and represents employee interests in human resource and social issues. Multiple seven (7) applies to David Bratož, Management Board member responsible for corporate performance management, finance, information technology, and certain administrative services, and to Vinko Zupančič, Management Board member responsible for API R&D, production, and supply chain management. Multiple eight (8) applies to Aleš Rotar, Management Board member responsible for research and development of finished products, new products, quality management, and health and safety at work. Multiple ten (10) applies to Jože Colarič, President of the Management Board, in charge of marketing, sales, human resources, investments, industrial property, and certain administrative services. They receive allowances for continuity of service and years of service under the same criteria as all other employees. In 2025, the average monthly salary at Krka totalled €3,438.69 gross, excluding holiday allowance payment and winter allowance payment, Christmas bonus, company performance bonuses, and other bonuses awarded for good work performance. The actual gross monthly average salary was, therefore, in fact higher.

In accordance with internal acts, Management Board members are also entitled to bonuses, allowances, and other payments to which all Krka employees are entitled (bonuses for years of service and continuity of service, anniversary bonuses, Christmas bonuses, holiday allowance payment, other bonuses, compensations, and payments in line with internal acts).

The Supervisory Board determines variable remuneration in line with the existing *Remuneration Policy* based on the opinion of the relevant committee. Performance is evaluated as per Krka Group consolidated data, except when performance criteria specify otherwise.

The Supervisory Board measures the Management Board's performance against financial and non-financial criteria, which encourage the Management Board to pursue the objectives set by Krka's long-term development strategy, its sustainability policy, and strategy, and therefore aim for long-term development and sustainable operations.

Financial criteria prompt Krka to launch and sell products of maximum customer value in as many markets as possible. They closely consider effective and efficient production and performance of other business functions, as well as solid working capital management and risk management.

Non-financial criteria contribute to the same objectives in the long term and to other objectives outlined in Krka's sustainability policy and sustainability strategy.

All performance criteria add to reaching Krka's primary objective, i.e. running a profitable business while maximising the value of Krka, generating profit, and acting to benefit Krka, its employees, shareholders, and the social community.

Krka's sustainability policy and strategy identify six key aspects that are most important to both stakeholders and Krka in the long term:

- Product quality and patient safety;
- Talent attraction and retention;
- Good leadership and governance practices;
- Accessible healthcare;
- Planet and climate change; and
- Compliance, integrity and transparency,

Effective performance by the Management Board in these areas contributes to achieving the best financial criteria.

The *ESG Policy* of Krka is published on Krka's website and on SEOnet of the Ljubljana Stock Exchange. Summaries of Krka's sustainability-related activities are also published in annual reports and on its corporate websites.

The variable components of Management Board members' remuneration depend on their performance in meeting the financial and non-financial criteria outlined below.

Financial criteria are used to assess the performance of current operations and the extent to which they were achieved in the past.

Non-financial criteria are applied to Management Board activities that augment future business success. The Supervisory Board evaluates these efforts based on their anticipated long-term impact (long-term performance).

In evaluating Management Board performance, non-financial criteria account for 35.3% of the total score, with the remaining percentage attributed to financial criteria.

Variable components of Management Board member remuneration are determined annually in accordance with the *Remuneration Policy*. The Supervisory Board assesses Management Board performance using seven (7) financial and six (6) non-financial criteria. The former includes eleven (11) units and weights, and the latter six (6). One unit of the variable remuneration in the relevant six-month or one-year period amounts to a Management Board member's average fixed monthly remuneration component in that period.

Financial criteria are as follows (the maximum number of allocated units, which also represent weights, are given in brackets):

- Sales revenue growth (2);
- Sales volume growth (2);
- Sales revenue growth against competitors (1);
- Increase in cash flow from operating activities (1);
- Increase in operating profit (3);
- Return on equity against competitors (1);
- Dividends paid (1).

Non-financial criteria are as follows (the maximum number of allocated units, which also represent weights, are given in brackets):

- Product quality and patient safety (1);
- Talent attraction and retention (1);
- Good leadership and governance practices (1);
- Accessible healthcare (1);
- Planet and climate change (1);
- Compliance, integrity and transparency (1).

Please find below the requirements applied to each criterion in force since the 29th AGM on 6 July 2023.

FINANCIAL CRITERIA		
Criterion	Requirements	No. of payment units
Sales revenue growth	Year on year: <ul style="list-style-type: none"> <li>• Up 4.1% or more</li> <li>• Up between 0.1% and 4.0%</li> <li>• No change</li> <li>• Down up to 5%</li> </ul>	2 1.5 1 0.5
Sales volume growth	Year on year: <ul style="list-style-type: none"> <li>• Up 4.1% or more</li> <li>• Up between 0.1% and 4.0%</li> <li>• No change</li> <li>• Down up to 5%</li> </ul>	2 1.5 1 0.5
Sales revenue growth against competitors	Growth rate equal or higher than that of competitors	1
Increase in cash flow from operating activities	Over 90% year-on-year attainment: <ul style="list-style-type: none"> <li>• A bonus of 0.1 salary for 91% attainment</li> <li>• A bonus of 0.2 salary for 92% attainment, etc.</li> <li>• A bonus of 1 salary for 100% attainment</li> </ul>	1
Increase in operating profit	Year on year: <ul style="list-style-type: none"> <li>• Up 2.1% or more</li> <li>• Up between 0.1% and 2.0%</li> <li>• Down up to 5%</li> </ul>	3 2 1
Return on equity against competitors	Higher or at least comparable to the competition.	1
Dividends paid	At least in accordance with Krka's long-term development strategy in force	1

NON-FINANCIAL CRITERIA		
Criterion	Requirements	No. of payment units
Product quality and patient safety	<ul style="list-style-type: none"> <li>• Very successful</li> <li>• Successful</li> <li>• Unsuccessful</li> </ul>	1 0.5 0
Talent attraction and retention	<ul style="list-style-type: none"> <li>• Very successful</li> <li>• Successful</li> <li>• Unsuccessful</li> </ul>	1 0.5 0
Good leadership and governance practices	<ul style="list-style-type: none"> <li>• Very successful</li> <li>• Successful</li> <li>• Unsuccessful</li> </ul>	1 0.5 0
Accessible healthcare	<ul style="list-style-type: none"> <li>• Very successful</li> <li>• Successful</li> <li>• Unsuccessful</li> </ul>	1 0.5 0
Planet and climate change	<ul style="list-style-type: none"> <li>• Very successful</li> <li>• Successful</li> <li>• Unsuccessful</li> </ul>	1 0.5 0
Compliance, integrity and transparency	<ul style="list-style-type: none"> <li>• Very successful</li> <li>• Successful</li> <li>• Unsuccessful</li> </ul>	1 0.5 0

Performance assessment based on non-financial criteria relies on a written report of the Management Board. Scores apply to activities that are expected to deliver future results, while past achievements in this context are also monitored.

The unit of payment of variable remuneration in the relevant six-month or one-year period is the average fixed monthly remuneration of the relevant Management Board member in that period.

Financial criteria apply to performance evaluation in the current year or six months (short-term performance) and in the past ten calendar years (long-term performance). The reward evaluation of all Management Board members comprises current period performance (60%), and performance over the past ten calendar years (40%). The Supervisory Board can adopt a resolution to change the weight for long-term performance to 50%.

A different approach is applied to non-financial criteria, rewarding the impact of current activities on future results.

If justified, the Supervisory Board may increase (bonus) or decrease (malus) the number of units calculated based on financial and non-financial criteria by a maximum of three units and thus adjust the amount of variable remuneration paid. A bonus applies if the Supervisory Board assesses that Krka operations exceeded expectations in view of a business situation. A malus applies if corporate compliance or risk management rules are breached or the Supervisory Board assesses that Krka could have performed better considering the business situation.

The number of variable remuneration units for the President of the Management Board and the Worker Director is subject to further adjustment. Variable remuneration of the President of the Management Board is calculated by multiplying a Management Board member's unit by 1.2, while the Worker Director receives one-third of those units.

Variable remuneration is calculated and paid based on business results for the first six months (cut-off date: 30 June of the current year), when the first part of variable remuneration for the current year is calculated and paid. This part amounts to up to seven (7) units for the President of the Management Board and up to six (6) units for all other Management Board members, but not exceeding 50% of variable remuneration annualised based on current results. The remaining variable remuneration is deferred by twelve (12) months from the above cut-off date and determined and paid based on actual Krka Group results for the previous financial year, whereby the audited results must be comparable to unaudited results, which served as the basis for the Supervisory Board's evaluation of the Management Board's performance during the year.

Additional criteria apply to new members appointed to the Management Board for the first time following the adoption of the *Remuneration Policy* (see Section 10 of the *Remuneration Policy*). In 2025, no new members were appointed to the Management Board.

Krka reserves the right to request the return of variable remuneration, or a proportional part of it, within three (3) years of the payment date:

- If the annual report is annulled and the reasons for the annulment relate to data or information which served as the basis for determining the variable part of remuneration; or
- If the special auditor's report shows that criteria for determining the variable part of the remuneration have been misapplied or that material data or indicators have not been properly identified or taken into account.

Variable remuneration refund is made first by offsetting the allocated variable remuneration which has not yet been paid.

Management Board members are entitled to bonuses and fringe benefits as follows:

- Insurance coverage, with the annual premium not exceeding 1/12 of the member's annual fixed remuneration. Supplementary pension insurance, accident insurance, supplementary health insurance, regular life insurance without unit-linked insurance, and comparable types of insurance are available, excluding unit-linked life insurance.
- Use of a company car, also for private purposes, valued at up to €70,000 including VAT or up to €90,000 including VAT if the vehicle is environmentally friendly. Unless the Supervisory Board approves otherwise, the vehicle may be replaced only after three years or once it has reached 150,000 km.
- Payment of membership fees for professional associations and clubs of up to €1,500 annually.
- A comprehensive annual medical examination. If conducted by a medical institution outside Slovenia, the costs are covered up to the equivalent amount charged by a comparable medical institution in Slovenia.
- Management Board members are also entitled to bonuses and fringe benefits that are available to all Krka employees.

Krka provides Management Board members with Company-owned fixed assets necessary for the performance of their duties and covers the associated costs, including entertainment expenses, in line with best practices at companies of comparable size and in accordance with applicable management codes in Slovenia.

Management Board members also sit on supervisory boards of certain Krka subsidiaries, but they do not receive additional compensation for these roles.

The table below presents the remuneration paid to Management Board members in 2025 and 2024, categorised by type of payment. The table shows the remuneration paid by Krka. Between 2021 and 2025, Management Board members did not receive any remuneration from other Krka Group companies. They also did not receive any financial benefits, payments, or services approved or provided by third parties in relation to their activities. The difference between remuneration figures in this document and those in the annual report is due to the application of the cost principle in the presentation of remuneration in the annual reports.

No Management Board member's term of office ended, whether early or upon completion of the term, during the reported five-year period. Therefore, no related payments were made. Additionally, no payments were made to any former Management Board members.

**Remuneration paid to Krka Management Board members in 2025**

€	Fixed remuneration			Variable remuneration		Total		Fixed remuneration to gross variable remuneration	
	Gross	Net	Net fringe benefits and other earnings	Gross	Net	Gross	Net	Fixed	Variable
Jože Colarič	588,123	176,700	78,582	990,328	380,305	1,578,451	635,587	37.3%	62.7%
Aleš Rotar	463,868	145,976	61,719	639,732	246,420	1,103,600	454,115	42.0%	58.0%
Vinko Zupančič	383,085	125,372	50,164	533,156	205,712	916,241	381,248	41.8%	58.2%
David Bratož	386,122	118,799	58,820	524,100	201,760	910,222	379,379	42.4%	57.6%
Milena Kastelic	225,602	80,670	28,863	98,738	38,808	324,340	148,341	69.6%	30.4%
<b>Total remuneration of Management Board members</b>	<b>2,046,800</b>	<b>647,517</b>	<b>278,148</b>	<b>2,786,054</b>	<b>1,073,005</b>	<b>4,832,854</b>	<b>1,998,670</b>	<b>42.4%</b>	<b>57.6%</b>

**Net fringe benefits and other earnings of Krka Management Board members in 2025**

€	Liability insurance for Management Board members <sup>1</sup>	Collective voluntary supplementary pension insurance	Supplementary pension insurance <sup>2</sup>	Anniversary bonuses	Other bonuses	Reimbursement of work-related costs	Holiday allowance payment <sup>3</sup>	Total
Jože Colarič	13,702	48,111	3,055	0	10,557	54	3,103	78,582
Aleš Rotar	9,392	37,715	3,055	3,912	3,384	1,158	3,103	61,719
Vinko Zupančič	7,795	31,757	3,055	0	3,494	960	3,103	50,164
David Bratož	7,715	31,326	3,055	0	12,409	1,212	3,103	58,820
Milena Kastelic	2,417	18,944	3,055	0	93	1,251	3,103	28,863
<b>Total remuneration of Management Board members</b>	<b>41,021</b>	<b>167,853</b>	<b>15,275</b>	<b>3,912</b>	<b>29,937</b>	<b>4,635</b>	<b>15,515</b>	<b>278,148</b>

<sup>1</sup> The insurance is arranged to safeguard Krka's interests, with Management and Supervisory Board members included as insured parties.

<sup>2</sup> This insurance is available to all Krka employees under the same conditions.

<sup>3</sup> The holiday allowance payment and the winter allowance payment are included.

**Remuneration paid to Krka Management Board members in 2024**

€	Fixed remuneration			Variable remuneration		Total		Fixed remuneration to gross variable remuneration	
	Gross	Net	Net fringe benefits and other earnings	Gross	Net	Gross	Net	Fixed	Variable
Jože Colarič	590,726	184,952	67,024	877,186	339,896	1,467,912	591,872	40.2%	59.8%
Aleš Rotar	464,364	148,585	55,308	587,979	228,232	1,052,343	432,125	44.1%	55.9%
Vinko Zupančič	389,997	127,674	47,909	489,892	190,565	879,889	366,148	44.3%	55.7%
David Bratož	385,524	124,802	49,177	481,455	187,548	866,979	361,527	44.5%	55.5%
Milena Kastelic	232,451	80,411	30,274	95,782	37,982	328,233	148,667	70.8%	29.2%
<b>Total remuneration of Management Board members</b>	<b>2,063,062</b>	<b>666,424</b>	<b>249,692</b>	<b>2,532,294</b>	<b>984,223</b>	<b>4,595,356</b>	<b>1,900,339</b>	<b>44.9%</b>	<b>55.1%</b>

**Net fringe benefits and other earnings of Krka Management Board members in 2024**

€	Liability insurance for Management Board members <sup>4</sup>	Collective voluntary supplementary pension insurance <sup>5</sup>	Supplementary pension insurance <sup>6</sup>	Anniversary bonuses	Other bonuses	Reimbursement of work-related costs	Holiday allowance payment	Total
Jože Colarič	990	57,273	2,904	0	3,493	46	2,318	67,024
Aleš Rotar	990	45,498	2,904	0	2,478	1,120	2,318	55,308
Vinko Zupančič	990	37,254	2,904	0	3,518	925	2,318	47,909
David Bratož	990	37,611	2,904	0	4,161	1,193	2,318	49,177
Milena Kastelic	990	22,829	2,904	0	53	1,180	2,318	30,274
<b>Total remuneration of Management Board members</b>	<b>4,950</b>	<b>200,465</b>	<b>14,520</b>	<b>0</b>	<b>13,703</b>	<b>4,464</b>	<b>11,590</b>	<b>249,692</b>

<sup>4</sup> The insurance is arranged to safeguard Krka's interests, with Management and Supervisory Board members included as insured parties.

<sup>5</sup> A reconciliation was carried out in 2024 in line with the benefits applicable under the Remuneration Policy.

<sup>6</sup> This insurance is available to all Krka employees under the same conditions.

**Total remuneration paid to Krka Management Board members over the last five years**

€	Fixed remuneration			Variable remuneration		Total		Fixed remuneration to gross variable remuneration	
	Gross	Net	Net fringe benefits and other earnings	Gross	Net	Gross	Net	Fixed	Variable
2025	2,046,800	647,517	278,148	2,786,054	1,073,005	4,832,854	1,998,670	42.4%	57.6%
Index 2025/2024	99	97	111	110	109	105	105		
2024	2,063,062	666,424	249,692	2,532,294	984,223	4,595,356	1,900,339	44.9%	55.1%
Index 2024/2023	116	93	334	103	102	109	108		
2023	1,774,324	719,791	74,858	2,460,078	964,916	4,234,402	1,759,565	41.9%	58.1%
Index 2023/2022	100	96	97	118	108	110	102		
2022	1,771,172	747,842	77,257	2,082,662	896,691	3,853,834	1,721,790	46.0%	54.0%
Index 2022/2021	117	118	162	93	101	102	110		
2021	1,512,800	635,365	47,658	2,250,420	886,128	3,763,220	1,569,151	40.2%	59.8%

**Total net fringe benefits and other earnings paid to Krka Management Board members over the last five years**

€	Liability insurance for Management Board members <sup>7</sup>	Collective voluntary supplementary pension insurance <sup>8</sup>	Supplementary pension insurance <sup>9</sup>	Anniversary bonuses	Other bonuses	Re-imbursment of work-related costs	Holiday allowance payment <sup>10</sup>	Total
2025	41,021	167,853	15,275	3,912	29,937	4,635	15,515	278,148
2024	4,950	200,465	14,520	0	13,703	4,464	11,590	249,692
2023	4,470	30,000	14,520	0	10,789	4,354	10,725	74,858
2022	0	27,499	14,410	5,105	16,636	3,987	9,620	77,257
2021	0	0	14,095	1,338	18,215	4,125	9,885	47,658

The table below shows a Krka employee's average gross salary over the last five years, excluding holiday allowance payment and winter allowance payment, Christmas bonuses, company performance and individual work performance bonuses. Remuneration paid to members of the Management Board is excluded from this table.

€	2025	2024	2023	2022	2021
Average annual gross salary	3,412	3,527	3,361	3,038	2,878

The table below shows a Krka employee's average gross salary over the last five years, including Christmas bonuses and company performance.

€	2025	2024	2023	2022	2021
Average annual gross salary	4,028	4,180	3,984	3,623	3,449

<sup>7</sup> The insurance is arranged to safeguard Krka's interests, with Management and Supervisory Board members included as insured parties.

<sup>8</sup> A reconciliation was carried out in 2024 in line with the benefits applicable under the Remuneration Policy.

<sup>9</sup> This insurance is available to all Krka employees under the same conditions.

<sup>10</sup> The holiday allowance payment and the winter allowance payment are included for 2025.

Variable remuneration is calculated using the following performance results data from the table for the Krka Group and Krka over the last five years:

€ thousand	2025	2024	2023	2022	2021
<b>Krka Group</b>					
<b>Revenue</b>	<b>2,041,025</b>	<b>1,909,544</b>	<b>1,806,391</b>	<b>1,717,453</b>	<b>1,565,802</b>
– Growth index	107	106	105	110	102
<b>Quantities sold (million product units)</b>	<b>18,658</b>	<b>17,780</b>	<b>17,459</b>	<b>16,554</b>	<b>15,854</b>
– Growth index	105	102	105	104	102
<b>Net cash flow from operating activities</b>	<b>528,620</b>	<b>360,933</b>	<b>227,254</b>	<b>467,651</b>	<b>386,097</b>
– Growth index	146	159	49	121	107
<b>Operating profit</b>	<b>465,149</b>	<b>427,572</b>	<b>399,621</b>	<b>381,211</b>	<b>354,788</b>
– Growth index	109	107	105	107	91
<b>Krka Group dividend payout ratio (%)</b>	<b>70.6</b>	<b>73.6</b>	<b>56.3</b>	<b>56.6</b>	<b>53.6</b>
<b>Krka</b>					
<b>Revenue</b>	<b>1,859,391</b>	<b>1,766,021</b>	<b>1,674,572</b>	<b>1,553,514</b>	<b>1,381,367</b>
– Growth index	105	105	108	112	95
<b>Net cash flow from operating activities</b>	<b>467,895</b>	<b>320,519</b>	<b>155,399</b>	<b>407,733</b>	<b>348,239</b>
– Growth index	146	206	38	117	99
<b>Operating profit</b>	<b>412,686</b>	<b>385,997</b>	<b>322,308</b>	<b>357,870</b>	<b>273,325</b>
– Growth index	107	120	90	131	81

## Remuneration of Supervisory Board members

The composition of the Krka Supervisory Board in 2025 was as follows:

### Composition of the Supervisory Board in 2025

	Jože Mermal	Luka Cerar	Boštjan Furlan <sup>11</sup>	Matej Lahovnik <sup>12</sup>	Julijana Kristl	Mojca Osolnik Videmšek	Sanja Savič <sup>13</sup>	Boris Žnidarič <sup>14</sup>	Mari Božič	Tomaž Sever	Mateja Vrečer
Function	President	Member	Member	Deputy President	Deputy President	Member	Member	Member	Member	Member	Deputy President
Committee membership	No	Member of the Audit Committee	Member of the Audit Committee	Member of the Audit Committee	Member and, since the constitutive meeting on 17 Sep, President of the Human Resource Committee	President of the Audit Committee	Member of the Audit Committee and the Human Resource Committee	President of the Human Resource Committee and member of the Audit Committee	No	Member of the Human Resource Committee and the Audit Committee	Member of the Human Resource Committee and the Audit Committee
Representative of shareholders / employees	Shareholders	Shareholders	Shareholders	Shareholders	Shareholders	Shareholders	Shareholders	Shareholders	Employees	Employees	Employees

The remuneration of Supervisory Board members is set out in Resolution 4 adopted at the 29th AGM on 6 July 2023. Prior to that, remuneration was paid to Supervisory Board members in accordance with Resolution 4 adopted at the 27th AGM on 8 July 2021.

<sup>11</sup> Supervisory Board member since 22 August 2025

<sup>12</sup> Supervisory Board member until 21 August 2025

<sup>13</sup> Supervisory Board member since 22 August 2025

<sup>14</sup> Supervisory Board member until 21 August 2025

Supervisory Board members receive the attendance fee of €360.00 gross per person for attending a Supervisory Board meeting (€275.00 gross until 6 July 2023). Supervisory Board members who sit on committees receive attendance fees for participating in committee meetings, totalling 80% of the attendance fees received for Supervisory Board meetings. Fees for participating in correspondence sessions equal 80% of the usual attendance fees. Irrespective of the above and the number of attendances in a financial year, each member of the Supervisory Board is entitled to receive attendance fees until the total amount of attendance fees reaches 50% of the basic annual pay for exercising their function on the Supervisory Board. Irrespective of the above and the number of Supervisory Board and committee meetings attended in a financial year, the Supervisory Board members who are members of one or more Supervisory Board committees are entitled to receive attendance fees up until the total amount of attendance fees received, based either on attending Supervisory Board meetings or Supervisory Board committee meetings, reaches 75% of the basic annual pay for exercising their function.

In addition to attendance fees, Supervisory Board members receive a basic annual pay of €21,000.00 gross per person for serving on the Board (until 6 July 2023, basic pay was €15,000 gross per annum). The President of the Supervisory Board is entitled to additional compensation amounting to 50% of the basic pay for serving on the board, and the Deputy President to an additional 10% of the basic pay for serving on the Board.

Supervisory Board committee members receive additional compensation equal to 25% of the basic pay for serving on the Board. Presidents of committees are entitled to additional compensation equal to 37.5% of the basic pay for serving on the Supervisory Board. Every financial year, irrespective of the above and the number of committees a member sits on or chairs, the total additional compensation for committee work is capped at 50% of the basic annual remuneration for serving as a Supervisory Board member. If a Supervisory Board member's term is shorter than the full financial year, they are entitled to additional compensation – again capped at 50% of the basic annual remuneration – based on the duration of their term of office and the payments they are eligible for within that period.

Supervisory Board members are also eligible for additional compensation for special tasks. Special tasks are exceptional in nature, highly complex, and typically extend over a longer period, generally at least a month. With the Supervisory Board member's consent, the Supervisory Board may assign such tasks, determine their duration, and set the corresponding compensation in accordance with the resolution adopted by the AGM. In line with this AGM resolution, the Supervisory Board also has the authority to approve additional compensation for special duties assigned to Supervisory Board members arising from objective circumstances at Krka. Additional compensation is granted solely for the period during which the tasks are actually performed. As an exception, the Supervisory Board may approve compensation retrospectively – particularly when special tasks arise from objective circumstances at Krka – but only for the preceding financial year. Regardless of the number of special tasks, the total additional compensation per member may not exceed 50% of the basic annual remuneration for serving on the Supervisory Board. When determining the amount of additional compensation, the complexity of the special task, along with the associated increase in workload and responsibility, is taken into account. The additional compensation is calculated based on the actual time required to carry out the special task.

Supervisory Board members receive basic pay and additional compensation for serving on the Board, as well as proportionate monthly payments for any special tasks performed during their term. The monthly amount corresponds to one-twelfth of the applicable annual compensation. Depending on the circumstances, additional compensation for special tasks may also be paid as a lump sum upon completion of the task.

Limitations on the total amounts of attendance fees and additional compensation paid to Supervisory Board members in no way affect their obligation to actively participate in all Supervisory Board and committee meetings, nor do they impact their legal liability.

The Supervisory Board members are entitled to reimbursement of travel and accommodation expenses incurred in connection with their work on the Supervisory Board up to the amount specified in the rules regulating the reimbursement of work-related expenses and other income not included in the tax base (provisions applicable to business travel and overnight accommodation on business trips). The amount a Supervisory Board member is entitled to under the above rule must be grossed up so that the net payout equals the actual travel expenses incurred. Mileage is calculated based on distances between locations as provided

by the AMZS (Slovene National Automobile Association) website. Accommodation expenses are reimbursable only if a Supervisory Board member's or a Supervisory Board committee member's permanent or temporary residence is at least 100 kilometres apart from their place of work and returning home was not possible due to the unavailability of public transport or other objective reasons.

The table below presents the remuneration paid to Supervisory Board members in 2025 and 2024. The table shows the remuneration paid by Krka. Between 2021 and 2025, Supervisory Board members did not receive any remuneration from other Krka Group companies. They also did not receive any financial benefits, payments, or services approved or provided by third parties in relation to their activities.

### Remuneration paid to Krka Supervisory Board members in 2025

€	Base remuneration for exercising the function		Fringe benefits and other earnings <sup>15</sup>	Attendance fees		Commuting allowances		Total	
	Gross	Net	Gross/Net <sup>16</sup>	Gross	Net	Gross	Net	Gross	Net
<b>Remuneration paid to members of the Supervisory Board, owner representatives</b>									
Jože Mermal	39,909	28,913	641	2,520	1,838	0	0	43,070	31,392
Luka Cerar	35,408	25,630	641	4,248	3,099	550	401	40,847	29,771
Boštjan Furlan <sup>17</sup>	12,115	8,663	450	1,008	731	121	88	13,694	9,932
Matej Lahovnik <sup>18</sup>	24,263	17,664	240	3,240	2,368	830	606	28,573	20,878
Julijana Kristl	36,399	26,391	486	3,384	2,468	643	469	40,912	29,814
Mojca Osolnik Videmšek	38,033	27,601	431	4,248	3,099	577	420	43,289	31,551
Sanja Savič <sup>19</sup>	13,631	9,764	450	1,008	731	189	137	15,278	11,082
Boris Žnidarič <sup>20</sup>	26,278	19,136	240	4,104	2,998	396	289	31,018	22,663
<b>Remuneration paid to members of the Supervisory Board, employee representatives</b>									
Mari Božič	30,158	21,981	431	2,520	1,838	0	0	33,109	24,250
Tomaž Sever	40,658	29,632	431	5,112	3,729	576	421	46,778	34,213
Mateja Vrečer	42,758	31,162	431	5,112	3,729	0	0	48,301	35,322
<b>Total remuneration paid to members of the Supervisory Board</b>	<b>339,610</b>	<b>246,537</b>	<b>4,872</b>	<b>36,504</b>	<b>26,629</b>	<b>3,882</b>	<b>2,831</b>	<b>384,869</b>	<b>280,869</b>

<sup>15</sup> Fringe benefits and other earnings include collective liability insurance.

<sup>16</sup> Net equals gross, as the benefit is not grossed up.

<sup>17</sup> Supervisory Board member since 22 August 2025

<sup>18</sup> Supervisory Board member until 21 August 2025

<sup>19</sup> Supervisory Board member since 22 August 2025

<sup>20</sup> Supervisory Board member until 21 August 2025

**Remuneration paid to Krka Supervisory Board members in 2024**

€	Base remuneration for exercising the function		Fringe benefits and other earnings <sup>21</sup>	Attendance fees		Commuting allowances		Total	
	Gross	Net	Gross/Net <sup>22</sup>	Gross	Net	Gross	Net	Gross	Net
<b>Remuneration paid to SB members, owner representatives</b>									
Jože Mermal	40,250	29,185	990	2,520	1,843	0	0	43,760	32,018
Luka Cerar	32,135	23,190	1,200	3,960	2,897	471	345	37,766	27,632
Matej Lahovnik	37,100	26,880	990	4,248	3,107	995	728	43,333	31,705
Julijana Kristl	35,000	25,329	1,375	3,384	2,476	468	343	40,227	29,523
Mojca Osolnik Videmšek	36,529	26,462	990	4,248	3,107	509	373	42,276	30,932
Boris Žnidarič	40,250	29,170	1,375	5,112	3,739	509	373	47,246	34,657
<b>Remuneration paid to members of the Supervisory Board, employee representatives</b>									
Mari Božič <sup>23</sup>	15,458	11,317	0	1,080	791	0	0	16,538	12,108
Franc Šašek <sup>24</sup>	17,029	12,187	990	2,592	1,894	0	0	20,611	15,071
Tomaž Sever	37,399	27,100	990	3,960	2,897	586	429	42,935	31,416
Mateja Vrečer	40,885	29,652	990	4,824	3,530	0	0	46,699	34,172
<b>Total remuneration paid to members of the Supervisory Board</b>	<b>332,035</b>	<b>240,472</b>	<b>9,890</b>	<b>35,928</b>	<b>26,281</b>	<b>3,538</b>	<b>2,591</b>	<b>381,391</b>	<b>279,234</b>

**Total remuneration paid to Krka Supervisory Board members over the last five years<sup>25</sup>**

€	Remuneration for exercising the function		Fringe benefits and other earnings <sup>21</sup>	Attendance fees		Commuting allowances		Total	
	Gross	Net	Gross/Net <sup>22</sup>	Gross	Net	Gross	Net	Gross	Net
2025	339,610	246,537	4,872	36,504	26,629	3,882	2,831	384,869	280,869
Index 2025/2024	102	103	49	102	101	110	109	101	101
2024	332,035	240,472	9,890	35,928	26,281	3,538	2,591	381,391	279,234
Index 2024/2023	117	117	/	152	153	105	106	123	124
2023	283,729	206,355	/	23,576	17,148	3,358	2,443	310,663	225,946
Index 2023/2022	115	115	/	97	97	132	132	114	114
2022	246,749	179,461	/	24,200	17,601	2,542	1,848	273,491	198,910
Index 2022/2021	89	89	/	102	102	129	129	90	90
2021	277,571	201,877	/	23,651	17,201	1,969	1,432	303,191	220,511

<sup>21</sup> Fringe benefits and other earnings include collective liability insurance and, for individual members, also the membership fee for the Slovenian Directors' Association (SDA).

<sup>22</sup> Net equals gross, as the benefit is not grossed up.

<sup>23</sup> Supervisory Board member since 21 June 2024

<sup>24</sup> Supervisory Board member until 20 June 2024

<sup>25</sup> The table includes the remuneration of all Supervisory Board members in the individual years, not only of Board members in 2025.

Novo mesto, 23 March 2026



Jože Colarič  
President of the Management Board and CEO



Dr Aleš Rotar  
Member of the Management Board



Dr Vinko Zupančič  
Member of the Management Board



David Bratož  
Member of the Management Board



Milena Kastelic  
Member of the Management Board – Worker Director



*This is an English translation of the Independent Auditor's Limited Assurance Report on the Remuneration Report originally issued in Slovenian. In the event of any differences, the Slovenian original prevails. This report should be read in conjunction with the Remuneration Report issued in Slovenian to which it relates. The accompanying English Remuneration Report is not subject to the limited assurance engagement.*

# Independent Limited Assurance Report on the Remuneration of Members of the Management and Supervisory Bodies

To the shareholders of KRKA, tovarna zdravil, d. d., Novo mesto

We were engaged by the Management board of KRKA, tovarna zdravil, d. d., Novo mesto ("the Company") to report on the Company's Report on remuneration of the members of the management and supervisory bodies for the financial year ended 31 December 2025 (the "Remuneration Report"), in the form of an independent limited assurance conclusion that based on our work performed and evidence obtained, nothing has come to our attention that causes us to believe that the Remuneration Report has not been prepared, in all material respects, in accordance with requirements of the Article 294.b of the Companies Act dated 4 May 2006 (Official Gazette of the Republic of Slovenia no. 42/2006 with amendments)(hereinafter, the "Companies Act (ZGD-1)", "Criteria")

## Responsibilities of Management and Those Charged with Governance

The Management board is responsible for the preparation of the Remuneration Report that is free from material misstatement in accordance with the Criteria and for the information contained therein.

This responsibility includes designing, implementing and maintaining internal control relevant to the preparation and presentation of the Remuneration Report that is free from material misstatement, whether due to fraud or error. It also includes ensuring that Company complies with relevant policies and regulations, selecting and applying policies and maintaining adequate records in relation to the Remuneration Report.

The Management board is also responsible for preventing and detecting fraud and for identifying and ensuring that the Company complies with laws and regulations applicable to its activities, as well as for ensuring that staff involved with the preparation of the Remuneration Report are properly trained, systems are properly updated and that any changes in reporting encompass all significant business units.

Those charged with governance are responsible for overseeing the preparation of the Remuneration Report in compliance with the requirements of Article 294.b of the Companies Act (ZGD-1).

### Auditor's Responsibility

Our responsibility is to examine the Remuneration Report prepared by the Company and to report thereon in the form of an independent limited assurance conclusion based on the evidence obtained. We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), *Assurance Engagements Other than Audits or Reviews of Historical Financial Information (hereinafter: ISAE 3000)* issued by the International Auditing and Assurance Standards Board. That standard requires that we plan and perform the engagement to obtain a meaningful level of assurance about whether the Remuneration Report is prepared in accordance with the Criteria, in all material respects, as the basis for our limited assurance conclusion.

Our firm applies International Standard on Quality Management (ISQM) 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements*, issued by the IAASB, which requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements. We have complied with the independence and ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board of Accountants (IESBA Code), founded on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour, together with the ethical requirements that are relevant to our assurance engagements in Slovenia.

### Summary of Work Performed

The procedures selected depend on our understanding of the Remuneration Report and other engagement circumstances, and our consideration of areas where material misstatements are likely to arise.

In obtaining an understanding of the Remuneration Report and other engagement circumstances, we have considered the process used to prepare the Remuneration Report in order to design assurance procedures that are appropriate in the circumstances, but not for the purposes of expressing a conclusion as to the effectiveness of the Company's process or internal control over the preparation and presentation of the Remuneration Report.

Our engagement also included: assessing the appropriateness of the Remuneration Report, the suitability of the criteria used by the Company in preparing the Remuneration Report in the circumstances of the engagement and evaluating the appropriateness of the policies and procedures.

In conducting our limited assurance engagement, the procedures performed included:

- Obtaining an understanding of the Company's internal controls, processes and systems for preparing the Remuneration Report via the inspection of relevant internal documentary evidence and inquiries of the Company's personnel;
- Tracing, on a sample basis, the information disclosed in the Remuneration Report to the Company's supporting documentation;
- Evaluating the completeness and accuracy of the Company's identification of the individuals for whom information is required to be included in the Remuneration Report, through inspection of the relevant corporate documentation and making enquiries of those responsible for the preparation of the Remuneration Report; and
- Checking whether the Remuneration Report contains all of the information required under Paragraphs 2 and 3 of Article 294.b of the Companies Act (ZGD-1).

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.



### Criteria

The Remuneration Report for the financial year ended 31 December 2025 has been evaluated against the requirements pursuant to Paragraphs 2 and 3 of Article 294.b of the Companies Act (ZGD-1).

### Conclusion

Our conclusion has been formed on the basis of, and is subject to, the matters outlined in this report. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the Remuneration Report is not prepared, in all material respects, based on the Criteria.

On behalf on audit firm

**KPMG SLOVENIJA,**  
podjetje za revidiranje, d.o.o.



Matej Ušaj  
Certified Auditor



Domagoj Vuković  
Certified Auditor  
Partner



Ljubljana, 23 March 2026