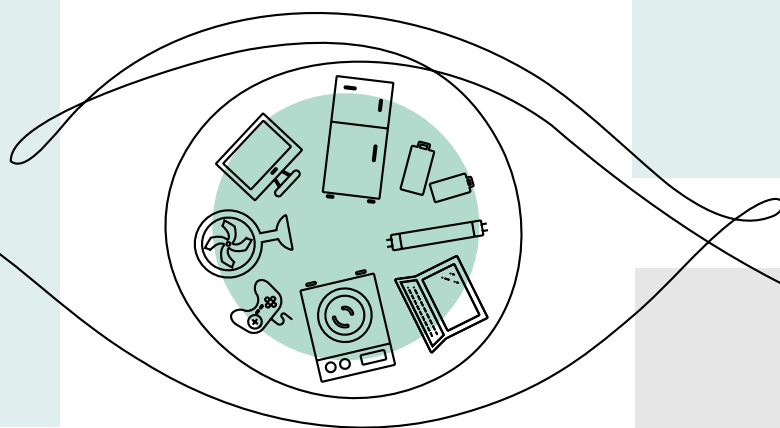


ZEOS



2024

Annual Report of ZEOS

Apple of our Eye

Proper e-waste management has been at the heart of our mission, our commitment, and our operations for nearly two decades. The apple of our eye!

This is why our concern – ensuring that waste electrical and electronic equipment does not end up in mixed municipal waste or, worse, in the natural environment – became the conceptual and visual basis of this year's report design. The eye motif, combined with familiar pictograms that have accompanied us for almost 20 years, not only illustrates the work of our company but conveys a message: that e-waste, waste batteries, and waste grave candles must become the waste we all treat with particular care. Only then will they not end up in landfills. Only then will the hazardous substances they contain not pollute our soil and water, and rare and precious raw materials not be lost, but properly recycled.

The eye on the cover brings another important message: a new perspective on old appliances and equipment, which we promoted through the LIFE Turn to e-circular project. Repairing instead of replacing, reusing discarded but still functional devices, using appliances rarely needed through lending services like libraries of things – these are just some of the proven, effective solutions that bring measurable benefits to individuals, communities, and the environment. A mindful look at old appliances before discarding them is therefore more than justified!

List of abbreviations

WEEE	– waste electrical and electronic equipment/e-waste
EEE	– electrical and electronic equipment
WPBA	– waste portable batteries and accumulators
WIBA	– waste industrial batteries and accumulators
WGC	– waste grave candles
LHA	– large household appliances
C&F	– cooling and freezing appliances
TV	– TV sets and monitors
SA	– small appliances
WL	– waste lamps
PPS	– providers of public services
EPR	– Extended Producer Responsibility
RS	– Republic of Slovenia
PBA	– portable batteries and accumulators
EEE	– electrical and electronic equipment
RC	– reuse centres
IBA	– industrial batteries and accumulators
PV panels	– photovoltaic panels

As always, you
can check our
report online at
www.zeos.si.



in Ljubljana, June 3rd, 2025
Emil Šehič, M.Sc, CEO

Printed on environmentally friendly paper.



ELEMENTAL
CHLORINE
FREE
GUARANTEED



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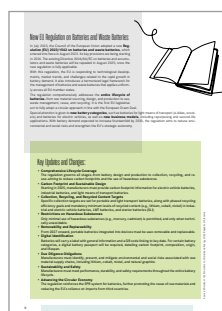
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The Year 2024, in Brief



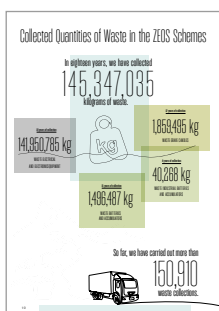
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New EU Regulation on Batteries and Waste Batteries



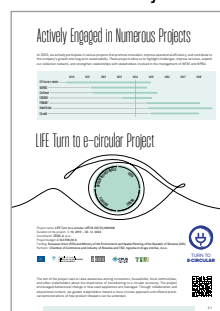
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Collected Quantities of Waste in the ZEOS Schemes



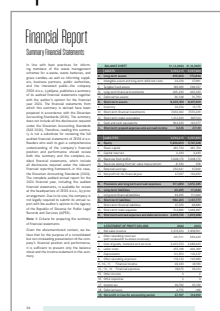
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LIFE Turn to e-circular Project



21

Financial Report



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Dear Sir or Madam

In 2024, the company ZEOS experienced stagnation in the quantities of electrical and electronic equipment (EEE) placed on the market and in the collection of e-waste. Additionally, the fees for photovoltaic (PV) panel producers decreased, and the average market value of secondary raw materials dropped. Consequently, compared to 2023, we recorded a decline in operating results.

The number of contracts with obligated parties who joined the ZEOS collective scheme increased by 56, reaching a total of 940. The actual mass of EEE placed on the market in 2024 was 35,088 tonnes, which represents a 3% decrease compared to 2023, although the number of units increased by 20% – portable batteries and accumulators even by 29%. This is primarily due to the rise in the number of e-cigarettes placed on the market and a decrease in PV panels.

We collected 11,137 tonnes of e-waste, representing a 1.1% increase. The achieved collection rates (based on the average quantity placed on the market over the previous three years) were: 31.0% for e-waste, 46.7% for waste portable batteries and accumulators, and 39.4% for waste grave candles. The 65% collection target for e-waste (based on three-year averages, as stipulated by legislation) was not met in Slovenia, primarily due to the calculation methodology that considers market input over the past three years – despite the significantly longer lifespan of many devices, especially PV panels, which saw rapid growth in recent years.

In addition to our core activity of managing WEEE, waste batteries and accumulators, and waste grave candles, we participated in numerous European projects in the field of circular economy. The content we developed is of strategic importance for our future operations. Furthermore, co-financing from EU funding mechanisms significantly reduced our administrative and operational costs.

Extended Producer Responsibility (EPR) is gaining a broader meaning beyond merely managing end-of-life products. Increasingly, the focus is on activities and business models that extend product lifespan (the user's right to repair, refurbishment, reuse, sharing), support product traceability and environmental impact (e.g., through digital product passports), and seek solutions for the use of secondary raw materials, including rare earth elements.

To reach the collection targets, awareness-raising and education about proper WEEE handling is crucial. In 2024, we carried out 174 awareness

events – either independently or in collaboration with various stakeholders – engaged 185 different organizations, reached 28,452 participants, and generated 665 media publications. Although the media reach was lower than in 2023 due to a shift from radio to online advertising, we recorded a positive trend, as online media reach is broad and growing yet more demanding to measure.

In 2024, we fulfilled e-waste obligations for 656 obligated parties (compared to 647 in 2023), including producers, importers, and distributors of EEE, more than 100 of which were international companies. Many have trusted us for over 20 years, ever since we pioneered the creation of an e-waste collection network that brought together public services, retailers and distributors, waste collectors, and legal entities.

ZEOS remains financially stable, with efficient processes and a strong reputation among stakeholders.

We thank all producers, importers, and distributors of EEE, lighting equipment, batteries, accumulators, and grave candles for trusting us to fulfill their EPR obligations through the ZEOS collective scheme. Our gratitude also goes to all waste management service providers, project partners, and awareness campaign contributors – and, of course, to all ZEOS employees.

Let's stay connected and successful!

Emil Šehič, M.Sc, CEO



The Year 2024, in Brief

4

waste management schemes

11,137,532 kg

collected and accepted e-waste

129,552 kg

collected and accepted waste portable batteries and accumulators

13,744 kg

collected and accepted waste industrial batteries and accumulators

126,600 kg

collected and accepted waste grave candles

29

new companies joined the ZEOS schemes

174

awareness-raising events and activities

665

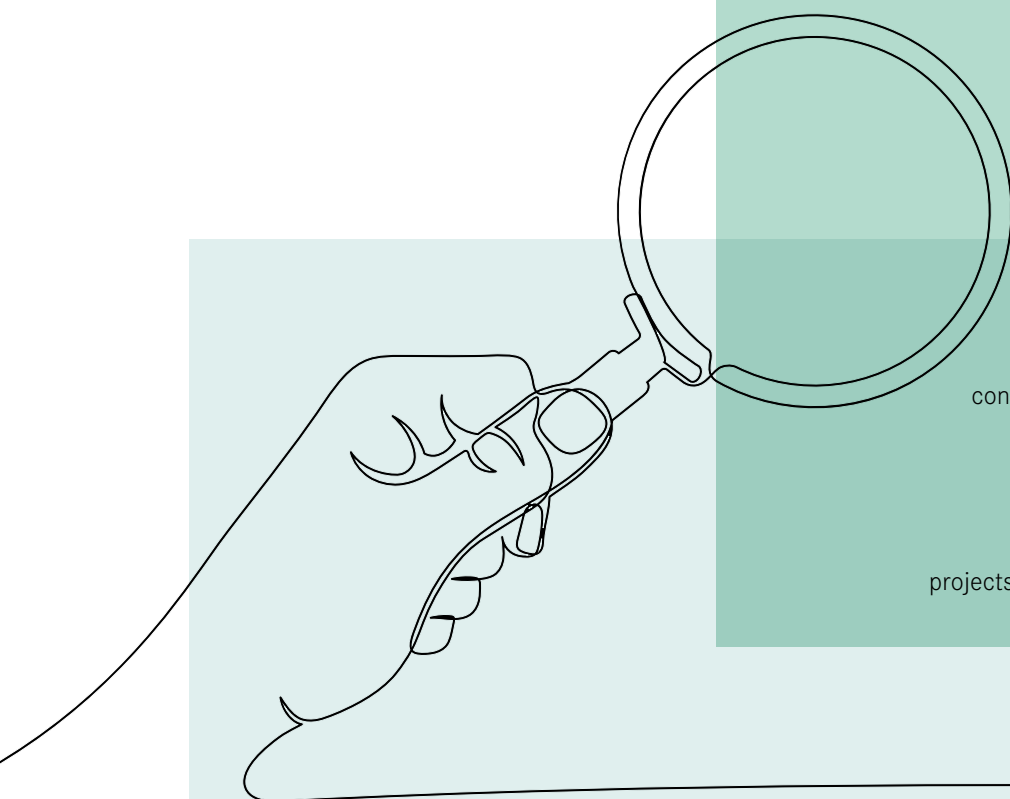
or more media appearances

30. 12. 2024

conclusion of the LIFE Turn to e-circular project,
in which we served as the lead partner

6

projects in which we participate as a project partner



Managing the ZEOS Company

18 years
of operation of the largest e-waste
management scheme in Slovenia

Non-profit activity

ZEOS carries out collective compliance as a non-profit activity, ensuring that revenues do not exceed the actual costs of fulfilling the prescribed obligations on behalf of all members of the collective schemes. Any assets, revenue surpluses over expenses, or generated operational surpluses are used exclusively for activities and measures aimed at fulfilling collective obligations.

As such, operational surpluses are not distributed among shareholders. The operational result (before deferred income and issued credit notes for 2023) was lower in 2024 compared to 2023, mainly due to reduced fees for PV panels, decreased quantities of PV panels placed on the market, and lower values of secondary raw materials. Due to the company's non-profit legal status, these operational surpluses are not recognized as profits.

Responsibility

In its operations, ZEOS follows legal goals and guidelines set by European environmental policies, thereby contributing to environmental protection and promoting the circular economy.

Transparency

The ZEOS business council, which meets three times a year, ensures transparency and accountability in the company's operations.

The business council of ZEOS, d.o.o.

AVTERA d. o. o. Ljubljana

member and president of Business Council: Grega Vrhovnik,
deputy: Zvonko Minov

BSH Hišni aparati d. o. o.

member: Tomaž Mihelič
deputy: Damjan Zbačnik

EKOSIJ d. o. o.

member: Mihael Garibaldi
deputy: Gregor Kosec

ELECTROLUX Zagreb, d. o. o.

member: Slaven Matijević
deputy: Boštjan Kramar

GORENJE, d. o. o.

member: Štefan Kuhar
deputy: Nataša Britovšek

MERCATOR, d.d.

member: Božo Virant
deputy: /

MIKROPIS holding, d. o. o.

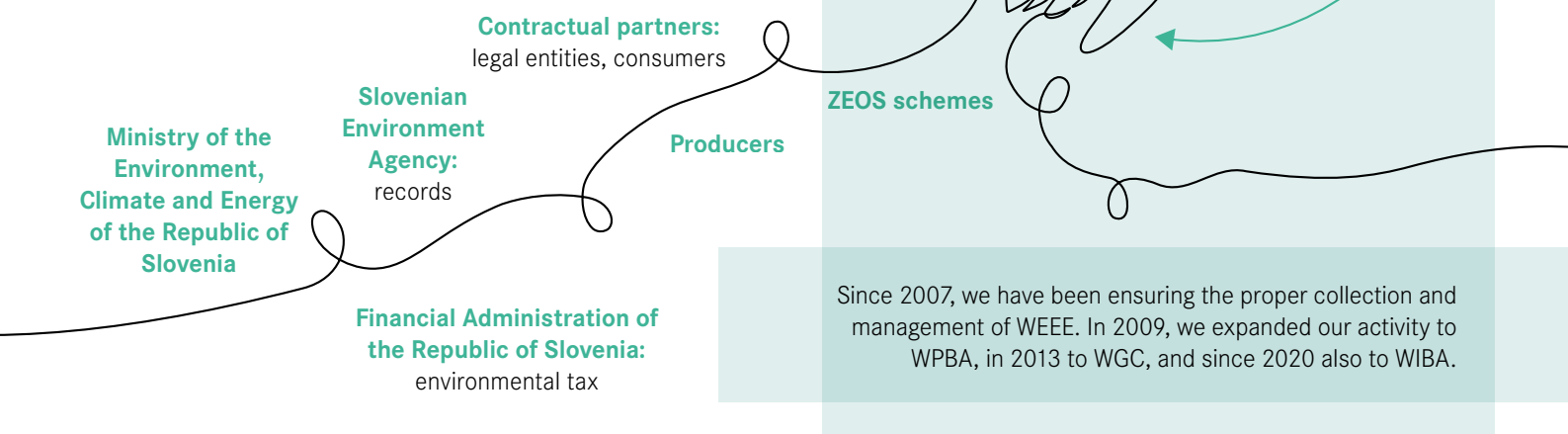
member: Janez Uplaznik
deputy: Maja Uplaznik Pantar

Business audit

In accordance with the Decree on Waste Electrical and Electronic Equipment, the auditing company Resni d.o.o. conducted an audit of the company's operations for the year 2024.

The Role of ZEOS Company

We ensure the fulfillment of Extended Producer Responsibility (EPR) together with our contractual partners: collectors, transporters, public waste service providers, processors, and recyclers.



The mission, objectives, and role of the company ZEOS are based on European directives and Slovenian environmental legislation. The company's main activity is implementing the Extended Producer Responsibility (EPR) system, which imposes obligations on producers of EEE, PBA, IBA, and GC to collect and process their products once they reach the end of their useful life. Producers authorize Extended Producer Responsibility Organizations (PROs), such as ZEOS, to take over the legal responsibility for proper and lawful waste management.

In recent years, EPR has taken on a broader meaning beyond the mere obligation of managing end-of-life products. Increasing attention is being paid to activities and business models that extend the lifespan of products (right to repair, refurbishment, reuse, sharing, etc.), enhance traceability (introduction of the digital product passport), and focus on solutions for the use of secondary raw materials and critical materials such as rare earth elements.

Legislation governing the management of WEEE, WPBA, WIBA and WGC:

- Directive 2012/19/EU of the European Parliament and of the Council on waste electrical and electronic equipment
- Decree on Waste Electrical and Electronic Equipment (Official Gazette of the Republic of Slovenia, Nos. 55/15, 47/16, 72/18, 84/18 – ZIURKOE, 108/20, and 44/22 – ZVO-2)
- Regulation (EU) 2023/1542 of the European Parliament and of the Council of 12 July 2023 on batteries and waste batteries, amending Directive 2008/98/EC and Regulation (EU) 2019/1020, and repealing Directive 2006/66/EC
- Decree on the Management of Batteries and Accumulators and Waste Batteries and Accumulators (Official Gazette of the Republic of Slovenia, Nos. 3/10, 64/12, 93/12, 103/15, 84/18 – ZIURKOE, 101/20, 44/22 – ZVO-2, and 83/24)
- Decree on Waste Grave Candles (Official Gazette of the Republic of Slovenia, Nos. 25/19 and 44/22 – ZVO-2)
- Environmental Protection Act (ZVO-2) (Official Gazette of the Republic of Slovenia, Nos. 39/06 – official consolidated version, 49/06 – ZMetD, 66/06 – Constitutional Court ruling, 33/07 – ZPNačrt, 57/08 – ZFO-1A, 70/08, 108/09, 108/09 – ZPNačrt-A, 48/12, 57/12, 92/13, 56/15, 102/15, 30/16, 61/17 – GZ, 21/18 – ZNOrg, 84/18 – ZIURKOE, 158/20, and 44/22 – ZVO-2)
- Waste Management Decree (Official Gazette of the Republic of Slovenia, Nos. 77/22, 113/23, and 13/25)
- Decree on Environmental Charges for Environmental Pollution Caused by the Generation of Waste Electrical and Electronic Equipment and Waste Portable Batteries and Accumulators (Official Gazette of the Republic of Slovenia, Nos. 84/18 and 44/22 – ZVO-2)
- Decree on Environmental Charges for Environmental Pollution Caused by the Generation of Packaging Waste (Official Gazette of the Republic of Slovenia, Nos. 32/06, 65/06, 78/08, 19/10, 68/17, 82/18, and 44/22 – ZVO-2)

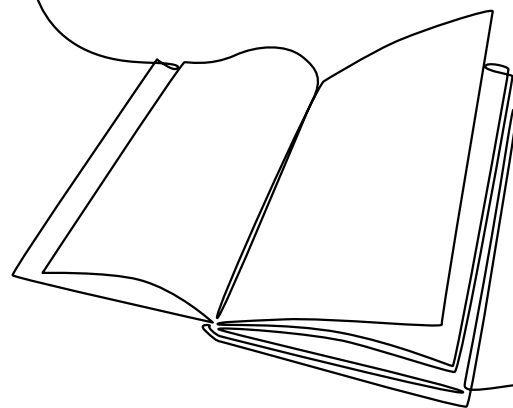
New EU Regulation on Batteries and Waste Batteries

In July 2023, the Council of the European Union adopted a new **Regulation (EU) 2023/1542 on batteries and waste batteries**, which entered into force in August 2023. Its key provisions are being starting in 2024. The existing Directive 2006/66/EC on batteries and accumulators and waste batteries will be repealed in August 2025, once the new regulation is fully applicable.

With this regulation, the EU is responding to technological developments, market trends, and challenges related to the rapid growth in battery demand. It also introduces a harmonized legal framework for the management of batteries and waste batteries that applies uniformly across all EU member states.

The regulation comprehensively addresses the **entire lifecycle of batteries**—from raw material sourcing, design, and production to use, waste management, reuse, and recycling. It is the first EU legislative act to fully adopt a circular approach in line with the European Green Deal.

Special attention is given to **new battery categories**, such as batteries for light means of transport (e-bikes, scooters) and batteries for electric vehicles, as well as **new business models**, including repurposing and second-life applications. With battery demand expected to increase fourteenfold by 2030, the regulation aims to reduce environmental and social risks and strengthen the EU's strategic autonomy.



Key Updates and Changes:

- **Comprehensive Lifecycle Coverage**

The regulation governs all stages—from battery design and production to collection, recycling, and re-use—aiming to reduce carbon footprints and the use of hazardous substances.

- **Carbon Footprint and Sustainable Design**

Starting in 2025, manufacturers must provide carbon footprint information for electric vehicle batteries, industrial batteries, and light means of transport batteries.

- **Collection, Recycling, and Recycled Content Targets**

Specific collection targets are set for portable and light transport batteries, along with phased recycling efficiency goals and mandatory minimum levels of recycled content (e.g., lithium, cobalt, nickel) in industrial and electric vehicle batteries, LMT batteries, and starter batteries (SLI).

- **Restrictions on Hazardous Substances**

Only minimal use of hazardous substances (e.g., mercury, cadmium) is permitted, and only when technically unavoidable.

- **Removability and Replaceability**

From 2027 onward, portable batteries integrated into devices must be user-removable and replaceable.

- **Digital Identification**

Batteries will carry a label with general information and a QR code linking to key data. For certain battery categories, a digital battery passport will be required, detailing carbon footprint, composition, origin, and lifespan.

- **Due Diligence Obligations**

Manufacturers must identify, prevent, and mitigate environmental and social risks associated with raw material supply chains, including lithium, cobalt, nickel, and natural graphite.

- **Sustainability and Safety**

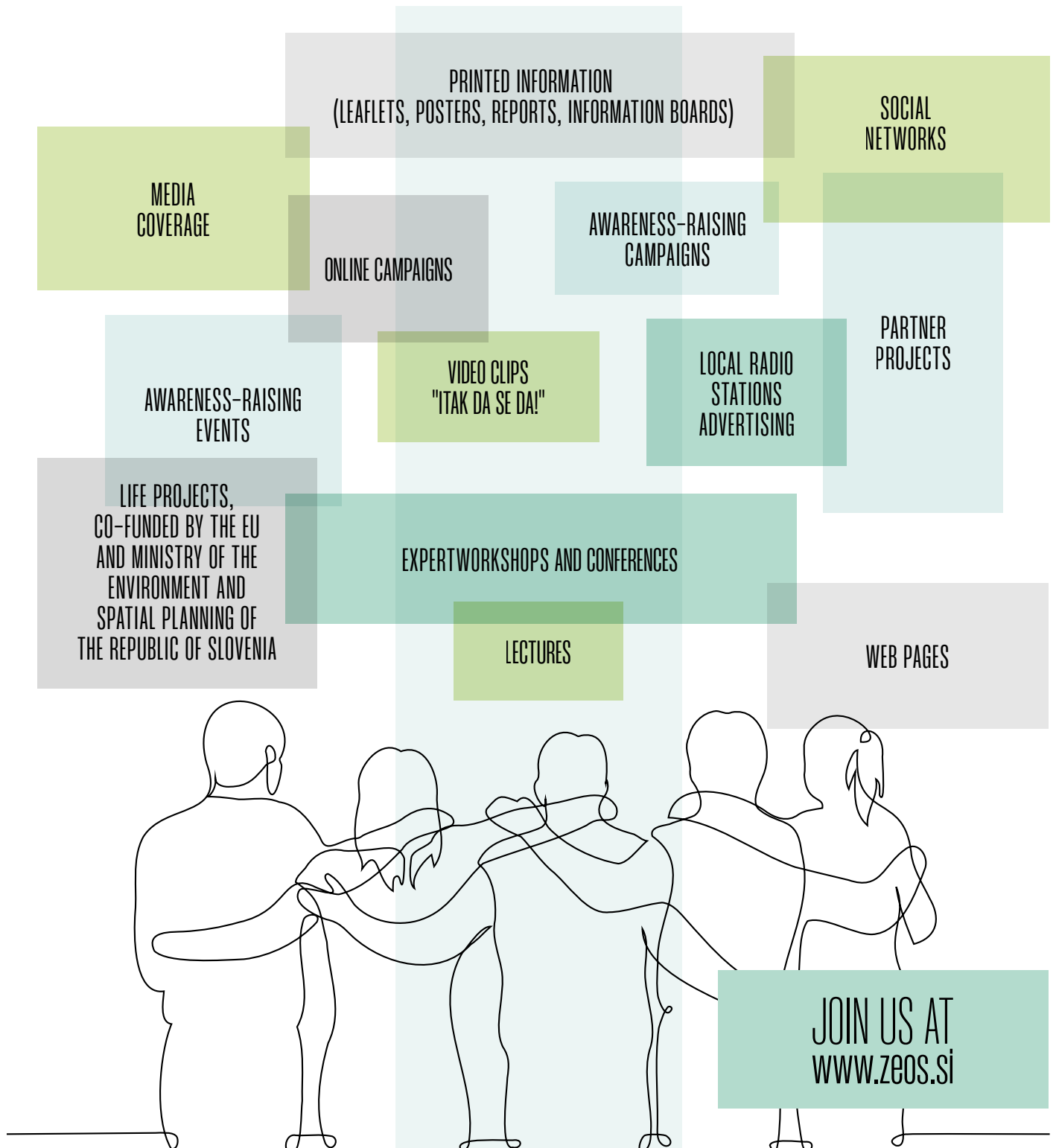
Manufacturers must meet performance, durability, and safety requirements throughout the entire battery lifecycle.

- **Advancing the Circular Economy**

The regulation reinforces the EPR system for batteries, further promoting the reuse of raw materials and reducing the EU's reliance on imports from third countries.

Awareness-Raising Activities

Everyone has the power to contribute to the preservation of natural resources. At ZEOS, we are committed to changing user habits related to electrical and electronic equipment in order to enable proper treatment, recycling, or reuse of WEEE. We also focus on raising awareness around the handling of WPBA and WGC. We understand that changing habits when it comes to waste separation is a long-term process that requires careful planning and cooperation among all stakeholders. Our activities are designed to engage people of all ages. Throughout the year, we organize targeted events, campaigns, and workshops to involve and educate the public. We are proud to see the ZEOS community growing. This shows that we have successfully built strong and lasting connections with consumers, local communities, and all other stakeholders in the waste management system.



Collected Quantities of Waste in the ZEOS Schemes

In eighteen years, we have collected
145,347,035
kilograms of waste.

18 years of collection

141,950,785 kg

WASTE ELECTRICAL
AND ELECTRONIC EQUIPMENT

12 years of collection

1,859,495 kg

WASTE GRAVE CANDLES

4 years of collection

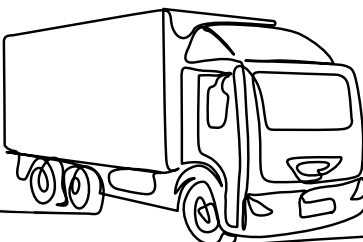
40,268 kg

WASTE INDUSTRIAL BATTERIES
AND ACCUMULATORS

15 years of collection

1,496,487 kg

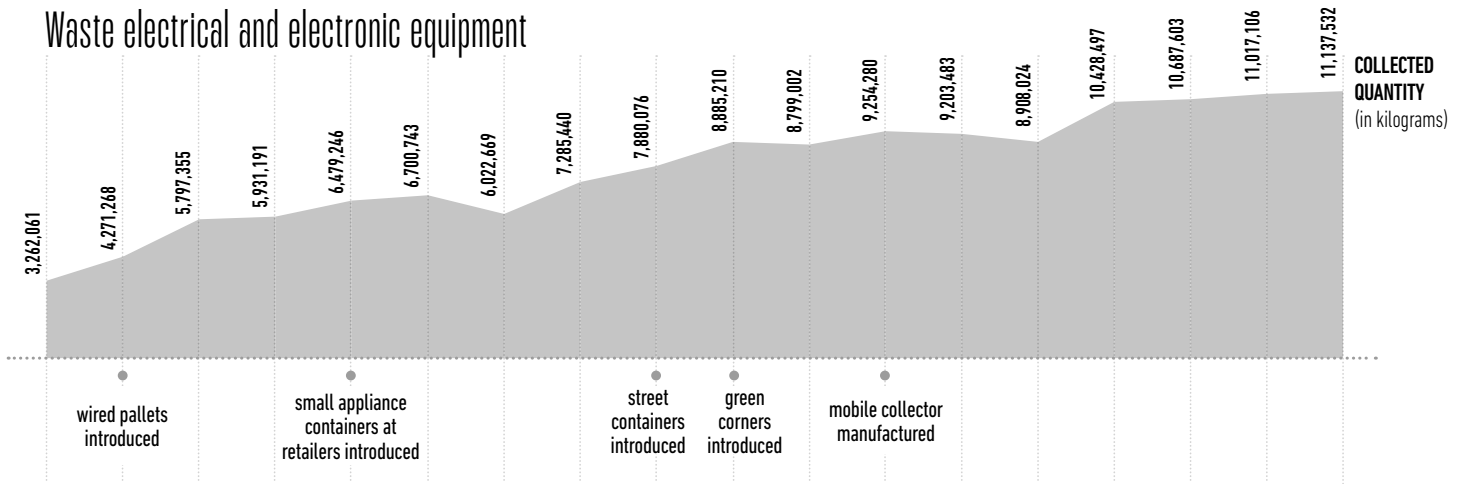
WASTE BATTERIES
AND ACCUMULATORS



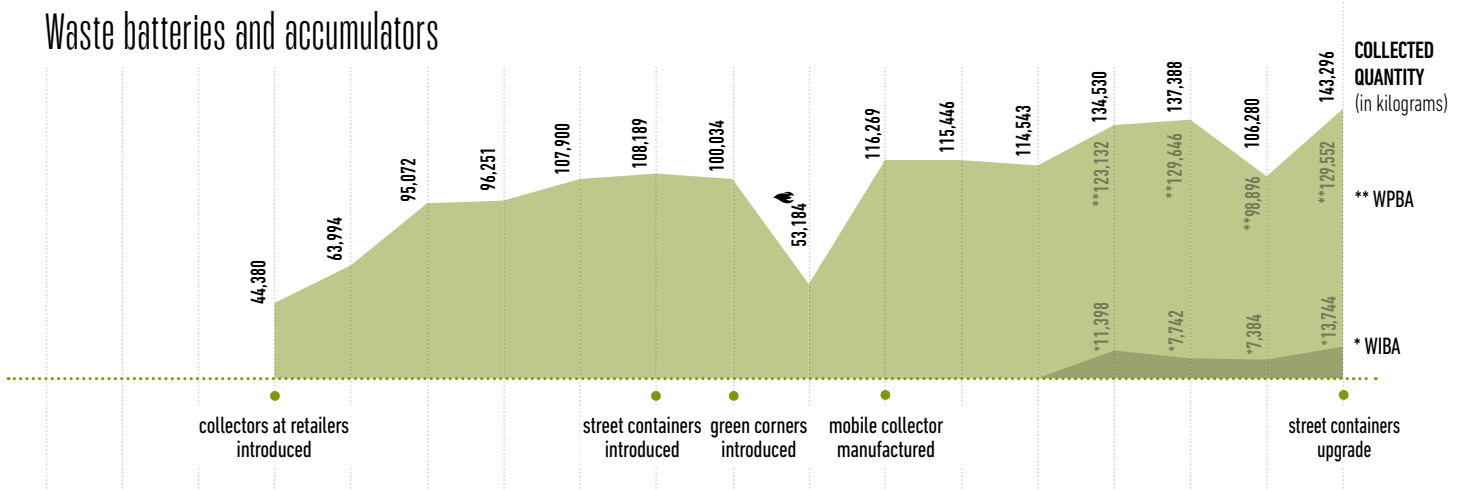
So far, we have carried out more than

150,910
waste collections.

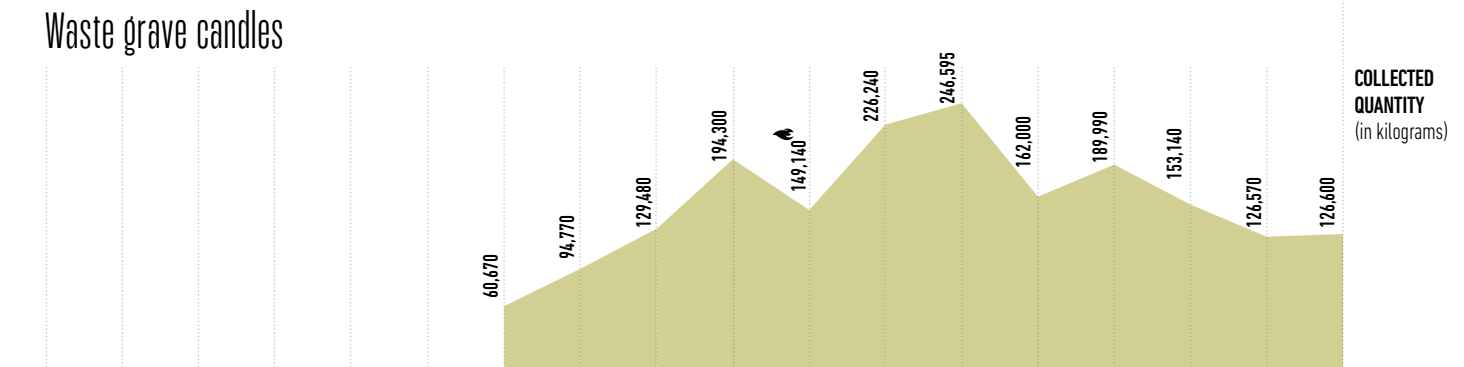
Waste electrical and electronic equipment



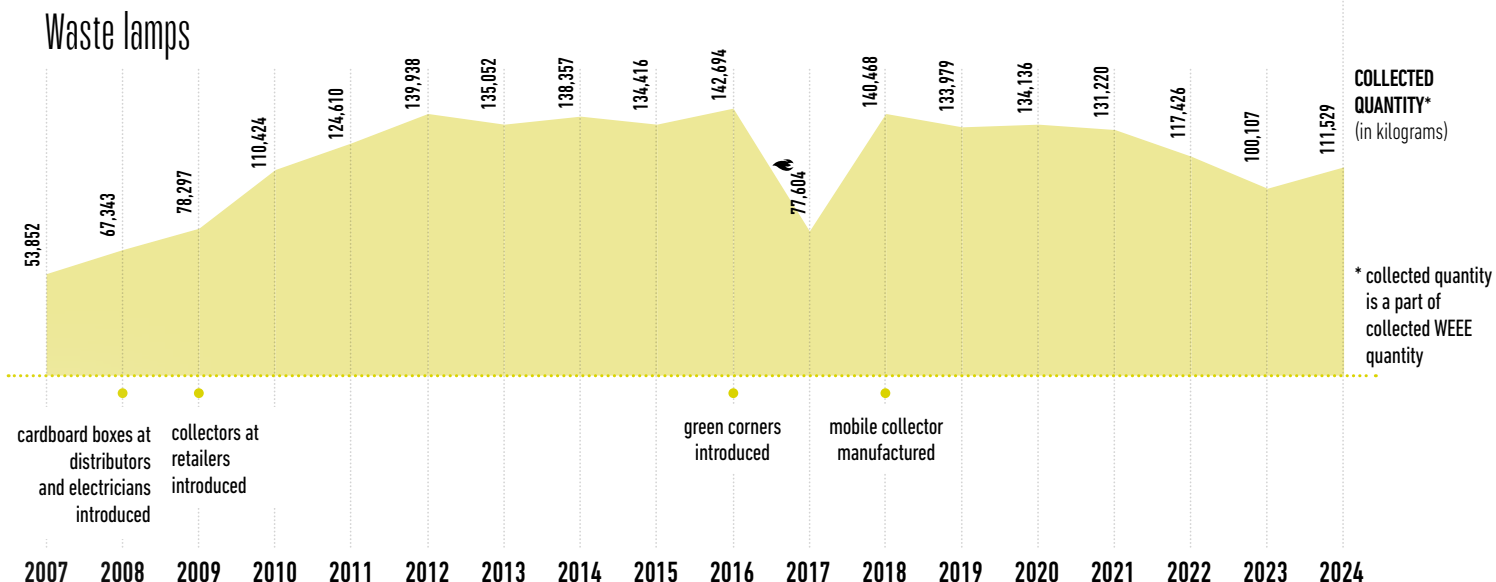
Waste batteries and accumulators



Waste grave candles



Waste lamps



🔥 The reason for the collection and treatment drop-in 2017: fire at the facility of collector and processor.

E-Waste Management



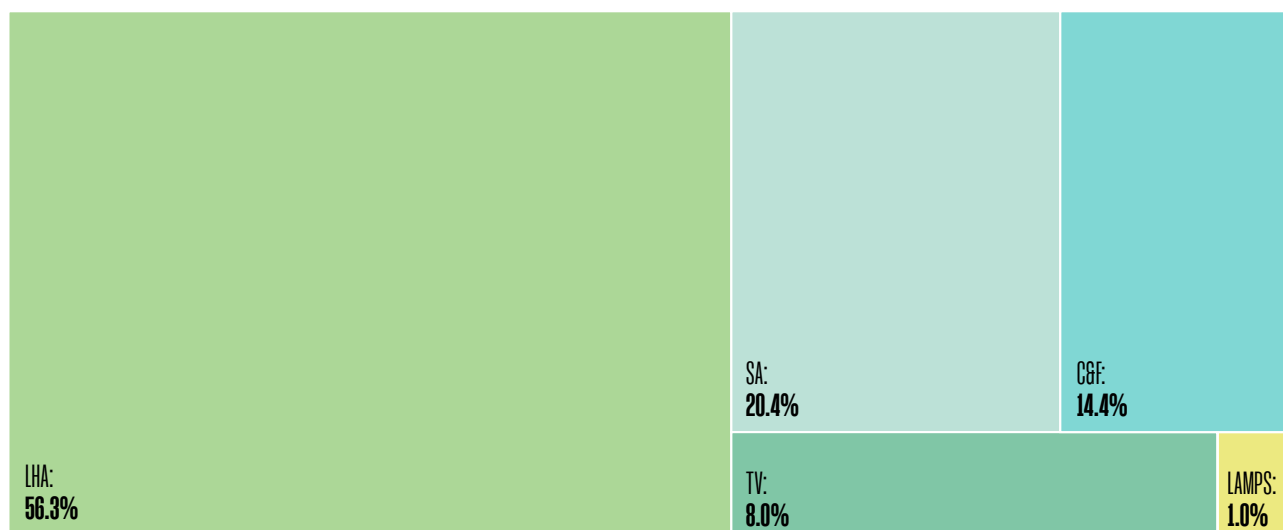
We collected
11,137,532 kg
of WEEE, which represents
31.0%

of the average quantity of EEE placed on the market over the past three years.

We collected 11,137,532 kilograms of WEEE in 2024. This marks a record volume and a 1.1% increase compared to 2023, primarily due to higher collection of large household appliances and TVs/monitors, each rising by 3.4%. Nevertheless, the 65% collection target set by EU directives was not reached. Meeting that target would have required the collection of 23,382 tonnes of WEEE in 2024, a figure that is unrealistic given the actual volume of waste generated. A major factor contributing to this gap is the methodology for calculating the collection rate, which is based on the average quantity of equipment placed on the market in the preceding three years. However, many products, especially photovoltaic panels, have much longer lifespans. These panels have seen an exceptional rise in placement in recent years but have not yet begun to appear in significant quantities as waste. In 2024, they accounted for 22% of the total EEE mass placed on the market under the ZEOS joint scheme, while only 263 tonnes of PV panel waste were collected and treated. This quantity resulted mostly from weather damage, not the end of the panels' useful life. A substantial increase in PV panel waste is not expected before 2035.

This discrepancy between the quantities placed on the market and those collected is further exacerbated by the accumulation of old equipment in households, unregistered and illegal waste collection, the unlawful removal of valuable components, and the illegal export of e-waste from the European Union.

Quantity of WEEE Collected under the ZEOS Scheme in 2024, by Collection and Processing Category



Management of Waste Lamps

The total collected quantity remained approximately the same as in the previous year. This indicates that a significant number of fluorescent lamps are still in use and will need to be collected in the coming years. Among the lamps collected, the share of LED lamps is increasing, but not yet to a degree that would justify separate treatment.

The greatest challenge in managing waste lamps is efficient separation. Although fluorescent lamps contain only small amounts of mercury, improper mixing can contaminate output materials during processing. To ensure effective lamp collection, we maintain an extensive collection network and conduct educational campaigns to raise public awareness of proper handling. Equally important is the collaboration between all stakeholders involved in the waste management process.



We collected
111,529 kg

of waste lamps,
which represents

48.3%

of the average quantity placed on the
market in the past three years.



We collected
126,600 kg,
of waste grave candles, which represents

39.4%

of the quantity placed on the market
in the same year.

Management of Waste Grave Candles

Separate collection of waste grave candles has become an established practice in Slovenia, which is essential for the proper handling of electronic grave candles containing batteries and electronic components. When properly separated, these components can be removed during processing and forwarded for appropriate treatment and recycling.

Although legislation does not prescribe mandatory collection targets for this type of waste, it does define obligations for each individual scheme. In 2024, under our Waste Grave Candle Management Plan, we collected the same quantity as in 2023 and achieved a 39.4% collection rate relative to the total quantity placed on the market. We also successfully fulfilled all obligations for the six companies participating in our waste grave candle management scheme.

We collected
13,744 kg,
which represents
13.1%

of the average quantity placed on the
market over the past three years.



Management of Waste Industrial Batteries

This marks an increase compared to 2023, and we successfully fulfilled all obligations for the 41 companies participating in the joint scheme. These companies entrusted us with ensuring proper handling of their industrial batteries and accumulators at the end of their useful life.

Management of Waste Portable Batteries and Accumulators



In 2024, we recorded a 34.8% increase in the collected volume of WPBA compared to the previous year. With this result, we successfully met the market share prescribed for the ZEOS scheme and fulfilled the obligations of all 237 companies participating in the joint scheme. In 2024, there was a notable increase in the share of lithium-ion (Li-ion) batteries among the collected portable batteries. This trend was particularly evident in batteries placed on the market as part of electrical and electronic equipment, where Li-ion batteries accounted for 83%. Separately placed Li-ion batteries represented 18% of all portable batteries.

Li-ion batteries are more efficient and have a longer lifespan compared to other types, which reduces the frequency of replacement and consequently the amount of waste generated. However, due to their hazardous content, their production and recycling require special handling procedures. Our efforts over the past year focused on expanding the collection network and improving separation processes. This included the installation of additional battery containers on street e-waste collection units, making proper disposal even more accessible to the public.

We collected
129,552 kg

of waste portable batteries and accumulators,
which represents

46.7%

of the average quantity placed on
the market over the past three years.

Battery Disposal Made Even Easier

Our street containers—already the most convenient way for many users to dispose of e-waste due to their central placement in urban and residential areas—have been upgraded with a more functional design and refreshed appearance. They now more clearly and visibly indicate that they are also intended for battery collection. Have you noticed them yet?



Waste Can Be a Resource

Changing Perspective

By recycling the waste collected in 2024,
we reduced CO₂ emissions by

63,963.5 tonnes

which would
otherwise require
a forest of alpine
pines the size of
1,778 football fields
to absorb.



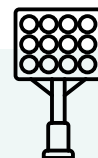
Instead of viewing e-waste as a burden, we have started to recognize it as a valuable source of raw materials. This shift in perspective is crucial for a sustainable future. E-waste contains a wide variety of components and materials—some are valuable, while others, if not handled properly, pose a risk to human health and the environment. Improper management hinders the recovery of rare secondary raw materials contained in these products. Through the proper treatment and processing of the e-waste collected in 2024, we recovered precious materials that would otherwise have to be extracted from natural sources, which would consume more energy and result in higher CO₂ emissions. Extracting raw materials from recycled e-waste is generally less energy-intensive and less polluting than extraction from virgin sources, thereby contributing to lower greenhouse gas emissions.



We recycled 6,229 tonnes
of iron, enough to build the
structures of two football
stadiums the size of Stožice.



We recycled 253 tonnes
of aluminium, enough for
16,841,985 football fans to cool
off with their own can of drink.



We recycled 252 tonnes of
copper, equivalent to the
amount found in the wiring
of 125 football fields.

Source: CO₂ calculation, WEEE Forum

Consumer-Friendly Collection Locations

We are continuously improving our network for the collection of e-waste and waste batteries.



813
street containers



160
locations at contractors public services (collection centres)



961
locations at retailers and distributors (61 green corners)



34
locations at contractual collectors



mobile collector (during campaigns)



direct pick-up at companies
(legal entities)



66
reuse corners



Scan for the
location map!

The collection network is
being upgraded to include the
collection of still-functional
electronic equipment.

Collection Network

Since its inception, ZEOS has aimed to build a broad and stable network for the collection and acceptance of WEEE, WPBA, and WGC throughout Slovenia. This network is essential for achieving strong collection performance and has a significant impact on the volume of waste collected. We strategically locate collection points in both urban and rural areas to ensure easy and convenient access for consumers. Alongside environmentally conscious consumers—who facilitate effective collection and subsequent processing by properly separating waste—our partners in the collection process play a key role. That is why we strive for close and productive cooperation with all stakeholders in the WEEE, WPBA, and WGC collection chain. By ensuring careful and efficient waste pickup, we contribute to more sustainable management of natural resources and help reduce environmental impact. Our efforts include optimizing logistics and promoting the reuse of appliances, supporting the principles of a circular economy. With this approach, we are preserving natural resources for future generations and working toward a cleaner, healthier environment for all.

We carried out
10.159
collections—
an increase of
19.4%
compared to 2023.



Consumer waste separation

- electrical and electronic equipment
- portable batteries and accumulators
- industrial batteries and accumulators
- grave candles



Collection at designated sites

Waste electrical and electronic equipment:

- Recycling yards: 29.4%
- Companies and schools: 10.6%
- Shops and green corners: 8.4%
- Street containers and civic amenity sites: 51.6%

Waste industrial batteries and accumulators:

- Companies: 100%

Waste portable batteries and accumulators:

- Recycling yards: 0.4%
- Companies and schools: 26.1%
- Street containers and civic amenity sites: 56.4%
- Shops and green corners: 17.1%

Waste grave candles:

- Collection centers (PPS): 91.1%
- Companies: 8.9%



Collection

Storage



Transport for further
treatment and processing

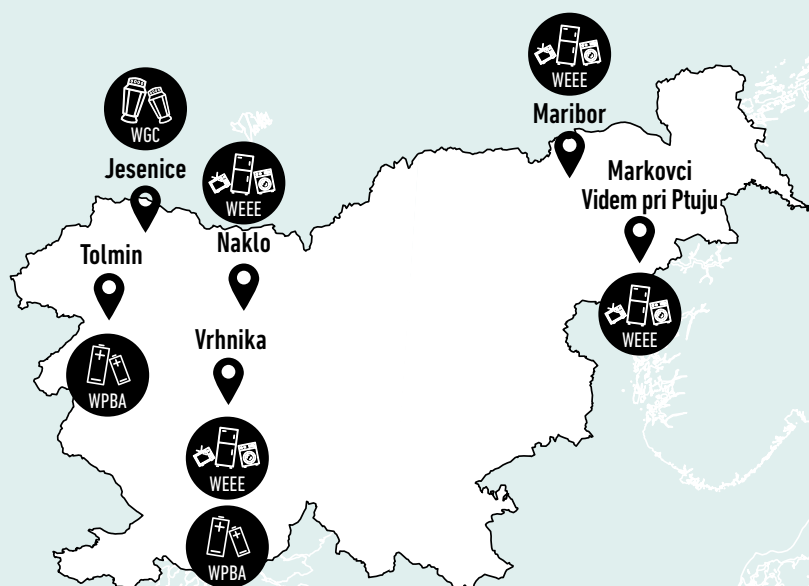
Processing and recycling
in Slovenia and abroad



Treatment and Processing of Collected Waste

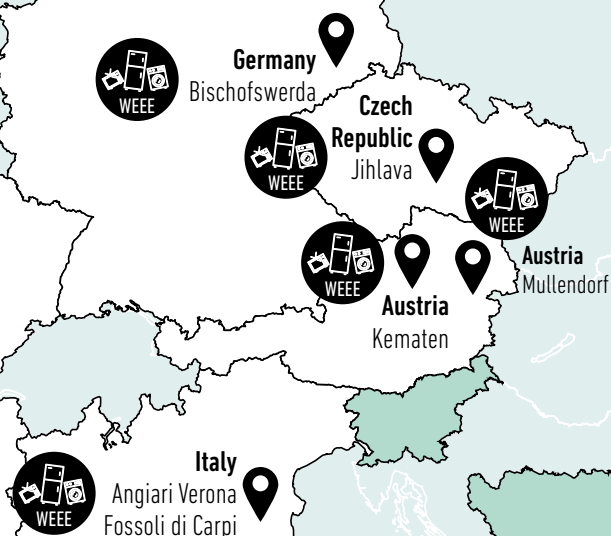
60%
of collected waste was processed in Slovenia,

40%
was processed in other EU countries.



Within the ZEOS schemes, we ensure the proper treatment and recycling of all collected e-waste, waste batteries, and grave candles. Part of this process is carried out in Slovenia, while certain types of waste—due to the lack of suitable technologies and processing capacities—are sent to specialized facilities in other EU member states. These include, in particular, waste refrigerators and freezers, cathode ray tubes, lamps, and batteries.

Treatment and processing enable the efficient use of raw materials and significantly reduce the environmental impact.



ZEOS eko-sistem, Bosnia and Herzegovina

In 2012, we established our subsidiary ZEOS eko-sistem in Bosnia and Herzegovina, thereby creating the country's first e-waste management scheme and transferring good practices from Slovenia to the region.

In 2024, the company ZEOS eko-sistem d.o.o. successfully achieved the legally defined collection target for e-waste on behalf of 254 scheme participants. According to the national Regulation on the Management of Waste Electrical and Electronic Equipment, the target is to collect 42% of e-waste relative to the quantity of EEE placed on the market. Through awareness campaigns, the company reached 719,370 people in 2024 via 41 activities and 13 projects.

2R Innovation Centres



The 2R Centres, branded as ZEOSTation and established by ZEOS eko-sistem in Bosnia and Herzegovina, are innovative hubs focused on Repair and Reduce.

In addition to repairing and reusing old appliances, they also offer educational workshops to teach people basic repair skills and encourage them to fix devices themselves. Through their activities, they promote the circular economy as well as social responsibility, as the devices repaired in the centers are donated to socially disadvantaged groups.

The year 2024, in brief

254

participants in the joint WEEE management scheme

44.1%

amount of collected e-waste compared to the average amount of EEE put on the market

21.7%

increase in collected e-waste compared to 2023

2.1%

exceeding the legal target for e-waste collection

Expansion of consumer-friendly collection network in Bosnia and Herzegovina

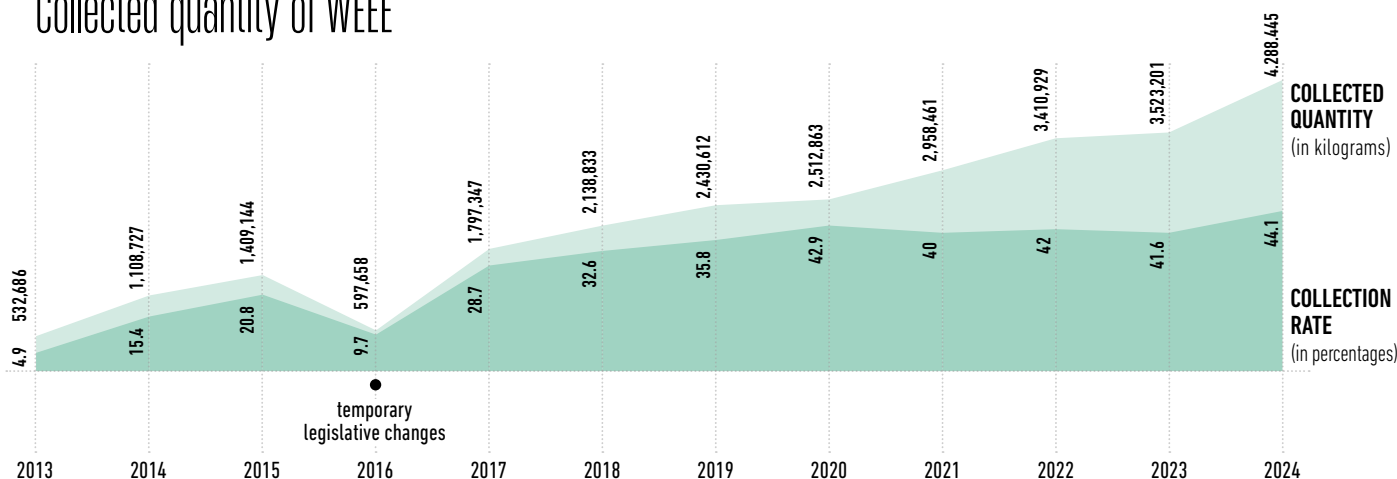
499

established e-waste collection locations, which is 9% more than in 2023.

133

street collection bins installed.

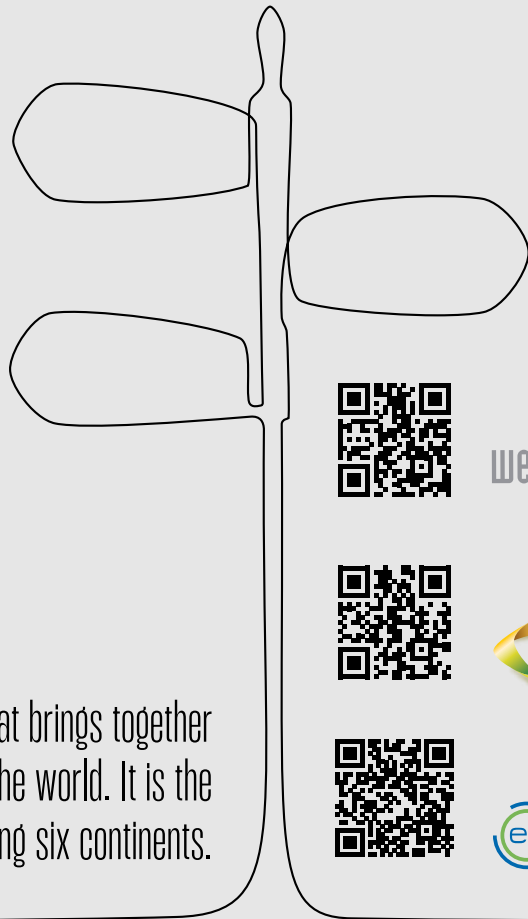
Collected quantity of WEEE



Co-Creating Global Guidelines

At ZEOS, we follow European trends and innovations in WEEE management, while also helping to shape them together with our partners through connections in international organizations. Through our involvement in organizations such as the WEEE Forum, EucoLight, and EIT RawMaterials, we contribute to the development of new solutions and innovative approaches in the field of e-waste management, while regularly exchanging knowledge and best practices. At the same time, we maintain strong domestic partnerships and membership in networks such as SRIP Circular Economy, the Chamber of Public Utilities of Slovenia...

The WEEE Forum is a non-profit association that brings together 52 e-waste management schemes from around the world. It is the largest international organization of its kind, spanning six continents.



7th International E-Waste Day: Join the hunt!



The event's impact
was substantial:

1,217

media articles published across
60 countries in 19 languages.

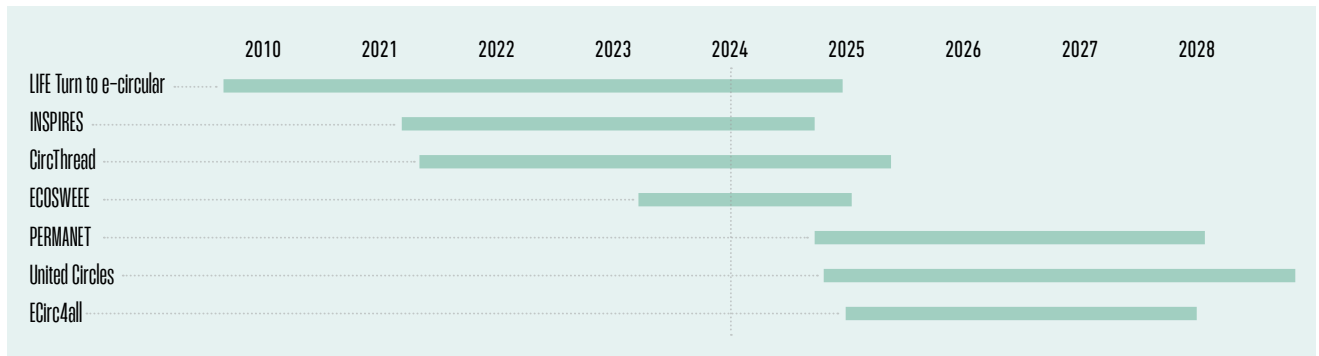
According to the latest UN Global E-Waste Monitor report, a staggering 62 billion kilograms of e-waste was generated worldwide in 2022. That's more than one and a half million trucks, which—if lined up end to end—would stretch over 25,000 kilometers, or two-thirds of the Earth's equator. What's more, the amount of e-waste is growing five times faster than official collection rates since 2010 and is expected to reach 82 billion kilograms by 2030. International E-Waste Day, held annually on October 14 across 47 countries, raises global awareness of the e-waste issue. In 2024, the event carried the slogan: "Join the hunt for e-waste – collect, recycle, and revive!" It focused on unused electronic devices hidden away in people's homes—often forgotten, yet full of valuable raw materials. Organized by the WEEE Forum, the event urged people to collect such devices, give them a second life through reuse or repair, or dispose of them correctly.

ZEOS participated in this awareness campaign at the 54th Nature – Health Fair in Ljubljana, where we educated consumers and encouraged them not to hoard broken devices at home. Instead, we advocated for repair, reuse, or proper disposal at designated collection points.

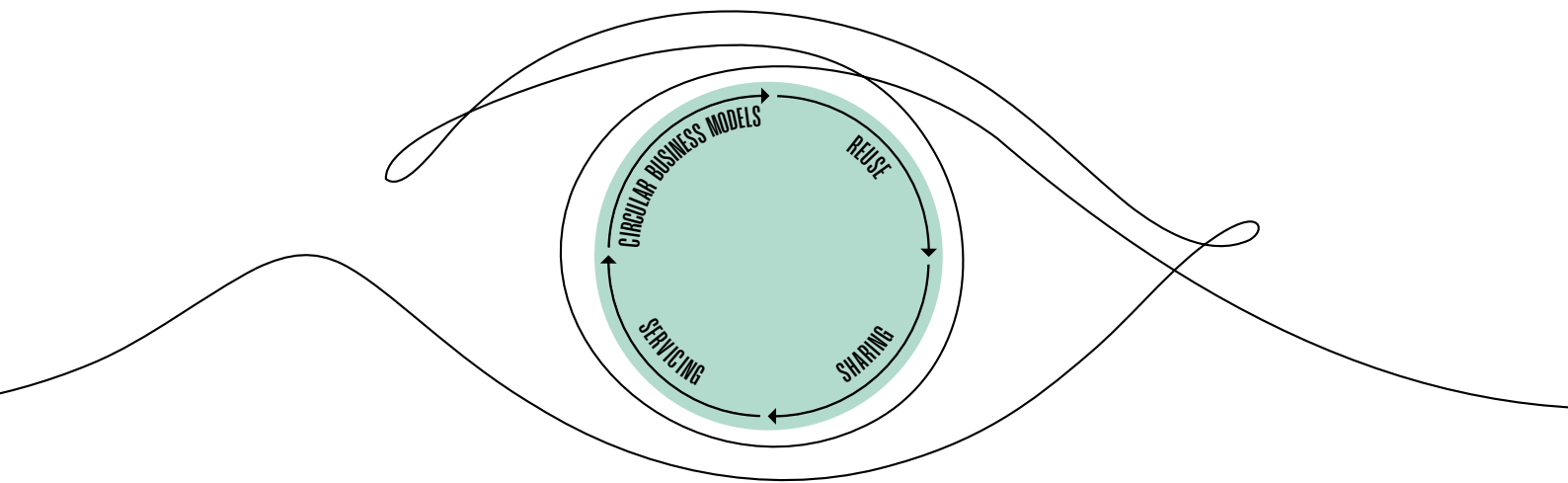


Actively Engaged in Numerous Projects

At ZEOS, we actively participate in various projects that promote innovation, improve operational efficiency, and contribute to the company's growth and long-term sustainability. These projects allow us to highlight challenges, improve services, expand our collection network, and strengthen relationships with stakeholders involved in the management of WEEE and WPBA.



LIFE Turn to e-circular Project



Project name: LIFE Turn to e-circular LIFE18 GIE/SI/000008

Duration of the project: 1. 10. 2019 – 30. 12. 2024

Coordinator: ZEOS, d. o. o.

Project budget: 2.163.558,00 €

Funding: European Union (55%) and Ministry of the Environment and Spatial Planning of the Republic of Slovenia (20%)

Partners: Chamber of Commerce and Industry of Slovenia and TSD, trgovina in druge storitve, d.o.o.

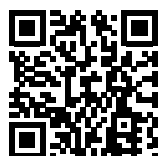


REPUBLIC OF SLOVENIA
MINISTRY OF THE ENVIRONMENT,
CLIMATE AND ENERGY



TURN TO
E-CIRCULAR

The aim of the project was to raise awareness among consumers, households, local communities, and other stakeholders about the importance of transitioning to a circular economy. The project encouraged behavioural change in how used appliances are managed. Through collaboration and educational content, we guided stakeholders toward a more circular approach and offered practical demonstrations of how product lifespans can be extended.



Project Results (2019–2024)

We are proud that, in collaboration with many project stakeholders, we have:

- ✓ raised consumer awareness about the importance of sustainable appliance use,
- ✓ established new locations for circular appliance management and built a strong stakeholder network,
- ✓ influenced media coverage with environmental topics,
- ✓ encouraged sustainable behaviour for other product types as well,
- ✓ transferred best practices abroad,
- ✓ contributed to the development of new circular business models,
- ✓ created communication tools for sustainable outreach.

3.827 media publications

53 repair workshops with service providers
13 “Fix-it Cafés” (Poprav'c)
6 expert workshops
33 opening events
9 awareness-based prize contests
6 collection and awareness campaigns
4 garage sales
3 expert conferences
3 press conferences
218 school visits with E-transformer 2.0
50 awareness events

5 libraries of things
9 sharing communities in youth centres
66 reuse corners

Knowledge transfer and
establishment of new partnerships

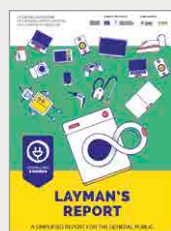
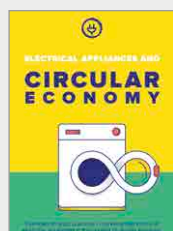
2 start-up weekends
25 educational workshops for youth

3 video clips about textile
3 video clips about furniture

3 awareness events abroad
international video screenings
development of new projects abroad



100
videos about
servicing
appliances



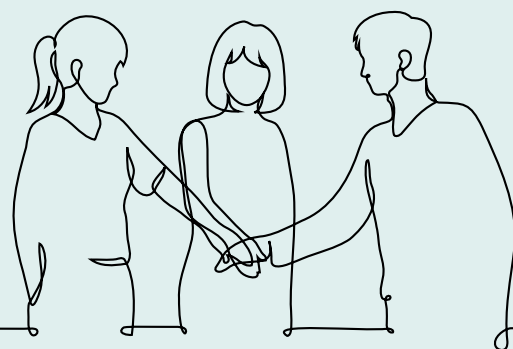
Communication tools for
sustainable outreach



awareness-raising vehicle E-transformer 2.0

Project Awareness Events in 2024

We successfully completed the final activities of the LIFE project.



Workshops and networking for developing circular business models:

5



Best practice transfer events:

2

Expert workshops with PPS:

2



Awareness-raising events:

17

Youth awareness workshops:

67



Repair events:

13

Collection campaigns for libraries of things:

3



Eco workshops:

2

Library of things openings:

3



Start-up weekend:

1

Expert conferences:

2



Repair service workshops:

23

Project Partners



INSPIRES project

The INSPIRES project focused on recycling permanent magnets, especially neodymium-iron-boron (NdFeB), which contain rare earth elements. Since the EU has no active mines for these elements, it is entirely dependent on imports, posing a supply risk. To reduce this risk, the EU funds projects such as INSPIRES to promote the development of a circular economy, including in the field of WEEE recycling. In cooperation with Slovenian and international partners, ZEOS contributed to locating NdFeB magnets in WEEE and optimizing methods for their collection, separation, and recycling.

In 2024, we continued targeted sorting of WEEE with potential for permanent magnet content and studied the development of new circular business models for the recycling of permanent NdFeB magnets. We also prepared a final report on the project, which ended on September 30th 2024.



Duration of the project:
01. 03. 2021 – 30. 9. 2024
Coordinator:
Instituto de Cerámica y Vidrio CSIC
(Institute of Ceramics and Glass based in Madrid, Spain)
Partners:
11 project partners from
6 different countries
The project is co-financed by the European Commission within the EIT Raw Materials programme (2021 – 2024), project nr. 20090.



CIRCTHREAD project

The CircThread project is developing a platform for digital product passports for electrical appliances, enabling the identification and exchange of information throughout a product's lifecycle. This facilitates reuse, repair, or recycling. The project is being tested through three pilots in Spain, Italy, and Slovenia. ZEOS is participating in the Slovenian pilot alongside partners Gorenje, Surovina, and Sky Labs, as well as the Romanian company SIMAVI.

In 2024, we began testing the platform through four usage cases: data logging, dismantling and component separation, development of tools for appliance assessment and routing, and tracking of chemicals and critical materials in EEE. Based on these tests, we provided feedback to project partners and contributed to the optimization of the platform's components.



Duration of the project:
1. 6. 2021 – 31. 5. 2025
Coordinator:
Fundación CARTIF (applied research centre, Valladolid, Spain)
Partners:
31 project partners from
12 different countries
The project is co-financed by the European Commission under Horizon 2020, project nr. 958448.



PERMANET project

The PERMANET project (PERmanent MAGnet Network for the European Transition) aims to establish an innovative and active pan-European network to ensure a resilient supply of rare earth elements needed for permanent magnet production in Europe. The project, launched in October 2024, brings together 32 partners from 13 countries across three hubs.

The first hub focuses on sustainable extraction of rare earth elements through mining, aiming to reduce environmental impact and increase efficiency. The second hub addresses circular economy innovations, including recycling and reuse of permanent magnets extracted from WEEE. The third hub is dedicated to developing advanced technologies for the production of permanent magnets and testing them in real-world applications to ensure their performance and reliability.

ZEOS will be primarily active in the second hub, supporting the development of protocols for locating permanent magnets in WEEE and assisting with their collection, separation, and transfer.



Duration of the project:
1.10.2024 – 31.01.2028
Coordinator:
TECNICAS REUNIDAS SA (Spain)
Partners:
32 project partners from
13 different countries
The project is co-funded by the European Union under the Horizon Europe programme, project ID 101178444.



LIFE ECOSWEEE project



Running from March 1st 2023 to January 31st 2025, the ECOSWEEE project aimed to improve the collection and recycling of small WEEE and portable batteries. Its goal was to implement 10 pilot projects across eight countries to test and evaluate the effectiveness of different methods and incentives for increasing separate collection rates.

As one of the project partners, ZEOS played a key role in testing a buyback system in Slovenia. We launched the campaign “Time’s Up for the Old Ones,” testing citizens’ readiness to send in working phones and tablets for buyback and non-working ones for recycling. We also gathered and analysed data on existing WEEE collection methods in Slovenia, contributing to policy recommendations for national and EU-level improvements.

The campaign, which ran from mid-March to the end of July 2024, encouraged Slovenian households to send in their old mobile phones and tablets. Users could ship their devices for free, either for buyback or recycling. Working devices were inspected and refurbished for further use, while non-working devices were properly recycled and turned into secondary raw materials.

Duration of the project:

1. 4. 2023 – 31. 1. 2025

Coordinator:

WEEE Forum (Association of Joint Schemes for Waste Electrical and Electronic Equipment based in Brussels, Belgium)

Partners:

17 project partners from

12 different countries

The project is co-financed by the European Union under LIFE 2021-2027, project nr. 101104443.



UNITED CIRCLES project



The United Circles project focuses on effectively connecting different stakeholders within a region to ensure that the waste from one company becomes the input resource for another. It aims to establish regional hubs that link urban and industrial systems using collaborative models such as Hubs4Circularity and new technologies.

The project targets three urban-industrial symbiotic value chains: processing of used oils and food waste, sewage sludge management, and reuse of demolition and construction waste.

ZEOS’s role in the project, which started in November 2024, is to establish an experimental hub in Velenje that will bring together stakeholders from the Šalek-Savinja region within the broader electrical and electronic equipment production industry. This hub will help transfer knowledge, operational models, and experiences from similar international hubs into Slovenia.

Duration of the project:

1.11.2024 - 31.10.2028

Coordinator:

CARTIF (Spain)

Partners:

44 project partners from

14 different countries

The project is co-funded by the European Union under the Horizon Europe programme, project ID 101178798.



ECirc4all

ECirc4all project



In 2024, ZEOS and its partners secured approval for the ECirc4All project, which officially began on January 1st 2025. The project focuses on establishing cross-border regional partnerships for the repair and reuse of electronic devices and strengthening circular economy practices in the Austria-Slovenia region.

The goal is to combine best practices from the Austrian repair network with Slovenian expertise in e-waste management. We aim to motivate users to repair and reuse suitable appliances and devices, thereby reducing the generation of e-waste.

ZEOS’s responsibilities include connecting and educating stakeholders on collection methods that support repair and reuse, supplying devices and organizing transport of collected equipment, and hosting events to share knowledge and best practices related to repair and reuse.

Duration of the project:

1.01.2025 – 31.12.2027

Coordinator:

University of Ljubljana

Partners:

5 project partners from

2 different countries

The project is co-funded by the European Union under the Interreg Slovenia-Austria Programme 2021-2027.

Financial Report

Summary Financial Statements

In line with best practices for informing members of the waste management schemes for e-waste, waste batteries, and grave candles—as well as informing suppliers, business partners, public authorities, and the interested public—the company ZEOS d.o.o., Ljubljana, publishes a summary of its audited financial statements together with the auditor's opinion for the financial year 2024. The financial statements from which this summary is derived have been prepared in accordance with the Slovenian Accounting Standards (2024). The summary does not include all the disclosures required under the Slovenian Accounting Standards (SAS 2024). Therefore, reading this summary is not a substitute for reviewing the full audited financial statements of ZEOS d.o.o. Readers who wish to gain a comprehensive understanding of the company's financial position and performance should review both this summary and the complete audited financial statements, which include all disclosures required under the relevant financial reporting framework—in this case, the Slovenian Accounting Standards (2024). The complete audited annual report for the 2024 financial year, including the audited financial statements, is available for review at the headquarters of ZEOS d.o.o., by prior arrangement. Due to its size, the company is not legally required to submit its annual report with the auditor's opinion to the Agency of the Republic of Slovenia for Public Legal Records and Services (AJPES).

Note 1: Criteria for preparing the summary of financial statements

Given the aforementioned context, we believe that for the purpose of a consolidated but non-misleading presentation of the company's financial position and performance, it is sufficient to present only the balance sheet and the income statement in this summary.

BALANCE SHEET		31,12,2024	31,12,2023
ASSETS		9,294,215	9,297,803
A. Long-term assets		655,600	772,844
I. Intangible assets and long-term deferred costs		24,220	37,081
II. Tangible fixed assets		189,399	298,537
IV. Long-term financial investments		405,433	405,433
VI. Deferred tax assets		36,548	31,793
B. Short-term assets		8,635,180	8,497,810
II. Inventory		26,256	13,179
III. Short-term financial investments		7,032,362	7,555,229
IV. Short-term trade receivables		1,212,329	807,124
V. Cash and cash equivalents		364,233	122,277
C. Short-term prepaid expenses and accrued income		3,436	27,149

LIABILITIES		9,294,215	9,297,803
A. Equity		5,826,033	5,767,228
I. Share capital		481,724	481,724
II. Capital reserves		4,433	4,433
III. Reserves from profits		5,048,172	5,048,172
IV. Reserves arising from fair value measurement		-8,334	258
V. Retained earnings		232,641	97,649
VI. Net profit for the financial year		67,397	134,992

B. Provisions and long-term accrued expenses		811,680	1,072,345
C. Long-term liabilities		63,495	111,044
I. Long-term financial liabilities		63,495	111,044
Č. Short-term liabilities		584,245	1,137,777
I. Short-term financial liabilities		67,359	68,880
III. Short-term trade payables		516,886	1,068,897
D. Short-term accrued expenses and deferred income		2,008,762	1,209,408

A STATEMENT OF PROFIT OR LOSS		2024	2023
1. Net sales revenue		3,313,324	2,839,501
4. Other operating revenues (with revaluation business revenues)		491,511	639,443
5. Cost of goods, materials and services		3,022,553	2,688,663
6. Labor costs		455,198	406,269
7. Depreciation		121,874	124,537
8. Other operating expenses		132,134	102,089
9., 10., 11. Financial income		49,433	49,190
12., 13., 14. Financial expenses		39,075	36,314
15. Other income		3	2
16. Other expenses		2	3
17. Income tax		20,792	35,159
18. Deferred taxes		4,755	-109
19. Net profit or loss for accounting period		67,397	134,992

Auditor's Report



Brnčičeva ulica 13
1231 Ljubljana – Črnuče
info@resni.si

Independent Auditor's Report on the Summary Financial Statements of ZEOS d.o.o., Intended for Public Disclosure

To the Shareholders of ZEOS d.o.o.

Opinion

The summaries financial statements, which include the summary balance sheet as of December 31, 2024, and the summary income statement for the year then ended, are derived from the audited financial statements of ZEOS d.o.o. for the year ended December 31, 2024.

In our opinion, the summary financial statements are consistent, in all material respects, with the audited financial statements in accordance with the basis as described under Note 1.

Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Slovene Accounting Standards (2016). Reading the summary financial statements and the auditor's report on the summaries of the financial statements is not a substitute for reading the audited financial statements of the company and the auditor's report thereon. The summary financial statements and the audited financial statements do not reflect the effects of events that occurred subsequent to the date of our report on the audited financial statements.

Audited Financial Statements and Our Auditor's Report on the Audited Financial Statements

In our auditor's report on the audited financial statements dated April 24, 2025, we expressed an unmodified audit opinion.

Management's Responsibility for the Summary Financial Statements

The management is responsible for the preparation of the summary financial statements in accordance with the basis as described under Note 1.

Auditor's Responsibility

Our responsibility, based on our procedures carried out in accordance with International Standard on Auditing (ISA) 810 (Revised), Engagements to Report on Summary Financial Statements, is to express an opinion on whether the summary financial statements are consistent, in all material respects, with the audited financial statements.

Boštjan Mertelj
Certified Auditor

Ljubljana, 4 June 2025

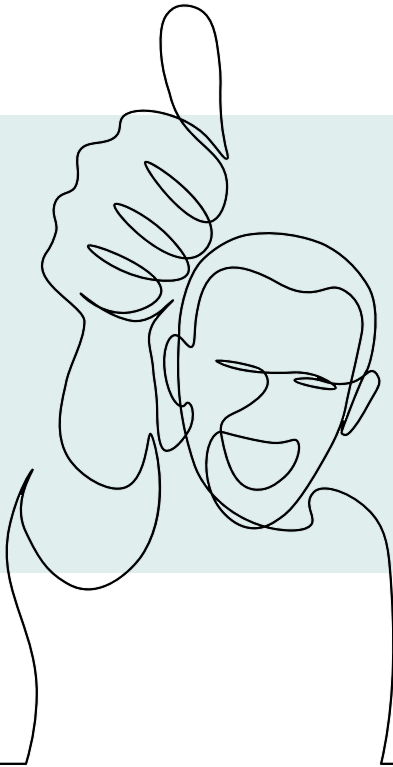
RESNI d.o.o.
Brnčičeva ulica 13
Ljubljana - Črnuče

The Independent Auditor's Report on Summaries of Financial Statements is a translation of the original Independent Auditor's Report in Slovene, issued on the summaries of financial statements in Slovene. This translation is provided for reference purposes only and is not to be signed.

| dovoljenje za opravljanje storitev revidiranja št.: 020-1/12-42 | TRR: SI56 6100 0000 7293 486 | osnovni kapital: 7.500 EUR
| matična št.: 6098681000 | davčna št.: SI 25261975

ZEOS Schemes

ZEOS operates 4 waste management schemes



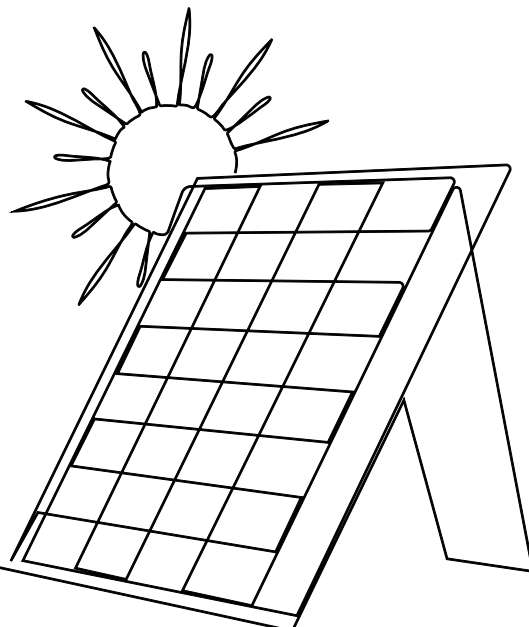
Why join the ZEOS collective scheme?

- Compliance with legal obligations under Extended Producer Responsibility. ✓
- Equal conditions guaranteed for all scheme members. ✓
- High-quality collection network services for WEEE, WPBA, WIBA, and WGC. ✓
- Efficient network of waste treatment operators (including for photovoltaic panels). ✓
- Robust stakeholder network within the waste management process. ✓
- Simple ordering of e-waste collection. ✓
- Facilitated environmental fee reporting for scheme members. ✓
- Comprehensive reporting on WEEE, WPBA, WIBA, and WGC management. ✓
- Active awareness-raising among all stakeholders on proper handling of WEEE, WPBA, WIBA, and WGC. ✓
- Timely updates for stakeholders on ZEOS's activities. ✓
- Free support regarding sector-specific legislation and guidelines. ✓
- Collaboration with organizations representing producers in fulfilling EPR obligations abroad. ✓

To acquire new members and inform obligated producers of their responsibilities, ZEOS employs various approaches and activities. These include identifying so-called “free riders”—entities operating outside legal frameworks—and informing them of their obligations. Only in this way can we ensure a fair and unified Extended Producer Responsibility system and guarantee equal treatment for all producers.

Photovoltaic Panels

Since 2019, photovoltaic panels have been classified as EEE in Slovenia, creating new obligations for producers and importers. The ZEOS scheme has seen a growing number of obligated parties who import or manufacture photovoltaic panels and are the first to place them on the Slovenian market. The number of obligated parties in the ZEOS scheme continues to rise, accompanied by rapid growth in the number and total mass of PV panels on the market. This trend has significantly increased the obligations ZEOS fulfils on behalf of EEE producers.



Participants in the ZEOS Schemes

We are trusted by
671 companies
in 4 schemes, which is
1.5% more
than in 2023.

526 participants of the WEEE management scheme

3 DIM d.o.o., **A** A2S, d.o.o., ABB INŽENIRING d.o.o., AC CENTER, ALEKSANDER CIGLARIČ s.p., AD VITA d.o.o., ADD PROS d.o.o., ADRIA DOM d.o.o., ADVANT d.o.o., AGRO LINDAU d.o.o., AGROCENTER d.o.o., AGRODIREKT d.o.o., AHATSERVIS, d.o.o., AKTIVA VAROVANJE D.D., ALARM AUTOMATIKA d.o.o., ALBA, d.o.o., ALBRACO d.o.o., ALFA LAVAL, d.o.o., ALMA-ELECTRONIC, d.o.o., Ljubljana, ALPFRIGO d.o.o., ALTA PC BIRO d.o.o., AMCL, d.o.o., AMITEH d.o.o., ANIKOM d.o.o., APOLLO d.o.o., APOLLONIA d.o.o., AQUA VIVA d.o.o., ARCHUS.SI d.o.o., ARIS JABOLKO d.o.o., ART-PE d.o.o., AS DOMŽALE MOTO CENTER d.o.o., AS POWER EQUIPMENT d.o.o., ASIST, d.o.o., ATLANTIC TRADE d.o.o., Ljubljana, AUDAX d.o.o., AUDIO BM d.o.o., AVIDA d.o.o., AVTERA, d.o.o., AVTOMATI ARMIČ d.o.o., AVTOTEHNA OPREMA d.o.o., **B** BALDER d.o.o., BAMA, d.o.o., Litija, BARTEC VARNOST d.o.o., BASAJ, d.o.o., BATEMIKA d.o.o., BELMET MI d.o.o., BENTON, d.o.o., BESOLAR d.o.o., BETATRON d.o.o., BIG BANG, d.o.o., BIG PARTNER d.o.o., BILLY POS d.o.o., BIMAS d.o.o., BIODOM 27 d.o.o., BIOHACKING VITAL, d.o.o., BIOKORP d.o.o., BIRO BIT d.o.o., BIROTEHNA d.o.o., BLOCKHAPP d.o.o., BMLED d.o.o., BONAJO d.o.o., BOXMARK LEATHER d.o.o., BRAINTEC d.o.o., BRALKO d.o.o., BREDET d.o.o., BRODNIK BR d.o.o., BRUNATA d.o.o., BSH HIŠNI APARATI d.o.o., BUDSEASON, ROK BUDIŠLIČ s.p., **C** C & A MODA d.o.o., CABLEX-M d.o.o., CADNEX d.o.o., CARL ZEISS d.o.o., CATENA d.o.o., CCE d.o.o., CDS INŽENIRING, d.o.o., CELADA d.o.o., CENTER E-VOZIL d.o.o., CETRON d.o.o., CID - ČISTILNE NAPRAVE d.o.o., CIFRA d.o.o., LJUBLJANA, CINKARNA CELJE, D.D., ČOALA d.o.o., COMTRADE d.o.o., CONETRA INT d.o.o., CONMED d.o.o., COOKINOX d.o.o., CPA d.o.o., CS-EUROTRADE, d.o.o., CVETKO ARTNAK s.p., CVS MOBILE D.D., ČČETRTA POT, d.o.o., **D** DAMIJAN STERLE s.p., DAT - CON d.o.o., DBS INŽENIRING d.o.o., DECATHLON LJUBLJANA d.o.o., DENTALIA d.o.o., DETACOM TAMARA KOREN PANGER s.p., DIAFIT d.o.o., DIGITECH d.o.o., DIN-DIETMAR NOCKER SICHERHEITSTECHNIK d.o.o., DIPROS d.o.o., DOBRA ZNAMKA d.o.o., doNET d.o.o., DO-RIMPEX d.o.o., LJUBLJANA, DREVENŠEK & DIFF, d.o.o., DRUŽINA STVARNIK RAUTER d.o.o., DS SVETILA, DOMEN SAJE s.p., DZS D.D., **E** ECE d.o.o., ECHO SON d.o.o., Ljubljana, eDATA d.o.o., EDICOM, d.o.o., EFEKT Krško, d.o.o., EKAMANT d.o.o., EKOENERGIJA d.o.o., EkoLuks d.o.o., EKOSIJ d.o.o., ELBI d.o.o., KRANJ, ELCI d.o.o., ELEKTRO ŠTUMPFL d.o.o., ELEKTROSERVIS POVŠE d.o.o., ELENHUB, d.o.o., ELLATRON d.o.o., ELPRO KRIŽNIČ d.o.o., ELSAT d.o.o., ELSIS d.o.o., ELT, d.o.o., ELTEH d.o.o., ELTUS PLUS d.o.o., EMAGO, HELENA BEZJAK s.p., EMB ZAGORJE d.o.o., E-MISIJA d.o.o., EMPOR d.o.o., ENDRESS + HAUSER d.o.o., ENERGA d.o.o., ENERGA SISTEMI d.o.o., ENERGE d.o.o., ENERGO PLUS, d.o.o., ENERTEC d.o.o., ENERTRON, d.o.o., ENTECH, d.o.o., EOGEN d.o.o., EPEU, d.o.o., ERICSSON d.o.o., ERZETICH d.o.o., ESSILOR d.o.o., ETECH d.o.o., ETI ELEKTROELEMENT, d.o.o., ETRA d.o.o., ETT LIGHTING d.o.o., EURODISKONT d.o.o., EUROLUX d.o.o., EV POLNILNICE d.o.o., EVENTUS NOVO MESTO, d.o.o., EXPERTO INTERNATIONAL d.o.o., EXTREME d.o.o., **F** FACTORY STORE, d.o.o., FEBUS ANDREJ GUZELJ s.p., FESTO d.o.o. LJUBLJANA, FIBERNET d.o.o., LJUBLJANA, FIRŠT d.o.o., FITAL, VALERIJA KOVAČIČ s.p., FMC d.o.o., FOKAB d.o.o., FORMA SVETILA d.o.o., FORTES PRO d.o.o., FOTO BESENIČAR d.o.o., FRAPORT SLOVENIJA, d.o.o., FRIDRO d.o.o., FRUCTAL d.o.o., FUNFOOD D.O.O., FURLAN d.o.o., **G** GA SISTEMI d.o.o., GALUN ELEKTRONIKA, d.o.o., GASPERO, d.o.o., GASTROFRIGO INTERNATIONAL d.o.o., GCI d.o.o., GDB SMART d.o.o., GEDER, d.o.o., GEN-I SONCE d.o.o., GEOENERGETIKA d.o.o., GEOSERVIS d.o.o., GERMANSOLAR EAST EUROPE d.o.o., GIA - S d.o.o., GLEDING d.o.o., LJUBLJANA, GMT d.o.o., GO TO d.o.o., GORAN MILOŠEV s.p., GORENJE GOSPODINJSKI APARATI, d.o.o., GORENJE GSI, d.o.o., GORENJE GTI d.o.o., GORUP - AUDIO STOJAN GORUP s.p., GO-ST d.o.o., GRADBENI SERVIS LORENČIČ d.o.o., GRETA AVSEC s.p., GTG PLIN d.o.o., **H** H2N d.o.o., HALDER NORM-TECHNIK d.o.o., HARTMAN d.o.o., HAUSBRANDT CAFFE, d.o.o., HAUSER, d.o.o., HELLA SATURNUS SLOVENIJA d.o.o., HENKEL SLOVENIJA d.o.o., HIDRAVLIKA d.o.o., HOME MADE d.o.o., HORIZONT CLAIR d.o.o., HOTEL SLON D.D. LJUBLJANA, HTZ Velenje, I.P., d.o.o., HYPEX, d.o.o., **I** I-BIN d.o.o., IBLO d.o.o., ICE-MAX d.o.o., IDENTIKS d.o.o., IFM ELECTRONIC, d.o.o., ILIRIJA d.o.o., IMEDIA GROUP d.o.o., IMOVATION d.o.o., IMS-ADIT, d.o.o., IN, d.o.o., INFINITUS d.o.o., INLED d.o.o., INPUT RWS, d.o.o., INŠTITUT PREVENT d.o.o. LJUBLJANA, INTERLUX TRADE d.o.o., LJUBLJANA, INTERMATIC d.o.o., INTERSPORT ISI, d.o.o., INTRA LIGHTING d.o.o., INŽENIRING PLUS d.o.o., iPLUS d.o.o., IPO-TEH TRGOVINA, d.o.o., IPRO ING d.o.o., ISARIA d.o.o., ISKRA VARJENJE d.o.o., IVEC d.o.o., IXTEH d.o.o., **J** JABADABADU, SUZI MRAVLEK s.p., JEZ d.o.o., JR PRODUCT d.o.o., JYSK d.o.o., **K** KAMBIČ d.o.o., KANPRO, d.o.o., KARL STORZ d.o.o., KENS d.o.o., KINESTICA d.o.o., KITAJSKI CENTER d.o.o., KLEMEN TRADE d.o.o., KLEVI, d.o.o., KRANJ, KLIMA PETEK D.O.O., KOLPA D.D. METLIKA, KOMPAS TELEKOMUNIKACIJE, d.o.o., KON TIKI SOLAR d.o.o., KAMNIK, KONEKT BOJAN SEP s.p., KONAKT P d.o.o., KONTRON, d.o.o., KONUS KONEX d.o.o., KOVINOPLASTIKA LOŽ d.o.o., KOVINTRADE D.D. CELJE, KRANJEC AUDIO BOŠTJAN KRANJEC s.p., KREK d.o.o., KRKA D.D., NOVO MESTO, KRONOTERM d.o.o., KSB ČRPALKE IN ARMATURE d.o.o., KTI, ELEKTRONIKA, d.o.o., KWON d.o.o., **L** LABOHEM d.o.o., LANGER LANGERHOLC DANILO s.p., LAPP, d.o.o., LED IT d.o.o., LED LUKS d.o.o., LEDIKS d.o.o., LEK D.D., LES-MMS d.o.o., LESOTEKA TRGOVINE d.o.o., LIBELA ELSI d.o.o., LIFEDROP d.o.o., LINCOS d.o.o., LISAP SI d.o.o., LIVE MEHANO, d.o.o., LORBI, d.o.o., LOTIS d.o.o., LPKF d.o.o., LUMENIA d.o.o., **M** M & K SEIBERT d.o.o., MAB EXPORT d.o.o., MADD, d.o.o., MAGRES d.o.o., ŽELEZNIKI, MAHLE ELECTRIC DRIVES BOVEC d.o.o., MAHLE ELECTRIC DRIVES SLOVENIJA d.o.o., MAIS D.D. LJUBLJANA, MAITIM d.o.o., MAKITA d.o.o., LJUBLJANA, MAKOM TRGOVINA, d.o.o., MANET d.o.o., MAPOL d.o.o., MARCHIOL d.o.o., MARIJA ŠENK s.p., MARKO PÄPLER s.p., MARKO SEVER s.p., MASTERPLAST d.o.o., MATHITECH d.o.o., MB FRIGO d.o.o., MECOM - ZAŠČITE d.o.o., MEDICOENGINEERING d.o.o., MEDIKO-EL, d.o.o., MEDIPREM d.o.o., MEDITRA d.o.o., MEFISTO d.o.o., MEGASPLET d.o.o., MERIDIAN MEDICAL d.o.o., MERKUR ENERGIJA, d.o.o., MERKUR TRGOVINA, d.o.o., METAL MIKULIČ d.o.o., METALKA ZASTOPSTVA SERVIS d.o.o., METALOPREMA d.o.o., METRON, INŠTITUT ZA DIAGNOSTIKO IN VZDRŽEVANJE MOTORNIH VOZIL, METTLER TOLEDO d.o.o., MG BIRO d.o.o., MI - LINE d.o.o., MICOM ELECTRONICS d.o.o., MIKODA d.o.o., MIKRO+POLO d.o.o., MIKROPIS HOLDING d.o.o. ŽALEC, MIKRUT d.o.o., MIMOVRSKE d.o.o., MINES TEAM d.o.o., MLACOM d.o.o., LJUBLJANA, MLADINSKA KNJIGA ZALOŽBA D.D., MLEKARNA CELEIA d.o.o., MM SURGICAL d.o.o., MOBIL SERVIS d.o.o., MOJA ELEKTRARNA d.o.o., MOLEK.SI d.o.o., MOLLIER d.o.o. CELJE, MTD ELECTRONICS d.o.o., MUSIC MAX d.o.o., **N** NANOCUT d.o.o., NARA HLADILNA TEHNIKA, d.o.o., NAVIUM ELIT, d.o.o., NAVKOM d.o.o., NIKO d.o.o. ŽELEZNIKI, NIVES d.o.o., NKT d.o.o., NOVARTIS d.o.o., NOVATECH HEALTHCARE d.o.o., NOVATEL d.o.o., NTR INŽENIRING d.o.o., NTT, d.o.o., NUKLEARNA ELEKTRARNA KRŠKO d.o.o., **O** OKROGELNIK d.o.o., OMEGA d.o.o., OMEGA d.o.o. LJUBLJANA, OPTIMA SOLUTIONS, d.o.o., OPTIPRINT, d.o.o., OPTOMOTIVE d.o.o., **P** PALOMA D.D., PAMP d.o.o. LJUBLJANA, PAYTEN d.o.o., PEC SISTEMI d.o.o., PERVISIO d.o.o., PETROL D.D., LJUBLJANA, PGC d.o.o., PIGO d.o.o., PIKTRONIK d.o.o., PIPISTREL d.o.o., PISOL d.o.o., PLUS TEHNIKA d.o.o., POČKAJ d.o.o., POSLOVNI SISTEM MERCATOR d.o.o., POSTIM, d.o.o., PREALPI d.o.o., PRELOVŠEK d.o.o., PRETENT d.o.o., PRIGO d.o.o., BREZOVICE, PROCON d.o.o., PRODENT INTERNATIONAL, d.o.o., PRODUMUS, d.o.o., PRODUCTA d.o.o., PRO-GEN d.o.o., PROJEKT GT d.o.o., PROJEKT d.o.o., PROLAT TREBNJE d.o.o., PROSIGMA PLUS, d.o.o., PROSTT d.o.o., PROVIDIO d.o.o., **Q** Q-FREE TRAFFIC DESIGN d.o.o., **R** RAGA d.o.o., REAM d.o.o., REEF d.o.o., REFLECTA SOLUTIONS d.o.o., REMEPA d.o.o., RENOVO d.o.o., RESALTA d.o.o., REVOZ D.D., REXEL, d.o.o., RITTAL d.o.o., RO PROJEKT d.o.o., ROBEKS d.o.o., LJUBLJANA, ROBINI LINE d.o.o., ROBOTINA, d.o.o., RONA TRGOVINA d.o.o., RT - TRI d.o.o., **S** SAKSIDA d.o.o., SALESIANER MIETTEX PERITEKS d.o.o., SAM d.o.o. DOMŽALE, SAMSUNG ELECTRONICS AUSTRIA GMBH, PODRUŽNICA V LJUBLJANI, SANOTECHNIK d.o.o., SAT CONTROL d.o.o., SAW d.o.o. KOPER, SC PROJEKT, SIMON CERKVENIK s.p., SCHRACK TECHNIK d.o.o., SEKORTEL, d.o.o., SEMENARNA LJUBLJANA, d.o.o., SEMLAB d.o.o., SENČILA MEDLE d.o.o., SENKANAR, d.o.o., SENSO4S d.o.o., SENSUM d.o.o., SES GROUP d.o.o., SEVER d.o.o. IZOLA, SG GUZELJ d.o.o., SHOPPSTER d.o.o., SIES d.o.o., SIGN & SUPPLY d.o.o., SIJALKA MITJA VUNDERL s.p., SILENOS d.o.o., SIPRONIKA d.o.o., SITOKEM d.o.o., SLAVA d.o.o., SLOLUKS d.o.o., SLORATIONAL d.o.o., SLV d.o.o., SM ELEKTRONIKA, d.o.o., SMART COM d.o.o., SMM d.o.o., SOFTNET d.o.o., SOL NAVITAS d.o.o., SOLARNI-SVET, d.o.o., SOLVERA LYNX d.o.o., SONAR, d.o.o., SONCE ENERGIJA d.o.o., SONČNI SISTEMI d.o.o., SONUS ART d.o.o., SPARK PROMOCIJE d.o.o., SPECTRUM BRANDS GROUP d.o.o., SPES d.o.o., STATUS METLIKA, d.o.o., STEEL PLAST d.o.o., STRIP'S d.o.o., STROJPLAST d.o.o., STV GLOBAL d.o.o., SUN TRADE d.o.o., SVETLARNA d.o.o., SWARCO LEA d.o.o., **Š** ŠKRLJ d.o.o., ŠPAN d.o.o. BREZOVICE, ŠTULAR d.o.o., **T** TAB D.D., TABAGO d.o.o., TARK TRADE d.o.o., TARK, d.o.o., TASKING LABS d.o.o., TAVIJA d.o.o., TDI d.o.o., TDR TRADING d.o.o., TEAM TRADE d.o.o., TEHNO SHOP d.o.o., TEHNOLOGIKA d.o.o., TEKSEL d.o.o., TEO - TEN, d.o.o., TERNAL TRADE d.o.o., TERMO SHOP d.o.o., TERMOMOLEKTRARNA ŠOŠTANJ d.o.o., TERSUS d.o.o., THESAURUS d.o.o., TIKI HVAC d.o.o., TILT TRGOVINA IN STORITVE d.o.o., TIMMLUX d.o.o., TIMOJEJ RAKUŠA s.p., TINKI, TILLEN ŠENK s.p., TMW PRO d.o.o., TO BI d.o.o., TOBO'S d.o.o., TOR - FM d.o.o., TRATNJEK d.o.o., TRIVAL ANTENE d.o.o., **U** UNIDIS TRGOVINA d.o.o., UNIKAT, d.o.o., UNINET d.o.o., UNIVECTRA d.o.o., URMAT d.o.o., URMET d.o.o., URNI d.o.o., UROŠ GAJŠEK s.p., **V** VAGA d.o.o., VALMOR d.o.o., VARIKON d.o.o., VARTA TRGOVINA d.o.o., VBH TRGOVINA d.o.o., VEGA d.o.o., VELOG d.o.o. LJUBLJANA, VERIZON LJUBLJANA d.o.o., VEZAVE d.o.o., VIBOR d.o.o. LJUBLJANA, VILLAGER d.o.o., VIPAP VIDEM KRŠKO D.D., VIRS, d.o.o., VISIONECT d.o.o., VISOL d.o.o., VITATERM d.o.o., VOTAN, d.o.o., VTH JOŽEF HACK s.p., VTZ d.o.o., **W** WARCUM d.o.o., WEISHAUPT d.o.o., WIDEX TRADING d.o.o., WINTERHALTER GASTRONOM d.o.o., WSL REFRIGERATION d.o.o., WUERTH, d.o.o., **X** XASTOR d.o.o., KAMNIK, XGLOBAL MATJAZ KNEZ s.p., XPAND 3D d.o.o., ZASLON TELECOM d.o.o., LJUBLJANA, ZAVOD ZA PROMOCIJO ZDRAVJA, ZIDENS d.o.o., ZVEN MA d.o.o., **Ž** ŽAK d.o.o.

237 participants of the WBA management scheme

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6 participants of the WCG management scheme

E EUROSPOIN EKÓ, d.o.o., **G** GREGOR PERNE s.p., **P** POSLOVNI SISTEM MERCATOR d.o.o., **R** REMAP, Reteče, d.o.o., **S** SVEČE SCOZZAI MITJA SCOZZAI s.p. **V** VRTNI CENTER IN CVETLIČARNA "COLARIČ", PETER COLARIČ s.p.

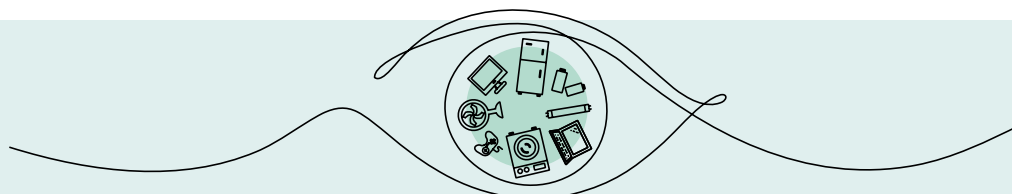
41 participants of the WIBA management scheme

A ADVANT d.o.o., ALMA-ELECTRONIC, d.o.o., Ljubljana, **B** BESOLAR d.o.o., BURIN BOATS d.o.o., **C** CELADA d.o.o., CS-EUROTRADE, d.o.o., **D** DAT - CON d.o.o., DIN-DIETMAR NOCKER SICHERHEITSTECHNIK d.o.o., **E** ECE d.o.o., ELEKTRO ŠTUMPFL d.o.o., ELENHUB, d.o.o., ENERGA SISTEMI d.o.o., ENERTEC d.o.o., EPEU, d.o.o., ERICSSON d.o.o., ETECH d.o.o., EU-RODISKONT d.o.o., **F** FIBERNET d.o.o., LJUBLJANA, FURLAN d.o.o., **G** GEN-I SONCE d.o.o., GERMANSOLAR EAST EUROPE d.o.o., **K** KOMPAS TELEKOMUNIKACIJE, d.o.o., KONTRON, d.o.o., **M** M & K SEIBERT d.o.o., MAKOM TRGOVINA, d.o.o., MARCHIOL d.o.o., MATHITECH d.o.o., MEDICOENGINEERING d.o.o., **P** PAMP d.o.o., LJUBLJANA, PISOL d.o.o., PRO-GEN d.o.o., **R** REXEL, d.o.o., **S** SCHRACK TECHNIK d.o.o., SIPRONIKA d.o.o., SOL NAVITAS d.o.o., SONCE ENERGIJA d.o.o., **T** TDI d.o.o., TERMO SHOP d.o.o., **U** URMET d.o.o., URNI d.o.o., **V** VEZAVE d.o.o.

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Following the Waste Electrical and Electronic Equipment Regulation, ZEOS has entered into contracts with foreign manufacturers of electrical and electronic equipment to fulfil their producer obligations in accordance with the regulation in the Republic of Slovenia.



A heartfelt thank you to everyone who keeps a careful eye on e-waste and helps us fulfil our mission.

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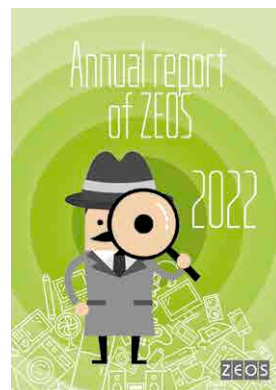
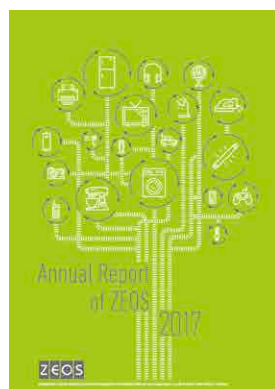
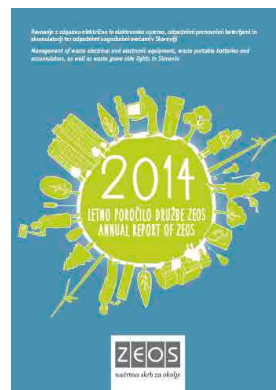
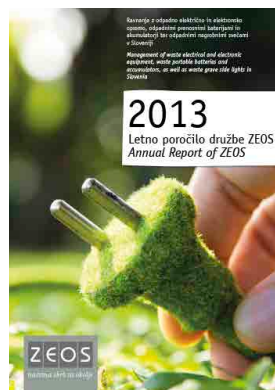
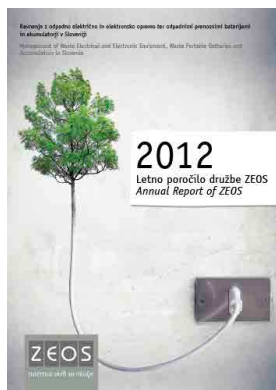
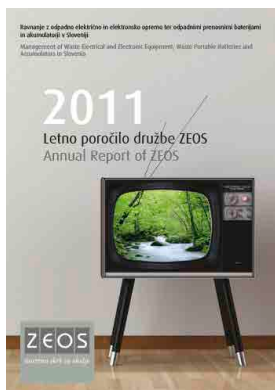
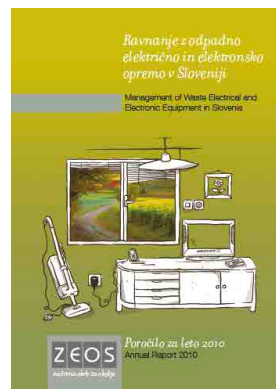
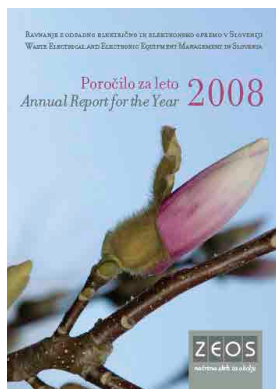
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For more information on our work and growth in the previous years, please see our annual reports.